



# SUSTAINABILITY REPORT 2023

Environmental, Social and Governance (ESG) performance



# INTRODUCTION

In 2023, the energy transition and energy security remained at the top of the global agenda. The urgency to address climate change continued to cast a spotlight on the pivotal role of renewable energy developers and operators in steering the world towards a lower carbon intensive future.



It was also another year of unrelenting geopolitical activity with the continuation of the war in Ukraine, tension between the U.S. and China, and further conflicts in the Middle East, and the resulting instability was felt across global markets, with serious impacts on industries and supply chains.

Amidst these global challenges, both Ventient and Renantis remained focused on the delivery of renewable energy. 2023 was a year of profound internal transformation for both companies, unlocking further opportunities to enhance our impact. Our merger, first announced in June 2023, makes us one of the largest renewable IPPs (independent power producers) in Europe today. With a combined installed capacity of 4.2 GW and a development pipeline of a further 18 GW, our new company, soon to be rebranded as 'Nadara', will be at the forefront of the energy transition, powering lifetimes to come and creating a positive impact, both locally and globally, through renewable energy and sustainable growth.

While we have been operating as a combined business since January 2024, we continued to deliver on independent sustainability commitments until the end of 2023 and have therefore developed two standalone sustainability reports, shining a light on the individual achievements and progress of each company.

As we continue our journey to becoming Nadara, we bring together the long-lasting relationships with local communities and the shared commitment to provide value to our stakeholders. We have a deep belief that to operate sustainably, we must continue to deliver long-term value to our stakeholders through the generation of renewable energy, whilst minimising our environmental impact and ultimately leaving society in a better place.

These are not merely words. Across 2023 we delivered tangible benefits to the communities that host our plants across the combined portfolios and took positive steps in our environmental and social stewardship. Recognising the importance of our climate impact, we engaged in a joint strategic project to align our methodology for calculating scope 3 emissions, increasing the accuracy and consistency of our greenhouse gas emissions reporting – vital to informing future reduction targets as a combined business. We collaborated in joint community forums, taking advantage of common expertise and existing relationships in the communities we value so highly. We joined forces with one another, learned from our different cultures, new languages and working habits, and laid the foundations for the prosperous, diverse and multinational organisation we have now become.

As we move into 2024, we will face new challenges together. Last year saw global temperatures hit record highs with the impacts of climate change reaching unprecedented levels with frightening consequences on biodiversity, natural resources and communities around the globe. We recognise our responsibility of contributing to the energy transition and the urgency of our mission. We also understand that the expectations of our stakeholders are growing, demanding more details and consistency in our approach to sustainability.

We will address these new challenges together, as a combined business and in collaboration with our communities and wider stakeholders. The following pages outline the achievements and progress made by Ventient in 2023. We look forward to reporting the progress we will make as a joint organisation in 2024.

**Toni Volpe**  
CEO, Ventient Energy

# VENTIENT ENERGY OVERVIEW

Ventient Energy is a dynamic, pan-European renewable energy business. With 145 onshore wind farms and 2.8 GW of installed capacity, we are one of the leading independent generators of renewable energy in Europe.

We exist to achieve one overriding goal: generate renewable energy to secure the future of people and the planet. To enable this, our purpose goes wider and deeper as we strive to be a positive force to the communities we work in, and to society in general.

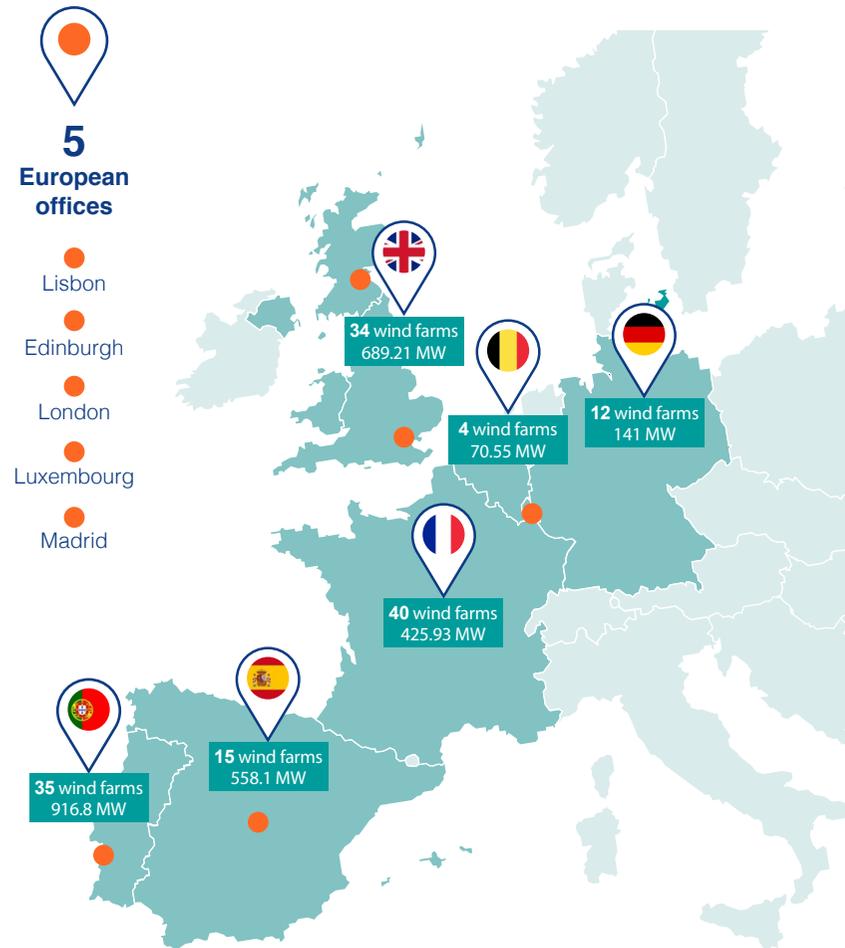
We aim to maintain an open and transparent relationship with all of our stakeholders, and we encourage our communities to reach out to us whenever they need to.

We believe that our business can and should be done sustainably by ensuring stable energy generation, while taking care of the environment and people.

In June 2023 we announced our intention to join forces with Renantis (formerly Falck Renewables) to form one of the largest renewable independent power producers (IPPs) in Europe.

Already under ultimate common ownership by institutional investors, we have been working since then on plans to integrate our two companies, with circa. 1,000 employees operating as one combined business since the completion of the regulatory and legal processes in January 2024.

Our future promises to be an exciting one: a new business (soon to be rebranded as 'Nadara'), serving more communities in more locations and always striving to go beyond the production of renewable energy to make a positive impact on all our stakeholders, both internal and external. There will be challenges ahead, but we are creating a company formed on a common purpose and, by remaining true to our purpose and our values, we will meet and overcome those challenges together.



## KEY STATS

**230**  
people

**5 offices**  
across Europe

**145**  
onshore wind farms

**2.8 GW**  
Installed capacity

**1 GW PV**  
pipeline projects

**750 MW**  
pipeline projects  
in onshore wind

# WHO WE ARE



## Our Values

People.  
Sustainability.  
Evolution.

Our values come from within, felt, owned and defined by our team, guiding the way we behave as a business every day. When we come together as people, we generate the power to protect and preserve our planet, and when peoples' best interests are nurtured, we become a transformative force for good. To us, sustainability represents the utmost respect and responsibility we have for the environment and the global ecosystem we're part of. This drives us to embrace evolution so we can outpace climate change, expand our potential and remain open to exciting opportunities.

## Our Mission

We pursue sustainable growth, integrating diverse expertise and technologies to lead the energy transition, and caring for those who invest their future in our vision.

This means carefully developing our assets, tightly monitoring market evolution and pursuing targeted opportunities for acquisitions. Our collective operational experience, and tailored approaches allow us to safely and efficiently operate any type of asset technology across Europe. Teamwork is how we'll achieve our mission, collaborating, listening, and advancing our knowledge by being flexible, innovative, and always open-minded.

## Our Vision

Our vision is to generate renewable energy to secure the future of people and the planet.

Everything we do is designed to maximise the efficiency of our renewable energy generation. Producing clean energy is beneficial for the future of all society and the planet. We are here to stay, to pursue our mission and achieve our long-term vision through sustainable growth that can provide stable renewable power for the global community, stable value for our own employees and stakeholders, and stable return to all those people who invest in the pension funds that support us.

## The Ventient Way

The Ventient Way is our way of doing things. It takes care of people, it's collaborative, inclusive, progressive, honest, and high performing.

The Ventient Way is an expression of our culture and how we do things. It's about making big strides, innovating, and investing in a sustainable future, championing inclusivity, prioritising wellbeing, and promoting education. It's the power to ask for help as well as offer help. And it's how we will achieve our vision, no matter what challenges we face along the way.

# OUR APPROACH TO ESG



This report showcases our environmental, social and governance (ESG) performance in 2023, as well as the vision, strategy, and annual plan upon which our performance was measured. Success for us means achieving strong performance against our annual actions and targets, while working to achieve our vision for a more sustainable future. So, while this report is primarily a look back at our 2023 performance, much of the work undertaken this year was forward looking to prepare for future external changes and internal evolutions.

## Strategy update 2023

At the start of 2023, we updated our ESG strategy to ensure consistency with our evolving company growth strategy and to maintain strong performance and compliance amidst a rapidly changing external backdrop. Led by the dedicated ESG team, the development also incorporated inputs from a wide range of external and internal stakeholders:

- We sought external advice to understand key developments in the wider ESG landscape, such as upcoming statutory requirements, the evolving demands of standards and frameworks, and the strategies and performance of our peers.
- Internal stakeholders across all departments were consulted to identify the ESG issues that are most material to our company's activities and strategy.
- The Board of Directors and Executive Committee were also engaged to ensure alignment between the ESG strategy and the company's overall strategy and vision.



## Our ESG strategy is made up of the following building blocks, explained on pages 6-9:

### Vision, mission and values

– our desired view of the future and the role we play in achieving it

#### Company vision

future state that our mission contributes to, defined by Ventient Energy

#### Company mission

what we do every day to achieve our vision

#### Company values

core principles that guide how we do business every day

### ESG strategy

– approach we will take to achieve desired future state

#### ESG pillars

broad areas of focus that underpin the ESG strategy, aligned to our company values

#### Material topics

issues with material impacts, risks or opportunities on (or because of) our business activities

#### Objectives

high level goals and commitments indicating long term success against each pillar and material topic

### Annual plan

– tactical ESG plan to achieve desired future state

#### Actions

initiatives to achieve success against objectives

#### Targets

specific goals that set out what we want to achieve

#### Metrics

the values we use to measure performance

# OUR MISSION, VISION AND VALUES



We are driven by a vision of a more sustainable future in which renewable energy plays a key role. This vision comes from within and is aligned to the global United Nations Sustainable Development Goals (SDGs). Our ESG strategy sets out how we will make this vision a reality by ultimately **pursuing our company mission in accordance with our values to continue securing the future for people and the planet.**

## Our mission, vision and values

Our vision is to **‘generate renewable energy to secure the future of people and the planet’**. Day-to-day, we pursue our company mission with the aim of bringing this vision to life. Our mission outlines what the company does, essentially we **‘pursue sustainable growth, integrate diverse expertise and technologies to lead the energy transition, and care for those who invest their future in our vision’**.

Achieving our company vision is only possible if we operate and grow our renewable energy portfolio in a sustainable way that aligns with our values of **‘people, sustainability and evolution’**. In short, this means paying the utmost respect to the people and planet of today, while also looking ahead and building future resilience into our business.

This approach, we believe, is crucial as we navigate this highly disruptive period of human history, where economies, societies, and the environment are increasingly under threat.



## Global vision

On our own, it is simply not possible to successfully navigate these challenges and deliver our company vision. We are part of an extensive network spanning the private sector, public sector, and civil society, and securing a sustainable future for people and the planet requires a united effort from every one of our stakeholders, and beyond.

That is why our ESG strategy is aligned with the **United Nations Sustainable Development Goals (SDGs)**, which call upon all institutions and individuals to collaborate towards a global vision of the future.

The goals provide a framework for sustainable development across a range of challenges, from protecting the planet, to ensuring that all people enjoy health, equality, justice, and prosperity. Sustainable development is essentially “development that meets the needs of the present without compromising the ability of future generations to meet their needs” (United Nations Brundtland Commission, 1987).

We are driven by our values which empower us to implement our mission to deliver our company vision, but we know that, as part of a global network, our success is dependent on the collaborative effort of multiple stakeholders. Our ESG strategy is therefore aligned with our internally defined mission, vision, and values, in addition to the global vision defined by the UN SDGs. In short, this strategy defines our ESG objectives and how we will achieve them to contribute towards a more sustainable future.



**“Achieving our company vision is only possible if we operate and grow our renewable energy portfolio in a sustainable way that aligns with our values of ‘people, sustainability and evolution!’”**





# OUR STRATEGY

Our ESG strategy is built of pillars, objectives, and material topics, which are tailored to help us achieve our vision, in line with our values. At Ventient Energy, a strong commitment to ESG is something we all have in common, so our company values and ESG pillars are closely linked. We chose to align our ESG pillars with our company values, to emphasise the central role that ESG plays within our company culture.

ESG PILLAR	OBJECTIVE	MATERIAL TOPICS	ALIGNED SDGs**
<p><b>Environmental Sustainability</b></p>	<p><b>Reduce negative environmental impacts* wherever possible across both our operations and growth.</b></p>	<p><b>Greenhouse gas emissions</b> Understanding our greenhouse gas emissions profile and developing a transition plan to decarbonise our operations and supply chain.</p> <p><b>Nature and biodiversity</b> Understanding any risks and impacts to nature and biodiversity on our sites and developing plans to mitigate and manage them.</p> <p><b>Waste and water</b> Identifying opportunities to reduce water consumption and increase waste recovery.</p>	 <b>9 Industry, innovation and infrastructure</b>  <b>12 Responsible consumption and production</b>  <b>13 Climate action</b>  <b>15 Life on Land</b>
<p><b>People</b></p>	<p><b>Nurture the best interests of all our stakeholders and bring people together to be a transformative force for good.</b></p>	<p><b>Employees</b> Supporting the best interests of our employees by promoting diversity, equity and inclusion and health and wellbeing, ethical practices, etc.</p> <p><b>Communities</b> Creating value in our communities, local and wider society, and empowering them to create positive change.</p> <p><b>Industry</b> Collaborating towards achieving renewable energy industry-wide ESG objectives and targets.</p> <p><b>Supply chain</b> Working in partnership with our suppliers and contractors to achieve common ESG objectives and targets.</p>	 <b>3 Good health and well-being</b>  <b>5 Gender equality</b>  <b>7 Affordable and clean energy</b>  <b>8 Decent work and economic growth</b>  <b>11 Sustainable cities and communities</b>

07 \* Our evolving thinking on environmental sustainability means we understand that it is not possible to leave the environment in a better place. The environment is unspoiled in its natural state, and as people who interact with it our duty is to minimise harm.

