



# Sustainability at the Core

Our shared value



2022





# Table of contents

<b>Letter from the Chairman and the Chief Executive Officer</b>	<b>4</b>
<hr/>	
<b>Highlights 2022</b>	<b>6</b>
<hr/>	
<b>Renantis Group</b>	<b>8</b>
<hr/>	
About us	10
Business profile and activities	12
A Governance that fosters sustainability	14
<b>At the cutting edge</b>	<b>16</b>
<hr/>	
Renewables in the energy scenario	18
Policies and objectives	20
Our approach to materiality analysis	22
Our sustainable business strategy	24
New strategy, new brand, same ambition	25
Innovating, within our reliability track record: this is our method of engagement	26
<b>Economic and productive capital</b>	<b>30</b>
<hr/>	
From energy to value	32
Driven by innovation	34
Innovation for business management	36
Sentiment analysis serving the energy market	38

<b>Social and relational capital</b>	<b>42</b>
A community partner	44
Community initiatives	48
Training and awareness-raising	49
The value of the supply chain	50
Illinois wind farm: an example to roll out	52
<b>Environmental and climate capital</b>	<b>56</b>
Protecting the environment and the landscape	58
Technology and landscape: agrivoltaics and floating wind	60
Our carbon footprint	62
Co-existing in harmony with the local environment: our landscape mosaic	64
<b>Human capital</b>	<b>68</b>
People drive change	70
Diversity, an added value	74
A healthy and safe working environment	76
Understanding and ensuring diversity and inclusion strengthens our business	80
<b>Appendix</b>	<b>84</b>
Sustainability Framework (SUF)	84
Performance and impact data and indicators	85
Other data and impact indicators	104
Methodological note	106
GRI correlation tables	108
Acronyms and units of measurement	111

# Letter from the Chairman and the Chief Executive Officer

Dear Reader,

The energy transition and decarbonisation of the economic system are the focus of the new world order, where renewable energy sources play a crucial role in our future. Geopolitical tensions are making it ever more urgent to deliver on shared international commitments that aim to curb the increase in global warming, while making Europe energy independent.

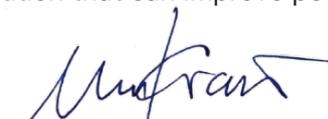
This is a complex environment, in which we, as businesses and as members of the communities in which we operate, are playing our part. We have been working for some time to prepare for all the opportunities offered by these new developments, with a firm belief in the soundness of our integrated business model. Based on a strategy dedicated to the creation of value, which is shared with all our stakeholders, this model stems from our belief that the value generated through investment in new productive capital has to be matched by a growth in value for the communities that host our plants, for the environment and for our people. To deliver this, it is essential to ensure that our projects are increasingly integrated within their local environments, starting with listening to the needs of our customers, of the areas where we operate and of the communities that live there.

2022 has seen us evolve from Falck Renewables into Renantis: a new brand and a new ownership that can accelerate our sustainable growth, based on continuous innovation, quality and enhancement of human capital. For us, innovation is the fundamental driving force in achieving a systemic approach to renewable generation and reaching the energy transition goals, which we embrace and incorporate into our business models and plants. Quality refers to the excellence we strive for in our operational activities, which are essential for our plants to function at maximum efficiency at all

times. We operate so that our human capital, made up of our expertise, motivation, ethical values and aspiration, is increasingly a force of change: all of these elements belong to people who see their contribution to the process of transforming the energy system as an objective that is also personal, a goal to which we aspire that is close to our values.

We are aware that our ability to make a positive impact also depends on collaboration between our people and external stakeholders, so over the course of the past year we created many opportunities for exchange and dialogue. We believe that now, and increasingly in the future, incorporating the needs and expectations of our stakeholders into the strategic and operational planning of business activities is a fundamental factor in guiding the company's long-term development. This is particularly true at this time of profound change, in which a shared vision and commitment can make a substantial contribution to achieving decarbonisation goals.

In the following pages we will highlight the progress we have made in addressing our current challenges, while we look towards a different future. We believe that we can play a leading role, by supporting, with care, an evolution that can improve people's lives.



**Olov Mikael Kramer**  
*President*



**Toni Volpe**  
*Chief Executive Officer*

# Highlights 2022

**€ 244.2M**

The **added value distributed** to all our stakeholder\*

**1,420 MW\*\***

Total **installed capacity**, of which

→ **1,096 MW onshore wind** ↑

→ **278 MW solar** ☀

**3,246 GWh**

Total **energy produced**

**10.6 GW**

**Floating offshore wind pipeline**

→ **5.1 GW in Scotland** 🇬🇧 and the **Celtic Sea**

→ **5.5 GW in Italy** 🇮🇹

**46%**

**Plants with significant community engagement programmes\*\*\***

**€ 1.6M**

The value of **community benefit schemes** (UK, Sweden, Norway, France and Spain) supporting **more than 40 communities**



First community benefit scheme in **France**

**2**

Call for projects to **provide support during the energy crisis for communities** in Italy and the UK

**0.53 MtCO<sub>2</sub>eq**

**Avoided GHG emissions\*\*\*\*** thanks to

→ **3,061 GWh** ↑ ☀ of **renewable energy produced**



**Agrivoltaic approach in Italy, France and Spain**



**Sustainability Excellence Certificate** in Spain for two new renewable projects

**78%**

Our **energy consumption** comes from **renewable sources**

**43.6 hours**

**Average yearly training** per employee

**50%**

The **percentage of women** on the BoD



**Top Employer** certified again in 2022

**753**

Number of employees (**+9% vs 2021**)

\* Stakeholders such as staff, shareholders, credit capital providers, central and peripheral public authorities and local communities.

\*\* The value includes the plants held through minority shares.

\*\*\* Understood as the involvement of local communities through cooperative schemes, ownership schemes, benefit schemes and crowdfunding initiatives or with local enabling of sustainable energy consumption services (i.e. community energy, power purchase agreements (PPAs), access to net metering credit schemes, etc.) for communities or public utility bodies/institutions.

\*\*\*\* References for the emission factors applied in this Report: US: "Emission Factors for Greenhouse Gas Inventories" (US EPA 2022): 0.2826 tCO<sub>2</sub>/ MWh for North Carolina and Virginia, 0.2396 tCO<sub>2</sub>/ MWh for Massachusetts, 0.4443 tCO<sub>2</sub>/ MWh for Iowa, 0.2959 tCO<sub>2</sub>/ MWh for Maryland and 0.1059 tCO<sub>2</sub>/ MWh for New York; EU: "Efficiency and decarbonization indicators for total energy consumption and power sector. Comparison among Italy and the biggest European countries" (ISPRA, 2022): Italy 0.2519 tCO<sub>2</sub>/ MWh, Spain 0.1635 tCO<sub>2</sub>/ MWh, France 0.0510 tCO<sub>2</sub>/ MWh, Sweden 0.0175 tCO<sub>2</sub>/ MWh; UK: "Greenhouse gas reporting: conversion factors 2022" (Department for Business, Energy & Industrial Strategy): 0.1934 tCO<sub>2</sub>/ MWh; Norway: "Electricity disclosure 2018" (NVE-RME, 2020 update): 0.0189 tCO<sub>2</sub>/ MWh.



# Renantis Group

**We exist to build a better future.  
When we take on a project, we deploy  
all our expertise and all the elements  
to make it real. We make things happen,  
turning ideas into results.**





# About us

**We are an international renewable energy operator, active in the development, design, construction and management of clean energy production plants. We work alongside energy producers and consumers, providing a comprehensive, flexible and innovative service across the entire energy supply chain.**

We also offer wealth management and technical and financial advisory services to utility companies, developers, energy companies, investment funds and credit institutions.

We are driven by a desire to create a better future for all, by powering people's everyday lives with care.

We are leading the energy transition by seizing the opportunities it offers and investing in the elements that we believe are needed for its implementation: renewable generation, electrification and more flexible reduced consumption. We act as responsible pioneers of energy sustainability solutions, which we provide to our customers alongside our wide ranging and

constantly evolving skills, developed as we manage our own plants day-to-day.

Our business is dedicated to the production and sale of electricity from renewable sources, wind, photovoltaic and, to a small extent, from waste-to-energy and biomass. At the end of 2022, the total installed capacity of our plants was 1,420 MW. Alongside our energy production services, the companies in our Group provide advisory and technical/administrative management services for third-party assets, as well as energy management services designed to improve energy efficiency by coordinating production, distribution and storage. Using increasingly innovative solutions we also offer a management system for

online monitoring of commercial and industrial energy consumption performance.

We believe that in order to move ahead achieving tangible results, and to be able to innovate, our commitment to sustainability must be genuine and factual, and our competence wide and deep. What brings us together and differentiates us in the market is our caring attitude towards our colleagues, clients, the environment, and the communities within which we work. This starts with active listening and understanding of the market evolution – its people and its needs – and ends with creating shared value for all.

The Group's workforce counted 753 employees on 31 December. We have a strong presence in Italy, but we are also well-established in the rest of Europe, with several operating plants in Spain, the United Kingdom, France, Sweden and Norway, and plants under construction in Finland. As well as the European market, we operate in the US with Novis Renewables, a joint venture created with ENI.

Our advisory services, provided by Vector Renewables, give us a presence in over 40 countries: with 12 offices in 10 different countries, we are able to reach markets such as Japan, Chile, the Philippines and Australia.

### Falck Renewables evolves into Renantis

To build a better future for all, by powering people's everyday lives with care.

For us, 2022 was the founding year of a new brand identity that represents the beginning of a new chapter in our history. Falck Renewables was replaced by Renantis, following the acquisition and subsequent delisting of the Company; a rebranding that emphasises the concepts of change and renewal. Let's not forget our roots, but let's move towards the future with new goals: care, innovation, diversity and effectiveness.

The rebranding is the result of a process involving internal and external stakeholders, with the aim of identifying and integrating the core values of the Group within the brand, starting with a strong focus on the concept of care. Our visual identity has been updated using colours and designs that are close to nature, to emphasise how sustainability and inclusiveness remain at the heart of what we do.

### The four pillars of the new brand identity

- **Care** - We have grown with this pillar at the heart of all we do, it has always been part of who we are throughout our history. It characterizes our collaborative and sharing approach and, in general, the way we do everything. In our pursuit of positive impact, we mitigate any possible risk for the planet and its people.
- **Innovation** - We never stand still; because a better future implies constant improvement. Our innovation is always backed by our deep and vast expertise, every step ahead we take is solid and safe.
- **Diversity** - We embrace diversity as a value that is recognized and improved upon every day. It is further reflected through the diverse and deep competencies we offer as a group, allowing us to build a presence and know-how that covers the whole value chain.
- **Effectiveness** - We exist to build a better future. When we take on a project, we deploy all our expertise and all the elements to make it real. We make things happen, turning ideas into results.

# Business profile and activities



Generation plants owned by the Group

**1,420 MW\***

**Total installed capacity** including:

- 1,096 MW** onshore wind
- 278 MW** photovoltaic solar
- 31 MW** waste-to-energy
- 15 MW** biomass

**3,246 GWh**

**Energy produced**

Energy management and energy efficiency

**1.8 TWh**

**Energy management**

**+2,000**

**Customers**  
metering services, management of demand response services

\* The value includes the plants held through minority shares.



### Asset management and technical advisory

**5.4 GW**

**Assets managed**  
including 4 GW from third parties

**100 GW**

**Technical services**

**5 GW**

**Legal advisory**

# A Governance that fosters sustainability

Promoting sustainable development goes hand in hand with the ethical management of our business, backed up by a fully developed corporate governance system which operates according to strategic guidelines.

On 26 July 2022, we held an Extraordinary Shareholders' Meeting where a one-tier administration and control system was adopted as per Article 2409-*sexiesdecies et seq.* of the Italian Civil Code and our articles of association were consequently amended. The one-tier system consists of a Board of Directors (BoD) who both administer and control the Company, and a Management Control Committee who have oversight of the Board. The Board of Directors is vested with the broadest powers for the ordinary and extraordinary management of the Company and was renewed during the year. It currently has ten members (five women and five men) of whom 40% are external and independent.

Two committees were established in 2022 to support the Board of Directors: The Human Capital Committee, consisting of the Vice Chairman and a member of the Board, which is responsible for remuneration and other culture and human resource policies of the company; and the Investment and M&A Committee, made up of the Vice Chairman, the Chief Executive Officer and three members of the Board.

Oversight and auditing of the functioning of the system and corporate management more generally, is the responsibility of the Manage-

## Data on composition of BoD at 31/03/2023



### Members of the BoD

- 2 Executive directors
- 4 Independent directors



**50%**  
women

### Board members' expertise

- ● ● energy/engineering
- ● strategy
- risk management/corporate governance
- sustainability
- ● economics

### Breakdown by age

- ● ● ● members aged 30-50
- ● ● ● members aged over 50

ment Control Committee, the Supervisory Board and the Internal Audit department. The Internal Audit team operates according to the annual audit plan shared with the Management Control Committee, or in response to specific situations, such as reports of infringements of laws, principles or ethical rules, which they investigate. In 2022, the team of auditors was involved in nine interventions, and produced 13 audit reports, which can be divided into three areas: operational<sup>1</sup>, financial<sup>2</sup> and compliance<sup>3</sup>.

Although the Group's companies are spread across a wide range of countries, they all re-

fer to the principles and values underlying our corporate culture and outlined in our Code of Ethics, which applies in tandem with national legislation. We ask all our members of staff and contractors to comply with these principles. In Italy, Legislative Decree 231/2001 defines the responsibilities of our companies and employees based on the Organisation and Management Model, while abroad they adhere to the directives of the Compliance Programme. In addition, in the United Kingdom, we comply with the UK Bribery Act and with the UK Modern Slavery Act on anti-corruption and human rights; in Spain, we are bound by the *Ley Orgánica* (Organic Law).

## The principles of the Renantis' Code of Ethics

### Focus on people

respect for their fundamental rights, protection of their moral integrity and guaranteed equal opportunities, both within and outside the Group.

### Open dialogue

with all stakeholders in the countries where we operate (communities, government and national institutions).

### Maximum market competitiveness

with investment in research to develop safe, reliable and effective technologies.

### Protection of environmental heritage

as a principle underlying the Group's purpose.

### Integrity, honesty, fairness and transparency

in order to strengthen our reputation as a serious, reliable and professional partner with all our stakeholders.

### Efficiency and effectiveness of management

also pursued through appropriate control processes, through the certification of the Company, the certainty and maintenance of environmental parameters, the reliability of performance over time.

### Ongoing innovation

to be at the centre of the energy transition.

### Compliance with current regulations

an absolute imperative for how we do business and for those who want to do business with us.

### Enhancement of human resources

with the development of skills, abilities and talents of each employee, according to a policy based on merit and equal opportunity, in a climate that encourages communication and cooperation at every level.

1 Audits intended to ascertain the effectiveness and efficiency of business operations. They may relate to strategic processes, business processes or support processes for business operations  
 2 Audits intended to ascertain the reliability of accounting and financial information and situations used for the purposes of internal disclosure (management reporting) or market disclosure (external reporting).  
 3 Audits whose main purpose is to ascertain the compliance of company processes and activities with external laws and regulations, as well as with internal policies and procedures.

# At the cutting edge

**The impact of our everyday actions has never been as significant as it is today. To be actors of change, it is necessary to combine ambitious objectives with responsibility and reliability.**





# Renewables in the energy scenario

**In 2022, the development of renewable sources became even more urgent in response to the implications of the Russian-Ukrainian geopolitical crisis, and shared international commitments are becoming more pressing.**

The disruption to fossil fuel supplies highlighted the benefits of renewables for energy security, prompting several countries to strengthen their policies. Photovoltaics and wind also became increasingly competitive due to the increase in fossil fuel prices worldwide<sup>4</sup>. In this context, Europe achieved record electricity production from wind and solar, which contributed 22% to the European Union's (EU) electricity production, exceeding gas-based generation for the first time, which remained at 20%. Solar energy production grew most rapidly, with a record increase of 24% in 2022 compared with the previous year<sup>5</sup> (Fig. 1).

ables is expected to quadruple from 290 GW in 2021 to around 1,200 GW in 2030<sup>6</sup>, and by 2050, renewables and fossil fuels will be contributing equally to the energy mix<sup>7</sup>. This forecast takes into account expected developments in policies and technologies over the next few years, in line with the objective of achieving Net Zero by 2050. It is also expected that the electrification process will continue to accelerate, accounting for about 40% of energy consumption by 2050<sup>8</sup>. This growth will impact wind and photovoltaic production, which will be supported by lower costs and expected technological advances.

The global energy system is undergoing a rapid transition: the installed capacity of renew-

ables is expected to quadruple from 290 GW in 2021 to around 1,200 GW in 2030<sup>6</sup>, and by 2050, renewables and fossil fuels will be contributing equally to the energy mix<sup>7</sup>. This forecast takes into account expected developments in policies and technologies over the next few years, in line with the objective of achieving Net Zero by 2050. It is also expected that the electrification process will continue to accelerate, accounting for about 40% of energy consumption by 2050<sup>8</sup>. This growth will impact wind and photovoltaic production, which will be supported by lower costs and expected technological advances.

4 Energy Strategy, POLIMI, Electricity Report 2022

5 Yearly electricity data 2022, Ember

6 World Energy Outlook 2022, IEA

7 Energy Transition Outlook 2022 - A global and regional forecast to 2050, DNV

8 Energy Transition Outlook 2022 - A global and regional forecast to 2050, DNV-GL

Fig. 1



growth of renewable energy to help achieve ambitious decarbonisation targets. In 2021, the European Commission proposed increasing the share of EU-produced renewable energy from 32% to at least 40% by 2030 (the *Fit for 55* policy package), in order to take the European Union to climate-neutrality by 2050, as set out in the European Green Deal and the climate law of June 2021.

With regard to electricity, according to the International Energy Agency (IEA), in order to achieve the installed capacity necessary to generate 69% of electricity from renewable sources by 2030, as indicated by the REPowerEU plan, photovoltaic solar should increase by an average of 30% each year and wind power by more than double<sup>9</sup>.

## Policies and objectives

In order to achieve the EU's ambitious energy and climate targets for 2030 and 2050, in November 2020 the European Commission published an offshore renewable energy strategy that proposes actions and policies to promote the development of the sector over the long term. The strategy identifies installed capacity targets of at least 60 GW of offshore wind energy and 1 GW of ocean energy by 2030, increasing to 300 GW and 40 GW, respectively, by 2050.

To maximise its impact, the EU strategy not only focuses on energy production targets, but also broadens its scope to cover issues of major importance for the sector, such as:

- access to marine space
- regional and international cooperation
- industrial and employment dimensions
- the technological transfer of research projects from the laboratory into practice.

In June 2022, the Trans-European Energy Networks Regulation (TEN-E) was revised, making the aims set out in the EU's offshore strategy operational. The regulation includes new infrastructure categories for offshore and radial hybrid networks, as well as provisions to accelerate the development of offshore networks. The TEN-E Regulation also supports regional cooperation between EU countries which, with the support of the Commission, will work together to define non-binding regional targets for the production of offshore renewable energy.

The European institutions have also developed new strategies for the development of green hydrogen and electrochemical storage technologies, elements that will be cru-

cial on the path towards a net-zero-emissions economy.

Outside Europe, the situation is similar: in the US, the US Inflation Reduction Act has been enacted, with ambitious targets and a drive to invest in renewables. The increase in potential generated capacity is significant: wind alone, for example, is expected to increase by 2.5 times compared with the current level.

Despite policies that confirm a widespread consensus on the need for the decarbonisation of the energy system, looking at the European context the scale of the challenge is ambitious, and Europe's 2030 and 2050 targets for decarbonisation, the growth of renewable sources and the improvement of energy consumption efficiency are still a long way off<sup>10</sup>. To sustain the necessary growth, a complete change in economies across the globe over the next decade has therefore become crucial. To date, the change has occurred in some sectors where efficiency, low costs and large-scale use of wind and solar are combined, but the issue needs to be urgently taken into account in areas where emissions are harder to cut, such as heavy industry and energy-intensive sectors more generally.

At Renantis, we want to lead the change by contributing to a just global transition to energy sustainability, leveraging business innovation and technological development. Sustainability, in the broadest sense, touches all areas of our business and points us towards the direction of growth: it permeates every decision, every corporate process and every action our people take.

## Partnerships for sustainable development

We aim to play a central role in the transition to a more sustainable future. We recognise that, to achieve our objectives, we have to work together to develop the sector in the right way. For this reason, we participate in a range of national and international initiatives that are helping to disseminate cutting-edge models and policies.

