



THE SKY IS THE LIMIT

Addressing the Challenges

SUSTAINABILITY REPORT

2022

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ESG
TOP RATED
2023

Sustainalytics
Distinction of
industry leaders



MSCI AAA
CDP A-

MSCI Score
(industry leader) and
Climate Change CDP

100%

executives receiving
variable compensation
linked to ESG goals

27.4%⁽¹⁾

Increase in number of
employees, a
double-digit growth **for**
the third year in a row

50%

of the members of
the Board are
women

One of the
45

Spanish companies listed
in the **IBEX Gender**
Equality Index



15,431 h

of **training** in H&S for
employees and
contractors

2,575

local attendees
at meetings

1,019

local workers out of a
total of 2,709
employees involved in
our projects

20%

of local workers are
women

0

severe accidents
among employees

€235k

donations and
investments
in the community



€25M

First green
commercial risk paper
programme in Spain

€150M

Second green bond
programme

245,225 tCO₂e

avoided emissions

55%

Scope 1 & 2
emission reduction
target for 2030

0

Projects in protected
areas as per local or
international regulations

Notes: (1) on an EFTP (equivalent full-time persons) basis

An interview with the CEO

Sustainability, a strong commitment that has turned into one of the main pillars of the company

Throughout 2022 Grenergy has made progress in achieving important milestones that were marked in its 2020-23 ESG roadmap. If in 2021 sustainability became a cross-cutting priority of this listed company's entire business, in 2022 it permeated even further throughout the organisation, by consolidating processes, developing new tools and methodologies, and reaching even further heights in all areas to design a strategy that integrates sustainability into business decisions.

David Ruiz de Andrés, Grenergy's CEO and Chairman, will be guiding us through this Sustainability Report. With him, we are following a path that has been quite intense, and which has proved that a young, dynamic company is capable of growing and generating profits by acting responsibly, by embracing the environmental and social values required by today's society.

1.- What is your take on the company's sustainability strategy in 2022?

Our sustainability strategy, in social and environmental terms, and not forgetting good corporate governance, has always been a priority for Grenergy. However, it was in 2020 when we defined a roadmap to be followed throughout the 2020-2023 period. This past year saw the consolidation of this

plan, and its overall results could not be more positive.

Throughout these three years, we have taken giant leaps to turn sustainability into a major cross-cutting priority of our business. This approach may now be clearly identified in all its areas: in corporate governance; in the diversity and inclusion strategy that explains our company's attraction of talent; in our responsible management and the creation of new codes of conduct for employees and suppliers; in our long-term relationship with communities, and in the way we encourage social and biodiversity protection as key elements of our commitment.

And this is far from being a personal opinion. This is what the external auditors who independently evaluate our processes are saying. This is what sustainability ratings are showing, thus reaffirming our leadership position thanks to a sustainable financing strategy that makes us stronger while consolidating our position when we move out of traditional markets and liaise with investors to look for their support.

2. In your opinion, what are the key factors behind these advances?

The key is to have a clear medium-term strategy, identified annual objectives, and hybrid governance between managers who

implement the plans, and directors who evaluate and analyze such compliance. If ESG goals are actually part of the company's objective, and this has an impact, for example, on the variable compensation of the entire organization, the whole organization will be walking in the right direction.

3.- What role do sustainable governance and the compliance system that Grenergy is promoting play in this context?

The Board of Directors is committed to a transparent, effective corporate governance system based on gender and skill diversity among its members and guided by the principles of non-discrimination and absence of conflicts of interest. This is why, for example, the Board has an equal number of men and women and brings diversity of experience and training.

2022 has seen the implementation of two major novelties to reinforce this message. The Code of Ethics for employees and managers has been reviewed and updated to align it even more closely with Grenergy's culture and values. This code has also been reviewed and updated for suppliers.

As regards the compliance system, it has been strengthened by the creation of a multidisciplinary Compliance Executive Committee that provides support to its





manager when performing his functions, and the frequency of this Committee's reporting obligation to the Audit Committee has been increased even further.

4.- Another area where major changes have been implemented is the defense of Human Rights. Could you tell us what steps have been taken in this area?

At Grenergy we have taken the commitment to respect and promote human rights to avoid being complicit in any form of abuse thereof or in the violation of human rights among its stakeholders and society in general.

Our Human Rights Policy, as approved by the Board of Directors, is reflected in our procurement policy, in our Codes of Conduct for employees and suppliers and in our local community liaison procedure. We conduct risk analyses in the countries where we operate to identify any potential environmental or social impacts and to avoid or, to the maximum extent possible, mitigate negative impacts and boost positive ones.

5.- Grenergy is aware that most of the impacts generated by its activities, including environmental and social impacts, take place in its supply chain. What measures are being implemented in this respect?

Grenergy has taken the commitment to bring ethical, social, and environmental aspects to the management of its supply chain.