\*\* We have highlighted the alignment to SDGs for the first two pillars where there are direct links with the UN framework, while the other two ESG pillars are contributing towards SDGs indirectly.

# OUR STRATEGY



## ESG PILLAR

## OBJECTIVE

## MATERIAL TOPICS



**Build and maintain good governance and embed ESG through our business processes and strategic decision-making.**

### **Risk management**

Embedding ESG and climate-related risks and opportunities into our corporate risk management and due diligence processes.

### **Compliance**

Complying with all ESG regulations and internal policies, through monitoring, implementing, and training.

### **Data and reporting**

Ensuring our ESG data is reliable, communicated transparently, and integrated into our financial reporting.

### **Corporate governance**

Building and maintaining good governance and embedding ESG so that it informs strategic decision-making.



**Embrace evolution to ensure that our approach remains open to exciting new opportunities and outpaces emerging risks.**

**This pillar does not have linked material topics and is instead a guiding principle that underlies all other aspects of our ESG strategy. It represents how we embrace change by continuously growing and innovating.**



# OUR ANNUAL ACTION PLAN AND PERFORMANCE

An annual plan, comprised of actions, targets and metrics, is how we translate our ESG strategy into action. This report provides an overview of performance against our 2023 plan, which was summarised in our previous report under the 'Forward Plan' sections, as well as our performance against external benchmarks.



## 2023 Action plan performance

We are proud to report on another year of strong ESG performance against our annual action plan, in which we delivered upon several ambitious annual targets while also ensuring the success of the business combination\*. This report is a transparent disclosure of our 2023 performance, highlighting the areas in which we excelled, as well as the areas where we still have room for improvement. Performance against all our annual targets is displayed in the dashboards throughout this report.

The performance data presented in this report is accurate to the best of our knowledge. All ESG metrics have been internally reviewed and selected environmental metrics have also been externally validated. In some cases, metrics are based on estimations and primary data sources that are outside of our direct control. However, we are working hard to continuously improve the transparency and accuracy of our ESG reporting to increase accountability and achieve the utmost trust of our stakeholders.

Throughout 2023, our annual plan was continuously evaluated and updated, wherever necessary, to reflect the evolving business strategy.

## 2023 GRESB performance

In addition to measuring our performance against our internal targets, we also utilise the GRESB Infrastructure Asset Assessment to externally evaluate our ESG reporting and to benchmark ourselves against our peers.

We have been participating in GRESB since 2018, shortly after the company was founded, and it has been influential in helping us navigate the evolving ESG landscape as we have grown. Over this period, the GRESB assessment has been evolving to increasingly challenge participants. And in parallel, we have continuously strengthened our commitment to ESG as a company.

Ventient Energy achieved a score of 98 / 100 in the 2023 assessment, as well as a Five Star Rating and Sector Leader status, maintained since 2020. We are proud of our GRESB recognitions in 2023, which reflect a strong companywide commitment to ESG reporting, led by our ESG & GRESB Committee.

The assessment evolved in 2023, with the introduction of new questions. The increasing level of challenge is something we expect year-on-year and actively promote through proactive engagement with GRESB.



## 2023 GRESB Highlights

Overall GRESB Score of **98/100**



GRESB  
★★★★★ 2023



**1st**  
in sector



Sector leader for 'Renewable Power: Wind Power Generation' in Europe and Globally

# ENVIRONMENTAL OVERVIEW



Monitoring our environmental performance is crucial to ensuring that we limit the negative impacts of our operations on the world around us and maintain the highest standards of Health, Safety and Environment, thereby mitigating risks, ensuring regulatory compliance and promoting sustainable practices.

## Renewable Energy Generation

In 2023, we generated **6,193 Gigawatt hours (GWh)** of renewable electricity, providing clean energy to consumers across Europe. This is the equivalent to satisfying the annual electricity consumption of over 2 million UK homes\*. The renewable energy generated from our assets resulted in **966,265 tonnes of carbon dioxide equivalent (tCO2e) of avoided emissions**.

## Greenhouse Gas (GHG) Emissions

We continued to focus on our data, but particularly on scope 3, delivering a number of key strategic projects to improve the completeness and accuracy of our emissions inventory. We improved our data quality and quantity across all scopes, leading to an enhanced understanding of our climate impact. We also engaged in a scope 3 methodology alignment pilot and strengthened our scope 3 engagement with key suppliers, leading to our most accurate emissions inventory yet.

## Emissions Reduction Opportunities

We collaborated with stakeholders from across the business, identified emissions reduction opportunities and took action towards reducing our operational emissions by developing an internal **Climate Transition Proposal** for our existing asset base. We will take the valuable information gathered and lessons learned in 2023 forward into 2024 and beyond as we continue our commitment to decarbonisation.

## Supply Chain Engagement

We engaged regularly with our supply chain on a number of environmental issues, with the goal of obtaining data relating to scope 3, waste and water, as well as to assert positive influence and encourage sustainable practices across our value chain. We believe that as a significant player within the industry, we have a responsibility to lead by example, setting the precedent for environmental stewardship and building robust data exchange across our supply chain.

## Biodiversity

Monitoring biodiversity at our wind farms, namely bird and bat strikes, is crucial for evaluating environmental impact and to implement mitigation strategies to reduce harm to wildlife. The data collected in 2023 and the steps taken to improve our understanding of these issues laid the groundwork for the development of future biodiversity and nature-protection strategies. As well as this, we implemented targeted and innovative wildlife deterrent and protection projects at a number of our sites, helping to safeguard the environment within which we operate.

**“We implemented targeted and innovative wildlife deterrent and protection projects at a number of our sites, helping to safeguard the environment within which we operate.”**



# ENVIRONMENTAL OVERVIEW CONTINUED



Monitoring our environmental performance is crucial to ensuring that we limit the negative impacts of our operations on the world around us and maintain the highest standards of Health, Safety and Environment, thereby mitigating risks, ensuring regulatory compliance and promoting sustainable practices.

## Waste

We continued to monitor closely the waste produced throughout our operations, gaining more insight into the type of waste we generate and its treatment methods. Monitoring the waste that we generate allows us to continuously identify opportunities for **reduction, reuse, and recycling**, wherever feasible.

In 2023, we standardised waste data collection across regions and increased the quality of our data reporting (see page 26 for more information). A key part of this was establishing a closer connection to our contractors, to ensure that they are providing us with accurate primary data. We also increased the visibility of our waste management data for Ventient Energy workers by developing a Health, Safety, Quality and Environment (HSQE) dynamic dashboard, accessible to all internal stakeholders.

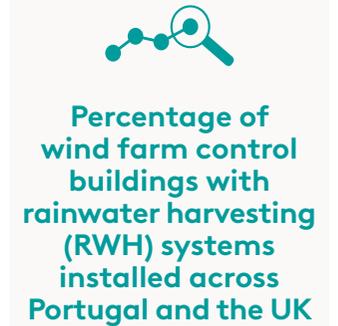
The rate of waste recovered in 2023 exceeded the rate of waste disposed of, and the target set for our 'Gale' and 'Madrid' portfolios\* was accomplished, with an overall waste recovery rate >90%. Our 'Flamengo'\*\* portfolio was slightly lower at 89%.



## Water

Water is used across our sites to manage and maintain efficient and safe working environments and is an important resource that requires conservation and efficient management. Water consumption contributes to greenhouse gas emissions through the energy-intensive processes of supply, treatment, and utilisation. To mitigate this, rainwater harvesting (RWH) systems exist in our UK and Portuguese Wind Farms.

2023 marks the first full year of RWH systems monitoring related to the Portuguese Wind Farms, which resulted in 139m<sup>3</sup> of rainwater saved and ready to be reused.



# OUR CONTRIBUTION TO GLOBAL BIODIVERSITY



Biodiversity loss is one of the greatest threats to the future of our planet. In 2023, we united with two other companies to support the restoration of rainforest biodiversity by the charity ClimateForce.

An area of rainforest the size of England and Wales is deforested every year, according to the World Resources Institute. As a result of this, tropical deforestation contributes annually to around 20% of global GHG emissions<sup>1</sup> and the loss of an estimated 50,000 species<sup>2</sup>. This is driving the world ever deeper into an ecological crisis, with far reaching environmental, social, and economic consequences.



**“The donation from Ventient, Sonnedix and Onward has allowed us to amplify our off-grid energy systems, which is critical for supporting our mission to organically regenerate fallow farmland to high biodiversity rainforest...”**

ClimateForce

Biodiversity loss is now one of the greatest threats to the future of our planet. Tropical rainforests cover only 6% of the Earth’s surface but are home to an estimated 50% of all terrestrial plant and animal species. Restoring them holds the key to safeguarding our future.

As a renewable energy company operating assets across large areas of land in diverse regions, we fully recognise the importance of this cause. Furthermore, in 2023, prevention of habitat loss and deforestation was voted as a ‘top three’ issue by our employees in a survey to determine which ESG causes we should support.

Last year, we united with two other energy companies Sonnedix and Onward Energy, to donate towards this important cause. We supported ClimateForce, an Australian charity operating in Far North Queensland. ClimateForce’s main venture is Tropical ReGen, a 527-acre rainforest regeneration project located between two World Heritage Sites, the Daintree Rainforest and the Great Barrier Reef, Australia.

Tropical ReGen will restore the landscape from fallow farmland, protecting unique biodiversity in an area home to many endemic and endangered species. This groundbreaking initiative aims to regenerate a section of Australia’s Daintree Rainforest, the oldest rainforest in the world, and establish sustainable and cost-effective models for environmental restoration efforts around the world.

This will create a positive environmental impact by increasing biodiversity and re-establishing the land as a ‘carbon sink’, as well as generating key social and economic benefits by collaborating with traditional owners, creating employment opportunities, and increasing rural resilience.



## KEY STATS

**527**  
acres of rainforest regenerated by ClimateForce

**360,000**  
native trees planted by ClimateForce (preliminary evaluation)

1 Environmental Defense Fund, Measuring Carbon Emissions from Tropical Deforestation: An Overview. Available from (here): [www.edf.org/sites/default/files/10333\\_Measuring\\_Carbon\\_Emissions\\_from\\_Tropical\\_Deforestation--An\\_Overview.pdf](http://www.edf.org/sites/default/files/10333_Measuring_Carbon_Emissions_from_Tropical_Deforestation--An_Overview.pdf)

2 Leakey, Richard and Roger Lewin, 1996, The Sixth Extinction: Patterns of Life and the Future of Humankind. Available from: [woodethic.blogspot.com/2016/06/deforestation.html?m=0](http://woodethic.blogspot.com/2016/06/deforestation.html?m=0)

# OUR CONTRIBUTION TO GLOBAL BIODIVERSITY CONTINUED



ClimateForce operates as a charity for now, but their overarching mission is to develop and scale high-biodiversity reforestation that is economically self-sustaining. To achieve this, they are developing Climate Tech solutions to act as an innovative proof-of-concept scalable to other projects across the tropics. This involves development of a biodiversity app, in collaboration with a leading tech company, to track their Seed-to-Canopy Journey using high-resolution drone scans. The Tropical ReGen project is also entirely off-grid and presents a circular model of water, energy, and waste management.

This is where our donation comes in. As energy companies, we felt we could contribute most effectively by helping enhance their off-grid power infrastructure. Our donation will support the regeneration effort by helping ClimateForce increase their solar energy storage as well as their capacity for charging electric agricultural vehicles.

The installation of the new infrastructure has been delayed slightly due to Cyclone Jasper which hit the region in December 2023. Fortunately, damage to existing ClimateForce infrastructure was minimal and their trees withstood the cyclone. The main impact was a delay in the shipment of key components. However, this has now been resolved, and the supplier is scheduled to start the installation in May 2024.



**“The expansion of our off-grid model provides a blueprint for best practice community management that respects biodiversity and demonstrates sustainable practices.”**

ClimateForce



# CLIMATE-RELATED RISKS AND OPPORTUNITIES



In 2023, we saw global temperature records broken and the impacts of climate change amplified to unprecedented levels. With this, we recognised our responsibility to implement robust climate action by aligning with leading standards and building on the foundations we laid in 2022.

In 2023 we continued our work to align our business with the recommendations laid out in the Task Force on Climate-related Financial Disclosures (TCFD). The TCFD is a set of voluntary and widely recognised guidelines to help organisations disclose climate-related financial risks and opportunities in a consistent and transparent manner. The recommendations set out by the TCFD are structured around four thematic areas that represent the core elements of how organisations operate: **governance, strategy, risk management, and metrics and targets**. At the core of the TCFD recommendations is understanding and mapping the climate related risks and opportunities that the business is and will be exposed to.

The process of aligning with the TCFD began in 2022, when we laid the foundations for TCFD disclosure by identifying appropriate scenarios, conducting qualitative scenario analysis, and identifying key climate-related risks and opportunities. In 2023, we built on these foundations by reviewing

these scenarios for applicability, conducting a fresh risk and opportunities assessment, and responding to the recommendations in full via an internal TCFD report. This evolution in Ventient Energy's TCFD disclosure is reflective of the ambition to safeguard our assets and value against climate-related risks as well as to identify and pivot the business strategy towards opportunities.

By responding to the recommendations laid out by the TCFD, we can better understand the impact that climate change will have on our people, our stakeholders, and the long-term value of our business. In line with the recommendations, climate risk should be integrated into a company's overall approach to enterprise risk management. We therefore align our climate-related risk management with our overarching Risk Framework, which is designed to manage all business risks. For more information on the governance of climate-related risks, please see page 41.