- Since 2019, we have been part of the Coalition for Action of the International Renewable Energy Agency (IRENA), an advisory network that brings together private sector actors, trade associations, intergovernmental organisations, civil society and research institutions. Within this network we compare our practices, models and experiences in the industry.
- Since 2021, in Finland we are members of *Finnish Wind Power Association*, the main national wind association.
- In Spain, we joined *Unión Española Fotovoltaica* (UNEF), as we obtained their Sustainability Excellence Certification for three agrivoltaic projects.
- We develop dedicated local partnerships in every area where our plants are located, working with government bodies, communities and local associations. These include *Elettricità Futura* and *Italia Solare* in Italy, *France Energie Eolienne* (FEE) and *Syndicat des énergies renouvelables* (SER) in France, Scottish Renewables and Renewables UK in the UK and *Asociacion Empresarial Eolica* (AEE) in Spain.
- We are part of H2IT and *Scottish Hydrogen and Fuel Cell Association*, which represents the interest of the hydrogen industry in Italy and Scotland by promoting it as an enabling factor for a zero-emissions society.
- We are part of WindEurope, a non-profit association of stakeholders and international operators in the wind supply chain. We help to strengthen the role of wind energy and its value chain in European sustainable policies and practices.
- More than 25 years ago we joined a group of companies in Italy who, with *Assolombarda*, created *Sodalitas*, a Foundation committed to sustainable development.
- In 2022, we renewed our cooperation with the World Wind Energy Association (WWEA), participating in and promoting local community involvement and bringing our experience to support the development of community engagement guidelines.

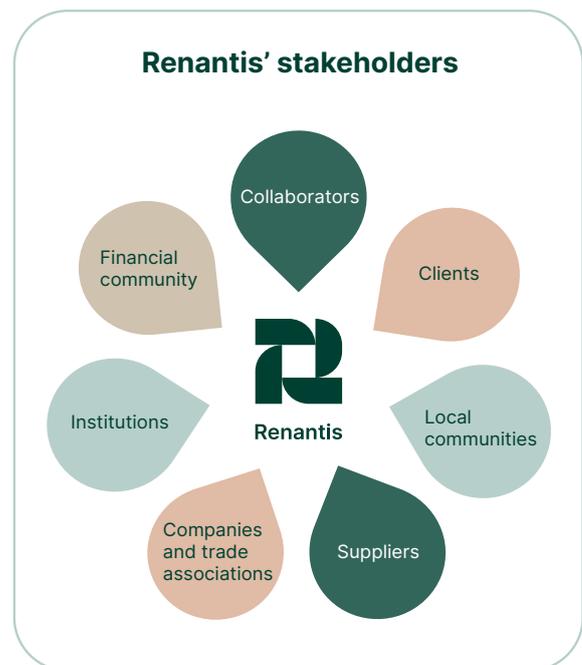
# Our approach to materiality analysis

For more than 20 years our business strategy has been based on principles of sustainability, from both an environmental and a social point of view and designed to help achieve the sustainable development goals of the 2030 Agenda. When we talk about sustainability at Renantis, we are referring to a framework of values and goals which convey our way of doing business and how we approach development. The materiality analysis is an annual exercise that helps us focus and revisit those aspects of sustainability that most represent our path of growth and the priorities of our stakeholders.

The material issues are the outcome of this process and are not only a key to understanding our activities, but also a tool to support our business strategy, ensuring consistency between our business growth and sustainable development goals. They summarise our external activities, their impacts on the environment, the economy and society and the areas of engagement that arise from our business vision.

Changes in the regulatory landscape and advances in methodologies have allowed us to continuously improve the way we review our activities, including ongoing and valuable debate with our stakeholders. The 2022 materiality analysis was an important opportunity to highlight the impact of our operations and fully understand the potential of our strategy. We see the materiality analysis as a continuous, integrated process, which each year en-

ables us to complete a review of our organisation and the evolution of the context in which it operates. To understand how our strategy interacts with the environmental, social and economic spheres and to formalise the factors that influence our ability to generate and share value, this year we have involved both individuals from Renantis and leaders from the world of energy, geopolitics and the economy, who have provided a complete and more objective picture of our activities. The outcome builds on the results of previous years, providing valuable information and helping to guide our business strategy in terms of risks and opportunities.



## Material Topics

**Just Energy Transition**

At a time when the search for energy security and the increased competitiveness of solar and wind power are accelerating the transition, our sustainable development model, focused on transferring benefits to society, can help reduce the potential inequalities.

**HUMAN CAPITAL**

**Promotion of health, safety and well-being**

Having plants in a wide range of countries requires us to protect the health and safety of those living in neighbouring communities and working closely with the plant. Changes in ways of working now require us to manage the impacts of how people experience their work and the business.

**Business and governance integrity and transparency**

Being transparent about our business, professional conduct and strong corporate values allows us to build trust with the people we interact with in the environments in which we operate.

**ENVIRONMENTAL AND CLIMATE CAPITAL**

**Fighting climate change**

With our activities, we can contribute to the decarbonisation of the energy sector through the production of energy from diversified renewable sources. This makes us leaders in the fight against climate change. At the same time, climate change has material impacts on the continuity of our business, and we are committed to forecasting and managing these.

**Environmental management and protection**

Operating across the world means paying attention to how we integrate and consider land use and the impact our plants may have on the landscape. We take into account the protection of the environment, biodiversity and landscape throughout the life cycle of our plants: from design to construction, management to dismantling, and during operational activity.

**SOCIAL AND RELATIONAL CAPITAL**

**Relationship and involvement of local communities**

Creating opportunities for listening and engagement with the local communities that host our plants is essential to managing relationships with them. It also allows us to get to know the area and its needs, and to identify how the value generated can be shared.

**Short (and resilient) supply chain**

Global developments also affect our ability to source safely, leading us to commit to building increasingly local supply chains, with the aim of creating value in the areas where we operate and providing more security.

**Advocacy and energy literacy**

We can promote renewable energy both at institutional level and within communities. Our efforts in this area will increase, to encourage acceptance of growth in renewables and to affect the acceleration of the energy transition.

**ECONOMIC AND PRODUCTIVE CAPITAL**

**Role of Public Affairs in sector development**

Dialogue with institutions plays a fundamental role in driving and developing the sector including through policies, incentives, and investment.

**Application of innovative technologies to business**

Innovation is the key to growing our business. We know that achieving energy transition goals requires us to integrate technologies into our business models and plants.

# Our sustainable business strategy

**The nature of our business allows us to think in an integrated way about our business development plan and the energy industry's path to the just transition.**

Our **Sustainability Framework** (SUF) is a tool that enables us to identify the sustainability objectives linked to each material issue, which represent the annual measurement of the commitment made to each of the capitals on which we interact with our activities. Its integration with the **Risk Appetite Framework** (RAF), the risk management tool that defines

exposure thresholds for each type of company activity, gives us a clear organic vision of both strategic planning and sustainability. The **Sustainability Yearly Plan** (SYP) is the last piece of our sustainability strategy. It sets out the commitments identified for each objective and translates them into practical daily actions.

Capital	KPI	2021	2022
<b>Economic and productive</b>	Added value distributed to all stakeholders <sup>11</sup>	€ 174.8M	€ 244.2M <sup>12</sup>
<b>Social and relational</b>	Share of plants with significant community engagement programme <sup>13</sup>	40%	46%
<b>Environmental and climate</b>	CO <sub>2</sub> emissions avoided <sup>14</sup> thanks to renewable energy production	0.54 MtCO <sub>2</sub> eq	0.53 <sup>15</sup> MtCO <sub>2</sub> eq
<b>Human</b>	Yearly hours of training per employee	47.4 h	43.6 <sup>16</sup> h

11 To stakeholders such as staff, shareholders, credit capital providers, central and peripheral public authorities and local communities.

12 +39.7% with respect to 2021 result, also as a consequence of the increase in energy prices.

13 Understood as the involvement of local communities through cooperative schemes, ownership schemes, benefit schemes and crowdfunding initiatives or with local enabling of sustainable energy consumption services (i.e. community energy, power purchase agreements (PPAs), access to net metering credit schemes, etc.) for communities or public utility bodies/institutions.

### Our contribution to the United Nations Sustainable Development Goals

Our Sustainability Framework also gives us greater awareness of our contribution to the Sustainable Development Goals (SDGs) of the United Nations 2030 Agenda, to which we are committed. While the impact of our actions applies to several Goals, this year we have chosen to focus primarily on five SDGs that most closely reflect our way of operating.



Health is an issue that has become an individual and collective priority in recent years. We always strive to promptly implement the right measures to protect the health of our employees and the people with whom we interact.



We connect with different cultures around the world and are committed to fostering an inclusive work environment throughout the value chain that provides the same opportunities for growth for all.



We are a renewable energy pure player and aim to be a leader in the energy transition. We play an active part in the international debate on the promotion of innovative models of green energy dissemination and accessibility.



Our task is to promote industrial developments that do not negatively impact the environment, and to support our value chain along this path. We also contribute by supporting research and development of innovative technologies.



The primary direction of our business is promoting energy decarbonisation through our activities and services, but also through specific initiatives with local communities.

## New strategy, new brand, same ambition

Our evolution from Falck Renewables into Renantis marks the start of an exciting new chapter for our business. With a change in shareholder and the introduction of a new brand identity a new path has been set for our future. This path, much like our brand, is an evolution of what came before. Growth and innovation still drive Renantis, as does our ambition of being a leader of a just energy transition.

Most importantly, our commitment to caring for our communities and stakeholders remains at the very core of everything we do.

Building a better future for all begins with achieving excellence in our operations. We will prioritise quality over quantity in both new developments and our existing assets. And we will continue to provide the right expertise to support our clients on their path of sustainable growth.

We have a new brand, and our strategy has evolved. But our ambition – our purpose – remains the same. We exist to build a better future for all by powering people’s everyday lives with care.

14 Emission factor references applied in this Report: US: “Emission Factors for Greenhouse Gas Inventories” (US EPA 2022): 0.2826 tCO<sub>2</sub>/MWh for North Carolina and Virginia, 0.2396 tCO<sub>2</sub>/MWh for Massachusetts, 0.4443 tCO<sub>2</sub>/MWh for Iowa, 0.2959 tCO<sub>2</sub>/MWh for Maryland and 0.1059 tCO<sub>2</sub>/MWh for New York; EU: “Efficiency and decarbonization indicators for total energy consumption and power sector. Comparison among Italy and the biggest European countries” (ISPRA, 2022): Italy 0.2519 tCO<sub>2</sub>/MWh, Spain 0.1635 tCO<sub>2</sub>/MWh, France 0.0510 tCO<sub>2</sub>/MWh, Sweden 0.0175 tCO<sub>2</sub>/MWh; UK: “Greenhouse gas reporting: conversion factors 2022” (Department for Business, Energy & Industrial Strategy): 0.1934 tCO<sub>2</sub>/MWh; Norway: “Electricity disclosure 2018” (NVE-RME, 2020 update): 0.0189 tCO<sub>2</sub>/MWh.

15 Fewer emissions were avoided in 2022 than in 2021, due to the application of updated emissions factors that reflected progressive decarbonisation in the countries where the Group operates. In the United States, the update also concerned the use of emissions factors in the individual federal states in which the Group operates.

16 The training hours exceed the target for 2022 by +28% per employee.

# Innovating, within our reliability track record: this is our method of engagement

Interview with Simona Gambini, Global Head of Communication, Stakeholder Engagement and Sustainability.



***“Almost from the very beginning of our business, we have understood the importance for our growth of laying solid foundations with constant, transparent and lasting dialogue with communities, associations and public and private institutions. This has enabled us to build a globally recognised, secure reputation.”***

**How important is engaging with the communities where you operate and how is it aligned with your business model?**

Stakeholder engagement is certainly one of the key points of our business model. It determines the success of our operations, whether these involve the development of new plants or the provision of ad hoc services to our customers. At a local and regional level, we can proudly say that we realised its importance before our competitors.

Almost from the very beginning of our business, we have understood the importance for our growth of laying solid foundations with constant, transparent and lasting dialogue with communities, associations and public and private institutions. This has enabled us to build a globally recognised, secure reputation, which has brought and continues to bring benefits. It strengthens connections in locations where we operate, facilitates development in new areas and enables us to contribute actively to the changing regulatory and legislative environment, with a view to making procedures more streamlined. Our reputation as a reliable and competent partner opens the door to the development of strong and stable consortia of which we are a part, capable of delivering innovation and growth. Last but not least, it helps us to establish and maintain dialogue, particularly with communities in the areas that host our plants, allowing us to redistribute the economic value created by our presence locally – using a range of mechanisms – and to enable sustainable development.

**How is it applied at different stages of the plant's life cycle and what are the benefits of a shared value approach?**

To carry out a successful engagement activity, first it is necessary to map out everyone you will interact with. The list is long: it includes, for example, communities and institutions in the development phase, to earn a "social licence to operate" and speed up the permitting process; local suppliers in the construction phase, to benefit from a short and resilient supply chain; and any end-users of the energy that we produce that may benefit from our operations.

Mapping all our stakeholders also makes it possible to identify the best tools for building a transparent and effective dialogue, which might be an in-person meeting, events (conferences, round tables, etc.) and social networks, as well as the frequency and tone of interaction.

There are benefits on both sides: for us it is a matter of earning and maintaining the ability to operate our business, while for our stakeholders it is a matter of seizing the opportunity offered by the value, including the economic value, that we produce, through flexible schemes and models that we try to design based on the needs of the local area.

**How is the engagement activity evolving as the context for new developments shifts (new stakeholders for new projects based on new technologies)?**

Change is inevitable. For us, it means evolving and innovating. It's about always seizing new opportunities and maintaining a dynamic, holistic approach. As technology evolves driven by innovation, we must be able to change our approach to it and to our stakeholders.

First, as technology evolves driven by innovation, we must be able to change the new stakeholders with which we need to interact, depending on where we are and the technology we are developing. The methodology, however, is always the same, and starts with careful mapping to identify who to interact with, and how.

New technologies mean new opportunities: for example, in the case of the floating offshore wind that we are develop-

ing in Italy, the issue of the visual impact of the plants, and their possible impact on tourism, have been particularly important and have led us to develop a new way of communicating, especially for local stakeholders. This involves the development of project micro-websites, which contain all the information relating to the plant under development. As well as specific technical information, there are also some images that show what the real visual impact of the plant will be from the coast. This has enabled us to respond to a specific concern of local stakeholders regarding the visibility of the blades.

# Economic and productive capital

**We never stand still; because a better future implies constant improvement. Our innovation is always backed by our deep and vast expertise, every step ahead we take is solid and safe.**





# From energy to value

**How we interpret sustainability is reflected in our innovative business model, which is focused on combining economic and environmental sustainability and generating social value. This represents our commitment to the sustainable evolution of the energy sector.**

In 2022 we distributed 244.2 million euro in added value (+39.7% with respect to 2021 result, also because of the increase in energy prices). Particularly, in line with our approach of sharing the value generated locally, in 2022 we doubled the economic value redistributed to the communities of the territories that host our plants compared to 2021.

2022 was an important year for us. We made steady progress, achieving better-than-expected results for some of our objectives: we increased both the power generated by our plants and the value generated. The formalisation of the IIF fund as the new owner of the Group will allow us to accelerate our path of growth and strengthen our leadership in the renewable energy sector, also opening us up to new opportunities in the future.

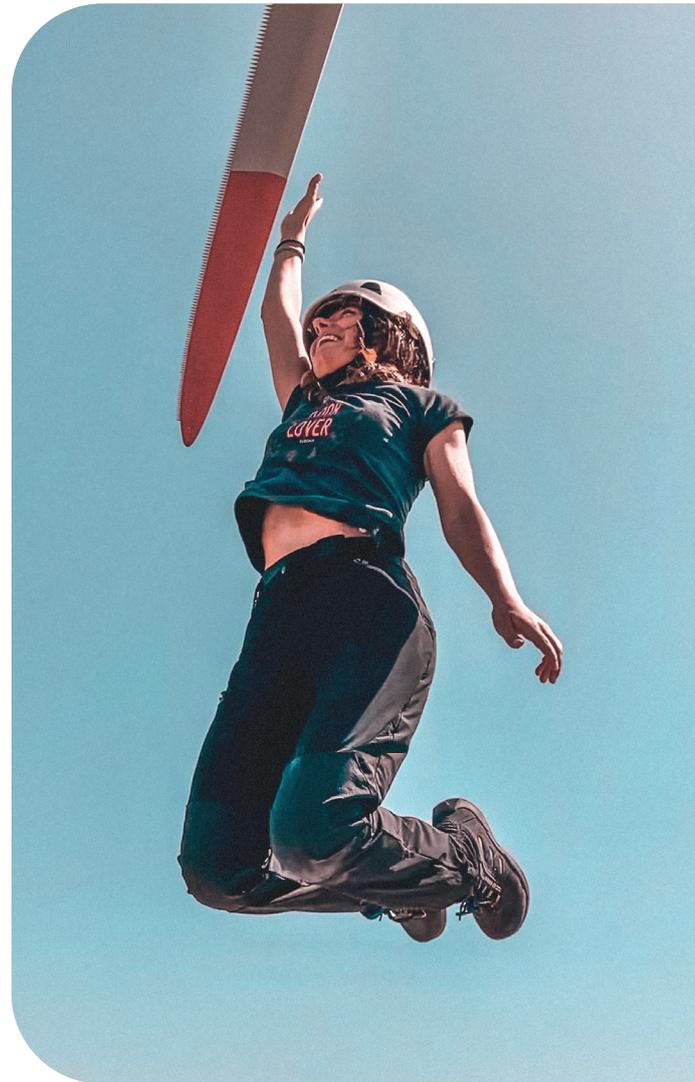
During the year, we decided to increase investment in new projects, allocating approximately €70 million in the first part of the year alone, around €30 million more than in 2021. To continue our growth in the solar industry, we increased capacity in the US by 37.5 MW, with the entry into operation of five solar farms, and by 9.7 MW in Italy, with the construction of the agrivoltaic plant in Landolina (Scicli), which is expected to start operating in early 2023. In Italy, we also won a tender for three photovoltaic plants, with total output of 1,950 kW, which will be constructed on the rooftops of three business sites in the provinces of Brescia, Novara and Pisa. In return, we will provide a financial reward based on the surface area of the plant. These projects are an important step forward in the development of distributed generation on in-

dustrial land and rooftops, providing an additional opportunity for growth of renewable energy.

We continued to fulfil our commitment to wind energy, by signing a contract for six plants in Spain for a total of 219 MW of power, whose construction will begin in 2023, and by commencing the construction of the two ready-to-build plants in Finland acquired in 2021. These will enter into operation at the end of 2023 and produce 168 GWh per year. We also commissioned our wind farm in Illois, France and our storage system in Vado Ligure, Italy, came into operation in November.

We have strengthened our partnership with BlueFloat Energy, as we believe in the potential of floating offshore wind: the ability to place the wind turbine blades in open and deep sea, without building fixed foundations, means that we can overcome the limitations of the depth of seabeds, such as those in the Mediterranean Sea. This minimises the impact on the marine and terrestrial environment while maximising wind power, increasing plant efficiency and the amount of energy produced. We currently have three projects in Scotland, we are in the preliminary development phase for six projects in Italy, which will be located in Sardinia, Puglia and Calabria, and we have started the permitting process for the authorisation of two wind farms in the Celtic Sea off the coast of Southwest England and Wales.

Given the ongoing uncertainty surrounding market trends, the challenge today continues to be the search for long-term buyers willing to buy energy at defined and contractually fixed prices, in order to allow plant owners to repay the investment and generate an appropriate return on the invested capital. We strengthened our presence in the PPA market in Europe by signing two new ten-year contracts in Finland and Sweden.



# Driven by innovation

**Innovation is key to growing our business. We know that to achieve energy transition goals, we need to continue to seek out and develop new technologies.**

Green hydrogen, which does not generate carbon dioxide, is a key element of the energy transition, which is why it is at the heart of the policy agendas and energy strategies of many countries around the world and of the European Commission.

At Renantis, we have launched projects in Spain and in the UK that embed green hydrogen production into the activities of our plants. In Spain, thanks to our partnership with Enagas, we have continued the journey that began in 2021 when we developed a project involving the addition of a 1MW electrolyser to the Cabezo San Roque wind farm, to use part of the energy generated by the plant to produce green hydrogen needed to support the decarbonisation of local industries. For this project, in order to establish di-

rect and transparent communication with the stakeholders involved and with local communities, we developed a dedicated website to provide information and progress updates.

In Scotland our proposals for three floating offshore wind farms include the addition of a large electrolyser (300 MW) to at least one of the projects for the production of hydrogen or green ammonia. This demonstrates how hydrogen electrolysis can be integrated into our core business, expanding our horizons with innovative solutions.