In 2022 we signed an agreement with Achilles for the sustainable management of our supply chain. This partnership enables us

to approve our suppliers and to adapt our management to ESG, financial and compliance risks, thus promoting sustainability standards in our supply chain.

6.- Let's talk about sustainable funding now. What would you highlight about this matter?

In 2022 we continued consolidating our position as a benchmark company in green financing. Axesora, a credit rating firm, has revised upwards Grenergy's credit rating to investment grade, raising it from 'BB+' to 'BBB'.

Sustainable funding is now part of our DNA. We opened the way in 2019 with the first issue of green bonds in the history of MARF and stuck to the same path in 2020 and 2021, with a green loan and the first green promissory notes programme on the Spanish market, respectively.

In 2022, once again, we were pioneers in green financing with a new issuance of green bonds with Bankinter and the signing of the first line of green commercial risks on the Spanish market, together with Caixa-Bank.

7- What has been the impact of Grenergy's conduct on the different ratings and benchmarks that measure its performance?

This commitment has led us to consolidate Grenergy's leadership position in a growing number of ESG ratings that measure its performance in environmental, social and corporate governance terms.

In 2022 the company improved the results of the evaluations conducted by Sustainalytics,

MSCI ESG and CDP, three of the most prestigious agencies in the world, and strengthened its position as ESG leader ahead of its competitors.

And, last but not least, I would like to mention some of the new assessments conducted last year by other rating agencies. Thus, Grenergy was evaluated for the first time in June by ISS ESG and received a grading of A-, with a “very high” level of transparency, which resulted in Grenergy being certified as a Prime Company. In addition, the score obtained by Grenergy in the ESG evaluation conducted by Refinitiv highlights an “excellent performance and a high level of transparency in its public reporting of material ESG data”, which positions our company as the second renewable energy company in the world-wide ranking.

8.- This strength in terms of sustainable financing obviously relies on the company's proper economic performance. How was 2022 in terms of growth and turnover for the company?

This year, we are presenting this sustainability report on the same date as our financial report, which is a couple of months earlier than in previous years.

As it may be observed, sales and EBITDA figures maintained their exponential growth, and this trend is definitely here to stay. This year, sales of energy produced by our own parks will practically increase two-fold, and our portfolios for sale will also improve. This is bound to create a positive impact not only on our results, but also on indebtedness ratios, which will undoubtedly strengthen our balance sheet.

The company has gained the confidence of capital markets, on which we have managed to raise 90 million euros through the accelerated capital increase we launched in June last year. We had already capitalised over 1 billion euros, and I can say this is only the beginning.

9.- What are Grenergy's growth plans for 2023?

2023 will be a year of strong investments, mainly focused on the projects we are building and connecting in Chile and Spain. Simultaneously, we are considering the option of capitalising part of this value by the sale of minority interests allowing us to add funds to these parks' equity. The funds we could raise will help us boost the company's organic growth, with a priority focus on expanding our business in Europe and the USA, as well as investing in storage projects.

10.- The war in Ukraine has highlighted the importance of renewable sources of energy and the need not to rely on Russia's fossil fuels. The European Union has decided to make a firm commitment to promoting renewable energies. What is Grenergy's project for Europe?

Europe is now one of Grenergy's main markets. As a matter of fact, the weight of the company's portfolio in Europe will increase two-fold, from the current 25% to 45% in 2025. We have been operating for years in Spain, Italy, the UK or Poland, and have recently opened our Berlin office, in Germany, one of the countries where we expect to grow by taking advantage of the

government's plans to promote renewable energies.

For instance, the German government, placed under very strong pressure on account of its dependence on Russian gas, has launched a plan to reduce its gas consumption and boost renewables sources of energy. Its objective is for these energies to account for 80% of Germany's electricity production by 2030.

Our plans in this country involve the development of solar plants in 2023, with a minimum pipeline under development of 3 GW by 2025. This country's strategy will be diversified both through public auctions and private PPA.

11.- Storage has become another one of Grenergy's main ventures. How do you plan to develop this business?

Storage will be strictly necessary to provide renewable energy during hours in which no resources are available for generation, and therefore to reduce dependence on conventional sources of energy.

For the first time, Grenergy has made publicly available the objective we aim to reach in terms of storage by 2025, namely 1 GW in operation and construction. Reaching this objective will require starting storage lines on the photovoltaic plants we are already operating, storing any surplus energy during peak production hours, and injecting this surplus to the network during hours when little or no resources are available. Batteries allow production hours to increase by 75%, from 2,000 hours per year to 3,500 hours per year (four additional hours per day).





12.- The positive social impact made on the local communities where our plants are built plays a major role in Greenergy's sustainability strategy. Could you explain what Greenergy has done for the Aymara community in Quillagua, Chile?

Quillagua is, without a shadow of a doubt, the best example of the positive social impact we can make in the local communities where our renewable energy projects are built, bringing together the values of the actions we carry out.

