

## **Renantis celebrates new headquarters in Milan**

*The new location reflects the evolution of the Group's identity in the light of the change of shareholder and rebranding. Sustainable mobility, collaboration, flexibility and wellbeing at the heart of the company's culture.*

**Milan, 1<sup>st</sup> July 2023** – Renantis announces the relocation of its operational headquarters from Sesto San Giovanni to Milan, viale Monza 259. The new office is part of a large co-working space, made up of three interconnected buildings across 6,500 square metres. Renantis will occupy two floors of the building, with space for around 135 colleagues.

The new headquarters reflects the evolution of the Group's identity after the shareholder change and subsequent rebranding last year, which has a clear purpose: To build a better future for all, by powering people's everyday lives with care.

The office location, thanks to its proximity to the metro station, will encourage sustainable travel for employees and visitors alike.

The co-working space will encourage collaborative working and innovative thinking, thanks to the open and interconnected working space.

Complementing the flexibility of the co-working space, there is also the flexibility of remote working, which Renantis introduced at many of its locations as early as 2018, with a view to reducing unnecessary travel and encouraging a healthy work-life balance. Balancing flexibility with inclusion, the building is fully accessible.

To facilitate a stronger work life balance with opportunities to collaborate, employees now have access to co-working space in 4,000 other locations belonging to the same circuit around the world. In this way, Renantis empowers its employees to work in a way that works for them.

In addition to the new Milan office, the Group has relocated its Rome office to via Vittorio Veneto 54/c.

Alessia Galbiati, Global Head of QHSE at Renantis, commented: *“The selection of our*

*new home in Milan reflects our commitment to taking care of people, who are always at the heart of our choices. With complete commitment to the wellbeing of our employees, this new co-working space promotes flexibility and collaboration - values that are part of our DNA and that we believe are aligned to a more sustainable, people-focused working environment. The location of the new office, closer to public transport links, encourages our colleagues to prioritise sustainable mobility, making greener transport choices when they travel to work.”*

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## **Renantis' commitment to its employees**

### **Training**

Training is at the heart of Renantis' corporate policies, with the aim of fostering opportunities for continuous growth, both professional and personal, for all employees. In 2022, the Group provided an average of 43.6 hours of training per employee. The company uses an e-learning platform where internally delivered training courses are available, both technical and soft skills, such as personal effectiveness management, communication and public speaking skills, diversity management and inclusion, employee management and leadership, as well as training related to personal wellbeing, including a mindfulness course. Employees also can attend external courses by requesting the company to cover part of the costs.

### **Diversity, Equity & Inclusion**

Renantis is committed to fostering an environment that embraces, respects and integrates cultures and points of view so that each person is valued and feels free to express their identity. To counteract all forms of racism, sexism and homo-bi-transphobia, the company adopts a strict anti-discrimination policy, with a recruitment strategy that pursues balanced gender composition and attraction of talent from underrepresented social groups. Specifically, the Group's Diversity and Inclusion Policy calls for 60% of positions to be held by women, with a target of 80%. Renantis aims to obtain UNI/PdR 125 certification, which requires the adoption of specific KPIs relating to gender equality policies in organisations. To stimulate this culture, Renantis delivers training on topics including inclusive language, to reflect on unconscious bias in work contexts and beyond. With this in mind, the Kindness Manifesto was devised, to promote gratitude, empathy, care for the environment and to devote time to feedback.

### **Sports and wellbeing**

Wellbeing – both physical and mental – has never been more important, and Renantis actively promotes opportunities for care. On International Women's Day, for example, the Group organised training sessions in collaboration with LILT (Italian League for the Fight against Cancer) on cancer prevention for women, also providing guidance on the prevention of the most frequent cancers in the male gender.

A seminar was held on 'Health in the kitchen and office' to provide guidance on nutrition habits for a healthy lifestyle.

In this regard, the company will conduct a survey among employees to understand their needs with respect to the distribution of meals in the new office.

Also, Renantis participates in the #ConnectedAgainstHunger Digital Challenge, a challenge between several teams that combines inclusive physical activity with team building and gamification, and in the Milan Marathon, with the aim of raising funds for humanitarian activities.

Every year, in Scotland, Renantis employees come together to compete in a cycling race.

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*Renantis exists to build a better future for all by powering people's everyday lives with care. It develops, designs, constructs and operates onshore wind farms, solar PV plants, floating offshore wind farms and energy storage facilities globally. Headquartered in Italy, Renantis has delivered renewable energy since 2002. The company's plants span the United Kingdom, Italy, United States, Spain, France, Norway and Sweden, with a total capacity of 1,420 MW in operation. Sustainability is part of Renantis' DNA, creating shared value for all stakeholders, safeguarding and enhancing the environment in which they operate and building relationships with communities.*

*As responsible pioneers in the renewable energy sector, Renantis has a strong track record of providing specialised services and expertise at all stages of the value chain. From production to consumption, they provide technical advisory, asset management and energy management services to clients and these activities span 40 countries.*

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