We also submitted applications to the Scottish INTOG (Innovation and Targeted Oil & Gas) leasing round for the development of three innovative offshore wind projects. Leases will be granted by Crown Estate Scotland



Copyright © Tom Forbes via AREG

for projects that reduce emissions from energy production in the oil and gas sector while supporting the application of innovative technologies. Vector Renewables also started preliminary study phases for projects in Italy, Spain and Australia.

As part of the improvement of storage capacity (Battery Energy Storage System - BESS), the collaboration between SAET, acquired in 2021, Renantis Solutions, Renantis Energy Trading and the Energy Team enabled the in-

stallation of the first storage system connected to the network at the 132kV/20kV electric substation in the port of Vado Ligure. Using SAET's expertise we are also developing storage systems with integrated digital controllers (Digital Smart Storage) and long-term storage systems (Long Duration Energy Storage) and experimenting with the use of electrolyzers as storage systems for offshore wind farms. Through our collaboration with SAET, we also plan to develop floating substations by the end of 2023.

## Innovation for business management

The innovation process also forms the basis of the asset management services we provide and in 2022 we continued to invest in the digitalisation of management processes. This involves NUO, an innovative asset management platform for renewable fleets managed by Vector Renewables worldwide, a tool that optimises plant management, preventive diagnostics, maintenance scheduling and, ultimately, energy production. By analysing data from the plants, the necessary interventions can be promptly identified, limiting downtime for malfunctions, ensuring their operational

continuity, and maximising their performance. Over two years of operation new features have been added to NUO that are suitable for the management of other types of plant. New algorithms have been developed to analyse the performance of solar plants and predictive algorithms have been developed for wind farms. Some services have also been improved for customers not using NUO including enhanced reporting modules and the development of a technical dashboard.

## Innovator Lab, our Open Innovation project

In 2022, we continued our Open Innovation initiative with the Innovator Lab project, our first innovation programme developed with the support of What A Venture. Innovator Lab promotes innovative ideas developed within the company and makes it possible to implement the most interesting ones, thanks to both the internal support of Renantis and of potential external partners, such as start-ups and universities.

After a preliminary training phase with participants taking part in creative labs, innovation mentorship activities and discussions with colleagues, 61 ideas were put forward. An initial selection phase, led to a further training phase with four winning projects receiving prizes. *Vertical PV* focuses on the study of solutions designed to exploit the potential of vertical solar panels; *Deal with Sentiment* proposes the use of sentiment analysis to research information on the energy market; while *Asset-Status-Driven Energy Forecasting* seeks to design an effective in-house solution to improve the forecasting of energy in real time; and *Flex Id* seeks potential new customers within the CloE platform.

We also offered one of the winning groups the chance to experience the Web Summit in Lisbon, Europe's largest and most important technology marketplace. This event, as well as being an important training activity, will allow employees to expand their networks and find out more about new technologies that can be incorporated into their projects, enabling new developments.



# Sentiment analysis serving the energy market

Interview with Roberta Piccinelli, Senior Research Analyst



***“In the energy sector, innovation tends to be associated mainly with technology, i.e. with all actions to improve or change the way systems are designed and built. But technological innovation cannot be separated from the cultural and social impact it generates through the understanding and embracing of change.”***

**What is your history with Renantis and why did you decide to participate in the programme?**

My history with Renantis started with Energy Team Spa, a Group company. It was May 2018, and I was working at the Grant and Innovation Office, contributing to the scientific production and management of Horizon 2020 European projects. The dynamic and innovative approach of the Energy Team inspired me from the outset: until two or three years ago, few SMEs participated in international European projects; more often mostly start-ups or research bodies and universities took part. In October 2018, a few months after I was hired, Energy Team Spa was merged with the Next Solutions division of the Falck Renewables Group, now Renantis. Since March 2022, I have been working with the Trading and Dispatching group within Energy Management.

I joined the innovation programme mainly because I was curious about the possibility of proposing an applied research project of interest to the company's business and, above all, the possibility of developing it and following it through all its phases, if it was successful.

**How did the idea of using sentiment analysis come about, and how much did your know-how contribute to the development of this idea?**

The idea of using sentiment analysis for energy trading stems from the desire to understand the impact on the electricity markets of the extraordinary events we are witnessing, including the pandemic and, more recently, armed conflict, to provide traders with an interpretation and support tool.

For example, think about how the energy market reacted to the news of the war in Ukraine. This military action generated steep price rises and considerable volatility in energy markets. In fact, volatility in energy commodity prices had begun to rise even earlier, in December 2021, when reports of a potential invasion of Ukraine began. Signs of uncertainty and concern have had, and are still having, a huge impact on energy prices: every day, the attitude and mood of market participants is influenced by the large amount of information in the news. This results in positive or negative feelings that drive stock and commodity prices and create opportunities for investment and trading.

The aim of sentiment analysis is to study aggregate public opinion, views, feelings, moods or perspectives and to measure market psychology at any given time.

I believe that my background as a researcher in systems risk analysis had a big influence on the development of the idea. Specifically, I looked at ways of analysing the vulnerability of critical infrastructure, with a focus on power grids. In the practical application of the vulnerability and risk analysis, the system under examination is often not accurately characterised, and/or knowledge of the adverse phenomenon is incomplete. This leads to uncertainty about the parameters of the model and the assumptions that form its structure. This uncertainty pervades the model and the answers it provides. Quantification of uncertainty is therefore of paramount importance.

Since market analyses are decision-making tools used in trading desk and investment operations, it is crucial to be able to substantiate the analysis with a quantitative assessment of uncertainty, just as it is with risk analysis. This is the aim of the proposed sentiment analysis.

**One of the aims of the programme is to get people involved in innovation issues. How does this cultural approach play out in the company and what are the benefits to the company and to employees?**

I very much appreciated the company's innovation programme, particularly the idea of developing an internal engagement pathway on innovation issues.

For Renantis, as a leading player in the energy transition, innovation comes naturally. In the energy sector, innovation tends to be associated mainly with technology, i.e.

with all actions to improve or change the way systems are designed and built. But technological innovation cannot be separated from the cultural and social impact it generates through the understanding and embracing of change. There are many implications, which emphasise the ethics of the technology itself or, more precisely, its use and the transformations it entails.

One indisputable benefit of introducing a culture of innovation is welcoming change and inviting employees to take centre stage. The biggest obstacle to innovation, which can undermine transformation, is people's fear of challenging and changing their status quo. Fear triggers resistance to change, restricts individuals, and undermines the processes of transformation and innovation. It is therefore crucial to make people aware of, and participate in, change, to turn fear into a positive energy that can implement a process of continuous innovation.

# Social and relational capital

**We are pursuing not only an energy transition, but also a cultural one. We want the development of our business to be, first and foremost, inclusive and supportive of a growth that is shared with local communities. This is our new purpose: to create a better future for all, by powering people's everyday lives with care.**





# A community partner

**Over the years, we have structured a business model that engages in dialogue with the communities where we operate, and benefits from the relationships we build with them.**

This is an inclusive approach embedded in our **Sustainability Charter**, the manifesto that represents our business card and formally sets out our commitments for sustainable growth, first and foremost our responsibility, to the communities that host our plants. We aim to promote a just energy transition. The appearance of this theme in our annual materiality analysis clearly indicates its importance. It is an objective that requires working

in synergy, with shared intentions and directions. For this reason, the model we have developed and consolidated over the years is based on open and inclusive community involvement, characterised by dialogue and a relationship of trust with local stakeholders that conveys our *modus operandi* with complete transparency and strengthens the identity of the brand and its purpose.

## **Offshore wind farms and tourism: listening to local communities**

Conscious of the concerns of local residents about our floating offshore wind farms, in view of their possible impact on tourism, we decided to conduct research on how tourists view this technology and its potential effects on their travel choices.

The survey was carried out via online interviews of Italian, French, German and UK tourists who spent their holidays in an Italian seaside resort. The results showed concern about the current energy crisis and a strong tendency to welcome floating offshore wind as a tool that will enhance the country's energy security and independence, also at a lower cost than current sources. The prospect of the installation of plants in front of the interviewees' favourite beaches was met with various, but mostly positive, responses; for the majority, the presence of such plants off the coast is not a critical factor that would make them change their holiday destination.

In order to communicate and ensure transparency in our activities, we have developed tools that allow us to engage in ongoing dialogue with communities. For example, the Construction Liaison Group is a communication channel that we use during the construction phase to update local communities on project developments and to discuss any issues that may arise. Our Community Managers are the point of contact between communities and the company: by maintaining direct channels and an open dialogue with the local communities, they play a key role in managing any critical issues from the outset.

Our model, which reflects our identity and is open to innovation, is based on different schemes that aim for the same goal: promoting a sustainable and just energy transition and supporting the growth of communities.

**Local cooperative scheme**

Under a cooperative scheme, local people are offered the opportunity to buy a stake in a new plant through a cooperative. Cooperative members then receive an annual return with interest rates linked to the productivity of the plant, and at the end of the life of the plant the initial capital is returned to the cooperative members. We were one of the first companies to use this model at one of our UK wind farms in 2005. Since then, we have created seven cooperatives with approximately 3,600 participating members, who have raised more than €12.2 million to invest in our plants and have received around €9.2 million of interest to date. The scheme allows the direct participation of communities in the development and production of their local plant, creating greater awareness and confidence in the potential of renewable energy and enabling people to actively participate in the energy transition.

**Sustainability Charter**



**CREATING SHARED VALUE**

We promote the economic participation of local communities by providing the opportunity to invest in our plants through local cooperative schemes.



**COMMUNITY DEVELOPMENT**

We support social, education, environmental or infrastructure initiatives in local communities through our community benefit schemes and encourage best practice sharing.



**TRAINING AND EDUCATION**

We support the creation of skills, competence and knowledge sharing in relation to energy sustainability through training and educational initiatives.



**ENVIRONMENTAL PROTECTION**

We minimise the impact of our activities on the environment in the areas where we operate.



**LOCAL SUPPLY CHAIN**

We encourage the use of local workforces and short supply chains, benefitting local economies and the environment.

### **Co-ownership scheme**

The co-ownership scheme means that the community becomes the owner of part of the plant. The community, established as a social enterprise, is entitled to part of the proceeds of the sale of the electricity generated. The social enterprise can then reinvest the money it earns from the renewable plant in local enhancement projects, as was the case, for example, at one of our Scottish wind farms. In 2007, a social enterprise from the village of Fintry bought a turbine at our Earlsburn Wind Farm which we operate on their behalf. In return, it receives revenues from the energy produced by the turbine.

In 2020, the “Stimulating Investment in Community Energy” Report by the IRENA Coalition for Action cited Fintry’s community turbine as an example of best practice.

### **Community benefit scheme**

These funding schemes support the implementation of local impact projects put forward by the communities living near our

plants. Trust funds or associations are set up and managed independently by residents, and we fund their initiatives with a portion of the revenues generated by the plant.

To date, 18 plants in the UK, Sweden, Norway, Spain and France have collective benefit schemes in place, which helped to support almost 200 projects in 2022. A wide range of initiatives in the areas of education, culture, leisure, and sustainable energy receive funding and are designed to meet the needs of members of the community.

### **Lending-based crowdfunding**

Lending-based crowdfunding is an innovative funding model, first tested in 2021 in Italy, which is aimed at community members. Unlike a local cooperative scheme, the capital does not pass through a cooperative: instead, individual citizens finance the construction of the plant through an online crowdfunding platform, receiving an advantageous rate of interest on the loan for a predetermined number of years, and then recovering the initial capital.



## France and Sweden: opening wind farms with the local community

### Illois, France

In September 2022, the Illois wind farm was officially opened in the Seine Maritime department in France. The project is our first plant in France to have set up a community benefit scheme with the local community. The community benefit scheme is administered by the Bien Vivre à Illois association, which attended the opening ceremony. This project was a milestone in France and marked our first community engagement here. During the development phase of the project, collaboration with community representatives was essential in deciding the positioning of the wind turbines: the identified location does not affect the habitats of any of the animal species that populate the area, such as birds and bats, nor obstruct any excavations in an area where there are many archaeological sites.

In line with our commitment to a local supply chain that redistributes the value generated by our presence, to mark the official opening we offered all guests boxes of madeleines, a typical national cake produced by a well-known French manufacturer.

### Åliden and Brattmyrliden, Sweden

In 2022, we celebrated the opening of two wind farms in Sweden: Brattmyrliden, which began operating in June 2021, and Åliden, commissioned in December 2019. The official opening, which had been postponed due to the safety measures imposed by the pandemic, was an opportunity to meet representatives of the associations we work with on the community benefit scheme: the Brattmyrlidens Intresseförening in Brattmyrliden and the Trehörningsjö Intresseförening in Åliden. With funding from the wind farms these associations have been able to support local projects in rural development, education, environment, and leisure. These include the renovation of public bathing facilities, providing an accessible floating jetty, new windows for residents' homes, a new barbecue site near one of the lakes in the area and the construction of a small bridge between the North and South Nordsjö lakes.

As part of the official opening, we held a traditional Swedish fishing event with local fishing associations, during which char were released into the lakes of Storkvarnsten, Önskasjön, Lidtjärn and Långtjärn.

### Renantis' Sustainable Communities Network

All the communities living near our plants in the UK have been members of the Renantis Sustainable Communities Network since 2018. Through a dedicated online portal ([www.community.renantis.com](http://www.community.renantis.com)), initiatives supported by benefit funds are promoted, with the aim of sharing good practice and exchanging ideas about sustainable development, innovation, renewable energy and social impact.

Every year, we also organise the Renantis Sustainable Communities Forum, an annual event where our network of communities meets in person to share and discuss experiences. In November 2022, we held our fifth Forum, the first to take place in person since the pandemic. As part of the event, we organised a workshop on "Practical ways to support your community this winter", providing attendees with information and advice to develop projects that were then submitted to this year's call for projects to help alleviate fuel poverty.

## Community initiatives

Our commitment on the ground not only brings us into contact with local communities but makes us part of them. 2022 was a year marked by a high level of energy supply insecurity which caused a steep rise in purchase prices and an increase in numbers of people experiencing hardship, particularly in the context of winter energy consumption. For this reason, this year our annual call for projects aimed at UK communities, where we have a long track record of community engagement activities, was extended to Italian communities, as the UK and Italy were among the countries most affected by rising bills. As part of this competition, we asked communities to submit innovative ideas to support those in the most difficult situations and propose new tools to help people cope over the winter. Through this initiative we were able to reach and effectively help those in the community who were most in need with simple and effective solutions, including the provision of warm community spaces, the distribution of meals and easy ways to improve home insulation.

As well as our call for projects, we continued to support other local initiatives. For example, in Illois, following our successful first community benefit scheme in France, we decided to support and promote a historical business in the region that was going through a period of crisis. The company, which produces madeleines, a traditional local cake, has been involved in many activities that we have organised, both within the community (for example, at the official opening of the wind farm), and at international meetings, for example the Key Energy event in Rimini. Through these initiatives we helped employees who were carrying out a crowdfunding project to take over the business, by highlighting their story. We also took part in local support projects in Italy, helping families in the community with expenses related to the energy crisis and to raising children, for example in Minervino Murge where we provided financial support to people in difficulty and in San Sostene where we provided sponsorship in the form of jerseys and equipment to the football school for young people.

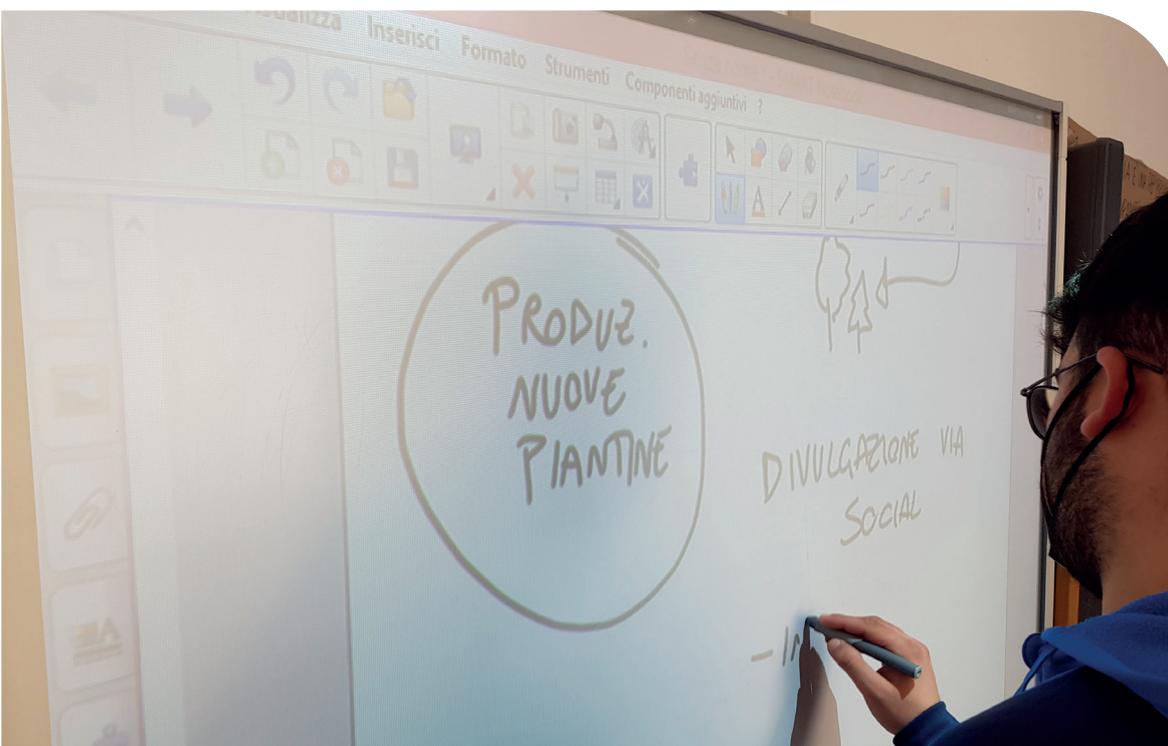
## Training and awareness-raising

At Renantis, we are committed to raise awareness on the importance of the energy transition for future generations. To promote this culture among students in the community, we launched our Student Support Scheme for Sustainable Energy Studies for the sixth consecutive year. It provides scholarships to support young people studying courses related to renewable energy. The initiative is now up and running in the UK, Sweden, Norway, Spain and France. In Italy we paid the registration fees for the Introductory Course to Renewable Energy (SIER), organised by the University of Udine, for students resident in the Friulan municipalities of Terzo D'Aquileia, Cervignano del Friuli, Manzano and Tavagnacco, where we have plants going through the authorisation process.

Our work includes developing partnerships with local schools, providing students with new job and networking opportunities. One example is the "Change Making" project in

Sicily, where our Landolina agrivoltaic plant is located. During the course, students explored the topics of regenerative enterprise and agrivoltaic integration, took part in a competition to create integrated business models capable of adding value to the fruit trees typical of the region, and had the opportunity to design start-ups integrating green and land-use innovation. The ideas proposed by the students were then shared with the local businesses that will manage the crops at our plant.

We also organise courses and meetings, where we talk about our experience, and arrange guided tours of our plants: in Illinois, through our collaboration with the local primary school and the municipal authorities, we invited students to see the installation of towers, nacelles and blades. In Italy we work in partnership with some of the top universities, supporting the development of expertise in energy sustainability.



# The value of the supply chain

**We develop our supply chain in line with our sustainability principles and with the aim of maximising value within local communities. Any relationship we engage in with suppliers is consistent with the principles in our Sustainability Charter, which we share with members of the supply chain and which are an integral part of our contractual clauses.**

We aim to promote the local development of communities, increasing their network of suppliers and nurturing industrial growth in the areas where we operate. To achieve this, we aim for a short supply chain, with a preference for local companies who meet our technical, quality and safety standards.

In order to get the local supply chain ready to respond to our needs, we organise Contractors' Open Days, where we outline our supply requirements to local businesses. By

creating a short supply chain, we also reduce the impact of the construction of our plants on the environment.

To formalise our commitment to ethical and responsible supply management, we have adopted a Sustainable and Responsible Procurement methodology in the pre-qualification process for suppliers, where we also take environmental and social sustainability criteria into account.



### **The role of the local supply chain in the development of floating offshore plants**

Floating offshore wind is now one of the most promising technologies in the transition from fossil fuels to renewable sources. With this in mind we are developing a range of projects in partnership with floating wind experts BlueFloat Energy, which all have the overarching aim of foster local economic growth. We work with research centres to understand the potential for development of local suppliers, and we are exploring local supply chain opportunities generated by the wind farms through dialogue with industry associations.