Greenergy has built a 100 MW solar plant in Quillagua, Chile, in the Atacama Desert, which is one of the driest locations in the world. This area has always suffered from lack of infrastructures, which traditionally prevented the Aymara community that lives there from having electricity supply 24 hours a day.

We were previously aware of this situation and, during the meetings we held with representatives from this community, we discussed the actions we could implement to improve their living conditions.

We realised that providing the members of this community with electricity supply 24 hours a day would not only improve their quality of life but would also have a positive impact on their economy, their security, and their employment opportunities, while also promoting tourism in this area.

So, we made the decision to build a small 35 KW solar plant near the village which would provide electricity 24 hours a day, in collaboration with local authorities, to more than 100 homes, including public street lighting. This is

how we managed to put clean energy at the service of social development.

13- Integration of women in Greenergy's projects is another key element that is being promoted by the company. Could you explain to us how and where this integration is being achieved?

The integration of women in all the installation, operation, and maintenance processes that our projects involve is a major part of our sustainability policy. The business of building both wind and photovoltaic parks has traditionally been a mostly male-dominated industry. We have strongly committed ourselves to changing this situation, by giving women the opportunity to enter this sector as labor force, under exactly the same conditions as men.

In recent years we have made substantial headway towards this objective. In fact, 20% of the workers we hire at local level at plant construction stage are women.

We have achieved this progress thanks to the partnership agreements we are signing with local communities, NGOs and other agencies that promote, among other things, participation of women in working life.

An example of this is the partnership agreement we have signed with the Institute for Women's Affairs of Castilla-La Mancha to hire women in the construction of our solar plants in Escuderos and Belinchón. Or in Colombia, where women started working at the park in Tucanes after we signed a partnership agreement with Bayunca's Community Action Board.

14.- Protection of biodiversity is another major strand of this strategy. In this context, the company has done interesting work at the solar plant in Escuderos, in the Spanish province of Cuenca. What did this work involve?

Greenergy's objective is to achieve positive net impact in terms of biodiversity in the locations where we build our renewable energy projects. At our 200 MW solar park in Escuderos, we have engaged in several actions aimed at protecting biodiversity.

Our initiatives involved collaborating with local experts to preserve the birdlife in this area. We installed nest boxes to encourage the presence of owls, and also reestablished an old dovecote to better serve the birds of prey in the area, mainly Montagu's harriers. In addition, we have protected the habitats of these species through agreements with local farmers to sow organic seeds and establish bands of natural vegetation stretches.

15.- Before ending this overview of Greenergy's sustainability report, we would like you to tell us about Greenergy's objectives for 2023.

We will continue to work hard to implement all the actions highlighted in our sustainability roadmap for 2023 and will design the new roadmap for the next 2024-2027 period.

Greenergy is undoubtedly bound to continue growing and, while we follow this path, we want employees, suppliers and local communities to go hand in hand with us. THE SKY IS THE LIMIT!

1

SUSTAINABLE GROWTH STRATEGY

- Context
- Business model
- Major 2022 milestones
- Materiality
- Relationships with stakeholders
- Sustainability strategy
- Sustainable finance
- ESG ratings

1.1 Context

We capture value in a favourable environment to promote renewable energies.

The main factors that marked 2022 and will continue marking the coming year are defined by the economic and social effects of the first global pandemic of the 21st century, the war at Europe's doorstep, with

global efforts to prevent it from reaching a larger scale, and disruptions in the supply chain.

Within this economic and political context, the promotion of environmental, social, and corporate governance (ESG) sustainability should be highlighted, with the following main actions:

Promotion of regulations related to **sustainability**, at global and European level.



Orientation of capital flows towards activities with **strong ESG criteria.**

ENERGY TRANSITION to renewable sources, without leaving anyone behind.



Reduction in **CO₂** emissions at all the stages of business activity, with special stress on the most polluting industries.



Setting of **Net Zero** objectives



Energy environment

European Green Deal

The global energy sector is undergoing a profound process of transformation, where renewable energies are key to accelerating the energy transition and thus achieving the climate neutrality goals that organizations, countries and regions are currently setting. The Green Deal (2020) seeks to ensure that Europe is climate-neutral by 2050. With this objective, it will mobilise at least 1 trillion euros in sustainable investment over the next 10 years.

To reach this objective, the European Union published the REPowerEU¹ plan 2022. The main objectives of this plan are:



- To achieve, at least, a **55%** reduction in greenhouse effect gases (GHG) by 2030, with respect to 1990 levels.
- To ensure that renewable energy accounts for more than **45%** in the energy mix.
- To reach the target of **740 GW** of photovoltaic energy by 2030.
- To accelerate the rollout of renewable energy sources, from **36%** in 2020 to **69%** in 2030.

Inflation Reduction Act

The United States, in its measures to compensate inflation and deficit reduction, is also seeking to reduce its emissions by half by 2030. In August 2022 it was approved the Inflation Reduction Act (IRA) to accelerate the energy transition and boost clean energy.