**“By responding to the recommendations laid out by the TCFD, we can better understand the impact that climate change will have on our people, our stakeholders, and the long-term value of our business.”**

In line with the recommendations set out by the TCFD, in 2023 we completed the following for each of the key pillars, as part of an internal reporting process. This does not represent a full, public-facing TCFD disclosure but instead showcases our evolution to date and highlights the key risks and opportunities identified at present.



# CLIMATE-RELATED RISKS AND OPPORTUNITIES CONTINUED



As part of our climate-related risk and opportunities assessment, we used a series of reputable physical and transitional scenarios to conduct high-level scenario analysis of our assets across different European regions in which we operate.

Using this analysis, we conducted a fresh risk and opportunity assessment in 2023 using a range of timescales, and a multifaceted scoring system. A summary of these risks can be found in the table below.

## Summary of Climate-related Risks Identified\*:

Risk Type	Risk Category	Summary of Risks Identified to Ventient Energy
Transition	Policy and Legal	Increased reporting obligations, regulatory changes, government interventions and mandates leading to operational impacts and increased compliance costs.
	Market	Changes to lending conditions / access to finance, reductions in wholesale electricity prices and capture prices, increased cost of raw materials and subsequent supply chain impacts.
	Technology	Cost of transitioning fleet vehicles, increased challenges with large component waste disposal, procurement costs of more efficient technologies.
	Reputation	Lack of transparent communication on environmental sustainability performance and failure to meet reporting obligations leading to lower rates of talent attraction and retention.
Physical	Acute	Infrastructure and asset damage due to climate change-exacerbated weather events, increased operation and maintenance (O&M) costs, more asset down-time due to high winds.
	Chronic	Shortened operational lifespan of assets due to long-term weather impacts, higher insurance premiums on physical assets, supply chain disruptions, reduced access to natural resources, increased O&M costs due to long-term weather impacts.



\* List provided is a representative summary only. The full internal assessment includes a range of timescales and a multifaceted scoring system to determine the top climate-related risks and opportunities to Ventient Energy as of 2023.

# CLIMATE-RELATED RISKS AND OPPORTUNITIES CONTINUED



## Summary of Climate-related Opportunities Identified\*:

Opportunity Type	Summary of Opportunities Identified to Ventient Energy
<b>Products and Services</b>	Increased off taker demand for, and consumer shift towards, renewable energy leading to greater commercial opportunities and continued company growth. More potential opportunities for diversification of asset base into wider renewable energy / storage technologies as the market develops.
<b>Resource Efficiency</b>	Innovative and more efficient technology becoming available, leading to improved operational excellence, potential reduction in O&M costs and improved asset performance.
<b>Energy Source</b>	Increased availability of green energy supply for assets and offices reducing market-based emissions, increased government support for renewable energy development, exposure to carbon markets and subsequent revenue opportunities.
<b>Markets</b>	Positioning as a leader in environmental sustainability, attracting and retaining talent, access to new emerging energy markets with diversified asset base, access to green finance and funding opportunities.
<b>Resilience</b>	Adoption of energy efficiency measures, diversification of supply chain, and participating in government-led energy security initiatives – protecting long-term value resilience of asset base.



Moving forward, the TCFD recommendations will be absorbed into the International Sustainability Standards Boards (ISSB). In a bid to achieve consistency across sustainability disclosure standards, the structure of the TCFD framework has been applied across the European Sustainability Reporting Standards (ESRS) and the International Financial Reporting Standards (IFRS) Sustainability Standards.

The TCFD sets out 11 recommendations spanning 4 core areas: **governance, strategy, risk management, and metrics and targets**. In 2023 we set ourselves the goal of responding to all 11 TCFD recommendations to ensure that climate risks and opportunities are appropriately managed and integrated into our overall risk framework.

As we start operating as a new business, the work conducted at Ventient Energy in 2023 will form the foundation for future climate-related risk disclosures and reporting obligations as Nadara.



# OUR ROLE IN CLIMATE ACTION



As the world continued to feel the effects of climate change, global leaders and climate delegates gathered at COP28 to discuss the rapid climate action required to keep the 1.5°C target alive.

Climate change is a global issue that requires global solutions. It is a challenge that will impact each and every one of us, but is already disproportionately affecting underprivileged and vulnerable communities around the world. The urgency of the required action cannot be understated, with 2023 surpassing the previous hottest year on record by a significant margin, and with the 10 hottest years since records began in 1850 coming in the last decade.

The speed at which the planet is warming and the subsequent changes to our climate are clearly alarming, but we have many of the solutions required to halt these changes. The energy transition is a pivotal lever in the decarbonisation of the global economy and we recognise our position within this transition and the responsibility we bear. To enable the global transition to net zero, renewables must be rapidly deployed at scale.

Our focus since inception in 2017 has been on the growth and diversification of our asset base across Europe, applying our approach to operational excellence across our portfolio to deliver reliable renewable energy to stakeholders across Europe. Though we have been successful in our growth to date, we have done so while making gradual efforts to decarbonise our own operations and reduce the negative impacts we have on the climate. Further information on our GHG reporting and approach to decarbonisation can be found in the following pages.

Aside from our operational impact, we feel it is important to have a voice in the global climate discussion, and so in 2023 we launched the COP28 media campaign. This COP28 campaign was driven by the desire to be part of COP28 conversation without attending the conference, held in Dubai, United Arab Emirates (UAE). COP conferences can be all consuming and confusing, with lots of information and multiple announcements made each day.

We wanted to simplify the COP28 narrative by exploring each of the key themes to be discussed at the conference, allowing our stakeholders to better understand why COPs take place, what happens at them, and what the key outcomes are. Over the course of several weeks from October to December 2023, we released a series of full-length articles and social media posts highlighting each of the key themes to be discussed at the conference, as well as reflections before the conference kicked off, and immediately after, digesting the outcomes. To find out more about this campaign, visit our website [here](#).

**“We recognise our role in the energy transition: rapidly delivering the renewable energy that the world needs, but in an environmentally and socially responsible manner that limits the impact of our operations on the climate.”**



## COP28 themes include:

- Health / Relief, Recovery, and Peace
- Finance / Trade / Gender Equality / Accountability
- Energy and Industry / Just Transition / Indigenous Peoples
- Multilevel Action, Urbanisation and Built Environment / Transport
- Youth, Children, Education and Skills
- Nature, Land Use, and Oceans
- Food, Agriculture and Water

# GREENHOUSE GAS EMISSIONS – OUR APPROACH



2023 was a year of continued growth in our approach to Greenhouse Gas (GHG) emissions reporting, as we continued to refine our processes, procedures, and methodologies – leading to a more comprehensive and accurate understanding of our climate impact.

Having laid the foundations of our new approach to GHG emissions reporting in 2022, we continued to build upwards, led by the same core principles:

- **Transparency** – Addressing and disclosing all relevant issues in a factual and cohesive manner.
- **Accuracy** – Ensuring GHG emissions quantification and reporting is accurate by reducing uncertainties and reliance on assumptions wherever possible.
- **Evolution** – Recognising the journey we are on as a growing business, facing challenges head on and remaining flexible to ongoing developments.

In 2023, we underwent an external review of our existing processes and data, which resulted in several recommendations for further improvements (see governance section page 47). In 2023, we implemented all of these recommendations, leading to a much more comprehensive and detailed set of processes, procedures and methodology documents used in the collection and calculation across all scope 1, 2 and 3 datasets.

We believe that strong foundational data backed by science is the crucial starting point to allow for informed and accurate decision making with regards to emissions reductions. In 2023, our focus remained on establishing the building blocks required for future decarbonisation by improving the overall visibility and accuracy of our data. We were able to improve the data coverage across all scopes, leading to a more accurate and representative emissions inventory, however we focussed particularly on the most challenging aspect of our climate impact, scope 3. To tackle this challenge, we engaged with our suppliers more actively, and built real-world data into our scope 3 calculations.

To achieve targeted improvements in our scope 3 data we analysed our emissions inventory and searched for particular data points where we had **influence** and where we could achieve **tangible improvements** on our 2022 base year data. We identified that data enhancements could be made to the following scope 3 emissions drivers, as per the GHG Protocol:

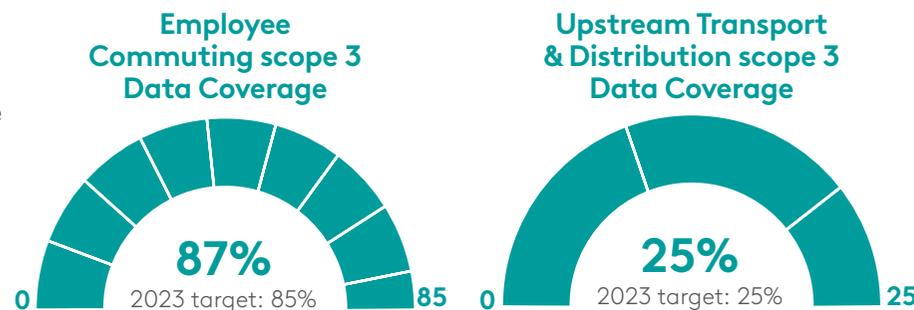
### Scope 3 – Employee Commuting and Homeworking

We set ourselves a target of 85% response rate from an employee commuting and homeworking survey distributed to employees across the company, and we achieved 87%, up from 69% in 2022.

### Scope 3 – Upstream Transportation and Distribution (T&D)

We set ourselves the target of collecting real-world upstream T&D data from 25% of our suppliers across our portfolio, which we achieved. This is up from 10% in 2022.

Understanding and accurately reporting scope 3 emissions is challenging. By making incremental but tangible improvements year-on-year (YoY) to our scope 3 dataset, we are laying the groundwork for future decarbonisation goals, built on the principles of **Transparency**, **Accuracy**, and **Evolution**.



## 2023 Highlights

### Scope 1

Increased data coverage to include fugitive emissions

### Scope 2

Increased data coverage to include power purchased for electric vehicles

### Scope 3

Employee Commuting and Homeworking data target achieved  
 Upstream Transportation and Distribution data target achieved  
 Strategic scope 3 Methodology Project

# GREENHOUSE GAS EMISSIONS RESULTS

In 2023, we saw fluctuations in our emissions that were consistent with our evolving methodology and overall approach to emissions calculation.



- In 2023, we again took an **operational control approach**, and complied with the GHG Protocol Corporate Standard.
- We consistently applied organisational boundaries to include all Ventient entities and subsidiaries within which we hold operational control and set a temporal boundary of 1st January 2023 – 31st December 2023 for calculation of this footprint.
- We added to our scope 1 inventory by including fugitive emissions and enhanced our scope 2 understanding by including power consumed for electric vehicle charging of our fleet vehicles.
- We included 8 scope 3 categories in total, up from 7 in 2022, to include Purchased Goods and Services.
- We calculated emissions on this basis across five offices and 145 assets located across six European countries including the UK, France, Spain, Portugal, Germany and Belgium.



## 2023 results

**Scope 1:** Our scope 1 emissions increased to **475 tCO<sub>2</sub>e**, up 34% from 2022. This increase in scope 1 emissions is due to greater data capture across all material scope 1 categories, the inclusion of fugitive emissions within our footprint, and in line with company growth.

**Scope 2:** Our scope 2 emissions include both market-based and location-based totals\*. In 2023, our market-based emissions increased to **861 tCO<sub>2</sub>e**, up 6% from 2022. Our location-based emissions increased to **2892 tCO<sub>2</sub>e**, up 13% from 2022. Both market and location-based scope 2 emissions increased mainly due to an increase in electricity consumption at our assets as well as the inclusion of electric vehicle charging. We are constantly monitoring and refining our approach to market-based scope 2 emissions by reviewing the electricity supply contracts we have in place and ensuring they meet the highest standards, being 100% backed by certification with verifiable proof of 'green' origin.

**Scope 3:** Scope 3 was again a big focus for our efforts this year with one overarching goal – to improve the **quality and accuracy of our data**. In 2023 we had no new major acquisitions, meaning that our overall scope 3 footprint has fallen to **47,581 tCO<sub>2</sub>e**, a drop of 66% from 2022\*\*, and represents the absence of any major acquisitions.

Overall, due to the inclusion of more data than ever before, as well as the implementation of new processes, procedures and methodologies, our emissions in most categories increased, in line with expectations. Due to the absence of major acquisitions, and a reduction in total procurement spend, which is used in some scope 3 categories, our overall GHG emissions decreased from **140,069 tCO<sub>2</sub>e** in 2022 to **50,948 tCO<sub>2</sub>e** in 2023. A more detailed look at our emission performance can be found in the following pages.



## KEY STATS

**475 tCO<sub>2</sub>e**  
Total scope 1  
Emissions

**2,892 tCO<sub>2</sub>e**  
Total scope 2  
Emissions\*\*\*

**47,581 tCO<sub>2</sub>e**  
Total scope 3  
Emissions\*\*\*

**50,948 tCO<sub>2</sub>e**  
Total  
Emissions\*\*\*

\*\*\* Location-based

# GREENHOUSE GAS EMISSIONS RESULTS CONTINUED



In 2023 we continued to make progress on our understanding of our climate impact by enhancing our data, implementing strategic methodology improvements, and refining our calculations.