In our study “The role of the local Supply Chain in the development of floating offshore wind power”, we analyse the challenges involved in the supply chain and the opportunities for supply chain growth. The technology of floating platforms is particularly suited to local supply chain development because, in contrast to other technologies used to develop fixed-foundation offshore wind farms, they do not need to be assembled at sea using logistical solutions that are not necessarily local. In floating offshore wind the construction of platforms can take place at ports closest to the plant using local equipment and employing local people, generating income for the area.

Collaboration with the local supply chain benefits our business, but it also has a positive impact on the community. It increases the visibility of local businesses and enables the local economy to predict future supply demand, reducing uncertainty related to the timings, volumes, and fluctuations in supply prices of components and mitigating the risks related to development. It also creates job opportunities and contributes to economic growth in the area. Adjustments that must be made to the local economy in order for the plant to be constructed generate improvements in local services and help to develop synergies and expertise for growth in the area, which will remain after the end of the useful life of the plant. To avoid bottlenecks, it is crucial that the supply chain develops the required skills in time, which is why we support local suppliers with both specific training and awareness-raising activities, acting ahead of time and making targeted investments.

With this in mind, we have signed a Memorandum of Understanding with Yilport Taranto S.C.C.T, part of the YILPORT Holding Group, one of the fastest growing port operators in the world, with the aim of reaching an agreement on exclusive use for an area in the Terminal of the Port of Taranto, to carry out activities such as landing, storage and assembly related to the construction and operational phases of our floating offshore wind projects.

# Illois wind farm: an example to roll out

Interview with Nicolas Thelliez, Community Relations Manager France



***We have been supporting communities through our work for almost 20 years, first in the UK in 2005 and then in Sweden, Norway, Spain and Italy. Our experience with Illois provided us with building blocks to understand how to create something similar in France, and this experience will help us to roll it out in the right way to future plants or in projects already in operation.***

**What can you tell us about the area around the Illois wind farm?**

Illois is a small village in Normandy region, France, with around 400 residents. In this rural environment, the main activity is agriculture, primarily cereal farming, and the area is steeped in rich history. There are several archeological sites nearby, from the Merovingian age (around 5th Century), and Renantis participated in the preservation of these archeological sites by designing the roads around the wind farm and the grid in a way that does not impact these sites.

The people from Illois and the surrounding area enjoy spending time together and often participate in community events. Despite being a small community, the local associations are active in supporting local people and creating a feeling of solidarity in the area. These associations keep people together.

**How did the community benefit scheme come to be in Illois? And how can you replicate a benefit scheme like this in your other projects in France?**

In the early development phase of the project, we worked closely with representatives from the municipality of Illois to understand the path to local acceptance of the wind farm. Sharing the value with the community is a core element of all of Renantis' energy generation projects, so this was the driving force in our conversations. Of course, we create value in the area by building a wind farm, but we also wanted to have a positive impact locally. Something that is really felt by the people. During the collaboration with the municipality, we learned about Illois local association and how it is championing solidarity in this village. That's why

our proposal was focused on supporting the actions of the citizens and their association.

Thanks to the success of our collaboration in Illois, this is something that we have been considering already as part of the development of schemes in other municipalities where we have a wind farm.

Technically, the development of these schemes is not complicated, however it takes time to understand what is important to the area, to build trust with local partners and adapt the solution to meet the needs of that particular local community.

This last point is the most important: what we did for Illois may not be the best solution for another community. That's why we are flexible, we understand what is important to the area and develop a solution that fits that community.

We have been supporting communities through our work for almost 20 years, first in the UK in 2005 and then in Sweden, Norway, Spain and Italy. Our experience with Illois provided us with building blocks to understand how to create something similar in France, and this experience will help us to roll it out in the right way to future plants or in projects already in operation.

### **What kind of projects will be financed through the community benefit scheme?**

We signed a partnership with the association "Bien Vivre à Illois" (translated as 'Living well in Illois') to define the parameters of the community benefit scheme. This structure enables the association to finance projects related to sustainable development, education, sport, culture or projects that positively impacts Illois and its community.

The first project will be the restoration of the community hall. This building is the heart of community life in Illois, where everybody meets. It's a beautiful way to mark the first project in Illois' community benefit fund.



# Environmental and climate capital

**We want to lead an inclusive and sustainable energy transition, which we believe is the only way to combat climate change and preserve the environment.**





# Protecting the environment and the landscape

**At Renantis, we aim to play a leading role in the energy transition. While this is one of our strategic objectives, we are also aware that the delivery and management of a renewable energy plant may have an impact on the surrounding environment.**

For this reason, we address each phase of the life cycle of the plant (from searching for the most suitable site, to the design phase and supply chain management), with planning, management and control tools that ensure that we meet an equally important objective, the “do no harm” principle. This is the central tenet on which the European Union’s Taxonomy is based, whereby the environmental and social benefits generated by the development of renewable energy cannot be achieved in a way that has potential negative impacts on landscapes and communities.

Our **Code of Ethics** is our first guide. It encompasses the values that form the basis of our corporate culture, which we have subsequently adapted into the approach described in our **Sustainability Charter**.

During the planning phase, we carry out environmental impact studies and, where required by regulations, an Environmental Impact Assessment (EIA). This enables us to analyse the surrounding area, understand its characteristics and mitigate any potential risks to the landscape and communities involved. Our projects are analysed according to a range of socio-economic and environmental criteria, which assess the positive impact on local employment and the approach taken towards communities, as well as the design of the plant and its location, considering environmental aspects and the reversibility of the project.

We also refer to our Sustainable Construction Guidelines, which set out how our construction activities should be carried out.

They ensure our plants are not only built in compliance with environmental regulations, but to even higher standards. Following our guidelines helps our plants blend into the environment where they are built and helps to preserve local biodiversity.

When our plants start operating, they are managed according to management policies and systems that cover quality, environment and safety aspects, certified according to ISO standards.

**Biodiversity study - Illois wind farm**

During the preliminary assessment of the environmental impact of the Illois plant, we focused on two key aspects: protecting both the site biodiversity and the archaeological sites in proximity of the site. We carried out a dedicated study to investigate the behaviour of a range of wildlife and make sure that the structure of the proposed plant would not hinder their activity or cause them harm. A variety of species were identified and observed in the woods, in the valley and in low hedgerows far away from the agricultural area where the plant would be built. The study has therefore highlighted the constraints and steps to consider in the design and construction of the plant in order to protect local wildlife.



## Technology and landscape: agrivoltaics and floating wind

New technologies, and the resulting innovation they enable us to develop, are essential factors in creating plants that are increasingly integrated into their local environment and economy.

In France, we established a partnership with the animal husbandry institute, IDELE (*Institut de l'élevage*), to carry out a study on the impact that agrivoltaic technologies and management practices have on the agricultural activities present in the land where the plants are established. While we are committed to providing innovative technologies that support farmers in the most effective way, IDELE's role is to guide decisions and monitor the projects we propose, ensuring that technical and economic standards are maintained.

In Spain, by working with professionals from local associations we designed three plants that have achieved **Certification of Excellence in Sustainability** so far. The certification is issued by Unión Española Fotovoltaica

(UNEF) when a solar installation meets the highest standards of social and environmental integration, respect for biodiversity and the principles of the circular economy.

Technological innovation is also driving the development of offshore wind, an industry in which our activities grew substantially in 2022 with a number of projects under development in both Italy and Scotland, also due to the partnership we have developed with floating wind experts BlueFloat Energy. The innovative technologies deployed in this area allow wind farms to be located in deeper waters, without the use of fixed foundations and further offshore than traditional bottom-fixed offshore wind farms. This minimises impacts on the marine and terrestrial environment, while maximising wind power, increasing the efficiency of the wind farms.





### New projects certified: Campos Salados and Campos de Zuloaga

In 2022, we received the Sustainability Certification of Excellence for two new projects. This confirms that our approach of integrating photovoltaic systems into the landscape and the local environmental and economic context is robust.

#### Campos Salados Project – Valencia

The Campos Salados agrivoltaic project is located in Carcaixent, in the province of Valencia. It was developed in collaboration with local organisations and institutions, farmers in the region and experts, to define which crops were most suitable for growing in the area. In addition, the solar panel technology ensures that the ecosystem balance is preserved.

The construction of this photovoltaic plant will result in an estimated production of 200 GWh/year, enough to supply energy to more than 30,000 homes. Work is scheduled to start in June 2024.

#### Campos de Zuloaga project – Navarra

Campos de Zuloaga is located in the two municipalities of Cizur and Cendea de Olza in the Comunidad Foral de Navarra region of Spain. The plant extends over 130 hectares and will generate 119 GWh of power per year, equivalent to the annual energy consumption of about 20,000 homes.

The location of the plant was chosen after several environmental studies were carried out using specific tools developed by MITECO (the Ministry for the Ecological Transition and the Demographic Challenge), which ensure integration between energy production and local agricultural crops, while respecting biodiversity.

The plant is the result of our aim of developing projects that are completely sustainable and integrated into the environment in which they are built, using the most innovative technologies that are most suited to the needs of the local area. The certification is a proof of the excellent work carried out.

# Our carbon footprint

The businesses we operate play a key role in the process of sustainable transition and in the fight against climate change. On the one hand, our plants, which are powered by renewable sources, allow us to meet the energy needs of our customers in a sustainable way, while on the other, we are committed to reducing emissions related directly or indirectly to our activities in order to reduce our own carbon footprint to zero.

To monitor our progress, we calculate the full spectrum of our carbon footprint, including the emissions avoided through our production, monitoring emissions from direct energy consumption (Scope 1), indirect energy consumption (Scope 2), emissions related to

our value chain (Scope 3) and Scope 4, i.e. avoided GHG emissions. In particular, with regard to Scope 3 calculations, we used the methodology indicated by the Greenhouse Gas Protocol to identify the main emissions along the upstream part of the value chain, i.e. relating to the supply chain, and downstream, relating to energy distribution. The final Scope 4 measurement<sup>17</sup> is one of the most significant measures for our business, as it shows how much we, as Renantis, contribute to decarbonisation.

In 2022, we estimate that thanks to the renewable energy we generated, we avoided the emission of 531,207 tCO<sub>2</sub>eq.

## Climate change in risk management

In order to monitor climate change in terms of both concrete actions to combat it and managing the risks it entails for our business, in 2022 we continued to strengthen our Enterprise Risk Management processes with the Climate Change Risk Assessment project, launched in 2021 in collaboration with Politecnico di Milano. This activity led to the development of a structured analysis model based on the framework of the Task Force on Climate-related Financial Disclosures (TCFD), designed to identify the analysis methodologies and business areas most exposed to the risks arising from climate change and the opportunities presented by the energy transition.

In particular, thanks to the contribution of a provider in the insurance sector, the main natural catastrophe risks were selected for the entire portfolio of the Group's operating asset, using an ISO-Risk matrix which enabled priorities to be identified on a two-dimensional basis with a danger score for natural catastrophes on one axis and the value of the asset on the other.

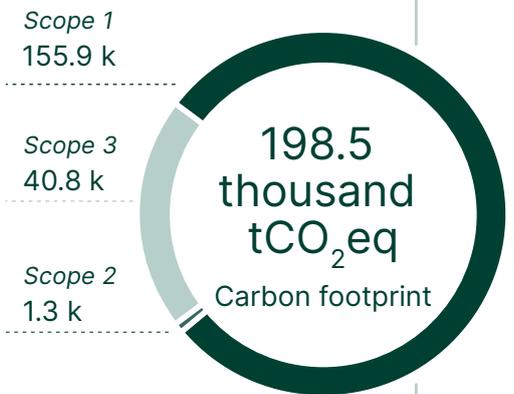
In the future, scenario analyses and guidelines will be developed to support our business lines in their decisions and strategic planning. We aim to move towards practical implementation by defining a roadmap of how the framework can develop in the future in line with the medium-long term guidelines in our new Industrial Plan.

<sup>17</sup> Our calculation method, now consolidated over the years, is based on a conservative approach: Scope 4 is calculated by multiplying the amount of energy produced in each country by the emissions factor of the corresponding local electricity mix, which therefore includes the contribution of renewables, and not thermoelectric production alone. The final estimate is therefore conservative because it is approximate by default. Disregarding the ongoing decarbonisation trend in some countries implies a higher value for the emissions factor; therefore, with the same energy units produced, a higher CO<sub>2</sub> saving will be estimated, and the final estimates of avoided GHG emissions will be higher.

Scope 1		155.9 thousand tCO <sub>2</sub> eq
Scope 2		1.8 thousand tCO <sub>2</sub> eq
Scope 3		40.8 thousand tCO <sub>2</sub> eq

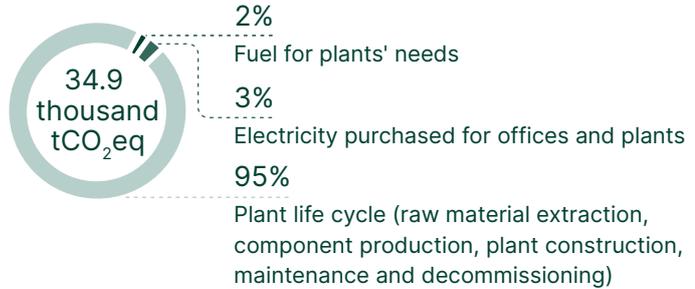
**Carbon footprint** 198.5 thousand tCO<sub>2</sub>eq

**Avoided emissions (Scope 4)** 531.2 thousand tCO<sub>2</sub>eq

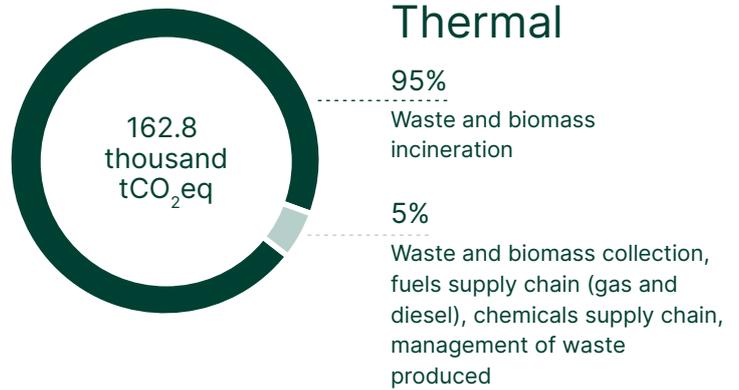


### CARBON FOOTPRINT BREAKDOWN BY BUSINESS ACTIVITY

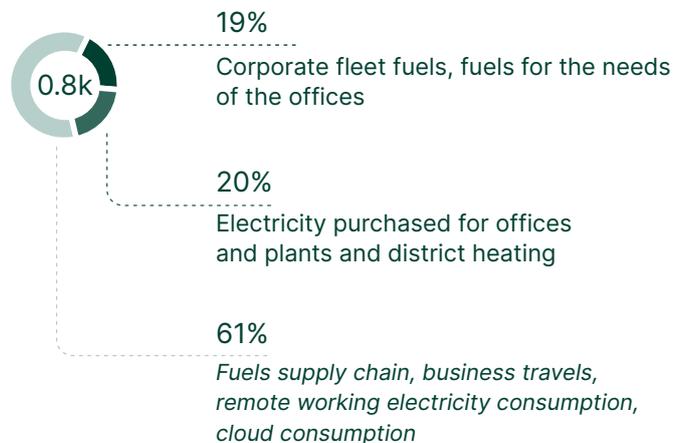
#### Wind and solar



#### Thermal



#### Corporate



# Co-existing in harmony with the local environment: our landscape mosaic

Interview with Maria Bocarando, Community Relations Manager Spain



***“Our renewable energy projects are like a landscape mosaic – our sustainable energy plants should fit together with the local environment and landscape in harmony, and we strive to achieve this in a way that respects our communities.”***

**What are the challenges linked with the landscape that you deal with when developing renewable plants? How do local stakeholders perceive these challenges?**

Our purpose is to build a better future for all, by powering people’s everyday lives with care and this keeps people at the core of our business and activities.

People generally feel connected to the landscape that surrounds them and care about the environment in which they live. So, when we consider developing a renewable energy plant, it is critical that we have the utmost consideration for those who live in the surrounding area.

Broadly speaking, there are three factors that we pay attention to: i) the environmental impact (fauna and vegetation), ii) the visual impact (how the installation will be integrated into the landscape), iii) the social aspects (what benefits the plant will bring to the local community).

Renantis is committed to identify and map out these considerations and challenges at the earliest stage, identifying opportunities for optimisation and innovation. This means we can address these considerations long in advance of construction. And, of course, our findings are communicated to local stakeholders in a transparent way.

With respect to environmental impact, we implement a series of proposals and initiatives that go far beyond regulatory requirements set out to preserve and protect the environment. A good example of this are our agrivoltaic projects, which seek to combine photovoltaic energy generation with agriculture to the benefit of both sectors in collaboration with the local community, farmers and agriculture experts.

Visual impact is another factor that we analyse in detail at the earliest stages of site selection. The application of innovative solutions can also be considered, and in some instances vegetation installations have been used to soften the view of photovoltaic panels on the surrounding landscape.

From my point of view, our renewable energy projects are like a landscape mosaic – our sustainable energy plants should fit together with the local environment and landscape in harmony, and we strive to achieve this in a way that respects our communities.

Finally, the social impact is the area that requires the greatest consideration. I believe that it's essential to share the value that energy projects bring with our communities, both economically and socially. Raising awareness of the benefits of renewable energy and the increasing role it will play in the energy transition is part of our plan to build a better future for all by powering people's everyday lives with care. We cannot only look for others to tackle the challenge of climate change, so an important element of our contribution is educating people on how we can work together to access the possibilities of a green future.

### **What is required to integrate a renewable energy plant into the surrounding landscape?**

When we begin assessing how to best develop a new renewable energy project, there are two types of considerations. Firstly, there are the technical, regulatory and permitting factors that we work on to set the structure of the future wind or solar farm. The second part is much more flexible and open to being influenced by the mission and values of the developer, such as their community benefit approach and their supply chain strategy.

Our sustainability charter lays out our fundamental principles in sustainability and how these principles lead us in our actions. However, we treat each community individually and ensure that the value that we're adding is exclusive to each locality and its needs. We take pride in having a close and open relationship with neighboring municipalities, in which we talk frankly about the real opportunities of renewable projects and listen actively to what stakeholders have to say: concerns, suggestions, fears and opinions are welcome and encouraged.

This helps us to shape a clear picture of the locality and, in my opinion, is something that should start early in development, and continue through the construction and operational lifetime of the renewable plant. For me, it is a company-community relationship for life – with strong two-way communication for as long as there is renewable generation in a municipality.

**Tell us about a project that you've worked closely with the community on.**

An excellent example of stakeholder engagement in recent years is the construction and commissioning of Carreastro Wind Farm, in Tordesillas - Valladolid (Spain).

In this project there were many technical considerations during development and construction phases: energy efficiency; protection of biodiversity, in particular birds and crops in the area; integration with the local culture; and respect for the heritage of Carreastro where a unique archaeological site has been identified and preserved.

The social aspect has, of course, been an important element - the municipality of Tordesillas is a symbol of Spanish medieval history, and this tested our capabilities in combining respect for historical importance with the current challenge of achieving energy transition goals.

Carreastro, therefore, had all the ingredients to create a well-balanced project that caters for both the technical and social challenges, while maintaining its beautiful landscape and cultural heritage.

It has been a pleasure to develop and maintain a close and respectful relationship with the local community that benefits everyone involved.

# Human capital

**We want to properly recognise the value of our people and highlight their diversity and skills, which we see as essential levers to meeting current and future challenges. That's why we work to create an inclusive, safe and healthy working environment that embraces and develops each person's potential.**





# People drive change

**We know that all our successes are made possible by our people, with their skills and their constant desire to improve themselves. With this in mind, we support their growth through talent development and well-being initiatives.**

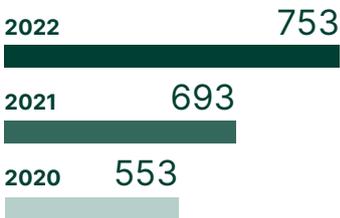
Our total reward model involves a careful appraisal of everyone's contribution to the company's growth objectives and incentive remuneration factors. To nurture talent and increase the skills of our employees, we offer several upskilling and reskilling courses, and we also provide on-the-job training (OJT) activities. OJT includes both social learning, i.e. the possibility of working in a team and in close contact with colleagues, sharing activities, experiences, approaches and knowledge with them, and self-training, through numerous technical training courses and the development of soft skills. Through mentoring activities, we want to inspire employees and expand their networks, showing them success stories and enabling them to share their experiences with each other.