The act represents the largest investment ever made in the USA to address climate change, as it aims at:



- **RAISING**
\$739 billion

- **AUTHORISING**
\$ 369 billion
in spending associated with energy security and climate change.

The government's solar PV technology rollout target aims for an increase from the current 67 GW to 1000 GW by 2035².

¹ REPowerEU: Joint European action for more affordable, secure and sustainable energy (europa.eu)

² https://www.democrats.senate.gov/imo/media/doc/inflation_reduction_act_one_page_summary.pdf

1.2 Business model

An **integrated business model** that boosts the company's overall performance

We have a sustainable business that fully contributes to the progress of energy transition.

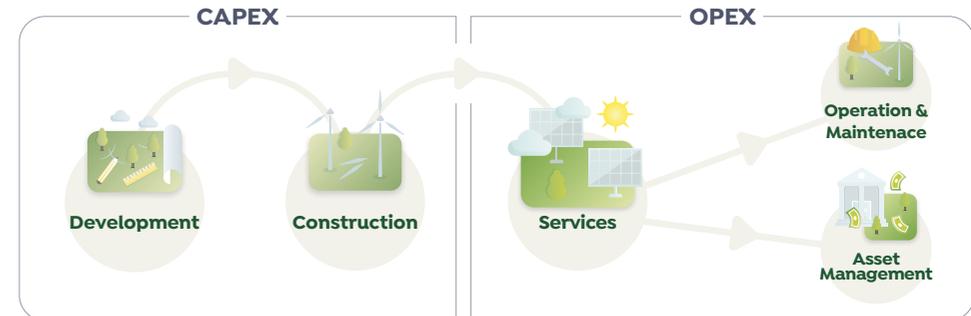
Grenergy is an independent power producer (IPP) that integrates the development, construction, operation and maintenance of large-scale renewable energy plants, to achieve, as a result of this integration, maximum control over processes and cut investment costs and operational expenses. Our activities are focused on the search for viable projects,

both financially and technically, construction management and project commissioning. Likewise, Grenergy carries out asset management, operation, and maintenance tasks, both for its own projects, acting as IPP, and for third-party projects.

In addition, the company has set up its own teams dedicated to structured finance, M&A operations and the negotiation of Power Purchase Agreements³ (PPA).

Integrated IPP Player

Grenergy has the expertise to build and operate large-scale renewable plants



Supported by our global teams:



Energy Sales
PPA Origination



Structured
Finance



M&A
Asset Rotations

A business model that promotes creation of value for everyone:

- By accelerating the growth of renewable activities.
- By diversifying our geographic presence.
- By embracing new technologies.
- By meeting the expectations of our stakeholders.

² Power Purchase Agreement: contracts or agreements for the long-term sale and purchase of energy entered into between a renewables developer and a consumer.

Accelerating the growth of renewable activities

Greenergy has already reached about 1.6 GW of projects in operation or under construction, with a pipeline of 11.7 GW of solar and wind projects at different stages of development in 11 countries. In 2022, the company continued investing in an additional pipeline of storage projects that will reach 7.7GW.

Solar and Wind Pipeline



Storage Pipeline



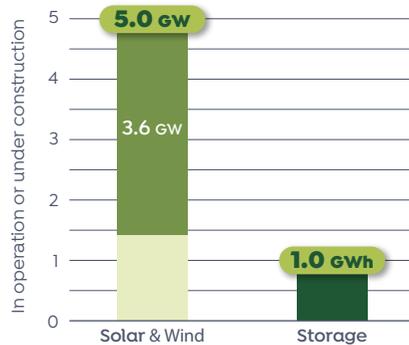
In terms of installed capacity, Greenergy's target for 2025 is to reach **5GW of solar PV energy** and **1 GWh of storage** in operation or under construction

The strategic growth keys for the next three years are as follows:

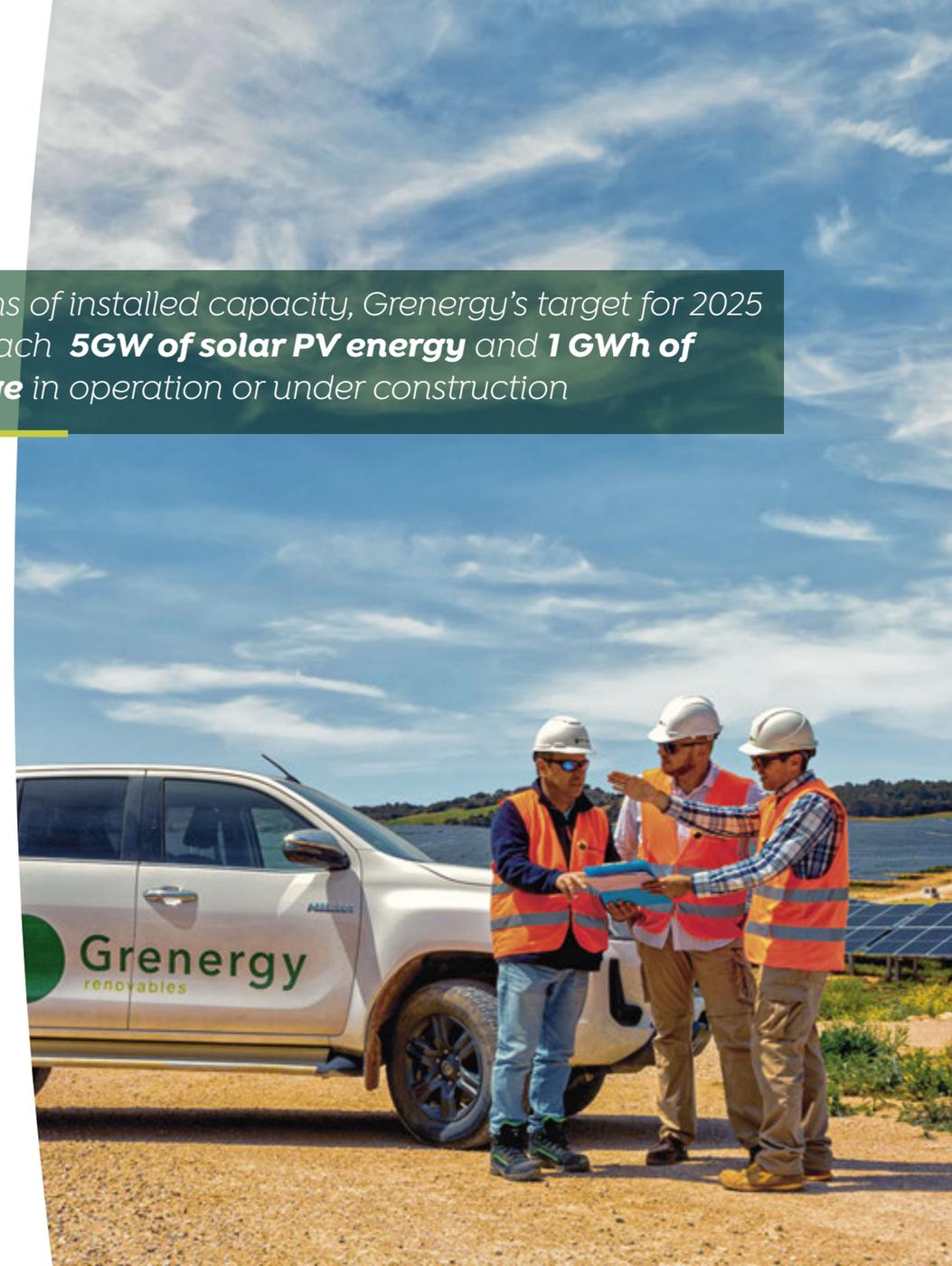
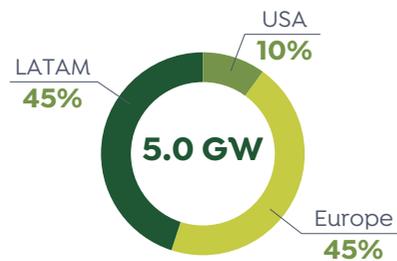
- To strengthen growth in the USA and on key European markets.
- To integrate the sale of minority interests into the asset rotation strategy to improve financial leveraging.
- To lead the implementation of energy storage projects

All the above makes it possible to set ambitious goals for 2025:

Growth objectives for 2025



Solar and wind targets by geographic regions for 2025



Diversifying our geographic presence

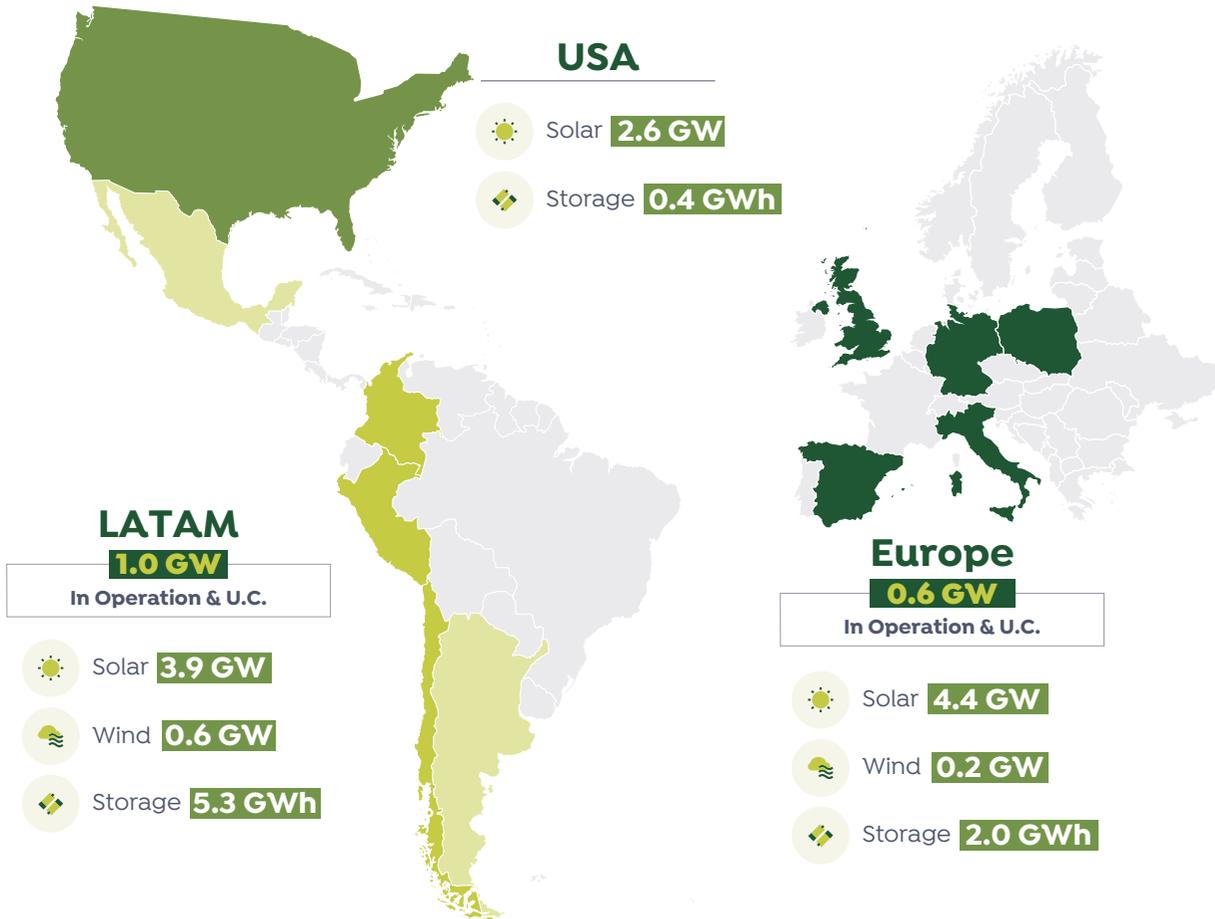
Since it was incorporated in 2007, the company has experienced exponential growth. In 2013, Grenergy moved its growth strategy to Latin America and became a leading company in Chile, and then continued its expansion to other countries in the region such as Colombia and Peru,

among others. In recent years, Grenergy has implemented a geographical diversification strategy on three platforms, Latam, Europe and the United States.

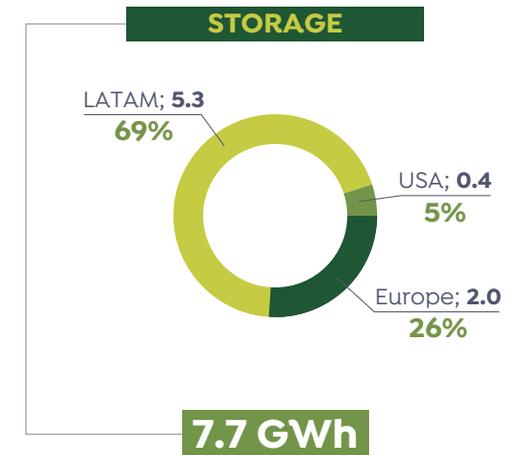
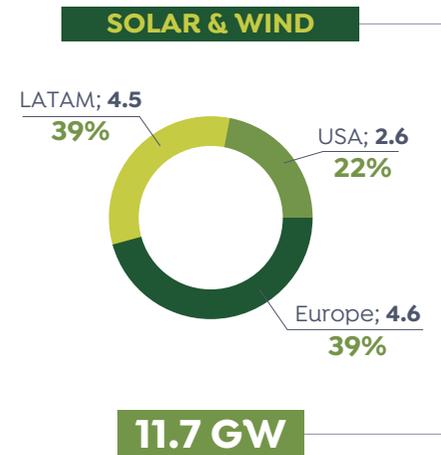
The company is already operating on the most strategic markets in Europe such as Italy, the United Kingdom, Poland and, since June 2022,

Germany as well. In 2022, Grenergy purchased a 40% share in the US solar developer Sofos Harbert, with headquarters in Birmingham (Alabama), and in early 2023 completed the transaction to own 100% of this company. Thus, the company has fully entered the world's largest and most booming renewable energy

market, the United States, which foresees an increase in the rollout of photovoltaic solar energy from the current 61 GW to 1,000 GW by 2035. Thus, the company now operates in 11 countries, keeps its headquarters in Madrid and coordinates Latin American operations from its Santiago de Chile office.