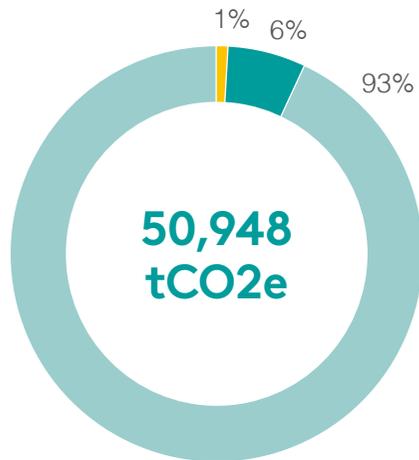
	2022		2023	
<b>Scope 1 (tCO2e)</b>				
Stationary Combustion <sup>1</sup>	35.29		43.61	
Fugitive Emissions	N/A		89.91	
Mobile Combustion	318.58		341.14	
<b>Scope 2 (tCO2e)</b>				
	Market-based	Location-based	Market-based <sup>2</sup>	Location-based <sup>2</sup>
Imported Electricity – Assets	769.60	2,525.19	824.26	2,854.13
Imported Electricity – Offices	39.74	42.27	36.65	38.03
<b>Scope 3 (tCO2e)<sup>3,4</sup></b>				
Purchased goods and services <sup>5</sup>	53,473.50		42,535.26	
Capital goods	81,873.78 <sup>6</sup>		145.63	
Fuel- & energy-related activities	917.90		961.13	
Upstream transportation & distribution	2,499.15		1,915.82	
Waste generated in operations	1,126.68		1,589.53	
Business travel	252.95		311.75	
Employee commuting	165.35		122.06	
<b>Total Scope 1, 2 and 3 (tCO2e)<sup>8</sup></b>	<b>143,230.63</b>		<b>50,948.00</b>	

**“We calculated emissions on this basis across five offices and 145 assets located across six European countries including the UK, France, Spain, Portugal, Germany and Belgium.”**



1 Includes emissions from gas consumption at offices, and fuel consumption at onsite generators at assets.  
 2 2023 data includes electricity consumed by EV charging.  
 3 Location-based scope 3 emissions.  
 4 Scope 3 figures for 2022 revised from previous reporting due to updated scope 3 methodology.  
 5 Spend-based estimations. Includes emissions from water consumption.  
 6 2022 Capital Goods data includes the embedded carbon within the Madrid portfolio of onshore wind assets, acquired in April 2022.  
 7 Scope 3 categories 08 – 15 as per the GHG Protocol are deemed immaterial.  
 8 Totals represent location-based emissions

# GREENHOUSE GAS EMISSIONS RESULTS CONTINUED



- Scope 1 emissions
- Scope 2 emissions
- Scope 3 emissions



## Understanding The Changes In Our Emissions

Overall, in 2023, our emissions fell YoY by 64%. This is a significant change, and so it is important we communicate the reasons for this reduction, and the overall changes to our footprint this year. Let's break it down:

- As outlined on page 20 scope 1 and 2 emissions actually increased – this is due to a number of factors including improved data capture and accuracy, inclusion of new emissions drivers where data was previous unavailable and anticipated company growth. Scope 1 and 2 emissions, however, only make up 7% of our total footprint.
- Our emissions, like most private companies, are comprised mostly of our scope 3 value chain emissions, making up 93% of our total footprint in 2023. Our scope 3 emissions decreased YoY by 66%, because in 2023 we had no major acquisitions to include as part of our Capital Goods emissions, resulting in a significant reduction in Capital Goods emissions.
- At this stage of our GHG reporting evolution, we still rely heavily on spend-based estimations for Purchased Goods and Services emissions. In 2023, we saw a reduction in spend across the portfolio, leading to a reduction in Purchased Goods and Services emissions of 20%. This, combined with the large reduction in Capital Goods emissions, contributed to the 64% reduction overall.
- We recognise the importance of transparent and accurate GHG reporting, in line with our core reporting values, and will strive to continually improve our methodologies. Due to the materiality of our value chain emissions, we are working to increase the accuracy of our scope 3 emissions inventory by obtaining more real-world data. We implemented a strategic supplier engagement plan in 2023 to help achieve this goal, more on this can be found on the following page.



## KEY STATS

**6,193 GWh**  
Total renewable energy generated

**966,265 tCO<sub>2</sub>e**  
Total emissions avoided



# GREENHOUSE GAS EMISSIONS – SCOPE 3



Recognising the challenge of understanding and calculating our value chain emissions, a major focus of our ESG strategy in 2023 was on scope 3.

As demonstrated by our 2023 GHG emissions results, scope 3 makes up 93% of our total footprint. Understanding and accurately quantifying these emissions presents one of the most challenging aspects of environmental sustainability reporting across all sectors, as these emissions are often generated deep within the value chain, and outside the company's visibility and control.

In 2023, we took major steps to further improve our scope 3 inventory via two targeted initiatives.

## Scope 3 Methodology Alignment Pilot

The pilot project involved three renewable energy companies: Ventient Energy, Renantis and Sonnedix. With the help of an external consultant, Carbonsink, the overall project aim was to use existing data from the 3 pilot companies to produce a common and replicable scope 3 calculation methodology that could be applicable to other companies in the sector and beyond. The motivation for this was to build consistency in scope 3 reporting across the three companies, and to trial future alignment with companies across wider sectors.

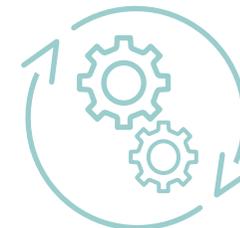
As part of the project, Ventient Energy's 2022 base year scope 3 footprint was re-assessed via a materiality assessment, before undergoing a gap analysis and re-calculation of any emission drivers suitably identified. The materiality assessment was a fundamental first step in this process, assessing each of the 15 scope 3 categories, as per the GHG Protocol, against consistent criteria to determine the emissions drivers deemed material to the business. The end-to-end process resulted in an updated scope 3 methodology blueprint which enabled us to recalculate several emission drivers in our 2022 dataset, and crucially, include Purchased Goods and Services, using newly obtained spend-based data.

The updated methodology resulting from this project was then applied in the 2023 scope 3 calculations. This has resulted in more **accurate, complete and representative** 2022 and 2023 emissions inventories which will allow us to make more informed decisions on future emissions reductions.

## Scope 3 Supplier Engagement

As an owner and operator of generating assets, Ventient Energy sits near the top of the renewable energy supply chain. This means that we have a certain level of influence within the sector, which we believe, comes with a certain responsibility to lead from the front and set a new standard across the industry.

Following analysis on 2022 data, we identified the need to engage with our key suppliers in order to move away from spend-based estimations, and move towards 'real-world', supplier-specific data. Analysis of Ventient's business model and subsequent emissions drivers showed that a large proportion of our scope 3 emissions come from upstream activities, such as Operations and Maintenance (O&M) and Professional Services procurement. To tackle this, we implemented a targeted supplier engagement program specifically on scope 3, by engaging with our key suppliers at industry events, trade fairs, in person meetings and online calls.



# GREENHOUSE GAS EMISSIONS – SCOPE 3 CONTINUED



Recognising the challenge of understanding and calculating our value chain emissions, a major focus of our ESG strategy in 2023 was on scope 3.

## Aim

- Obtain supplier-specific primary data from our main suppliers to increase accuracy of our scope 3 data.
- Assert positive influence, raise awareness and encourage change across the industry.

## Targets

- Directly engage with and receive data from our top 10 O&M contractors by spend.
- Directly engage with our top 20 Professional Services Suppliers by spend to request data, educate and encourage change.

## Results

- Achieved our engagement targets.
- Improved accuracy of our 2023 scope 3 inventory, incorporating real-world data into Upstream Transportation and Distribution emissions from 10 of our top O&M suppliers, equal to 25% of total portfolio coverage.

**“Decarbonisation is not a journey we can embark on alone and it is therefore imperative we include, encourage and support our supply chain partners to come with us.”**

**Top O&M contractors engaged on scope 3**



**Top professional service suppliers engaged on scope 3**



**Pictured:** Ventient Energy teams meeting with suppliers at AllEnergy 2023 to discuss sustainability in the supply chain.

# GREENHOUSE GAS EMISSIONS – REDUCTIONS



We recognise the importance of working towards reducing our operational emissions wherever possible, and in 2023, we continued to take steps towards achieving this.

With a reliable base year in place and good visibility over the business functions and emissions drivers, in 2023 we turned our attention to targeting certain emission drivers to explore reduction opportunities. To do this, we followed industry-leading guidance outlined by the GHG Protocol and the Science Based Targets Initiative (SBTi) and underwent an exploratory deep dive into what was possible with regards to reducing our own operational emissions, as well as those within our supply chain.

To ensure a holistic and comprehensive approach to reduction planning, at the beginning of 2023 we formed an **Emissions Reduction Working Group (ERWG)** made up of volunteers from each key Ventient business function. The purpose of this group was to:

- Facilitate cross-team communication on emissions reductions opportunities
- Raise awareness of any emission reduction plans to ensure agreement across teams and suitable oversight by management
- Plan and help implement emission reduction initiatives

Using the ERWG, we were able to map our key emissions drivers we wanted to target, based on several materiality-based factors – focusing on drivers that we can control. We call these **'low-hanging fruits'** as they represent tangible opportunities to make informed business decisions that could have an immediate impact on our footprint. Although these emissions drivers represent a comparatively small proportion of our absolute footprint (based mainly on scope 1 and some scope 3 categories), they offer additional qualitative benefits to the company, such as enhanced employee engagement, which make them a valuable target area. The targeted emissions drivers are as follows:

## Scope 1 – Mobile Combustion Emissions from Fuel Consumed in Company Vehicles

- We continued to transition our Portuguese fleet to sustainable alternatives, by adding 9 Plug-in Hybrid vehicles (PHEV), replacing standard petrol and diesel fueled vehicles.
- We gained approval for the replacement of 10 diesel powered fleet vehicles with PHEVs in our UK asset management fleet, for delivery in Q2 2024. This will lead to a potential reduction in UK-based company vehicle emissions of up to 50% in 2024.



## Scope 3 – Business Travel

- We set ourselves an internal target to reduce air travel emissions per employee by 10% from our 2022 base year.
- We were unable to achieve this target due to an increase in company travel as a result of the combination with Renantis, which led to a sharp increase in cross-team and inter-company collaboration, key to building the relationships required to drive success of the combined business.
- Although we did not meet our target, we learned valuable lessons in how to approach controllable scope 3 emissions drivers which we will take forward into the combined business.

Overall, implementing emissions reductions remained a challenge in 2023, especially in a complex and growing organisation. The combination with Renantis added an extra layer of complexity, meaning we could not implement all of our planned 2023 actions. We were, however, able to make some real progress on better understanding our impact, which was consolidated in an internal **Climate Transition Proposal**. Moving forward, we remain committed to improving our data, and working towards the end goal of setting long-term, ambitious decarbonisation targets that are backed by actionable plans.

**“To ensure a holistic and comprehensive approach to reduction planning, at the beginning of 2023 we formed an Emissions Reduction Working Group (ERWG) made up of volunteers from each key Ventient business function.”**

# GREENHOUSE GAS EMISSIONS 2023 PERFORMANCE SUMMARY



Here’s how we performed against our annual plan outlined in our 2022 Sustainability Report:

2023 Annual Plan	Our 2023 Performance	Context
Develop a comprehensive emission reduction plan, covering all scopes, evidenced by an actionable and achievable road map.	<b>Objective Achieved</b>	With input from the ERWG and other key stakeholders, we developed an internal Climate Transition Proposal. This document will be used to inform the future Sustainability Strategy of Nadara.
Set updated science-based targets for scope 1 and 2 emissions, committing to ambitious reductions and continuing to migrate energy supply contracts to 100% renewable tariffs.	<b>Objective Changed</b>	Due to unforeseen impacts resulting from the combination with Renantis, we were unable to set new SBTi goals for scope 1 and 2. We did, however, continue to migrate energy supply contracts to renewable tariffs, and will use the information gathered in the Climate Transition Proposal to further our decarbonisation efforts in future.
Target GHG Protocol scope 3 categories where data gaps exist (in particular, purchased goods and services and capital goods) and work to increase data coverage.	<b>Objective Achieved</b>	We successfully targeted several scope 3 categories via our supplier engagement and scope 3 methodology projects, leading to increased data capture and improved accuracy of our scope 3 inventory.
Develop and introduce an ambitious Business Travel Policy, reducing company travel wherever possible and promote sustainable travel alternatives.	<b>Objective Changed</b>	Due to unforeseen impacts resulting from the combination with Renantis, we were unable to release an updated Business Travel Policy. As a result, we were unable to achieve our air travel emissions reduction target. We understand that a certain amount of travel was required in 2023 to facilitate the successful combination of two international companies.
Develop and implement initiatives to encourage sustainable practices across the business.	<b>Objective Achieved</b>	We successfully deployed the ERWG and encouraged the successful uptake of sustainable alternatives across our vehicle fleet.
Continue to collaborate with industry bodies, stakeholders and peers across industry to champion environmental sustainability and lead by example.	<b>Objective Achieved</b>	Successful scope 3 supplier engagement initiative leading to greater data capture and increased awareness of scope 3 requirements across the industry.
Engaging with top operations and maintenance (O&M) contractors and professional services suppliers in relation to greenhouse gas emissions.	<b>Objective Achieved</b>	Directly engaged with and received data from our top 10 O&M contractors by spend and directly engaged with our top 20 professional services suppliers by spend to request data, educate, and encourage change.

**“We were able to make real progress in implementing important emissions reductions initiatives, laying the foundations for our continued decarbonisation journey.”**



# WATER AND WASTE



Aligned with our commitment to environmental sustainability, we promote awareness regarding water consumption and waste production, as we continue our efforts towards leading environmental stewardship. These aspects of our environmental impact are managed and implemented by our experienced HSQE team.

The HSQE team monitors the water usage and the waste generated both onsite at our wind farms, as well as across our offices. This enables the team to report accurate data, which in turn minimises both the water usage and waste generation, thereby promoting greater environmental sustainability across our operations. Throughout 2023, with the launch of HSQE SharePoint, significant strides were made by enhancing the data transparency on a global and country-specific level. The HSQE SharePoint page was also made available to all Ventient Energy employees which enhanced data visibility and transfer.

## 2023 Waste Generated During Operations

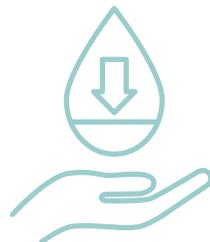
Waste type	Hazardous	Non-Hazardous
Total (tonnes)	186.37	58.98

Treatment Operations	Reuse	Recycling	Composting	Waste to energy	Incineration	Landfill	Unknown
Total (tonnes)	4	201.73	0.56	13.86	0.25	0.06	24.89

### Water

Water is used in our assets and offices. We acknowledge the significance of this natural resource and pursue strategies to reduce water consumption across our facilities.