## **Top Employer certification**

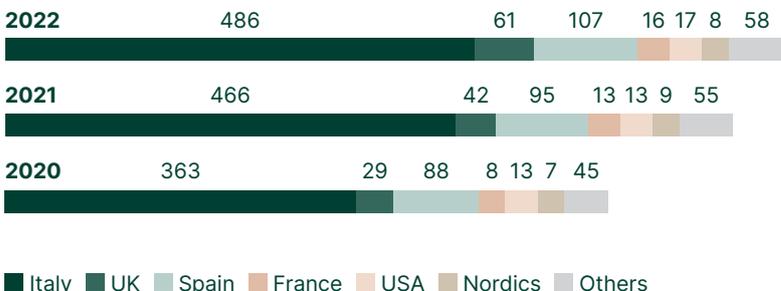
Top Employer certification rewards corporate excellence in policies, corporate strategies, and their implementation. The certification is issued by the Top Employers Institute, which assesses companies in six HR macro areas, analysing 20 different themes including people strategy, work environment, talent acquisition, learning, well-being, and diversity and inclusion. Specifically, our company has been recognised for its commitment to creating and promoting opportunities to grow, learn and work together. In particular, our approach, which has led to the creation of an energetic and stimulating working environment, based on the principles of fairness, inclusion and trust, was valued.



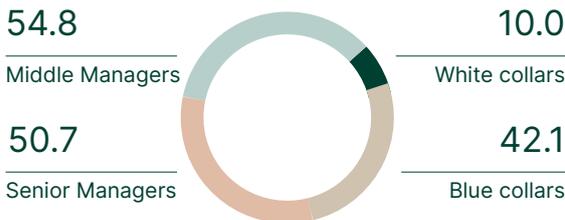
### Employees as of 31.12



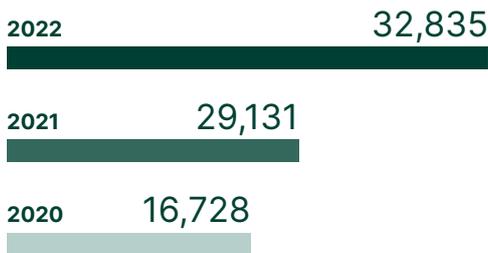
### Employees by geographical area



### Average hours of training by employee category



### Total hours of training



Through the salary review process, we implement a remuneration system in which we recognise every individual's performance in a transparent and tangible way. Every year we carry out an assessment process, in which aspects of performance and results achieved are analysed based on any pre-established targets (MbO or management by objectives), with managers also giving their views. The results are considered as part of a remuneration policy that consistently rewards people based on merit and highlights the behaviours that we aim to promote at company level. This makes us feel represented and that we

belong to a shared innovative and welcoming culture that we create through our actions every day. Additional reward elements are individual contributions to our long-term objectives, both in financial terms and in respect of the 2030 SDG Agenda, with a particular focus on diversity and inclusion.

By developing a shared corporate culture, we aim to create a harmonious and inclusive environment. For this reason, we are proud to have once again achieved the Top Employer Certification in 2022, which endorses our approach and the results we have achieved.

For several years, we have partnered with top universities in Italy and Spain to select talented young people who can best support the development of our business. We participate in career and recruitment days and use a direct channel to post job vacancies, providing the opportunity for curricular and extra-curricular internships. Between 2021 and 2022, we strengthened these partnerships, incorporating more than 30 resources through these channels. The focus of the next few years will be to further expand the network of universities we work with to reach new talents across the globe.

We encourage constant dialogue and active listening to motivational needs and levers which, together with feedback, are tools to create a valuable relationship with each individual and team. To support the exchange of feedback, we introduced the use of Beaconforce, a platform that combines artificial intelligence and behavioural science, and facilitates communication between managers and individual team members. Beaconforce helps us take care of people and enables us to nurture them, thereby increasing their motivation and sense of belonging and trust, while optimising the company's performance.

### **Our Behaviours**

We believe each of us can be a responsible pioneer: that is, we can play an active role in creating a shared, innovative and caring culture. To do this, we need to ask ourselves questions and adopt appropriate behaviours:

**Challenge the status quo**

"Can we do it differently, faster, better?"

**Think big**

"Is this risky and ambitious enough?"

**Make things happen**

"How can we make it happen?"

**Help others succeed**

"How can I make you succeed?"

"How can you help my success?"

**Go out and bring back insight**

"What would a client say?"

**Take commitments seriously**

"Have I kept my promises and commitments?"

**Share what we have; involve those who know**

"Who needs to know/be involved?"

**Protagonists, not spectators**

"What's stopping me taking personal action?"

"What will happen if I do nothing?"

## Our training initiatives

### Community of Practice (COP) initiative

COP is an informal learning tool. We have given our employees the opportunity to create groups where they can exchange knowledge, expertise, and ideas, and learn from each other.

### Group learning programme on soft skills

A programme involving the organisation of group activities and training courses designed to improve the soft skills of every employee. This stems from the awareness that, to cope with a constantly changing work environment, new skills of empathy, respect and emotional intelligence must be developed. At the same time, we must be aware of our areas for improvement and our strong points.

### Graduenablers

A programme developed for the growth of tomorrow's leaders, currently aimed at the Asset Management & Technical Advisory area in Spain and Italy, which provides a growth path combining on-the-ground experience, motivational speeches, knowledge-sharing activities and mentoring programmes.

### Language training

Courses in English, Spanish, Italian and French. Other languages are also offered according to individual needs, depending on the role.

### Stepping Up

A management training programme designed to develop internal young people regarded as having potential and being suitable for growth and development opportunities within our Group. The objective of this programme is to provide all the necessary tools to maximise the individual's potential and awareness of their resources and to develop professionalism and personal growth within the company. The methodology involves the development of an individual training plan, supported by coaching, mentoring and group workshops.

**More than 300 hours with 23 participants.**

### "Technical Enablers" technical training

An internal training programme, provided through colleagues' commitment to sharing know-how. This programme has enabled the development of expertise in a range of areas, including financial modelling, business technologies and business development – **more than 11,000 hours, with 709 participants.**

### Transversal management training

A cross-cutting process involving the Group in issues such as mental health, change management, resilience, emotional intelligence, diversity, and inclusion – **more than 4,000 hours, with more than 400 participants.**

### The practice of kindness

Because we believe that our behaviours help to make our work environment more sustainable, safe, inclusive, and caring, and assuming that every interaction we have must also be guided by kindness, during the year we launched a campaign that involved the whole company and was supported by specific initiatives, including workshops and training. In doing so, we wanted to make our people aware that, to act kindly, we need to:

- Be grateful
- Take care of our environment
- Spend time on feedback
- Be empathic

**Skilla Platform:** Skilla is an online micro-training platform that supports typical self-training activities for on-the-job training of employees via short learning modules.

In 2022, we decided to develop specific training activities on contractor management, which we are also extending to suppliers. This project has strengthened our ties with the supply chain and with local communities.

# Diversity, an added value

**We are an international company, but at the same time we maintain a strong local character in the geographical areas in which we operate. This allows us to connect with different cultures, approaches and knowledge, which we want to make the most of in order to enrich our intellectual capital.**

We want to grow by drawing on the knowledge, experiences and culture that people bring to us and that we accrue through our daily interactions and partnerships with diverse populations.

Equal opportunities and enhancing diversity and inclusion are the cornerstones of ensuring that every person experiences personal and professional growth within the company, and that this creates potential for the company.

Our commitment to combating discrimination, racism, sexism and homo/bi/transphobia and creating a more inclusive environment is embodied in our **Diversity and Inclusion Policy** (D&I Policy). It is the foundation that guides all our initiatives and is designed to maintain a gender balance and foster the diversity of our people. Following these guidelines, with

the aim of eliminating gender differences, in 2022 we signed up to Equalby30, an initiative that forms part of the broader framework of the Equality in Energy Transitions Initiative. It aims to promote gender equality and diversity on the energy transition pathway and to close the gender gap by 2030.

To ensure female employment, we aim to achieve gender equality in at least 60% of positions and we intend to extend this to 80% of positions. Ensuring the fairness of the recruitment process is also one of the annual objectives of the CEO, top managers and the HR team. Because our workforce have to meet high-level technical expertise requirements, most of it comes from a STEM (science, technology, engineering and maths) educational background. This sector still remains very male-dominated, and that is why



we have decided to support young female students who are interested in working with us by organising dedicated job recruiting activities, the “CESOP Virtual Job Meeting for STEM Girls”, and by participating in International Women in Engineering Day. We believe that sharing is a valuable tool in fostering a fair and more inclusive work environment, which is why we offer opportunities for women working within the Group to learn more about women’s leadership stories. With their stories, guests explain what skills they had to develop to become leaders, providing an inspiring role models.

We also promoted several opportunities to raise awareness among employees with dedicated courses, workshops, and with the “Talking about D&I” project: a training programme, led by managers, in which employees discuss and debate D&I issues. Moreover, thanks to our membership of *Valore D*, the first business association in Italy that pro-

motes an inclusive culture for the growth of organisations, we offered employees training courses in inclusive organisation, corporate welfare and social innovation.

We were featured in the Bloomberg Gender-Equality Index (GEI) for the second time in 2022: the index includes listed companies (418 companies in 45 countries) that demonstrate transparency in their efforts to achieve gender equality, creating policies and increasing female representation and transparency around their processes. Companies are assessed according to five metrics: women’s leadership and talent pipeline, gender pay parity, an inclusive culture, anti-sexual harassment policies and advocacy activities for women.

These initiatives and results have helped to strengthen our commitment: we want every person, with their individual characteristics, to be valued and to feel free to express their identity as far as possible.

# A healthy and safe working environment

**We see the physical and psychological well-being of our people as vitally important, and we are committed to providing a safe and secure work environment. During and after the pandemic, we had to renew our commitment by providing even greater support for the psychological well-being of our employees.**

To this effect, we have tried to ensure the right work-life balance, with remote working playing an important role. During the pandemic, and to date, we have extended this opportunity to more than 90% of the Company. To support remote working activities, we introduced tools such as the “Growth zone: learn and grow together” platform, which delivered a number of multimedia courses and learning programmes designed to engage people.

When the pandemic ended, we reintroduced a number of corporate sports events in 2022 and also held a number of volunteer days, during which our employees spent time sup-

porting local communities. These opportunities allowed our people to compete and collaborate in new environments outside the workplace, strengthen personal ties and expand their networks, which benefited the working environment by reactivating a shared corporate culture.

To protect our employees’ health, in addition to promoting sporting activities, we launched the initiative “*Health at the Centre*”, which offers free flu vaccinations to colleagues working in Italy. We also have an agreement with three private medical centres to give them and their families access to health care at special rates. Conscious that protecting



**Sport and volunteering: facing new challenges together**

**Corporate sports competitions**

We organise a series of internal competitions, including participation in sporting challenges, such as the Milan Marathon, which give our employees the opportunity to play sports and strengthen their connection, enhancing their team-building skills.

**Digital Challenge Against Hunger**

a charity sports competition where employees were involved in running, cycling, walking and yoga. The proceeds were donated to support Action Against Hunger in the most vulnerable countries.

**Volunteering days**

We organised three volunteering days, where employees dedicated their time to socially useful work, supporting people in difficulty in the communities near our headquarters, and at Lombardy-based associations such as the La Meridiana Cooperative, the La Pelucca Foundation and the Lombardy Food Bank.

the mental health of our employees, along with physical health, is key to people's well-being, we provided free psychological support to our employees and stepped up our mental health workshops, as well as training courses that also support the importance of our mental well-being policy with the aim of creating and being responsible for a healthy and sustainable environment. Another tool that we offer employees is the Employee Assistance Programme (EAP), which provides a confidential assessment of their health, tailored advice and a 24-hour hotline for personal issues.

To ensure a high level of oversight of accident risks and to preserve the health and safety of workers, our safety management system has been developed according to the UNI EN ISO 45001 standard. We strive to ensure the safety of our employees on a daily basis, and the QHSE (Quality, Health, Safety and Environment) policy sets out our approach. Through collaboration with external partners such as AR19, we involve workers in safety refresher courses and workshops to make them more aware of risks, because we know that we need to take full responsibility for, and commit to, health and safety together with our people.

### **The humanitarian crisis: our commitment**

The war in Ukraine has left the world stunned and horrified. Condemning war and violence, and knowing it was our duty to act, we set up initiatives to support local populations and refugees affected by the conflict:

#### **Collection of staple goods**

We launched an internal collection campaign at our offices in Sesto San Giovanni of medical products, canned and freeze-dried foods, personal hygiene products and clothing. The goods collected were sent to the Orthodox Church in Milan, which had humanitarian convoys ready to depart and helped us get these items to their destination.

#### **Individual and Group fundraising**

We set up a donation page on the UN Refugee Agency platform, where people can make personal contributions. We also committed to donating as a Group and doubled the amount collected by our staff.



# Understanding and ensuring diversity and inclusion strengthens our business

Interview with Massimiliano Bevignani, Head of Group Compensation and Workforce Planning



**“Greater diversity corresponds to greater cultural, organisational, and ethical richness.”**

**What does it mean for a company like Renantis to commit to gender balance? What are the difficulties, also given the characteristics of the industry, and how do you think the company could benefit?**

Pursuing gender balance is a winning ethical and strategic choice for any organisation. There are many reasons why an organisation needs to find a balance amongst the various “diversities”:

- a more inclusive work environment, where people can feel valued and respected;
- a diversity of perspectives and skills that improves the quality of decisions, increasing efficiency and effectiveness;
- talent attraction: companies pursuing gender balance tend to have a positive reputation.

Achieving balance is not easy: there are several challenges:

- Prejudice and stereotypes (bias): for example, about how motherhood negatively impacts individual performance.
- Unequal pay: still a widespread problem that is hard to solve, unless you have an organisation like ours that is sensitive to this issue.
- It is unfortunately still difficult for female colleagues to balance the needs of their career with those of their private life, such as caring for children.

But once these challenges are overcome, the benefits for an organisation can be multiple, starting with the most obvious: greater diversity corresponds to greater cultural, organisational, and ethical richness. All of this translates into what could be defined as a fantastic reputational side effect, key to attracting talent and – why not? – investors. Some stock exchange indices have reference panels that are composed exclusively of companies that meet certain “sustainable” parameters, and gender diversity is one of these.

It is therefore important to understand and promote gender diversity, as well as all other “diversities”, because this will definitely enrich the organisation.

**What actions does the company take to promote balance between people and their remuneration? What levers and tools do you use?**

Solving the problem of unequal pay definitely requires concrete action, whether this is in response to legislation, as is the case in Spain, where there are rules that require companies to monitor the gender pay gap and to draw up realignment plans where applicable, or whether it is based on company initiatives.

Companies may independently adopt tools to define reliable remuneration benchmarks (linked to the position and not to the person who occupies it) and consequently establish remuneration policies on an equally objective basis. This approach has been adopted by our company, and our analysis tells us we are on track.

**Renantis is enabling an inclusive culture to be strengthened: how is it achieving this?**

We firmly believe that a dynamic environment, in which we develop individual capabilities and incorporate different cultures and perspectives, is critical for the success of our organisation.

We want everyone of our colleagues to be valued and to feel free to express their identity.

For example, we have adopted a diversity and inclusion policy that truly explores the values we believe in, the behaviours we promote, and the actions we take to support an inclusive, open and healthy environment. This is made possible partly through constant awareness-raising through training, dissemination and discussion sessions on diversity and inclusion issues.

We believe in people and their potential, and we use different tools to foster their development and motivation. Of these tools, specifically with regard to diversity issues, I would highlight:

- Mentoring: a pathway with experienced internal individuals in order to transfer knowledge, experience, ideas and points of view. Mentoring is also carried out through collaboration with external partners, supporting both mentors and mentees;

- The Valore D association: we participate in training and development activities for different hierarchical levels on managerial, diversity, inclusion and communication issues and inter-company mentoring activities;
- We also propose initiatives that actively engage us in community work: volunteering days at the company level, the aim of which is to make a practical contribution to communities, enhance our local presence and create opportunities to deepen relationships with colleagues in situations other than everyday work activities, sharing new approaches and solutions to problems, as well as being an opportunity to actively participate in the lives of the communities around us;
- Completely anonymous and confidential psychological support for personal needs.

# Appendix

## Sustainability Framework (SUF)

### Just Energy Transition

Responsible pioneers: to build a better future for all, by powering people's everyday lives with care

Capital	Material topic	Commitment
<b>Economic and productive</b> 	Application of innovative technologies to business	Support customers through innovative solutions while creating ancillary value and de-risking our core activities Investing in sustainable innovative solutions to maximise operational excellence and new asset development
	Role of Public Affairs to sector development	Create a network of contacts at government, regulatory, administrative level to overcome sector criticism and sustain assets' growth and operation
<b>Social and relational</b>   	Relationship and involvement of local communities	Through our presence, create new opportunities to generate local sustainable impact Gain and maintain social license to operate
	Short (and resilient) supply chain	Adopt (responsible criteria for) sustainable procurement Foster local supply chain and local employment
	Advocacy and energy literacy	Be a benchmark of sustainability by maintaining and promoting ESG focus Promote awareness raising and energy literacy through training and dedicated initiatives
<b>Environmental and climate</b>   	Fighting climate change	Minimize our carbon footprint and reach net-zero emissions Adopt best measures to safeguard our business from climate change effects and guarantee business continuity and operational excellence
	Environmental management and protection	Ensure the full environmental compatibility of our business by adopting the best available environmental management practices throughout the entire lifecycle of our assets Safeguard ecosystems and traditional uses in the areas where we operate
<b>Human</b>  	Promotion of health, safety and well-being	Create a healthy and resilient working environment, where diversity is an asset, and contribute to the safety of all our stakeholders
	Business and governance integrity and transparency	Adopt an integrated governance on sustainability, risk and integrity

# Performance and impact data and indicators

## Supplies

SUPPLIES <sup>18</sup>	Ref. GRI	UM	2022	2021	2020
<b>Total suppliers (estimate)<sup>19</sup></b>		<b>no.</b>	<b>2,371</b>	<b>1,760</b>	<b>1,748</b>
<b>VALUE AND LOCATION OF SUPPLIES</b>	<b>204-1</b>				
Total value of supplies		k€	<b>291,636</b>	180,138	190,352
Value of supplies from local suppliers	204-1 a	k€	<b>168,811</b>	86,438	140,145
% ordered from local suppliers		%	<b>58</b>	48	74
<b>DISTRIBUTION OF THE VALUE OF SUPPLIES BY REGION AND BY LOCAL SUPPLIER</b>					
Total value of supplies in Italy		k€	<b>152,438</b>	89,303	79,522
Value of supplies from local suppliers in Italy		k€	<b>74,739</b>	40,117	47,620
% ordered from local suppliers (regional scope)		%	<b>49</b>	45	60
Total value of supplies in the UK		k€	<b>66,043</b>	19,862	19,592
Value of supplies from local suppliers in UK		k€	<b>43,002</b>	7,866	8,543
% from local suppliers (constituent country scope)		%	<b>65</b>	40	44
Total value of supplies in Spain		k€	<b>4,398</b>	4,915	3,924
Value of supplies from local suppliers in Spain		k€	<b>2,272</b>	1,183	1,493
% from local suppliers (autonomous community scope)		%	<b>52</b>	24	38
Total value of supplies in France		k€	<b>12,800</b>	16,570	4,813
Value of supplies from local suppliers in France	204-1 a	k€	<b>2,398</b>	1,879	3,654
% from local suppliers (regional scope)		%	<b>19</b>	11	76
Total value of supplies in the USA		k€	<b>17,516</b>	33,042	4,117
Value of supplies from local suppliers in USA		k€	<b>8,546</b>	19,546	1,602
% from local suppliers (federal state scope)		%	<b>49</b>	59	39
Total value of supplies in Sweden, Norway and Finland		k€	<b>37,527</b>	15,387	76,932
Value of supplies from local suppliers in Sweden, Norway and Finland		k€	<b>37,251</b>	15,179	76,043
% from local suppliers (national scope)		%	<b>99</b>	99	99
Total value of supplies in other countries (Chile, Mexico, Australia, Japan)		k€	<b>912</b>	1,059	1,451
Total value of supplies from local offices in other countries (Chile, Mexico, Australia, Japan)		k€	<b>603</b>	668	1,191
Percentage from local suppliers		%	<b>66</b>	63	82

18 The data do not include Elettromeccanica Euganea Srl.

19 The estimate is obtained by aggregating the data received from the single countries.

SUPPLIES	Ref. GRI	UM	2022	2021	2020
<b>NEW SUPPLIERS THAT HAVE BEEN EVALUATED USING ENVIRONMENTAL CRITERIA<sup>20</sup></b>					
Number of new suppliers		no.	439	549	88
New suppliers that have been evaluated using environmental criteria	308-1	no.	57	178	40
% of new suppliers who were evaluated using environmental criteria		%	13	32	45
<b>NEW SUPPLIERS WHO WERE EVALUATED USING SOCIAL CRITERIA<sup>21</sup></b>					
Number of new suppliers		no.	439	549	88
New suppliers who were evaluated using social criteria	414-4	no.	68	178	40
% of new suppliers who were evaluated using social criteria		%	15	32	45

## Installed capacity and production

INSTALLED CAPACITY AND PRODUCTION		UM	2022	2021	2020
<b>WIND</b>					
<b>Wind farms</b>		<b>no.</b>	<b>33</b>	<b>32</b>	<b>30</b>
- of which in Italy		no.	4	4	4
- of which in the UK		no.	12	12	12
- of which in Spain		no.	2	2	2
- of which in France		no.	10	9	9
- of which in the US		no.	1	1	1
- of which in Sweden		no.	2	2	1
- of which in Norway		no.	2	2	1
<b>Wind turbines</b>		<b>no.</b>	<b>487</b>	<b>481</b>	<b>456</b>
<b>Installed capacity</b>		<b>MW</b>	<b>1,069.8</b>	<b>1,057.8</b>	<b>962.7</b>
- of which in Italy		MW	291.6	291.6	291.6
- of which in the UK		MW	413.0	413.0	413.0
- of which in Spain		MW	33.3	33.3	33.3
- of which in France		MW	110	98.0	98.0
- of which in the US		MW	30.0	30.0	30.0
- of which in Sweden		MW	120.9	120.9	46.8
- of which in Norway		MW	71.0	71.0	50.0
Average age of plants		years	10.2	9	9
Land occupied by wind farms – average values		m <sup>2</sup> conventional <sup>22</sup>	4,172,500	4,089,500	3,877,000
Installed capacity per unit of land used		W/m <sup>2</sup>	256	259	248

20 The perimeter includes the Companies of Renantis S.p.A Group which, as of 31/12/2022, adopt the D365 system and the company Energy Team S.p.A, which has adopted the new supplier qualification procedure since the end of May 2022.