*Grenergy keeps implementing its **geographic diversification strategy** on three platforms: Europe, Latin America and the United States*



Embracing new technologies

The company sees positioning in storage technology as a major trend and a key factor in the evolution of the business in the coming years and has brought specialised senior talent to its team to boost its development. Grenergy already has a pipeline of about 7.7 GWh of battery projects in Latam, Europe and the United States and has announced its target for the first time, namely reaching 1GWh of storage projects in operation or under construction by 2025.

Positioning in **storage technology** as a key business growth driver for the coming years

Meeting the expectations of our stakeholders

Stakeholders



1.3 Major 2022 milestones



Growth:

Presentation of growth targets for 2025:

5GW

of solar energy under construction or in operation, and

1GWh

of storage.



Diversification:

Geographic: Currently operating in 11 countries. Greenergy entered the German market in 2022 with a growth target (3GW) and purchased 100% of Sofos Harbert in the USA.

Technological: Solar and wind power and strengthening of the storage business unit.



Talent:

Our team grows at a

27,4%

rate⁴.



Impact:

Due diligence exercise in the field of human rights at project level in Chile, Colombia and Spain.



Responsible management:

New Codes of Ethics for employees and suppliers.

Independent assessment of our suppliers' ESG risk.



Leadership:

Leadership position in ESG ratings:



Recognition of Greenergy as ESG INDUSTRY TOP PERFORMER 2023.

10.2
Low Risk



Maximum score (AAA) obtained in MSCI ESG.

Leadership position in new ESG assessments: ISS ESG and Refinitiv.



Significant increase in the CDP rating (A-).

Environmental management and climate change:

Identification of climate change risks and opportunities.

Measurement of the water footprint.

Preservation and restoration of biodiversity.

⁴ Comparative of the increase in employees for fiscal year 2022 vs. 2021.

1.4 Materiality

The materiality analysis combines the internal of the different business units with the external view of stakeholders, in accordance with the GRI 1 Standard: Foundation.

In 2020, Grenergy conducted a materiality analysis to identify the most relevant aspects for the company and its stakeholders. The analysis concerned two aspects:

- **External:** the analysis involved the verification of non-financial reporting standards (4), competitors (10), actors in the investment community (9), opinion leaders (10), analysis of the press and of country risk and sector risk factors. 43 relevant aspects for the industry were identified, involving four dimensions: social, environmental, economic and good governance.
- **Internal:** The aspects referred to above were internally prioritised by means of surveys in which 28 members of the Board of Directors, Management Committee, Business Units and second reporting line took part.

Due to Grenergy's activity and its materiality analysis, the following contents are not considered material and therefore are not reported: food waste and Complaint systems, complaints received and resolution in consumers. The latter is due to the fact that

since we have a very limited number of consumers, we deal with them on a personal basis. In these one-to-one meetings, all the conditions of service supply are discussed in order to guarantee a relationship of trust during the more than 20 years that the contract may last.

21 material topics were identified, as the weighted average of internal and external relevance, which were seen as being of critical importance given their potential impact:

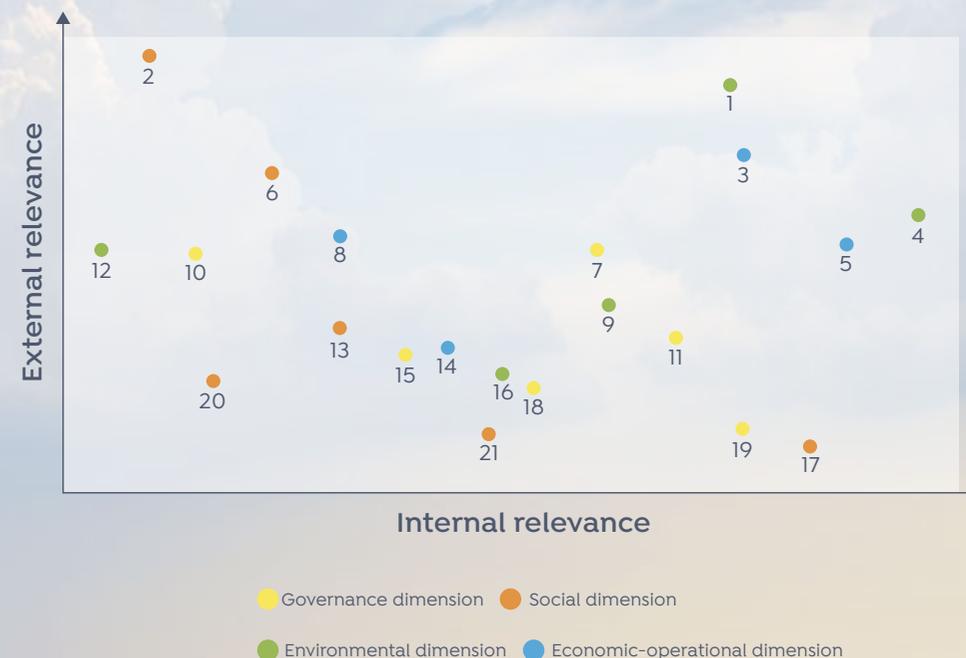
Governance: Transparency, non-financial risk management systems, integration of ESG aspects into strategy and decision-making, financial and operational risk management systems, relations with public administrations and Compliance.