In 2023, we managed to capture and repurpose 316m<sup>3</sup> of rainwater, collected by the Rainwater Harvesting (RWH) systems located on the 22 wind farm sites in the UK and 24 in Portugal. On 8 of the UK wind farms, this captured rainwater is repurposed and turned into drinking water using a water filtration system installed on site. Additionally, 65m<sup>3</sup> of water was collected from spring water sources in the UK and Portugal, avoiding the consumption from mains water sources.



### Waste

Monitoring waste ensures that Ventient Energy remains environmentally responsible, resource-efficient and sustainable. Ventient Energy also complies with all HSQE legal requirements to maintain the trust of our stakeholders. While most of our waste treatment was recycling in 2023, we acknowledge the need for further efforts to minimise waste sent for disposal, especially landfill and incineration.

In 2024, we are continuing our efforts to improve waste management, including office waste, by pursuing guidelines that emphasise the waste hierarchy of Reduce, Reuse and Recycle. Additionally, our HSQE team will continue to set targets for waste management in order to divert waste from landfill and towards reuse and recycling, thereby reducing our greenhouse gas emissions footprint.

**“Throughout 2023, with the launch of HSQE SharePoint, significant strides were made by enhancing the data transparency on a global and country-specific level.”**



# BIODIVERSITY/GENERAL ENVIRONMENTAL SUSTAINABILITY



Ventient Energy actively engaged in multiple volunteering initiatives throughout 2023, in support of three significant international days, selected by our ESG & GRESB Committee: Earth Day, World Ocean Day, and International Day of Charity. We also implemented a successful pilot project to protect wildlife on our sites.



## Innovative Bat Deterrent System installed in Portugal

In the wind energy sector, bats are particularly vulnerable to the impacts of wind turbines, with certain regions facing greater impacts. The large bat population in the area around the Bornes Wind Farm in Portugal made this a particularly sensitive issue. In response, we took proactive measures by installing the company's first bat deterrent system in March 2023, specifically on a Senvion MM100 turbine.

This marks the first installation of its kind in Portugal and presents an opportunity to serve as a pilot project for other Ventient locations. The system emits an ultrasonic acoustic field within the frequency range of a bat's echolocation, effectively deterring them from the rotor area, while not causing any negative effects on the bats population. Through this initiative, we aim to reduce bat mortality without resorting to the curtailment of our wind turbines during certain seasons, thereby ensuring both environmental conservation and operational efficiency.

These mitigation measures resulted in an 87% yearly reduction in bat mortality recorded on site by asset managers. This underpins the importance of deterrent systems like this, and reinforces our ambition to implement these solutions wherever relevant and possible.

Notably, two of the International Days we supported through our volunteering efforts are dedicated to environmental sustainability and align with our commitment to protecting the planet from negative environmental impacts.

## Earth Day

For Earth Day, celebrated on April 22nd, we embraced the opportunity to appreciate the beauty of the natural world and emphasise the urgent call for its preservation. We took part in a street cleanup initiative, with volunteers from the Edinburgh office actively engaging in the Great Global Cleanup. Backed by the Edinburgh City Council, the team successfully filled eleven bags with litter. The tangible difference made was not only evident in the cleaner streets but also in the heartfelt appreciation received from the public. Simultaneously, volunteers from our Algés office collaborated with The Trash Traveler for the world's largest cigarette butt pickup, garnering national recognition for their commendable efforts.



# BIODIVERSITY/GENERAL ENVIRONMENTAL SUSTAINABILITY

## CONTINUED



### World Ocean Day

In support of World Ocean Day on June 8th, we turned our focus towards raising awareness of the protection and preservation of our oceans. Oceans play a pivotal role in fostering biodiversity, regulating our climate and providing vital resources and ecosystem services to both marine and terrestrial ecosystems. Recognising the fragility of marine ecosystems and the mounting threat of climate change and plastic pollution, our teams participated in group volunteering initiatives across Edinburgh, London, and Lisbon.

We participated in initiatives including walkway maintenance, painting, and wading in waterways to collect rubbish and invasive species with The Water of Leith Conservation Trust in Edinburgh, and The Paddington Partnership in London (where the team even managed to fish out an old motorcycle). We also took part in a beach clean-up in Lisbon, organised by the Associação Bandeira Azul de Ambiente e Educação.

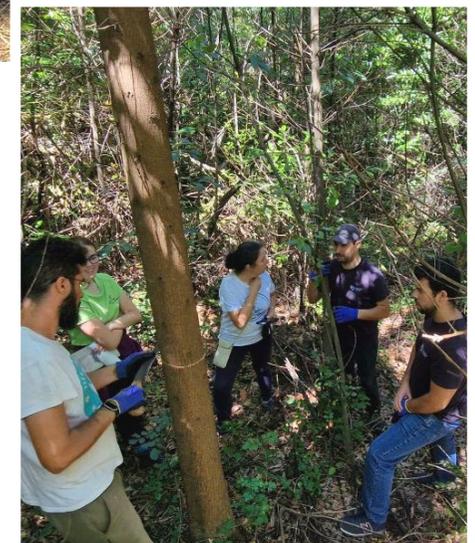
Our collective endeavours were aimed not only at removing litter, but also at fostering a deeper understanding of waste origins and its ecological impact on our oceans.

**“As we worked together, removing debris and restoring the beauty of the environment, it underscored the importance of community effort in preserving our natural resources.”**

Chris Pollock, Control Centre Manager, Edinburgh

### Biodiversity Volunteering

Beyond these International Days, thirty volunteers in Portugal dedicated a morning to cleaning the forests of Serra de Sintra and Serra do Buçaco with the Plantar Uma Árvore Association, targeting debris and invasive species to nurture native biodiversity. Notably, this marked the second consecutive year of Ventient's participation in this impactful initiative.



# SOCIAL OVERVIEW



Our talented, diverse, and motivated people are the driving force behind positive social and environmental change. To achieve our vision of a more sustainable future, we are looking both inwards and outwards – empowering our employees to contribute to the best of their ability, while collaborating with our external stakeholders, which include both local communities and wider society.

## Diversity, Equity, and Inclusion

We know that our success depends on building a culture and working environment that respects and values the diverse individuals that we are. Conceptually, we break DEI down into its three distinct components, and like to think of it as ‘being invited to the party’, ‘being asked to dance’ and ‘dancing with our best moves’.

At the cornerstone of our approach to DEI, is our **Equal Opportunities Policy** which aims to achieve equality by removing any potential discrimination in the way that our people are treated in relation to their age; gender; sexual orientation; race, colour, nationality or ethnic or national origin; religion or belief; disability; marital or civil partner status; pregnancy or maternity; or gender reassignment, and more. This policy applies to all employees, job applicants and others that we work with such as temporary workers and contractors.



## Knowledge Sharing

In 2023, we ran several companywide Wisdom Sessions for internal and external experts to share their knowledge on topics relating to ESG. Training employees on ESG was a key part of our 2023 annual plan, with the aim to raise awareness and empower our employees to uphold the ESG pillars and company values in their day-to-day work. The sessions included:

- An **ESG Overview** session covering ‘What is it? Why does it matter? What does it mean to us?’, which gave employees an insight into the evolving global landscape of risks and opportunities, a background to the concept of ESG, an overview of our ESG strategy, and examples of how we are putting it into practice. Guest speakers from different departments were invited to explain what ESG means to them in their specific role. This session was well attended and received, with feedback revealing that people learnt something new.
- We also delivered a key training session on **Climate, Emissions and Net Zero**, covering an overview of the latest climate science, including a look back at the origins of climate change as a concept and dispelling some common myths. The session also included an explanation of how we approach GHG accounting, an update on the company’s emissions inventory to date, what we are doing to reduce our emissions, and our decarbonisation plans moving forward. This was a very successful session with high engagement levels, reflecting the interest and concern our employees have regarding climate change and decarbonisation. The session also led to a number of employees volunteering for our Emissions Reduction Working Group (see page 24), a key environmental initiative in 2023.
- Several sessions relating to **Diversity, Equity, and Inclusion (DEI)** were also delivered, and these are outlined further in the section dedicated to the Inclusive Committee (see page 30).

**“We know that our success depends on building a culture and working environment that respects and values the diverse individuals that we are.”**



# SOCIAL OVERVIEW CONTINUED



In our 2023 annual plan, we set targets to train at least 70% of our employees and contractors in ESG, as well as 90% of our Board of Directors and Executive Committee (ExCo). We successfully exceeded the target for employees and contractors through attendance of our Wisdom Sessions. However, we postponed the Board and ExCo training because of the reorganisation at the top level due to the combination of Ventient and Renantis. The decision was taken that it would be more effective to run ESG training once the business combination was finalised. Despite this, we engaged quarterly with the Board and ExCo on ESG (see Governance section) and we shared the context from the Wisdom Session on Climate, Emissions and Net Zero to raise awareness of climate change at the highest level.

Percentage of All employees completed ESG training\*



Percentage of Board & ExCo completed ESG training



## Inclusive Committee

The Inclusive Committee is a group of employees who are passionate about DEI and act as ambassadors for this important cause. As members of the Committee, these DEI champions met regularly throughout 2023 to share their unique experiences and knowledge of inclusion, allyship and anti-racism, whether through personal journeys or from being a part of external diversity networks. This allowed the Committee to challenge and recommend strategic initiatives to the leadership team to help foster an inclusive environment.

A key goal of the Inclusive Committee is to raise awareness of DEI across the whole workforce, and in 2023 they ran several successful companywide Wisdom Sessions on the topic, including:

- A session on **Gender Equality** in honour of International Women's Day to discuss women's access to the energy industry and the role that climate change plays in gender disparity. The talk featured two inspirational guest speakers, Georgina Worrell from Powerful Women, a professional initiative to advance gender diversity within the energy sector, and Dr. Flavia Maia CEO of Filha do Sol, a women-owned non-profit with the mission to regenerate nature across the tropics and restore climate justice.
- In support of Pride Month, they delivered a session on Tackling **LGBTQI+** Microaggressions, in partnership with The Hobbs Consultancy. This session covered what microaggressions are and how they show up in the workplace, how microaggressions are linked to unconscious bias, and the impact that they might have on people. Ultimately, the goal was to help create a culture in which we can skilfully give and receive feedback about microaggressions and bias, with the intention of dissolving them.
- The final DEI training of the year was on **Deaf Awareness and Sign Language**, led by experienced sign language trainers. The first session provided employees with an introduction to deaf awareness, and an understanding of the barriers and experiences faced by our communities who are deaf or have hearing loss. The second session provided an opportunity to learn some British and Portuguese Sign Language and gave us some guidance on how to make conversations and video calls more accessible for people with hearing loss.

## KEY STATS

**8**  
Wisdom Sessions conducted

**71%**  
Employees completed ESG training\*



# SOCIAL OVERVIEW CONTINUED

## Wellbeing

As a significant part of our lives, we recognise that work impacts our mental and physical health. We are committed to doing all that we can to promote the wellbeing of our employees and make work a positive experience for all. Wellbeing, at its simplest level, is about happiness and health – feeling happy and living safely and healthily. Our Human Resources team and People Forum work tirelessly to enhance workplace wellbeing. We offer a wide range of support to employees, including access to an Employee Assistance Programme (EAP) which offers confidential 24/7 wellbeing support, opportunities for learning and development, and subsidised health and fitness memberships. It is also important for our wellbeing to celebrate each other's success, and our 15/5 performance management system allows people to show their teammates appreciation by giving them a virtual high five.

## Employee Engagement

In 2023, we undertook an employee engagement survey to gather feedback from our employees – listening to our employees is key to fostering a positive working environment. This survey gave us a valuable insight into how people were feeling at the time and helped us identify areas where we could improve the overall employee experience.

This year, we took a new and improved approach to employee engagement, meaning the 2023 survey results are not a like-for-like comparison upon the previous year. The first part of the survey was an Engagement Pulse Check, which asked 9 questions to measure employee satisfaction and how likely employees would be to recommend the company to others. The second part was our annual DEI survey to understand employees' experiences of DEI in the workplace and how we can continuously improve.



## Educational outreach

Today's children and young people will be tomorrow's leaders, and we are working to foster talent pipelines, develop careers, and attract young people into the renewable energy industry. Several of our employees are passionate science, technology, engineering, and mathematics (STEM) ambassadors and frequently participate in outreach programmes to help young people make the connection between STEM subjects and the world of work.

Alongside 40 other businesses, we showcased at 'Bang Goes DG', an interactive STEM event in the Dumfries and Galloway area of Scotland. The event was attended by over 4,000 students across 16 regional schools, who gained an insight into career opportunities across different sectors. As a company with active wind farms in this part of Scotland, we strive to support young people within the surrounding communities to develop careers in the industry.

We understand that learning and development is a lifelong endeavour that continues far beyond formal education, and we extend our outreach to people already working within the renewable energy industry. Our employees have access to a range of training opportunities, including professional course sponsorship, Wisdom Sessions and access to LinkedIn Learning courses. To reach the wider industry, we hosted the Energy Institute Young Professionals Network, South Scotland Branch in our Edinburgh office for a talk and networking event on hydrogen and its role in helping achieve net zero, and experts from across the business shared their knowledge via speaking at a range of conferences and events.



## KEY STATS

3

high fives

given on average by each employee to show teammates appreciation

55%

of employees completed engagement survey



# SOCIAL OVERVIEW CONTINUED



## Health & Safety

Protecting the health and safety of our employees, other people using our premises, and the communities in which we operate is one of our primary commitments. Ventient Energy is certified under **ISO 45001 – Occupational Health and Safety Management System**, which allows us to identify the health and safety risks associated with our business activities. This establishes a safer environment for employees, stakeholders, which increases their confidence, satisfaction, involvement and consequently the competitiveness of the company. We are also certified under **ISO 14001 – Environmental Management System**, which enables effective management of the environmental aspects of the activities carried out, taking into account environmental protection, pollution prevention, legal compliance and socio-economic needs.

In the UK, Ventient Energy is also certified under **ISO 9001 – Quality Management System**, which allows us to define policies, processes, and procedures. This ensures that our services consistently meet customer and regulatory requirements. Last year, all planned HSQE audits were successfully completed to uphold our ISO certifications. In 2023, the HSQE Quarterly Report was launched as another way of communication for sharing the performance of our HSQE Integrated Management System to all Ventient Energy employees.