21 The perimeter includes the Companies of Renantis S.p.A Group which, as of 31/12/2022, adopt the D365 system and the company Energy Team S.p.A, which has adopted the new supplier qualification procedure since the end of May 2022.

22 The calculation considers: 5m wide road, 1,5km distance between two WTGs, 1.000m<sup>2</sup> substation area and 1.000m<sup>2</sup> crane pad.

INSTALLED CAPACITY AND PRODUCTION	UM	2022	2021	2020
PHOTOVOLTAIC				
<b>Photovoltaic plants</b>	<b>no.</b>	<b>25</b>	<b>20</b>	<b>18</b>
- of which in Italy	no.	8	8	8
- of which in the UK	no.	0	0	0
- of which in Spain	no.	1	1	0
- of which in France	no.	0	0	0
- of which in the US	no.	16	11	10
<b>Installed capacity</b>	<b>MW</b>	<b>278</b>	<b>240.8</b>	<b>161.2</b>
- of which in Italy	MW	17.1	17.1	17.1
- of which in the UK	MW	0	0	0
- of which in Spain	MW	50	50	0
- of which in France	MW	0	0	0
- of which in the US	MW	211.21	173.7	144.1
Average age of plants	years	4	4	4
Land occupied by PV plants <sup>23</sup>	m <sup>2</sup> conventional	7,950,609	6,322,065	4,077,390
Installed capacity per unit of land used	W/m <sup>2</sup>	35	38	40
THERMAL				
<b>Thermal plants<sup>24</sup></b>	<b>no.</b>	<b>2</b>	<b>2</b>	<b>2</b>
- of which biomass	no.	1	1	1
- of which waste-to-energy	no.	1	1	1
<b>Installed capacity</b>	<b>MW</b>	<b>35.0</b>	<b>35.0</b>	<b>35.0</b>
- of which biomass	MW	15.0	15.0	15.0
- of which waste-to-energy	MW	20.0	20.0	20.0
Land occupied by thermal plants	m <sup>2</sup> conventional	107,381	107,381	107,381
Installed capacity per unit of land used	W/m <sup>2</sup>	326	326	326
ELECTRICITY PRODUCED				
<b>Total production</b>	<b>MWh</b>	<b>3,246,500</b>	<b>2,813,239</b>	<b>2,711,517</b>
<b>Total production from wind farms</b>	<b>MWh</b>	<b>2,657,943</b>	<b>2,298,530</b>	<b>2,336,774</b>
- of which in Italy	MWh	537,958	583,520	567,064
- of which in the UK	MWh	1,141,541	922,727	1,168,901
- of which in Spain	MWh	61,772	74,342	69,008
- of which in France	MWh	180,501	179,304	208,450
- of which in the US	MWh	115,591	104,787	9,243
- of which in Sweden	MWh	390,517	289,112	160,901
- of which in Norway	MWh	230,064	144,738	153,206

23 The 2022 figure has been calculated considering actual land occupied measures.

24 Thermal plants are all located in Italy.

<b>INSTALLED CAPACITY AND PRODUCTION</b>	<b>UM</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
<b>Total production from photovoltaic plants</b>	<b>MWh</b>	<b>403,490</b>	<b>304,120</b>	<b>182,596</b>
- of which in Italy	MWh	25,563	24,456	23,894
- of which in the UK	MWh	0	0	0
- of which in Spain	MWh	86,841	65,763	0
- of which in France	MWh	0	0	0
- of which in the US	MWh	291,086	213,901	158,702
<b>Total production from thermal energy – biomass</b>	<b>MWh</b>	<b>101,478</b>	<b>104,494</b>	<b>92,152</b>
<b>Total production from thermal energy – waste-to-energy</b>	<b>MWh</b>	<b>83,589</b>	<b>106,095</b>	<b>99,995</b>

**PLANT AVAILABILITY<sup>25</sup>**

Availability factor of wind farms	%	95	96	96
Availability factor of photovoltaic plants	%	99	99	96
Availability factor of biomass plants	%	94	96	84
Availability factor of WtE plants	%	91	87	91

## Environmental data

<b>MATERIAL CONSUMPTION</b>	<b>Ref. GRI</b>	<b>UM</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
SF6 (wind and pv plants)	301-1	t	0.0275	0.0029	n.a.
WtE waste <sup>26</sup> (TREZZO)	301-1	t	129,580	148,355	140,534
Chemicals (RENDE, TREZZO)	301-1 a, i	t	6,175	6,157	6,535

<b>ENERGY CONSUMPTION<sup>27</sup></b>	<b>Ref. GRI</b>	<b>UM</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
<b>Total energy consumption (B+C+G)</b>		<b>MWh</b>	<b>830,007</b>	<b>898,408</b>	<b>824,314</b>
of which from renewable energy sources (A1+D)	302-1 e	MWh	647,554	691,654	524,280

## BREAKDOWN OF DIRECT PRIMARY ENERGY CONSUMPTION BY SOURCE AND TYPE

<b>Direct consumption of primary energy from renewable sources (A1)</b>		<b>MWh</b>	<b>640,908</b>	<b>685,775</b>	<b>523,777</b>
- of which biomass (Rende)	302-1 b	MWh	385,965	397,040	341,262
- of which waste (Trezzo)		MWh	254,943	288,735	182,515

25 The availability of wind and photovoltaic plants is calculated by referring to the value of the energy produced net of losses caused by force majeure events (for example, grid losses and dispatching orders).

26 It corresponds to the waste components indicated as primary energy source.

27 The 2022 data include the energy consumption of the Group's plants, of all the offices in Italy and of the foreign offices with more than 9 employees, where the supply is directly managed by the Group.

ENERGY CONSUMPTION	Ref. GRI	UM	2022	2021	2020
<b>Direct consumption of primary energy from non-renewable sources (A2)</b>		<b>MWh</b>	<b>179,904</b>	<b>204,777</b>	<b>293,627</b>
- of which natural gas (Rende)		MWh	762	4,207	5,903
- of which diesel (Trezzo)		MWh	8,267	7,134	9,721
- of which waste (non-renewable component) (Trezzo)	302-1 a	MWh	170,302	192,875	273,226
- of which gas for heating offices		MWh	105	34	4,600 <sup>28</sup>
- of which gasoline for automotive <sup>29</sup>		MWh	366	355	98
- of which diesel fuel for automotive <sup>30</sup>		MWh	101	172	79
<b>Total direct energy consumption (B=A1+A2)</b>	302-1	<b>MWh</b>	<b>820,812</b>	<b>890,552</b>	<b>817,404</b>
<b>HEAT CONSUMPTION</b>					
- of which district heating (G)	302-1	MWh	241	294	n.a.
<b>PURCHASE OF ELECTRICITY</b>					
<b>Electricity purchase (C)</b>		<b>MWh</b>	<b>8,954</b>	<b>7,562</b>	<b>6,910</b>
- for powering wind farms		MWh	5,443	4,967	3,750
- for operating the offices		MWh	823	576	736
- for powering photovoltaic plants	302-1 c	MWh	1,505	1,232	1,143
- for powering thermal plants		MWh	1,183	786	1,281
- Share purchased from renewable (D)		MWh	6,646	5,875	503
<b>Self-produced energy consumption (E)</b>		<b>MWh</b>	<b>34,816</b>	<b>37,456</b>	<b>34,531</b>
- of which from renewable energy sources (F)	302-1	MWh	27,514	29,510	26,822
<b>CARBON FOOTPRINT</b>					
	Ref. GRI	UM	2022	2021	2020
<b>Direct CO<sub>2</sub> emission - Scope I<sup>31</sup></b>	305-1 a	<b>tCO<sub>2</sub></b>	<b>155,957</b>	<b>171,798<sup>32</sup></b>	<b>156,665</b>
<b>Indirect CO<sub>2</sub> emissions - Scope II<sup>33</sup> (location based)</b>	305-2 a	<b>tCO<sub>2</sub></b>	<b>1,828</b>	<b>1,715</b>	<b>1,824.5</b>
<b>Indirect CO<sub>2</sub> emissions - Scope III</b>	305-3 a	<b>tCO<sub>2</sub></b>	<b>40,772<sup>34</sup></b>	<b>37,970<sup>35</sup></b>	<b>41,500<sup>36</sup></b>
<b>Total Carbon Footprint (Scope I+II+III)</b>		<b>tCO<sub>2</sub></b>	<b>198,557</b>	<b>211,483</b>	<b>199,989.5</b>

28 In 2021, the methodology for calculating the data relating to gas consumption for heating the offices was revised. Using this methodology also for the year 2020 the figure would be comparable to that of 2021 and 2022 and would be equal to 38 MWh.

29 The figure takes into consideration the mixed use of the company car fleet (70% of consumption is attributed to the company).

30 The figure takes into consideration the mixed use of the company car fleet (70% of consumption is attributed to the company).

31 For the calculation of emissions, the emission factors reported in the "National Standard Parameters Table" of the United Nations Framework Convention on Climate Change (UNFCCC), published annually by the Ministry of the Environment, were adopted. Scope 1 emissions include a share of 693,316 kg of CO<sub>2</sub> deriving from 27.5 kg of SF6.

32 Value subject to recalculation following an improvement in the calculation methodology of the CO<sub>2</sub> deriving from SF6.

33 References of the emission factors applied in this report: USA: "Emission Factors for Greenhouse Gas Inventories" (US EPA 2022): 0.2823 tCO<sub>2</sub>/MWh for North Carolina and Virginia, 0.23927 tCO<sub>2</sub>/MWh for Massachusetts, 0.4437 tCO<sub>2</sub>/MWh for Iowa; EU: "Efficiency and decarbonization indicators for total energy consumption and power sector." (ISPRA, 2022): Italy 0.2519 tCO<sub>2</sub>/MWh, Spain 0.1635 tCO<sub>2</sub>/MWh, France 0.0510 tCO<sub>2</sub>/MWh, Sweden 0.0175 tCO<sub>2</sub>/MWh; UK 0.1934 tCO<sub>2</sub>/MWh (UK Government GHG Conversion Factors for Company Reporting 2022); Norway: "Electricity disclosure 2018" (NVE-RME, 2020 update) equal to 0.0189 tCO<sub>2</sub>/MWh.

34 Estimated value which includes the categories of indirect emissions of Scope III generated upstream and downstream of our value chain, connected: life cycle of wind and photovoltaic plants; incoming logistics of waste and waste-to-energy biomass; supply of chemicals used in waste-to-energy; supply of fuel and natural gas; waste-to-energy disposal; purification of water waste from the Trezzo waste-to-energy plant; energy consumption related to remote working, business travel (referring to colleagues based in Italy, Spain and Mexico); cloud-related services.

35 Value subject to recalculation.

36 Value estimated does not include emissions associated to cloud services.

<b>CARBON FOOTPRINT</b>	<b>Ref. GRI</b>	<b>UM</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
<b>AIR POLLUTANTS<sup>37</sup></b>					
NOx (Trezzo)	305-7 a, i	t	<b>63.6</b>	74.3	76.3
NOx (Rende)	305-7 a, i	t	<b>173.0</b>	180.9	148.0
SOx (Trezzo)	305-7 a, ii	t	<b>8.0</b>	5.7	3.9
SOx (Rende)	305-7 a, ii	t	<b>0.059</b>	0.019	0.070
CO (Trezzo)	305-7 a, vii	t	<b>14.5</b>	17.8	14.9
CO (Rende)	305-7 a, vii	t	<b>85.4</b>	81.5	62.6

<b>INDIRECT CO<sub>2</sub> EMISSIONS - SCOPE II (305-2)</b>	<b>UM</b>	<b>2022</b>		<b>2021</b>		<b>2020</b>	
		<b>Location based</b>	<b>Market based</b>	<b>Location based</b>	<b>Market based</b>	<b>Location based</b>	<b>Market based</b>
<b>Indirect Scope II emissions by Country</b>							
Spain	tCO <sub>2</sub>	<b>122.0</b>	<b>0.0</b>	113.2	63.1	123.0	n.a.
France	tCO <sub>2</sub>	<b>32.1</b>	<b>23.4</b>	26.2	0.0	24.7	11.8
Italy	tCO <sub>2</sub>	<b>874.2</b>	<b>78.2</b>	796.0	100.5	1,035.1	n.a.
Norway	tCO <sub>2</sub>	<b>12.3</b>	<b>0.0</b>	12.9	11.4	8.0	n.a.
Sweden	tCO <sub>2</sub>	<b>9.6</b>	<b>0.0</b>	12.3	0.0	3.6	n.a.
UK	tCO <sub>2</sub>	<b>296.4</b>	<b>98.0</b>	255.9	128.9	208.1	186.1
Mexico	tCO <sub>2</sub>	<b>0.0</b>	<b>0.0</b>	0.0	0.0	3.1	n.a.
Japan	tCO <sub>2</sub>	<b>0.0</b>	<b>0.0</b>	0.0	0.0	16.9	n.a.
US	tCO <sub>2</sub>	<b>445.1</b>	<b>445.1</b>	497.7	326.8	402.1	n.a.
<b>Total</b>	<b>tCO<sub>2</sub></b>	<b>1,791.8</b>	<b>644.8</b>	<b>1,714.5</b>	<b>630.7</b>	<b>1,824.5</b>	<b>n.a.</b>

<b>WATER</b>	<b>Ref. GRI</b>	<b>UM</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
<b>WATER WITHDRAWN</b>					
<b>Total water withdrawn (thermal plants)</b>	303-3 a	m <sup>3</sup>	<b>734,764</b>	<b>696,549</b>	<b>658,489</b>
<b>BREAKDOWN OF WATER WITHDRAWN BY SOURCE AND WATER QUALITY</b>					
From surface water (lakes, rivers, etc.)	303-3 a, i	m <sup>3</sup>	<b>576,689</b>	579,485	531,242
- of which freshwater	303-3 c, i	m <sup>3</sup>	<b>576,689</b>	579,485	531,242
- of which other water (non-freshwater)	303-3 c, ii	m <sup>3</sup>	<b>0</b>	0	0
From groundwater	303-3 a ii	m <sup>3</sup>	<b>102,948</b>	86,173	88,685
- of which freshwater	303-3 c, i	m <sup>3</sup>	<b>102,948</b>	86,173	88,685
- of which other water (non-freshwater)	303-3 c, ii	m <sup>3</sup>	<b>0</b>	0	0
From seawater	303-3 a, iii	m <sup>3</sup>	<b>0</b>	0	0
- of which freshwater	303-3 c, i	m <sup>3</sup>	<b>0</b>	0	0
- of which other water (non-freshwater)	303-3 c, ii	m <sup>3</sup>	<b>0</b>	0	0
From produced water	303-3 a, iv	m <sup>3</sup>	<b>0</b>	0	0
- of which freshwater	303-3 c, i	m <sup>3</sup>	<b>0</b>	0	0
- of which other water (non-freshwater)	303-3 c, ii	m <sup>3</sup>	<b>0</b>	0	0
From third-party water (from municipal water or other public or private water services)	303-3 a, v	m <sup>3</sup>	<b>55,127</b>	30,891	38,562
- of which freshwater	303-3 c, i	m <sup>3</sup>	<b>55,127</b>	30,891	38,562
- of which other water (non-freshwater)	303-3 c, ii	m <sup>3</sup>	<b>0</b>	0	0

<b>WATER</b>	<b>Ref. GRI</b>	<b>UM</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
<b>WATER WITHDRAWALS FROM AREAS WITH WATER STRESS BY SOURCE AND WATER QUALITY</b>					
<b>Water withdrawals from areas with water stress</b>	303-3 b	m <sup>3</sup>	<b>0</b>	<b>0</b>	<b>0</b>
From surface water (lakes, rivers, etc.)	303-3 b, i	m <sup>3</sup>	<b>0</b>	0	0
- of which freshwater	303-3 c, i	m <sup>3</sup>	<b>0</b>	0	0
- of which other water (non-freshwater)	303-3 c, ii	m <sup>3</sup>	<b>0</b>	0	0
From groundwater	303-3 b, ii	m <sup>3</sup>	<b>0</b>	0	0
- of which freshwater	303-3 c, i	m <sup>3</sup>	<b>0</b>	0	0
- of which other water (non-freshwater)	303-3 c, ii	m <sup>3</sup>	<b>0</b>	0	0
From seawater	303-3 b, iii	m <sup>3</sup>	<b>0</b>	0	0
- of which freshwater	303-3 c, i	m <sup>3</sup>	<b>0</b>	0	0
- of which other water (non-freshwater)	303-3 c, ii	m <sup>3</sup>	<b>0</b>	0	0
From produced water	303-3 b, iv	m <sup>3</sup>	<b>0</b>	0	0
- of which freshwater	303-3 c, i	m <sup>3</sup>	<b>0</b>	0	0
- of which other water (non-freshwater)	303-3 c, ii	m <sup>3</sup>	<b>0</b>	0	0
From third-party water (from municipal water or other public or private water services)	303-3 b, v	m <sup>3</sup>	<b>0</b>	0	0
- of which freshwater	303-3 c, i	m <sup>3</sup>	<b>0</b>	0	0
- of which other water (non-freshwater)	303-3 c, ii	m <sup>3</sup>	<b>0</b>	0	0
From surface water		m <sup>3</sup>	<b>0</b>	0	0
From groundwater	303-3 b, v	m <sup>3</sup>	<b>0</b>	0	0
From seawater		m <sup>3</sup>	<b>0</b>	0	0
From produced water		m <sup>3</sup>	<b>0</b>	0	0
<b>WATER DISCHARGE</b>					
<b>Total water discharge (thermal plants)</b>	303-4 a	m <sup>3</sup>	<b>267,759</b>	<b>283,740</b>	<b>253,197</b>
in areas with water stress	303-4 c	m <sup>3</sup>	<b>0</b>	0	0
<b>BREAKDOWN OF WATER DISCHARGES BY DESTINATION</b>					
of which into surface water (lakes, rivers, etc.)	303-4 a, i	m <sup>3</sup>	<b>266,518</b>	283,623	252,819
into groundwater	303-4 a, ii	m <sup>3</sup>	<b>0</b>	0	0
into seawater	303-4 a, iii	m <sup>3</sup>	<b>0</b>	0	0
into third-party water (from municipal water or other public or private water services)	303-4 a, iv	m <sup>3</sup>	<b>1,241</b>	117	378
of which into municipal sewers or into other public or private water services		m <sup>3</sup>	<b>0</b>	0	0
<b>BREAKDOWN OF TOTAL WATER DISCHARGE TO ALL AREAS BY THE FOLLOWING CATEGORIES</b>					
of which freshwater	303-4 b, i	m <sup>3</sup>	<b>267,759</b>	283,740	253,197
of which other water (non-freshwater)	303-4 b, ii	m <sup>3</sup>	<b>0</b>	0	0
<b>BREAKDOWN OF TOTAL WATER DISCHARGE TO ALL AREAS WITH WATER STRESS BY CATEGORIES</b>					
of which freshwater	303-4 c, i	m <sup>3</sup>	<b>0</b>	0	0
of which other water (non-freshwater)	303-4 c, ii	m <sup>3</sup>	<b>0</b>	0	0

ENVIRONMENTAL COMPLIANCE	Ref. GRI	UM	2022	2021	2020
<b>Significant sanction received during the year for non-compliance with environmental laws and regulations</b>	2-27 a	no.	<b>1</b>	<b>3</b>	<b>0<sup>38</sup></b>
- of which monetary	2-27 a, i	no.	<b>1<sup>39</sup></b>	3	0
- of which non-monetary	2-27 a, ii	no.	<b>0</b>	0	0
<b>Sanction paid during the year for non-compliance with environmental laws and regulations</b>	2-27 b	no.	<b>1</b>	<b>2</b>	<b>0</b>
		k€	<b>6.5</b>	<b>17<sup>40</sup></b>	<b>0</b>
- of which refers to current year	2-27 b, i	no.	<b>0</b>	2	0
		k€	<b>0</b>	17	0
- of which refers to the previous years	2-27 b, ii	no.	<b>1</b>	0	0
		k€	<b>6.5</b>	0	0

ENVIRONMENTAL AUDITS	UM	2022	2021	2020
Internal audits <sup>41</sup>	no.	<b>223</b>	118	21
External audits carried out (third party, for recertification, etc.)	no.	<b>12</b>	20	13
<b>Total audits</b>	<b>no.</b>	<b>235</b>	<b>138</b>	<b>44</b>

EXTERNAL INSPECTIONS	UM	2022	2021	2020
Carried out by ASL, ARPA, the Municipality, the Province, the Region and other bodies within the scope of Renantis	no.	<b>2</b>	2	8

## Employment

EMPLOYMENT	Ref. GRI	UM	2022	2021	2020
INFORMATION ON EMPLOYEES					
<b>Number of employees as at 01/01</b>		no.	<b>693</b>	<b>553</b>	<b>499</b>
Total starters	2-7 a	no.	<b>190</b>	220	112
Total leavers		no.	<b>130</b>	80	58
<b>Total number of employees as at 12/31</b>		no.	<b>753</b>	<b>693</b>	<b>553</b>
BREAKDOWN OF EMPLOYEES BY GENDER					
Men	2-7 a	no.	<b>517</b>	485	384
		%	<b>69</b>	70	69
Women		no.	<b>236</b>	208	169
		%	<b>31</b>	30	31

38 Penalties and fines of less than € 5,000 are not included. In 2020 there were penalties for a total value of € 1,300.

39 The environmental violation is related to Waste to Energy plant (Prima S.r.l.). During 2022 (06/07/2022), the company has reported to local authorities (ARPA) a block of the lines 1 and 2 generating an excess of the CO (Carbon Monoxide) and COT (Total organic carbon) threshold.