Throughout the year, several Health and Safety knowledge sessions were conducted, via both in person and online meetings. The primary goal was to harness our collective knowledge, fostering a culture of rewarded and informed employees. These sessions provided a platform for us to share wisdom and experiences with our colleagues, building a collective culture based around the highest Health and Safety standards.

Communicating accurately and transparently is also a key focus, and in 2023 we implemented new ways of data sharing using tools such as PowerBI and SharePoint, while continuing to utilise existing means of cross-team information sharing.

Looking forward, in 2024, the HSQE Team will continue to be committed to safeguarding the company’s operations, ensuring compliance and fostering a culture of Health, Safety, Quality and Environmental stewardship on a daily basis.

## Volunteering

We are committed to supporting and making a positive difference to the communities in which we operate, locally and across society. One way we achieve this, is by encouraging our employees to take part in volunteering activities by offering two additional days of paid leave each year dedicated to volunteering.

In our 2023 annual plan, we endeavoured to achieve an average of 4 volunteering hours per employee across the year. We hosted several group volunteering initiatives to honour three key international days, with consistently positive feedback from our employees. However, due to a number of challenges relating to workload, possibly linked to the business combination, certain teams were less able to participate, meaning we narrowly missed our target. Despite this, we are very proud of the time and effort that our employees contributed towards important environmental and social causes this year, with the amount of time dedicated to volunteering >12 times higher than the previous year.



## KEY STATS

**83%**  
of employees completed health and safety training

**100%**  
of planned HSQE audits completed

## Volunteer hours per employee



**Pictured:** In London, a team undertook a transformative project at College Park School, focusing on revitalising the drama room.

# SOCIAL OVERVIEW CONTINUED



## International Day of Charity

For our last International Day, our attention shifted purposefully to the “S” in ESG. International Day of Charity took place on 5th September, and we marked this day by celebrating the invaluable contributions of charities worldwide.

In Scotland, a dedicated group of volunteers lent their support to Tweedsmuir Community by laying a path in their wildflower meadow. This area serves as a popular spot for both the local community and the public, providing a convenient pause for travellers to stretch their legs and allow their dogs to enjoy a run around. The introduction of this pathway enhances accessibility to the seating area and river, offering a splendid view of deer grazing the hills. This initiative stands as an example of our commitment to community empowerment in the vicinity of Glenkerie Wind Farm.



In London, a team undertook a transformative project at College Park School, focusing on revitalising the drama room. This space had previously been utilised for an event called Sensory Story at the end of the last term. The primary aim was to revamp the room to ensure its functionality for future use, and to enrich the educational environment for pupils with autism and complex learning needs.

Additionally, individuals volunteered their time at schools, food banks, fundraising events, and community maintenance projects, reaffirming Ventient’s diverse commitment to making a positive impact within the local communities we operate.

**“I thoroughly enjoyed taking part in the Ventient Energy Volunteering Day at the Crook Inn Community Garden. The paid day is an excellent way for employees to have a positive impact, build connections with one another, and repay the local communities we are a part of. I personally appreciated the time to be away from the office and applying myself to a meaningful cause.”**

Karl Parker, Project Manager

**“I took part in 2 volunteering events last year - helping Tweedsmuir Community lay a path in their wildflower meadow in Biggar near Glenkerie Wind Farm and the Litter pick up around the area of the Edinburgh office. It was such a rewarding experience and a great opportunity not only to do something worthwhile but also meeting colleagues I had never met before from across the business.”**

Caroline Kerr, HR



## KEY STATS

**840**

volunteering hours undertaken by employees and interns

**12**

times more volunteering hours than 2022

**8**

group volunteering events across 3 offices



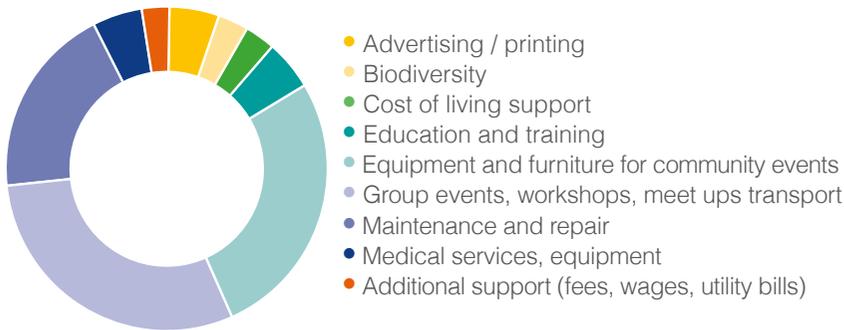
# COMMUNITY VALUE

Our unwavering commitment to communities revolves around the creation of value within the local communities where we operate, emphasising the wellbeing of residents and the protection of the environment.

We channel our support through Community Benefit Funds in the UK and Taxation-Based Contributions in Continental Europe, striving to make a positive and lasting impact in these regions.

## Community Benefit Funds and Taxation-Based Contributions

In 2023 Ventient Energy made substantial contributions to our communities throughout the UK and Continental Europe. In the UK specifically, the funds we provided have been instrumental in backing several different initiatives (below).



### Community ESG funding per UK windfarm



ESG Benefit (support by pillar)	No. of projects
People	12
Environmental sustainability	10
Evolution	8
<b>Total</b>	<b>30</b>

## Community ESG Fund

In addition to the taxation and contractual agreements outlined on this page, we also support community projects and initiatives that are aligned with our ESG pillars through a voluntary ESG Community Fund. Our commitment is evident in offering up to £2,000 per UK windfarm to eligible neighbouring communities, ensuring that our impact resonates beyond our core operations. In 2023, we proudly supported a total of 24 projects in the UK and 6 in Europe, underscoring our unwavering commitment to promoting positive change.

At the start of 2023, our plan was to extend our UK Community ESG Fund to our European communities, however, the business combination required us to change plans. We decided to shift our focus towards developing a new joint approach to community engagement alongside Renantis. In 2024, we will be introducing a new scheme, which combines the strengths of our existing community engagement programmes. As we work to develop a joint approach, we continue to operate our Community ESG Fund in the UK, as well as supporting projects in continental Europe on an ad hoc basis.



## KEY STATS

**€9,935,435**

Total taxes paid for communities across our Continental Europe Portfolio

**£2,067,116**

Total of UK Community Benefit Fund

**€39,845**

Total of Community ESG Funding

**180**

Communities where we operate

# COMMUNITY STORIES



## Restoration of the chapel Saint-Jean-Balanan

We supported the restoration of the Saint-Jean-Balanan chapel, close to our Plouvien Windfarm in France, addressing significant deterioration in its exterior walls, drainage issues, and roofing problems. Priority was given to treating damp, restoring the rare 15th-century roof structure, and revitalising stained-glass windows. Recent findings, including hidden wall paintings, underscore the chapel's historical significance.

Restoration efforts extend to furniture and electrical upgrades, aiming to revive its rich heritage and bring it into the spotlight for future generations.



## Festival of Birdwatching and Nature Activities

We supported two biodiversity initiatives in the community of Vila do Bispo, close to Lagoa Funda Wind Farm, Portugal. The first initiative involved backing the birdwatching and nature activity festival organised by the municipality of Vila do Bispo. The second initiative focused on identifying crucial bird and biodiversity areas in Portugal, combating illegal bird capture, seeking technical opinions on projects impacting birdlife, and engaging in other nature conservation activities. Through funding these initiatives, we helped Vila do Bispo in preserving the rich biodiversity of the region and promoting sustainable practices for the benefit of both wildlife and local communities.



## Castilla La Mancha Botanical Garden Foundation

Tackling biodiversity loss and climate change are top priority issues for us at Ventient Energy, and we were therefore pleased to support the Botanic Garden of Castilla-La Mancha (BGCLM), an organisation with similar goals, located nearby to our La Dehesica and La Navica Windfarms. Established in 2010 across seven hectares in Albacete, Spain, and backed by local authorities and the University of Castilla-La Mancha, BGCLM conserves 2,200 plant species from across the Mediterranean region. Open to the public, it hosts diverse activities, attracting thousands of visitors annually, including crucial efforts to raise awareness of the impacts of climate change on biodiversity.



## Cost of Living

In 2023, the persistent rise in the cost of living continued to negatively impact our communities across Europe, with the most vulnerable people facing the highest impacts. We continue our commitment to helping communities through this challenging time, by supporting several food banks and a warm bank near our wind farms across the UK.

We sponsored Longhorsley Village Hall, close to Wingates Wind Farm. The hall hosts a regular 'Warm Hub' for residents, providing a welcoming and inclusive space with a friendly atmosphere and refreshments throughout the year. Whether visiting alone or with a companion, attendees can engage in conversations with others while enjoying hot drinks, biscuits, cake, or even a warm meal. The aim is to foster a sense of community and support, ensuring that everyone feels warm, fed, valued, and cared for during challenging times.



# COMMUNITY STORIES CONTINUED



## Cornwall and Welsh Air Ambulances

At Ventient, promoting health and safety is a fundamental value, and we're delighted to support two initiatives in aid of the air ambulance services that provide lifesaving emergency support across our rural communities.

In the Bro Alaw community, local to Llyn Alaw and Trysglywn Wind Farms, we sponsored the annual charity shearing day. This event not only fosters community spirit but also raises funds for the Welsh Air Ambulance, contributing to their life-saving missions. We also backed the 'Saving Lives in Cornwall and the Isles of Scilly' initiative in Bears Down Community. This program directly supports the Cornwall Air Ambulance, ensuring critical emergency medical services for those in need. By aligning with these initiatives, we are honoured to play a role in supporting the vital work of air ambulance services, furthering our commitment to community wellbeing and safety.



## Springvale Community Garden

The Springvale Community Garden, nestled in Penistone near Blackstone Edge Wind Farm, has undergone a remarkable transformation, converting an abandoned piece of land into a thriving hub for growth and education.

Over the course of several years, dedicated efforts have turned this once derelict space into a vibrant haven. Recognising the importance of sustainability and environmental consciousness, Ventient contributed by supporting the installation of solar panels at the garden. The installation of solar panels not only aligns with environmental sustainability practices but also serves to elevate the facilities, making the space more welcoming for volunteers and visitors alike, further enriching the community experience.



## Evie Inman Wheelchair fund

We funded a basketball wheelchair for a talented young athlete with disabilities from the community of Penparcau, near Mynydd Gorddu Wind Farm. This initiative has opened the world of sports to her, ensuring that she can pursue her passion without any hindrances.

Not only does this gesture eliminate barriers for her, but it also sets a powerful example for inclusivity within our community. By providing equal opportunities, we not only empower individuals but also foster a culture of empathy and support. This act has inspired others to engage in sports and develop a deeper understanding of the importance of accessibility and inclusion in our society.



# CHARITY DONATIONS



Charity plays a pivotal role in fostering a compassionate and interconnected society. Its significance lies not only in addressing immediate needs but also in creating a ripple effect that uplifts entire communities.

By channelling resources toward those in need, charity promotes social justice and equality. At Ventient, we take pride in supporting a diverse range of meaningful causes that are important to us.

## International Day of Charity

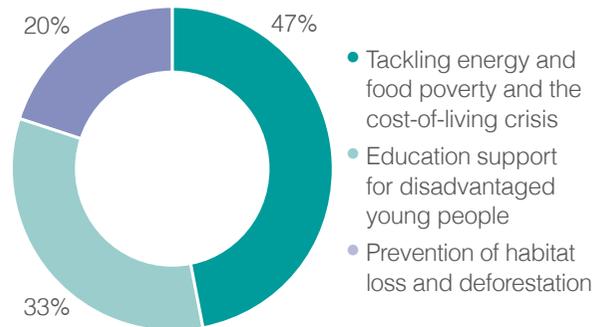
In celebration of the International Day of Charity, the entire company actively participated in selecting significant causes that align with our company values and correspond to our ESG pillars: Environmental sustainability, People, and Evolution. The three key causes identified for support were as follows:

- 1 Addressing energy and food poverty along with the cost-of-living crisis.
- 2 Providing educational support for underprivileged young children.
- 3 Contributing to the prevention of habitat loss and deforestation.



To ensure a comprehensive and inclusive decision-making process, we involved our ESG and GRESB Committee to develop a list of charities dedicated to aiding vulnerable households amid the cost-of-living crisis. Our selection included support for food banks and those focused on alleviating energy poverty in the regions where we operate. Additionally, we directed our philanthropic efforts towards **TheirWorld**, a champion in addressing the global education crisis and unlocking the potential of the next generation, and finally we supported **Rewilding Europe** in their mission to foster rewilded landscapes throughout the continent. We allocated our donations proportionally to these top three causes, as determined by the collective input of our entire organisation.

This collaborative approach reflects our commitment to social responsibility and reinforces our dedication to making a positive impact in the areas that matter most to our stakeholders and the global community.



## Renewable World

Last year, we proudly backed **Renewable World** by sending the entire company a Charity Christmas E-Card, along with making a donation to this charity on behalf of all our employees. Renewable World empower those in poverty by enhancing their access to clean energy, enabling the development of sustainable livelihoods, and mitigating climate change impacts.

Our 2023 annual plan included a target to donate a specific amount to charitable causes. We are pleased to report that we exceeded our target through contributing to a wide range of critical causes that align with our company values.

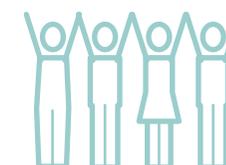


# SOCIAL 2023 PERFORMANCE SUMMARY



Here’s how we performed against our annual plan outlined in our 2022 Sustainability Report:

2023 Annual Plan	Our 2023 performance	Context
Expanding our Community ESG Fund of £2,000 per windfarm to all assets across the European portfolio and developing a wider plan to enhance community value.	<b>Objective Changed</b>	Due to the business combination, we decided not to expand the Community ESG fund to all assets across the European portfolio, we instead focused our attention on developing a new community value approach with Renantis and continuing to operate the Community ESG Fund as before in 2023 and 2024 until the new approach will be ready.
Donating our full annual corporate donation budget to important causes related to our ESG pillars, geographies, or industry.	<b>Objective Achieved</b>	Donated our full annual corporate donation budget to a wide range of impactful causes selected by our employees.
Increasing employee volunteering hours by arranging group volunteering events to encourage people to utilise their 2 days of paid annual leave for volunteering.	<b>Objective Achieved</b>	Hours dedicated to volunteering were >12 times higher than the previous year due to several group volunteering events which encouraged employees to use their 2 days of paid annual leave for voluntary work.
Rolling out ESG training to all Employees to further embed ESG into all levels of decision-making and stay at the forefront of the evolving landscape.	<b>Objective Achieved</b>	ESG specific training was completed by 71% of permanent employees, long-term contractors and interns through designated Wisdom Sessions.
Rolling out ESG training to the Board and ExCo to further embed ESG into all levels of decision-making and stay at the forefront of the evolving landscape.	<b>Objective Changed</b>	We decided not to run Board and ExCo ESG training until completion of the business combination, to maximise the effectiveness and impact of the training. Despite this, we shared the content from employee training sessions with the Board and ExCo and engaged quarterly on ESG matters.



# GOVERNANCE STRUCTURE

Our corporate governance model puts in place the framework by which the company is governed to achieve its purpose and long term strategic objectives.



Through this framework we ensure our organisational structure and reporting lines are fit for purpose; that we have the right control and support functions in place and that those in management and control or operation of the company know and are accountable for delivery and best performance against their roles. The model also communicates our core beliefs and culture, our operating principles, how we attract, retain and incentivise talent, and the policies, procedures and systems we put in place to support the company in delivery of its purpose.

## Board of Directors

The Board of Directors (Board) is responsible for the management and control of the company. It maintains a strong working relationship with the shareholder and other key stakeholders. The Board delegates certain operational matters to company management, reserving other matters for its own decision. During 2023, the Board was made up of seven members with a balance of skills, backgrounds, experience and knowledge to make a valuable contribution to the company. There were six independent non-executive members which included the chairperson, and the Board meets at least quarterly and as frequently as required to conduct the business of the company.

## Board Committees

During the year, the Board delegated work to three committees. Each committee is constituted with terms of reference which set out their purpose, duties, accountabilities, authorities and reporting requirements.

The committees and their work in the year were as follows:

- **Audit, Risk and ESG (RAC) Committee** has a duty to provide oversight and seek assurance from management on matters relating to audit and financial matters, risk and opportunity, internal controls and oversight systems, ESG alignment, objectives and performance, board policy and procedures.
- **People and Remuneration (RemCo) Committee** is responsible for overseeing matters relating to the organisation of the company, including Board nominations, remuneration, incentive and reward, senior management appointments, employees together with their welfare and views, and training, policies and procedures.
- **Investment and Financial Development (IFD Co) Committee** assists and advises the Board on key strategic matters relating to the long term sustainable success of the company, which include those relating to opportunities to create and preserve value and oversight for identification and mitigation of risk.

## Executive Committee

The Executive Committee (ExCo) is responsible for successfully implementing the Board's strategy and direction. Throughout 2023, the Committee was made up of the Chief Executive Officer (CEO), General Counsel, Chief Financial Officer (CFO), Chief Operating Officer (COO), Head of Mergers and Acquisitions (M&A), Head of Energy Markets, and Head of Organic Growth.

The structure of the Committee ensures representation from each of the major business functions to provide balance of skills, experience and knowledge to manage the business. ExCo duties include the day to day management and oversight of the business, preparing the annual operating plan and budget for Board approval and, once approved, its implementation.



**“The Board of Directors (Board) is responsible for the management and control of the company. It maintains a strong working relationship with the shareholder and other key stakeholders.”**

# GOVERNANCE STRUCTURE CONTINUED

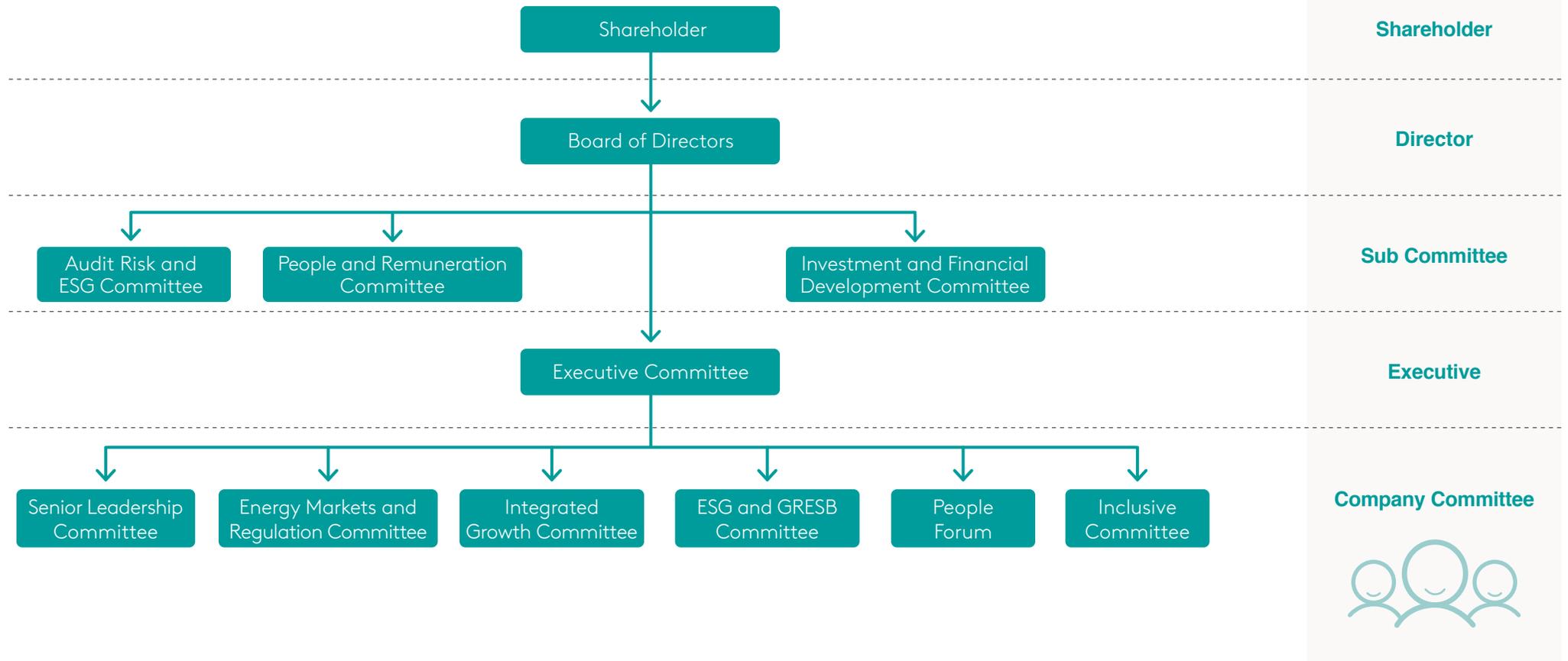


## Company Committees

The ExCo have delegated oversight of certain matters to six Company Committees, including the Senior Leadership Committee, the Energy Markets and Regulation Committee, the Integrated Growth Committee, the ESG and GRESB Committee, the People Forum, and the Inclusive Committee. Each of these committees is responsible for providing recommendations to the ExCo in relation to their areas of specialism.



## 2023 Governance Structure



# ESG AND CLIMATE RELATED GOVERNANCE



Ultimate accountability for ESG is held by the Board, but everybody within the company is encouraged to take ownership over ESG. Our ESG pillars are aligned to our company values, which are felt, owned, and defined by the whole team. We believe that the most effective ESG strategies are driven from both the top-down and bottom-up.

## ESG Governance

ESG is embedded at all levels of the governance structure to ensure it guides the way we behave as a business every day.

### Board of Directors

Holds ultimate oversight of ESG and provides strategic direction from the top by approving the ESG strategy on an annual basis. A representative Board member is informally appointed to provide additional guidance to the ESG team on matters relating to the ESG strategy.

### Risk, Audit and ESG Committee

Oversees and seeks assurances from management on:

- Quarterly and annual performance against ESG targets.
- Effectiveness of ESG related policies, procedures, and initiatives.
- Identifying and mitigating ESG risks and ensuring compliance.
- ESG benchmark submissions, reports, and independent audits.

### General Counsel

ExCo member with oversight of the ESG team responsible for promoting and raising awareness of the ESG strategy at Board and management level.

### ESG Team

Dedicated team responsible for:

- Developing and delivering the ESG strategy.
- Monitoring performance against ESG targets.
- Managing ESG related policies, procedures, and initiatives.
- Coordinating ESG benchmark submissions, reports, and independent audits.
- Chairing the ESG and GRESB Committee, and training employees on ESG.

### ESG and GRESB Committee

Cross functional team with representation from each key department, responsible for implementing ESG initiatives, preparing ESG benchmark submissions and reports, and upholding and promoting our ESG pillars across the company.

## Climate Related Governance

In our efforts to adopt the TCFD recommendations, we took steps in 2023 to better define our governance over climate-related risks. This is necessary to ensure we are consistently and effectively identifying, assessing, and managing the risks, opportunities, and impacts of climate change on our business.

### The Board’s oversight of climate-related risks and opportunities

The Risk, Audit and ESG Committee (RAC) on behalf of the Board holds ultimate oversight of climate-related risks and opportunities, alongside all other strategic and operational risks. Their remit covers risks specifically relating to the company’s impact on the natural environment and its adaptation to climate change, inclusive of GHG emissions, energy consumption, generation and use of renewable energy, impact on water resources, resource efficiency, management of waste, and environmental impact of supply chains. Their responsibility for risk oversight is twofold:

**A. Strategic** – Making recommendations to the Board on the company’s risk appetite to achieve its long-term strategic objectives (the risks and associated mitigations that the company is willing to take). The RAC should ensure due diligence is undertaken to assess the risks and opportunities for any changes in strategic direction, for example asset acquisitions or disposals.

**B. Operational** – Seeking suitable assurances regarding the effectiveness of internal controls and risk management systems, in identifying, assessing, managing and reviewing risks. Assessing the risk exposures of the group, including risk to the business model, solvency and liquidity risks.

**“In our efforts to adopt the TCFD recommendations, we took steps in 2023 to better define our governance over climate-related risks.”**



# ESG AND CLIMATE RELATED GOVERNANCE CONTINUED



## Management’s role in assessing and managing climate-related risks and opportunities

Climate-related risks are considered business risks and are therefore managed using our Risk Framework\*, a group-wide framework for the management of all business risks. Risk management is a cross-functional effort embedded at all levels of the organisation, with the RAC, Executive Committee, Risk Management team, and Risk Owner each having a key role in ensuring that all risks, including climate-related risks, are identified, assessed, and managed effectively.

### CFO

The CFO owns the Risk Framework and leads quarterly ExCo risk reviews. The CFO also reports to the Board through the RAC on the top material risks affecting the company, as well as their potential impacts and mitigating measures.

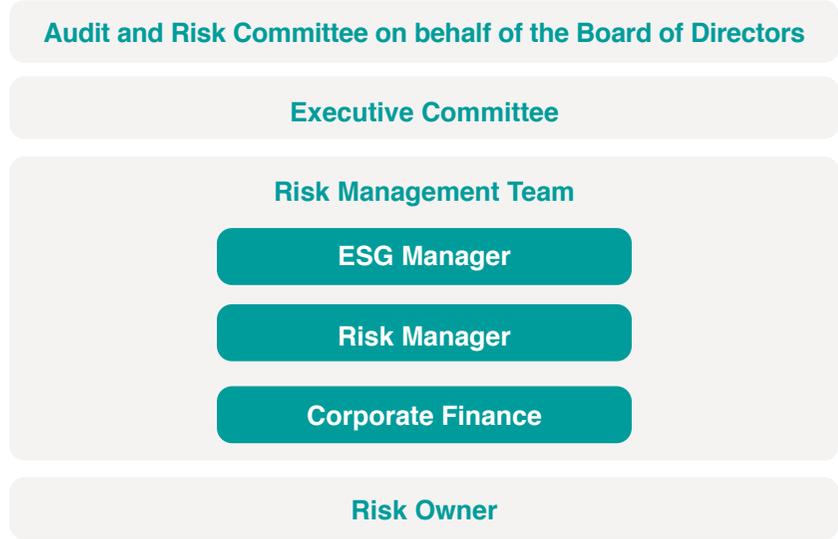
### Risk Management Team

The Risk Management team is responsible for identifying and assessing key risks in their areas of expertise, making effective risk management decisions, establishing risk owners, risk mitigation strategies, and promoting a risk-aware culture. In the case of climate-related risks and opportunities, the Risk Management team is comprised of the ESG Manager, Risk Manager and Corporate Finance, and monthly meetings are held between this team.

### Risk Owner

Day-to-day management of climate-related risks and opportunities is the responsibility of the designated risk owner, in this instance, it is generally the ESG Manager or Climate Impact Lead. They are accountable for ensuring that all risks assigned to them are assessed and managed effectively, monitored over time and reported on a timely manner, and that risk mitigation actions are implemented to drive residual risk to its target level.

## Climate-related risk management structure for Ventient Energy



# GOVERNANCE PRINCIPLES



As a large private company with entities across continental Europe, we align our governance practices with The X Principles of Corporate Governance of the Luxembourg Stock Exchange (the LSE Principles). These principles guide us in upholding high standards of accountability, transparency, and business ethics.

- 1 The Company shall adopt a clear and transparent corporate governance framework for which it shall provide adequate disclosure.
- 2 The Board shall be responsible for the management of the Company. As a collective body, it shall act in the corporate interest, and shall serve the Shareholder by ensuring the long-term success of the Company. They shall consider corporate social responsibility aspects and shall take into account the interests of all stakeholders in their deliberations. The Board shall regularly evaluate the way in which it operates and its relations with the management.
- 3 The Board shall be composed of competent, honest, and qualified persons. The choice of those persons shall take account of the specific features of the company. The Board shall establish the special committees necessary for the proper execution of its remit.
- 4 The Company shall establish a formal procedure for the appointment of members of the Board.
- 5 The directors must exercise the mandate with integrity and commitment. Each shall represent the Shareholder, and shall make decisions in the Company's interest, and independently of any conflict of interest.
- 6 The Board shall set up a body responsible for the effective executive management of its business. It shall clearly define the assignments and duties of the ELT and shall delegate to it the powers required for the proper discharge thereof.
- 7 The Company shall establish a fair remuneration policy for its directors and the ELT that is compatible with the long-term interests of the company.
- 8 The Board shall establish strict rules designed to protect the company's interests in the areas of financial reporting, internal control and risk management.
- 9 The Company shall define its corporate social responsibility policy with respect, including to it those responsibilities related to social and environmental aspects. It shall set out the measures taken for its implementation of that policy and shall provide for these to be adequately published.
- 10 The Company shall respect the rights of its shareholders and shall ensure that they receive equal treatment. The Company shall define a policy of active communication with its shareholders and shall establish a related structured set of practices.