40 Following the revision of indicator 2-27 b, the 2021 data were restated according to the new guidelines: a penalty arrived in 2021 was paid in 2022 (6.5 k).

41 Refers to Renantis staff visits for plant monitoring and O&M.

EMPLOYMENT	Ref. GRI	UM	2022	2021	2020
<b>EMPLOYEES BY EMPLOYMENT CONTRACT AND BY GENDER</b>					
Permanent contract	2-7 b	no.	724	643	528
- of which women		no.	228	193	164
Fixed-term contract		no.	29	50	25
- of which women		no.	8	15	5
<b>BREAKDOWN OF EMPLOYEES BY EMPLOYMENT CONTRACT AND BY REGION</b>					
Permanent contract	2-7 b	no.	724	643	528
- of which in Italy		no.	467	435	343
- of which in the UK		no.	59	38	27
- of which in Spain		no.	105	89	87
- of which in France		no.	14	11	7
- of which in the USA		no.	17	13	13
- of which in the Nordics (Sweden, Norway and Finland)		no.	8	8	7
- of which in other geographical regions		no.	54	49	44
Fixed-term contract		no.	29	50	25
- of which in Italy		no.	19	31	20
- of which in the UK		no.	2	4	2
- of which in Spain		no.	2	6	1
- of which in France		no.	2	2	1
- of which in the USA		no.	0	0	0
- of which in the Nordics (Sweden, Norway and Finland)		no.	0	1	0
- of which in other geographical regions		no.	4	6	1
<b>BREAKDOWN OF EMPLOYEES BY EMPLOYMENT TYPE AND BY GENDER</b>					
Full time	2-7 b	no.	730	676	543
- of which women		no.	218	197	162
Part time		no.	23	17	10
- of which women		no.	18	11	7
<b>INFORMATION ON OTHER TYPE OF WORKERS</b>					
Workers who are not employees	2-8 a	no.	257	21	10
- of which contractors		no.	231 <sup>42</sup>	n.a.	n.a.
- of which other type of employment (internships, etc.)		no.	26	21	10

42 The number of contractors expressed in FTE was calculated as the division of the total hours worked by the average hours worked by an individual in a year (8 hours per day and 220 working days in a year are considered).

EMPLOYMENT	Ref. GRI	UM	2022	2021	2020	
<b>DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES</b>						
<b>% OF INDIVIDUALS WITHIN THE ORGANIZATION'S GOVERNANCE BODIES BY GENDER</b>						
Men	405-1a, i	%	50	58	58	
Women		%	50	42	42	
<b>% OF INDIVIDUALS WITHIN THE ORGANIZATION'S GOVERNANCE BODIES BY AGE GROUP</b>						
<30	405-1a, ii	%	0	0	0	
Between 30 and 50		%	40	25	33	
>50		%	60	75	67	
<b>% OF EMPLOYEES BY CATEGORY AND GENDER</b>						
Senior managers	405-1b, i	%	10	10	10	
- of which women		%	19	15	16	
Middle managers		%	23	18	18	
- of which women		%	28	25	25	
White collars		%	61	64	65	
- of which women		%	38	38	37	
Blue collars		%	7	8	6	
- of which women		%	0	0	0	
<b>% OF EMPLOYEES BY CATEGORY AND BY AGE GROUP</b>						
Senior managers		405-1b, ii	%	10	10	10
- of which <30	%		0	0	0	
- of which between 30 and 50	%		52	51	60	
- of which >50	%		48	49	40	
Middle managers	%		23	18	18	
- of which <30	%		2	2	2	
- of which between 30 and 50	%		80	79	80	
- of which >50	%		18	20	18	
White collars	%		61	64	65	
- of which <30	%		26	23	22	
- of which between 30 and 50	%		61	63	63	
- of which >50	%		13	14	15	
Blue collars	%		7	8	6	
- of which <30	%		17	16	10	
- of which tra 30 and 50	%		54	56	65	
- of which >50	%		29	27	26	
<b>OTHER DIVERSITY INDICATORS</b>						
Employees belonging to protected groups	405-1b, iii		no.	4	7	11

EMPLOYMENT	Ref. GRI	UM	2022	2021	2020	
<b>COLLECTIVE BARGAINING AGREEMENTS</b>						
Percentage of employees covered by collective bargaining agreements	2-30	%	81	81	83	
Labor union membership		%	9	1	4	
<b>NEW STARTERS AND STARTER RATE</b>						
<b>Total new starters</b>	401-1a	<b>no.</b>	<b>190</b>	<b>220</b>	<b>112</b>	
<b>New starters rate</b>		<b>%</b>	<b>25</b>	<b>32</b>	<b>20</b>	
<b>NEW STARTERS AND STARTER RATE BY GENDER</b>						
Men	401-1a	no.	116	163	75	
Women		no.	74	57	37	
Male starter rate		%	22	34	20	
Female starter rate		%	31	27	22	
<b>NEW STARTERS AND STARTER RATE BY AGE GROUP</b>						
Starters aged <30	401-1a	no.	68	61	32	
Starters aged between 30 and 50		no.	112	120	68	
Starters aged >50		no.	10	39	12	
Starter rate aged <30		%	52	54	37	
Starter rate aged between 30 and 50 years		%	23	27	19	
Starter rate aged >50		%	7	28	12	
<b>NEW STARTERS AND TURNOVER BY GEOGRAPHICAL AREA</b>						
Italy	401-1a	no.	87	141	55	
UK		no.	32	17	7	
Spain		no.	34	26	20	
France		no.	4	6	5	
USA		no.	8	4	9	
Nordics (Sweden, Norway and Finland)		no.	2	3	1	
other geographical regions		no.	23	23	15	
Italy starter rate		%	18	30	15	
UK starter rate		%	52	40	24	
Spain starter rate		%	32	27	23	
France starter rate		%	25	46	63	
USA starter rate		%	47	31	69	
Nordics (Sweden, Norway and Finland) starter rate		%	25	33	14	
Other geographical regions starter rate		%	40	42	33	
<b>LEAVERS AND STAFF TURNOVER</b>						
<b>Total number of leavers</b>		401-1b	<b>no.</b>	<b>130</b>	<b>80</b>	<b>58</b>
<b>Employee turnover</b>			<b>%</b>	<b>17</b>	<b>12</b>	<b>10</b>

EMPLOYMENT	Ref. GRI	UM	2022	2021	2020
<b>LEAVERS AND TURNOVER BY GENDER</b>					
Men	401-1b	no.	<b>84</b>	60	43
Women		no.	<b>46</b>	20	15
Male turnover		%	<b>16</b>	12	11
Female turnover		%	<b>19</b>	10	9
<b>LEAVERS AND TURNOVER BY AGE GROUP</b>					
Leavers aged <30	401-1b	no.	<b>31</b>	23	10
Leavers aged between 30 and 50		no.	<b>81</b>	44	39
Leavers aged >50		no.	<b>18</b>	13	9
Turnover aged <30		%	<b>24</b>	21	12
Turnover aged between 30 and 50		%	<b>17</b>	10	11
Turnover aged >50		%	<b>13</b>	9	9
<b>LEAVERS AND TURNOVER BY GEOGRAPHICAL AREA</b>					
Italy	401-1b	no.	<b>68</b>	40	22
UK		no.	<b>13</b>	4	10
Spain		no.	<b>22</b>	19	13
France		no.	<b>2</b>	1	2
USA		no.	<b>4</b>	4	5
Nordics (Sweden, Norway and Finland)		no.	<b>3</b>	1	0
Other geographical regions		no.	<b>18</b>	11	6
Italy turnover		%	<b>14</b>	9	6
UK turnover		%	<b>21</b>	10	34
Spain turnover		%	<b>21</b>	20	15
France turnover		%	<b>13</b>	8	25
USA turnover		%	<b>24</b>	31	38
Nordics (Sweden, Norway and Finland) turnover		%	<b>38</b>	11	0
Other geographical regions turnover		%	<b>31</b>	20	13

EMPLOYMENT	Ref. GRI	UM	2022	2021	2020	
<b>GENDER PAYGAP</b>						
Basic salary differential <sup>43</sup>	405-2 a	%	82	81	n.a.	
Senior managers		%	94	93	n.a.	
Middle managers		%	92	95	n.a.	
White collars		%	91	90	n.a.	
Blue collars		%	0	0	n.a.	
<b>Salary differential (total remuneration)<sup>44</sup></b>		%	<b>79</b>	<b>78</b>	<b>n.a.</b>	
Senior managers		%	88	93	n.a.	
Middle managers		%	91	91	n.a.	
White collars		%	89	88	n.a.	
Blue collars		%	0	0	n.a.	
<b>NON-DISCRIMINATION</b>						
Reports received for cases of discrimination		406-1	no.	0	0	0

## Training

TRAINING DELIVERED	Ref. GRI	UM	2022	2021	2020
<b>Total hours</b>		no.	<b>32,835</b>	<b>29,131</b>	<b>16,728</b>
<b>Employees who participated in at least one training course</b>		no.	<b>826</b>	<b>658</b>	<b>567</b>
<b>Average hours of training per trained employee</b>		no.	<b>39.8</b>	<b>44.3</b>	<b>29.5</b>
<b>Average hours of training per employee</b>		no.	<b>43.6</b>	<b>47.4</b>	<b>30.3</b>
<b>BREAKDOWN OF TRAINING HOURS BY GENDER</b>					
Men	404-1 a, i	no.	<b>21,039</b>	18,882	11,130
Women		no.	<b>11,796</b>	10,249	5,599
<b>BREAKDOWN OF AVERAGE TRAINING HOURS BY GENDER</b>					
Men	404-1 a, i	no.	<b>40.7</b>	44.9	29.0
Women		no.	<b>50</b>	52.8	33.1
<b>BREAKDOWN OF TRAINING HOURS BY EMPLOYEE CATEGORY</b>					
Senior managers	404-1 a, ii	no.	<b>3,752</b>	2,350	1,705
Middle managers		no.	<b>9,423</b>	6,948	3,197
White collars		no.	<b>19,139</b>	19,140	11,619
Blue collars		no.	<b>521</b>	514	207

43 Ratio of the basic salary of women to men for each employee category.

44 In addition to the basic salary, it also includes the variable part of the salary paid during the year.

<b>TRAINING DELIVERED</b>	<b>Ref. GRI</b>	<b>UM</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
<b>BREAKDOWN OF AVERAGE HOURS OF TRAINING BY EMPLOYEE CATEGORY</b>					
Senior managers	404-1 a, ii	no.	50.7	39.5	29.4
Middle managers		no.	54.8	58.9	31.3
White collars		no.	42.1	47.7	32.1
Blue collars		no.	10.0	16.1	6.7
<b>PERFORMANCE EVALUATION</b>					
<b>Employees subject to performance evaluation</b>	404-3	<b>no.</b>	<b>363</b>	<b>177</b>	<b>137</b>
<b>BREAKDOWN OF EVALUATED EMPLOYEES BY GENDER</b>					
Men	404-3	no.	243	107	98
Women		no.	120	70	39
<b>% OF EVALUATED EMPLOYEES BY GENDER</b>					
Men	404-3	%	47	25	26
Women		%	51	36	23
<b>BREAKDOWN OF EVALUATED EMPLOYEES BY POSITION</b>					
Senior managers	404-3	no.	43	22	18
Middle managers		no.	61	42	29
White collars		no.	250	110	88
Blue collars		no.	9	3	2
<b>PERCENTAGE OF EMPLOYEES ASSESSED BY JOB CLASSIFICATION</b>					
Senior managers	404-3	%	58	34	31
Middle managers		%	35	36	28
White collars		%	55	27	24
Blue collars		%	17	9	6
<b>TRAINING ON HUMAN RIGHTS</b>					
Hours allocated to training on policies or procedures for human rights <sup>45</sup>		no.	8,542	1,052	n.a.
Total employees who received training on human rights policies and procedures		no.	604	270	n.a.
% of employees who received training on human rights policies and procedures		%	80	44	n.a.
<b>INTERNAL AUDITS</b>					
<b>Number of internal audits carried out</b>		<b>UM</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
		<b>no.</b>	<b>13</b>	<b>16</b>	<b>16</b>
- of which operational <sup>46</sup>		no.	6	5	3
- of which financial <sup>47</sup>		no.	5	9	9
- of which compliance <sup>48</sup>		no.	2	2	4

45 The total number of training hours on human rights considers the training courses provided during the year on: "Modern Slavery", "Modern Slavery for Responsible Buyer", "Diversity & Inclusion", Code of Ethics (content on human rights represent 15% of the course), Compliance Program (human rights content represents 3% of the course).

46 Audits intended to ascertain the effectiveness and efficiency of business operations. They may relate to strategic processes, business processes or support processes for business operations.

47 Audits intended to ascertain the reliability of accounting and financial information and situations used for the purposes of internal disclosure (management reporting) or market disclosure (external reporting).

48 Audits whose main purpose is to ascertain the compliance of company processes and activities with external laws and regulations, as well as with internal policies and procedures.

## Communication and training on anti-corruption

<b>ANTI-CORRUPTION COMMUNICATION AND TRAINING</b>	<b>Ref. GRI</b>	<b>UM</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
<b>ANTI-CORRUPTION COMMUNICATION TO THE BoD</b>					
<b>Total members of the BoD who have been notified of anti-corruption policies and procedures</b>	205-2 a	no.	<b>10<sup>49</sup></b>	<b>12</b>	<b>12</b>
Percentage of BoD members who have been notified of anti-corruption policies and procedures		%	<b>100</b>	100	100
<b>Total members of the BoD who have received training on anti-corruption policies and procedures</b>	205-2 d	no.	<b>8<sup>50</sup></b>	<b>0</b>	<b>12</b>
Percentage of the BoD members who have received training on anti-corruption policies and procedures		%	<b>80</b>	0	100
<b>ANTI CORRUPTION COMMUNICATION TO EMPLOYEES</b>					
<b>Total employees who have been notified of anti-corruption policies and procedures</b>	205-2 b	no.	<b>753</b>	<b>615</b>	<b>553</b>
Percentage of employees who have been notified of anti-corruption policies and procedures		%	<b>100</b>	100	100
<b>EMPLOYEES WHO HAVE BEEN NOTIFIED OF ANTI-CORRUPTION POLICIES AND PROCEDURE BY REGION (NUMBER)</b>					
Italy	205-2 b	no.	<b>486</b>	388	363
UK		no.	<b>61</b>	42	29
Spain		no.	<b>107</b>	95	88
France		no.	<b>16</b>	13	8
USA		no.	<b>17</b>	13	13
Nordics (Sweden, Norway and Finland)		no.	<b>9</b>	9	7
other Countries		no.	<b>57</b>	55	45
<b>EMPLOYEES WHO HAVE BEEN NOTIFIED OF ANTI-CORRUPTION POLICIES AND PROCEDURE BY REGION (PERCENTAGE)</b>					
Italy	205-2 b	%	<b>100</b>	100	100
UK		%	<b>100</b>	100	100
Spain		%	<b>100</b>	100	100
France		%	<b>100</b>	100	100
USA		%	<b>100</b>	100	100
Nordics (Sweden, Norway and Finland)		%	<b>100</b>	100	100
other Countries		%	<b>100</b>	100	100
<b>EMPLOYEES WHO HAVE BEEN NOTIFIED OF ANTI-CORRUPTION POLICIES AND PROCEDURE BY POSITION (NUMBER)</b>					
Senior managers	205-2 b	no.	<b>74</b>	64	74
Middle managers		no.	<b>172</b>	118	102
White collars		no.	<b>455</b>	401	362
Blue collars		no.	<b>52</b>	32	31

49 The total number of members to whom anti-corruption policies and procedures have been communicated during 2022 is 12 if the composition of the Board of Directors is considered before 26 July.

50 The total number of board members who attended the anti-corruption training session held in April 2022 was the entire board if considering its composition prior to July 26.