# GOVERNANCE & RISK MANAGEMENT PERFORMANCE



Over the course of 2023, we have implemented several initiatives to sustain good corporate governance and effectively manage business risks. Maintaining a high standard of governance is non-negotiable, and on top of this, we are committed to pursuing opportunities to continuously improve.

## Governance Audit

An internal audit was undertaken in 2023 to assess our compliance with the ten LSE principles, and to identify any remedial actions and opportunities for improvement. Following this audit, we made some updates to our Board Committee charters and further strengthened our corporate governance practices.

## Corporate governance updates

The RAC and RemCo Sub Committee charters were updated in 2023 to ensure they remain effective and representative of their authorities and objectives. This update involved a strengthening of ESG governance by redefining the responsibilities for ESG at Sub Committee level and moving oversight from the RemCo to the RAC. The decision was driven largely by upcoming statutory compliance requirements which are mandating greater alignment between ESG reporting and financial reporting. With its existing oversight of financial reporting and assurance, the RAC will effectively oversee compliance with these upcoming requirements.

## Cyber Security

In 2023, we continued to build a culture of security awareness and resilience, ultimately safeguarding sensitive data and maintaining the trust of our stakeholders, while dealing with the added complexity of the business combination.

Most of our work this year was around preparing for compliance with two key standards: ISO 27001, the international standard for information security, cybersecurity, and privacy protection, and NIS2, the newly implemented EU directive on cybersecurity. We also successfully reduced our number of known vulnerabilities and weaknesses.

We provided quarterly cybersecurity training to all our people and achieved a high average completion rate of 96%. The knowledge and skills learned help our people to recognise and respond to various cyber threats. Throughout the year, we also ran monthly phishing tests on our people and achieved an average failure rate of 1.18%. This is an outstanding result as industry best practice is 5% and it shows continuous year-on-year improvement, compared with a 35.79% failure rate in 2021, and a 6.1% failure rate in 2022.

## Mergers and Acquisitions

In 2023, we integrated ESG due diligence into our mergers and acquisitions (M&A) process to identify and manage ESG risks and opportunities as the business grows through M&A. In our 2023 annual plan, we set a goal to screen all new acquisitions for ESG risks, opportunities and impacts. However, we did not acquire any new renewable energy assets this year, instead focusing our company strategy on the business combination and responding to changing market conditions. From an ESG perspective, our aim shifted towards merging the existing ESG strategies and reporting of the two companies. This change meant that our target to screen new acquisitions for ESG was not applicable, however, it is included here for full transparency.

### New acquisitions screened for ESG risks, opportunities and impacts



## KEY STATS



**96%**  
completion rate  
of cybersecurity  
training

**1.18%**  
failure rate  
of cybersecurity  
phishing test

**0**  
reported  
cybersecurity  
incidents



# GOVERNANCE & RISK MANAGEMENT PERFORMANCE

CONTINUED



## ESG performance targets

To build a culture of high performance, employee discretionary pay is linked to ESG performance via targets in our company scorecard relating to our GRESB score, HSQE incidents and employee engagement. This encourages and rewards strong performance and reinforces the principle that ESG is a shared responsibility across the whole company.

Our target to achieve a GRESB score of >90 was consistent across our 2023 company scorecard and annual ESG plan. We are pleased to report that this target was exceeded and our result of 98 was a testament to a highly collaborative effort across multiple departments.

Our 2023 target was based on the fact that the GRESB assessment is becoming increasingly challenging year-on-year, meaning companies are required to demonstrate continuous improvement to maintain a consistently high score.

## Risk management

Risk management is the responsibility of everyone at Ventient Energy and is integrated into all business activities and decision-making processes, from strategy formulation to day to-day operations. We follow a Risk Management Framework which defines how we identify, monitor, report and manage all strategic, operational, financial and compliance risks.

A key goal for 2023 was to strengthen our management of climate-related risks and opportunities by adopting the TCFD recommendations. We made significant progress in identifying the risks, opportunities and impacts that climate change poses to our business and stakeholders (see pages 15-16) and embedding climate within our existing governance structure and risk management processes (see pages 39-42).



## KEY STATS

4

Risk, Audit and ESG Committee meetings

11

TCFD recommendations implemented



# COMPLIANCE, DATA AND REPORTING HIGHLIGHTS



Our aim is nothing less than full compliance with statutory requirements and internal policies, and much of the work undertaken in 2023 was to strengthen our ESG data and reporting to prepare for upcoming compliance requirements, at the same time as ensuring compliance with all existing requirements.

## Handbook and policies

We have several key policies in place to guide our employees and stakeholders on how to uphold the highest possible standards of ethical, moral, and legal business conduct in everything we do.

At the centre of this approach is our **Code of Ethics**, which outlines our standards and expectations for: protecting the environment; ensuring a healthy and safe workplace; upholding legal and regulatory compliance; opposing discrimination, bullying and harassment; avoiding conflicts of interest; preventing bribery and corruption; and protecting confidentiality. The Code of Ethics is made accessible to all employees via our Employee Handbook.

We also maintain a publicly available **Anti-Slavery Policy** which outlines our zero-tolerance approach to modern slavery. We are committed to ensuring there is transparency in our own business and throughout our supply chains. Our expectation is that all our contractors and suppliers uphold the same high standards, and we include specific prohibitions against modern slavery in our new supplier onboarding process and contracts with suppliers.

If one of our stakeholders discovers information which they believe shows a violation of ethical, moral, or legal policies or standards, we maintain a **Whistleblowing Policy** and confidential reporting process. We're committed to an environment where open, honest communications are the expectation, not the exception, and we want our people to feel comfortable in speaking up whenever it is important to do so.

## Legal review

In 2023, our Legal Department updated the Legal Review Process and ran training sessions for new and existing employees to increase awareness of the process. This is one of our key corporate governance policies, making sure the legal documents that Ventient Energy enters have been given the appropriate level of scrutiny and approval to understand and minimise legal risks.

## ESG Compliance monitoring

New ESG regulations have recently come into force across Europe, most notably the EU Corporate Sustainability Reporting Directive (CSRD) and the UK Climate Related Financial Disclosure Regulation (CRFD). Throughout the year, we have been tracking the regulatory developments (internally and with external support) to understand any compliance implications for Ventient Energy and the new company. We are aware that we will have increased ESG statutory compliance requirements from the 2024 reporting year onwards, and much of the work undertaken in 2023 was to prepare for these.



## KEY STATS

Board gender diversity

**57% male**  
**43% female**

ExCo gender diversity

**57% male**  
**43% female**



# COMPLIANCE, DATA AND REPORTING HIGHLIGHTS

CONTINUED



## Data Management

In the coming years, we will be legally required to report data and disclose information relating to all material ESG topics. This non-financial reporting will need to be externally assured and integrated into our annual financial report. ESG assurance is the verification of a company's non-financial reporting by a third-party. It gives stakeholders confidence in the quality of the reporting, helps to prevent greenwashing, and provides insight into how an organisation can improve their internal processes and controls.

To prepare for this requirement, we focused on improving the quality of our ESG reporting by commissioning our auditors to conduct a 'Readiness Assessment' for external limited assurance. In our 2023 annual plan, we set targets to prepare 21 of our ESG metrics for external limited assurance and to implement 100% of the recommendations from the readiness assessment. We are pleased to report that we achieved both targets. Our auditor reviewed 21 of our key 2022 ESG metrics, including the underlying data and the associated processes and controls, and provided several recommendations for improvement. We subsequently developed an ESG Reporting Handbook to define our internal control framework for ESG reporting, and a Primary Data Collection Procedure to define the methodologies and communication protocols for data collection.

This was a successful project that significantly improved the transparency and accuracy of our ESG reporting and prepared us well for our upcoming compliance requirements.

## ESG Leadership Cohort

Our shareholder is supportive of our ESG strategy and provides us with the valuable opportunity to learn from other companies within their portfolio through an ESG Leadership Group. ESG leaders from across the portfolio meet quarterly to work towards shared goals. The group's priorities for 2023 were conducting a "dry run" of limited assurance for four environmental metrics, submitting a GRESB Assessment for the whole fund, and developing a standardised methodology for scope 3 reporting across the European renewable energy portfolio companies (see page 22).

## Board and ExCo Diversity

Our approach to DEI starts with our Board and flows through the entire business. This is our second year of publicly disclosing the gender ratio of our Board and ExCo, and we are working to increase the transparency of our DEI reporting to further drive accountability. In 2023, we started work to identify additional DEI-related metrics and targets and to establish a methodology for calculating gender pay gap. Due to the business combination, this work has not been concluded, but it remains a priority for the future.



## KEY STATS

**21**

ESG metrics completed  
assurance readiness  
assessment

**100%**

of assurance  
recommendations  
implemented

### Reportable ESG Metrics Completed Readiness Assessment



### Limited Assurance Recommendations Implemented

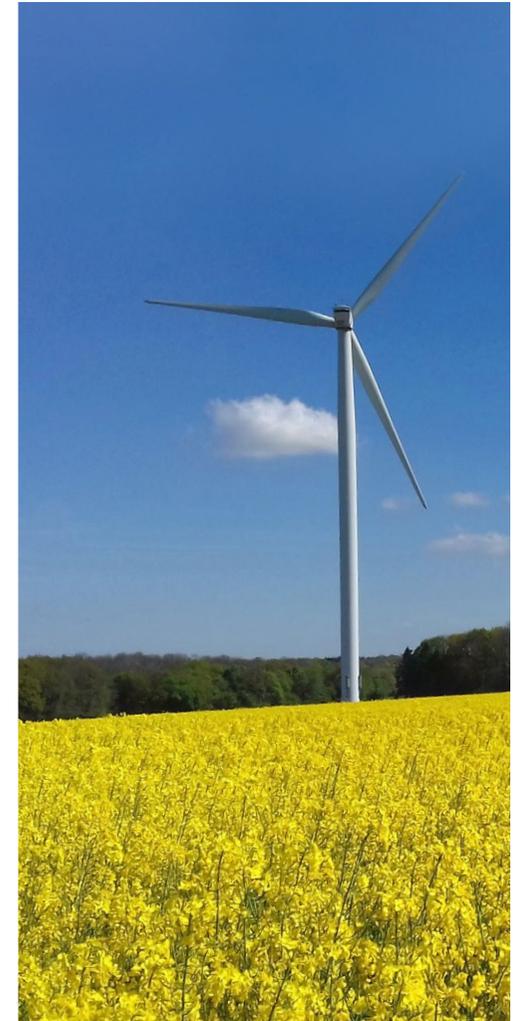


# GOVERNANCE 2023 PERFORMANCE SUMMARY



Here's how we performed against our annual plan outlined in our 2022 Sustainability Report:

2023 Annual Plan	Our 2023 performance	Context
Strengthening governance through concluding our internal governance audit and working to review, draft, and publish relevant documentation to begin implementing the recommendations.	<b>Objective Achieved</b>	Internal governance audit concluded, and work completed to update the Board Committee charters and implement the other key recommendations.
Preparing our ESG reporting for limited assurance through an external assessment of the readiness of our ESG data and controls, and implementation of all relevant recommendations	<b>Objective Achieved</b>	Limited Assurance readiness assessment completed for 21 of our ESG metrics and all relevant recommendations implemented through development of new processes and controls.
Enhancing ESG risk management through aligning with the TCFD to integrate climate risks and opportunities into our financial reporting, and screening new acquisitions for ESG risks.	<b>Objective Achieved</b>	Completed an internal assessment of climate risks and opportunities and developed an internal TCFD report, this is with the aim of integrating our climate disclosures into our financial reporting to comply with upcoming regulations, applicable from 2025.



# REFLECTIONS AND LOOK FORWARD

We are proud to report on another year of strong ESG performance, in which we delivered upon several ambitious annual targets while also ensuring the success of our future organisation. These efforts are a testament to the hard work and dedication of everyone at Ventient Energy as well as our highly supportive network of stakeholders.



## Reflections

Looking back at our 2023 performance, the key highlights are:

- Achieved a high score of 98 / 100 in the 2023 GRESB Infrastructure Asset Assessment as well as a 5-star rating and recognition as a Sector Leader for four consecutive years.
- Trained 71% of employees on ESG to further embed it into our company culture.
- Significantly improved our scope 3 data coverage and accuracy by engaging the supply chain and refining our methodology.
- Furthered our understanding of climate risks and opportunities and prepared TCFD-aligned disclosures in anticipation of upcoming compliance requirements.
- Prepared our ESG data and processes for limited assurance to significantly increase the reliability of our reporting.
- Optimised HSQE data and reporting and completed of 100% of planned HSQE audits
- Contributed to several important social and environmental causes through charitable donations and 840 volunteering hours.
- Reduced our number of known security vulnerabilities and weaknesses and trained 96% of our employees in cybersecurity.

## Look forward

As of 2024, we have officially joined forces, to form Nadara, and our external landscape and company strategy have changed yet again. Navigating the ESG landscape as a joint entity will mean increased statutory requirements to comply with, a much wider pool of stakeholders to engage, and a new set of risks, opportunities and impacts to manage.

We are pragmatic about the challenges we face over the coming years – integrating the two companies, while increasing our resilience to rapidly accelerating global crises, from climate change to geopolitical instability. But this change presents both challenges and opportunities, and we are excited by the potential of what we can create together by combining our diverse talent and strong ESG legacies.

Our joint approach to sustainability will create value for all our stakeholders through the generation of renewable energy, while minimising our impact on the environment and leaving society in a better place.

**“Our joint approach will create value for all our stakeholders through the generation of renewable energy, while minimising our impact on the environment and leaving society in a better place.”**

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