**ANTI-CORRUPTION COMMUNICATION AND TRAINING**

	Ref. GRI	UM	2022	2021	2020
<b>EMPLOYEES WHO HAVE BEEN NOTIFIED OF ANTI-CORRUPTION POLICIES AND PROCEDURE BY POSITION (PERCENTAGE)</b>					
Senior managers	205-2 b	%	100	100	100
Middle managers		%	100	100	100
White collars		%	100	100	100
Blue collars		%	100	100	100
<b>ANTI-CORRUPTION TRAINING TO EMPLOYEES</b>					
<b>Total employees who have received training on anti-corruption policies and procedures</b>	205-2 e	<b>no.</b>	<b>56</b>	<b>224</b>	<b>154</b>
Percentage of employees who have received training on anti-corruption policies and procedures		%	7	36	28
<b>BREAKDOWN OF EMPLOYEES WHO HAVE RECEIVED TRAINING ON ANTI-CORRUPTION POLICIES AND PROCEDURES BY REGION (NUMBER)</b>					
Italy	205-2 e	no.	52	113	154
UK		no.	1	8	0
Spain		no.	2	82	0
France		no.	1	3	0
USA		no.	0	2	0
Nordics (Sweden, Norway and Finland)		no.	0	2	0
other Countries		no.	0	14	0
<b>BREAKDOWN OF EMPLOYEES WHO HAVE RECEIVED TRAINING ON ANTI-CORRUPTION POLICIES AND PROCEDURES BY REGION (PERCENTAGE)</b>					
Italy	205-2 e	%	11	29	43
UK		%	2	19	0
Spain		%	2	86	0
France		%	6	23	0
USA		%	0	15	0
Nordics (Sweden, Norway and Finland)		%	0	22	0
other Countries		%	0	25	0
<b>BREAKDOWN OF EMPLOYEES WHO HAVE RECEIVED TRAINING ON ANTI-CORRUPTION POLICIES AND PROCEDURES BY POSITION (NUMBER)</b>					
Senior managers	205-2 e	no.	0	20	12
Middle managers		no.	14	35	17
White collars		no.	41	169	124
Blue collars		no.	1	0	1
<b>BREAKDOWN OF EMPLOYEES WHO HAVE RECEIVED TRAINING ON ANTI-CORRUPTION POLICIES AND PROCEDURES BY POSITION (PERCENTAGE)</b>					
Senior managers	205-2 e	%	0	31	21
Middle managers		%	8	30	17
White collars		%	9	42	34
Blue collars		%	2	0	3

<b>ANTI-CORRUPTION COMMUNICATION AND TRAINING</b>	<b>Ref. GRI</b>	<b>UM</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
<b>CONFIRMED INCIDENTS OF CORRUPTIONS AND ACTIONS TAKEN</b>					
Confirmed incidents of corruption	205-3 a	no.	0	0	0
Employees who received disciplinary action (including dismissal) for incidents of corruption	205-3 b	no.	0	0	0
Measures taken against business partners following confirmed incidents of corruption	205-3 c	no.	0	0	0
Proceedings against the organisation or employees for incidents of corruption	205-3 d	no.	0	0	0
Reports collected through the whistleblowing system	205-3 e	no.	0	0	0
<b>ANTI-COMPETITIVE BEHAVIOR AND ANTI-TRUST</b>					
Pending or completed legal actions against the company relating to anti-competitive behaviour and breaches of anti-trust and monopolistic legislation	206-1	no.	0	0	0
<b>SOCIOECONOMIC COMPLIANCE</b>					
<b>Significant sanction received during the year for non-compliance with laws and regulations</b>	2-27 a	no.	0	0	0
- of which monetary	2-27 a, i	no.	0	0	0
- of which non-monetary	2-27 a, ii	no.	0	0	0
<b>Sanction paid during the year for non-compliance with laws and regulations</b>	2-27 b	no.	0	0	0
		k€	0	0	0
- of which refers to current year	2-27 b, i	no.	0	0	0
		k€	0	0	0
- of which refers to the previous years	2-27 b, ii	no.	0	0	0
		k€	0	0	0

## Health and safety

<b>SAFETY</b>	<b>Ref. GRI</b>	<b>UM</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
<b>WORK-RELATED INJURIES SUFFERED BY RENANTIS EMPLOYEES</b>					
<b>Total injuries</b>	403-9 a, iii	no.	3	0	0
Fatal injuries	403-9 a, i	no.	0	0	0
Serious injuries (more than 180 days of absence)	403-9 a, ii	no.	0	0	0
<b>Hours worked</b>	403-9 a	no.	1,197,696	1,007,330	945,120
Employee accident frequency rate (per million hours worked)	403-9 a, iii	no.	2.5	0	0
Employee fatal injury frequency rate (per million hours worked)	403-9 a, i	no.	0	0	0
Frequency rate of serious consequences related to employee injuries (per million hours worked)	403-9 a, ii	no.	0	0	0

<b>SAFETY</b>	<b>Ref. GRI</b>	<b>UM</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
<b>CONTRACT WORKER INJURIES</b>					
<b>Total injuries</b>	403-9 b, iii	no.	<b>3</b>	<b>0</b>	<b>2</b>
Fatal injuries	403-9 b, i	no.	<b>0</b>	0	0
Serious injuries	403-9 b, ii	no.	<b>0</b>	0	1
<b>Hours worked<sup>51</sup></b>	403-9 b	no.	<b>406,148</b>	<b>489,627</b>	<b>n.a.</b>
Contractors' injury frequency rate (per million hours worked)	403-9 b, iii	no.	<b>7</b>	0	0
Contractors' fatal injury frequency rate (per million hours worked)	403-9 b, i	no.	<b>0</b>	0	0
Frequency rate of serious consequences linked to contractors' injuries (per million hours worked)	403-9 b, ii	no.	<b>0</b>	0	0
<b>HEALTH AND SAFETY POLICIES AND SYSTEMS</b>					
Employees covered by health and safety management policies or systems	403-8 a, i	no.	<b>753</b>	615	553
		%	<b>100</b>	100	100
Employees covered by internally certified health and safety management policies or systems	403-8 a, ii	no.	<b>753</b>	615	553
		%	<b>100</b>	100	100
Employees covered by externally certified health and safety management policies or systems	403-8 a, iii	no.	<b>266</b>	190	177
		%	<b>35</b>	31	32
<b>HOURS OF HEALTH AND SAFETY TRAINING</b>					
<b>Total hours</b>	403-5	no.	<b>5,468</b>	<b>3,607</b>	<b>4,517</b>

## Sponsorships and investment in the community

<b>SPONSORSHIPS AND INVESTMENTS IN THE COMMUNITY</b>	<b>Ref. GRI</b>	<b>UM</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
<b>INVESTMENTS IN THE COMMUNITY</b>					
<b>Total investments</b>	203-1	k€	<b>10,158</b>	<b>5,246</b>	<b>3,106</b>
<b>TYPE OF INVESTMENT</b>					
Sponsorships		k€	<b>27</b>	85	76
Donations (including funding to collective benefit schemes)		k€	<b>1,638</b>	1,489	1,404
International support programme for the Covid-19 crisis	203-1 c	k€	<b>0</b>	0	783
Interests for the cooperative schemes and for ownership scheme		k€	<b>8,462</b>	3,658	843
Other (donations in kind, value of hours of work donated)			<b>31</b>	14	0

51 The calculation of the hours worked by the contractors was carried out starting from the actual data provided by the contracting companies to which the estimates made on the basis of the average hours of standard maintenance are added, according to the technology considered.

**SPONSORSHIPS AND INVESTMENTS  
IN THE COMMUNITY**

	Ref. GRI	UM	2022	2021	2020
DISTRIBUTION OF INVESTMENTS BY AREA OF ACTION					
Social commitment		k€	10,087	5,132	2,745
Sustainable energy		k€	16	7	50
Environment		k€	0	12	59
Local culture and tradition		k€	22	88	0
Education		k€	24	7	32
Sport		k€	9	0	0
Health		k€	0	0	221
Other		k€	0	0	0
DISTRIBUTION OF INVESTMENTS BY GEOGRAPHICAL AREA					
Italy		k€	150	109	483
UK		k€	9,847	5,070	2,385
Spain		k€	37	21	56
France		k€	25	1	88
USA		k€	0	0	79
Norway		k€	45	9	0
Sweden		k€	54	35	13
Other countries (Mexico)		k€	0	0	2
OPERATIONS WITH LOCAL COMMUNITY ENGAGEMENT, IMPACT ASSESSMENTS, AND DEVELOPMENT PROGRAMS					
Number of assets (plants) with implemented local community engagement, impact assessments, and/or development programs	413-1	no.	26	20	18
Total number of assets (plants)	413-1	no.	56	50	40
Percentage of operations (plants) providing the involvement of local communities, impact assessment and/or development programmes	413-1	%	46	40	45

**Biodiversity**

<b>BIODIVERSITY</b>	Ref. GRI	UM	2022	2021	2020
<b>Operational sites owned, leased, managed in, or adjacent to protected areas and areas of high biodiversity value outside the protected areas<sup>52</sup></b>					
Minervino Murge wind farm	304-1 v	km <sup>2</sup>	8	8	8
San Sostene wind farm	304-1 v	km <sup>2</sup>	7	7	7

52 Calculation of the surface area was carried out by measuring the area enclosed in the perimeter that joins the outermost perimeter towers of the plant. The Minervino Murge wind farm is about 300 m from the borders of the Alta Murgia National Park and the San Sostene wind farm is about 500 m from the Serre Regional Park (the turbine closer to the park is taken as reference).

## Other data and impact indicators

OTHER DATA AND IMPACT INDICATORS	UM	2022	2021	2020
<b>ECONOMIC AND PRODUCTIVE CAPITAL</b>				
Reported cyber incidents	no.	7	n.a.	n.a.
Employees that completed cybersecurity training	no.	636	n.a.	n.a.
Dispatching plant production	GWh	1,823.40	1,762.22	1,331
Third-party plants' managed capacity	GW	4	2.80	1.87
Estimate of the social cost of blackouts avoided by the electricity system thanks to the interruptibility services provided by Energy Team	k€	80,016	98,856	100,040
Long-term (> 5 years) PPA contracts signed (excluding intercompany)	no.	2	3	2
Electricity produced and sold through PPAs (excluding intercompany)	MWh	2,113,771.95	1,725,974.74	1,846,455.73
<b>SOCIAL AND RELATIONAL CAPITAL</b>				
Reported community safety incidents	no.	2	n.a.	n.a.
Communities engaged where company operates	no.	49	n.a.	n.a.
Community forums held	no.	1 in hybrid mode (22 participants in presence, 6 online)	1 forum online (35 participants, excluding Renantis'employees)	1 forum online (ca. 70 participants)
US plants participating in a net metering credit program	no.	13	8	3
Wind or PV plants that feed a community benefit scheme	no.	18	17	15
Total number of community projects (supported by community benefit schemes and by call for project)	no.	201	128	168
Active cooperative schemes	no.	7	7	7
Total subscribers of the cooperatives and community ownership scheme in the UK	no.	3,579	3,622	3,622
Interest paid to participants in the cooperative schemes in the UK since 2005 (and total value raised)	€	9.3 million (raised 12.3 million)	8.5 million (raised 12.3 million)	7.3 million (raised 12.3 million)
Beneficiaries of renewable energy and energy sustainability training grants	no.	11	2	5

OTHER DATA AND IMPACT INDICATORS	UM	2022	2021	2020
<b>ENVIRONMENTAL AND CLIMATE CAPITAL</b>				
Emissions Avoided (Scope 4)	ktCO <sub>2</sub>	<b>531.2</b>	537.1	569.8
Air emissions avoided thanks to total wind and PV power production	tNO <sub>x</sub>	<b>628.7</b>	548.4	550.2
	tSO <sub>x</sub>	<b>139.3</b>	125.2	147.1
	TCO	<b>283.1</b>	246.6	235.3
	tPM <sub>10</sub>	<b>7.3</b>	6.9	7.3
<b>HUMAN CAPITAL</b>				
Volunteer hours	h	<b>228</b>	n.a.	n.a.
Valore D: hours of training and women's participation	h	<b>163</b>	139	70
	no. of participants	<b>25</b>	23	11

## Methodological note

The Sustainability Report is the voluntarily published document by which Renantis communicates, transparently and comprehensively, the performance achieved and the commitments made during the year on sustainable development and corporate social responsibility. The themes explored in the document relate to the economic, social, environmental and governance spheres, selected through the process of updating the materiality analysis, which takes place on an annual basis.

As of this reporting year, the new updated version of the GRI reporting standards – the Universal Standards – together with the updated approach to our materiality analysis, have come into force. The latter focuses on identifying the impacts (positive, negative, current and potential) of organisations on the economy, the environment and people, including on human rights, and assessing their scope, integrating the perspective of stakeholders into a far-reaching and ongoing assessment process. Representatives of our corporate functions and industry experts, who were able to provide useful information for understanding the context in which our organisation operates, took part in the pro-

cess of defining impacts and the relevant material issues. With the stakeholders who participated, we also explored aspects that may affect the Group's ability to operate and create value, taking as a reference the perspective on financial materiality introduced by the European Financial Reporting Advisory Group (EFRAG), which is added to the forward-looking impact in double materiality. The outcome of the process revealed a list of impacts inside and outside the corporate scope that were subsequently assessed internally according to their reach, drawing on the criteria proposed by the Universal Standards and the EFRAG guidelines.

The Sustainability Report is prepared according to the "GRI Universal Standards", updated in 2021 by the Global Reporting Initiative (GRI). The level of compliance with the Standard GRI declared by the company is the "referenced" option. For ease of reading, pages 108-110 contain the GRI Standard correspondence table, which summarises the correlation between the GRI Standards and the main themes covered in the document. The presentation of the contents of the Report also follows the capitals approach, based on the International Integrated Reporting Framework.

**Consolidation scope and criteria**

The document contains data and information relating to the financial year ended 31 December 2022. The scope of consolidation is the same as that of the consolidated financial statements of the Renantis S.p.A. Group, unless otherwise indicated in the notes.

**Reporting process and methods**

Renantis' Communication and Sustainability function is responsible for preparing the Report, in collaboration with the various corporate functions and associated companies,

and with the ESG Data Reporting function, which is responsible for collecting data from the various corporate areas. Methodological notes are provided at the bottom of each table, and any changes in data with respect to information previously reported are also specified. To ensure the comparability over time of the indicators considered most significant and to give readers an opportunity to compare the performances achieved, the current values have been compared, through the use of graphs and tables, with the values for the two previous years.

Reporting period	Financial year from 01.01.2022 to 31.12.2022
Frequency	Annually
Last document published	2021 Sustainability Report
People	Simona Gambini and Federica Inzoli, with contributions from the ESG Data Reporting function. Renantis, Corso Italia, 3 Milano (MI)
Accessibility	<a href="http://www.renantis.com">www.renantis.com</a>
Email	<a href="mailto:sustainability@renantis.com">sustainability@renantis.com</a>

## GRI correlation tables

**STATEMENT OF USE** Renantis has reported the information cited in this GRI content index for the period from 01.01.2022 to 31.12.2022 with reference to the GRI Standards

**GRI 1** GRI 1: Foundation 2021

GRI Standard	Disclosure	Location	Notes
<b>GRI 2: GENERAL DISCLOSURES 2021</b>			
<b>THE ORGANIZATION AND ITS REPORTING PRACTICES</b>			
2-1	Organizational details	10-13	
2-2	Entities included in the organization's sustainability reporting	106-107	
2-3	Reporting period, frequency and contact point	106-107	
2-4	Restatements of information	106-107	
2-5	External assurance		The report is not subject to external assurance
<b>ACTIVITIES AND WORKERS</b>			
2-6	Activities, value chain and other business relationships	10-13, 50-51	
2-7	Employees	92-93	
2-8	Workers who are not employees	93	
<b>GOVERNANCE</b>			
2-9	Governance structure and composition	14-15	
<b>STRATEGY, POLICIES AND PRACTICES</b>			
2-22	Statement on sustainable development strategy	22-25, 45	
2-23	Policy commitments	15, 74-75, 78	
2-24	Embedding policy commitments	15, 74-75, 78	
2-25	Processes to remediate negative impacts	22-23, 62-63	
2-26	Mechanisms for seeking advice and raising concerns	45, 101	
2-27	Compliance with laws and regulations	14-15, 58-59	
2-28	Membership associations	21	
<b>STAKEHOLDER ENGAGEMENT</b>			
2-29	Approach to stakeholder engagement	22-23	
2-30	Collective bargaining agreements	95	
<b>GRI 3: MATERIAL TOPICS 2021</b>			
3-1	Process to determine material topics	22-23	
3-2	List of material topics	23	

GRI Standard	Disclosure	Location	Notes
<b>INVOLVEMENT AND PARTICIPATION OF LOCAL COMMUNITIES</b>			
3-3	Management of material topics	44-51	
<b>GRI 203 – INDIRECT ECONOMIC IMPACTS (2016)</b>			
203-1	Infrastructure investments and services supported	102-103	
<b>GRI 413 – LOCAL COMMUNITIES (2016)</b>			
413-1	Operations with local community engagement, impact assessments, and development programs	103	
<b>SHORT (AND RESILIENT) SUPPLY CHAIN</b>			
3-3	Management of material topics	50-51	
<b>GRI 204 – PROCUREMENT PRACTICES (2016)</b>			
204-1	Proportion of spending on local suppliers	85	
<b>GRI 308 – SUPPLIER ENVIRONMENTAL ASSESSMENT (2016)</b>			
308-1	New suppliers that were screened using environmental criteria	86	
<b>GRI 414 – SUPPLIER SOCIAL ASSESSMENT (2016)</b>			
414-1	New suppliers that were screened using social criteria	86	
<b>BUSINESS AND GOVERNANCE INTEGRITY AND TRANSPARENCY</b>			
3-3	Management of material topics	14-15	
<b>GRI 205 – ANTI-CORRUPTION (2016)</b>			
205-2	Communication and training about anti-corruption policies and procedures	99-100	
205-3	Confirmed incidents of corruption and actions taken	101	
<b>GRI 206 – ANTI-COMPETITIVE BEHAVIOUR (2016)</b>			
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	101	
<b>ENVIRONMENTAL MANAGEMENT OF ACTIVITIES</b>			
3-3	Management of material topics	58-61	
<b>GRI 301 – MATERIALS (2016)</b>			
301-1	Materials used by weight or volume	88	
<b>GRI 303 – WATER AND EFFLUENTS (2018)</b>			
303-3	Water withdrawal	90-91	
303-4	Water discharge	91	
<b>GRI 304 – BIODIVERSITY (2016)</b>			
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	103	

GRI Standard	Disclosure	Location	Notes
<b>FIGHTING CLIMATE CHANGE</b>			
3-3	Management of material topics	62-63	
<b>GRI 302 – ENERGY 2016</b>			
302-1	Energy consumption within the organization	88-89	
<b>GRI 305 – EMISSIONS 2016</b>			
305-1	Direct GHG emissions (Scope 1)	89	
305-2	Energy indirect GHG emissions (Scope 2)	89	
305-3	Other indirect GHG emissions (Scope 3)	89	
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	90	
<b>PROMOTION OF HEALTH, SAFETY AND WELL-BEING</b>			
3-3	Management of material topics	76-79	
<b>GRI 401 – EMPLOYMENT (2016)</b>			
401-1	New employee hires and employee turnover	95-96	
<b>GRI 403 – OCCUPATIONAL HEALTH AND SAFETY (2018)</b>			
403-1	Occupational health and safety management system	76-79	
403-2	Hazard identification, risk assessment, and incident investigation	76-79	
403-3	Occupational health services	76-79	
403-4	Worker participation, consultation, and communication on occupational health and safety	76-79	
403-5	Worker training on occupational health and safety	76-79, 102	
403-6	Promotion of worker health	76-79	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	76-79	
403-8	Workers covered by an occupational health and safety management system	76-79, 102	
403-9	Work-related injuries	76-79, 101-102	
<b>GRI 404 – TRAINING AND EDUCATION (2016)</b>			
404-1	Average hours of training per year per employee	97-98	
404-3	Percentage of employees receiving regular performance and career development reviews	98	
<b>GRI 405 – DIVERSITY AND EQUAL OPPORTUNITY (2016)</b>			
405-1	Diversity of governance bodies and employees	94	
405-2	Ratio of basic salary and remuneration of women to men	97	
<b>GRI 406 – NON-DISCRIMINATION (2016)</b>			
406-1	Incidents of discrimination and corrective actions taken	97	

## Acronyms and units of measurement

### Acronyms

AEE: Spanish Wind Energy Association (*Asociacion Empresarial Eolica*)  
 BoD: Board of Directors  
 CEO: Chief Executive Officer  
 EAP: Employer Assistance Program  
 EFRAG: European Financial Reporting Advisory Group  
 ESG: Environmental, social and governance  
 FEE: French Wind Energy Association (*France Energie Eolienne*)  
 GEI: Gender Equality Index  
 GHG: Greenhouse gas  
 GRI: Global Reporting Initiative  
 HR: Human Resources  
 IRENA: International Renewable Energy Agency  
 IIF: Infrastructure Investment Fund  
 ISO: International Organization for Standardization  
 MbO: management by objectives  
 MITECO: Spanish Ministry for the Ecological Transition and the Demographic Challenge (*Ministero per la Transizione Ecologica e per la Sfida Demografica*)  
 M&A: Mergers and Acquisitions  
 OTJ: on-the-job training  
 RAF: Risk Appetite Framework  
 SDGs: Sustainable Development Goals  
 SER: French Renewables Energy Trade Association (*Syndicat des énergies renouvelables*)  
 SIER: Introductory Course to Renewable Energy (*Scuola di Introduzione alle Energie Rinnovabili*)  
 STEM: Science, technology, engineering and mathematics  
 SUF: Sustainability Framework  
 SYP: Sustainability Yearly Plan  
 EU: European Union  
 UK: United Kingdom  
 UNEF: Spanish Solar Association (*Unión Española Fotovoltaica*)  
 EIA: Environmental Impact Assessment

### Unit of measurement

GW: Gigawatt  
 GWh: Gigawatt hour  
 kW: Kilowatt  
 MtCO<sub>2</sub>eq: Mega tonnes of CO<sub>2</sub> equivalent  
 MW: Megawatt  
 MWh: Megawatt hour  
 €M: Millions of euros  
 tCO<sub>2</sub>eq: tonnes of CO<sub>2</sub> equivalent  
 TWh: Terawatt hour

**Printed in April 2023**



This report is printed on FSC® forest friendly paper. The FSC® logo identifies products that contain paper coming from forests managed according to strict environmental standards, economic and social policies defined by the Forest Stewardship Council.