Social: Local wealth creation: employment, suppliers, economic development, land use; dialogue processes with local communities; diversity and equality policies and commitments; Health and Safety of employees; Human capital development and supply chain control.

Environmental: Climate change, energy transition and regulatory changes, protection of biodiversity, circular economy and waste management, environmental safety.

Economic and operating: Financial strength, profits, growth; integration of renewable energies into the electricity system; green financing; business context, renewable energies.

- 1 Climate change
- 2 Local wealth creation: employment, suppliers, economic development, land use
- 3 Financial soundness, profit, growth
- 4 Energy transition and regulatory changes
- 5 Integration of renewable energy into the electricity system
- 6 Processes for dialogue with local communities
- 7 Transparency
- 8 Green financing
- 9 Protection of biodiversity
- 10 Non-financial risk management systems
- 11 Integrating ESG aspects into strategy and decision-making
- 12 Circular economy and waste management
- 13 Policies and commitments on diversity, equality, etc.
- 14 Business context/renewable energy
- 15 Financial and operational risk management systems
- 16 Environmental security
- 17 Employee health and safety
- 18 Relations with public authorities
- 19 Compliance (anti-corruption, money laundering, etc. rules)
- 20 Development of human capital
- 21 Control over the supply chain





1.5 Dialogue with stakeholders

Understanding the expectations of our stakeholders makes it possible for us to make solid environmental, social and economic commitments within the framework of responsible governance.

Greenergy seeks to maintain a relationship of trust based on the creation of shared value with all its stakeholders. Our Sustainability

Policy includes this commitment, on the understanding that this requires fluid and transparent communication. Thus, continuous dialogue is part of our day-to-day tasks, on the basis of all the interactions with our stakeholders. To this end, we have set up different channels and communication tools that provide coverage to our main stakeholders.

Shareholders and investment community	Regular meetings, conferences, roadshows and presentations of corporate results. In addition, the voting procedures at General Meetings of Shareholders are posted on the website.
Clients	Quarterly feedback meetings, visits to facilities.
Employees	Website, internal channels and applications, launch of Greenergy Net (discussions, internal presentations of the different areas). ▶
Suppliers	Meetings, training sessions, questionnaires, environmental engagement (CDP) and visits to facilities. ▶
Local communities and vulnerable groups	Meetings with associations, leaders and local communities, opening of communication channels: web forms, e-mails, telephone numbers and/or suggestion boxes ▶
Public administrations and regulatory bodies	Participation in sectoral associations, meetings, events and visits.
Influence groups (analysts, media, NGOs, etc.)	Presentations, meetings, informational videos and interviews with local and national groups.

Maintaining a fluid relationship with our stakeholders helps us identify actual or potential impacts and the strengthening of these links is, in turn, a risk management and mitigation tool. In addition to the aforementioned channels, Greenergy reinforces its commitment to stakeholders and to safeguarding two-way communication by setting up a whistleblowing channel through which stakeholders can send their complaints, concerns, requests or questions safely.

Greenergy holds quarterly feedback meetings with its clients, which makes it easier for them to notify their complaints, claims or concerns. In addition, access control measures and verification of compliance with basic health and safety measures (PPE, instructions and action measures in the event of unforeseen events, etc.) are implemented when they visit our facilities. Greenergy has had no events of non-compliance with regulations regarding the health and safety impacts of its products/services.

Investment community

Our goal is to continuously strengthen the relationship with our investors, by seeking opportunities for dialogue for a better understanding of the corporate strategy, the challenges faced and the progress of operational

objectives. We detail financial, operational and ESG information on a quarterly basis at the presentations of the company's results and explain the same at the different investor events in which we participate.

*In 2022, the company implemented **an audiovisual communication strategy on social networks***

Grenergy's executives have used different media to explain the company's strategy in interviews, as well as in discussions and sector

panels. Likewise, our corporate website displays all our communications to investors and media.

*Our number of followers on social networks went up by 28% and our community is now made up of more than **100,000 followers***

Throughout 2022, the company implemented an audiovisual communication strategy on social networks, and published 13 corporate videos, focusing on stories of the social and environmental impact made by our projects in Colombia, Argentina, Peru and Spain. These actions have contributed to increasing

Grenergy's notoriety on social networks, which led to a 28% increase in the number of followers with respect to the previous year. At the end of 2022, Grenergy had a community of more than 100,000 followers with an average of 2,255 new users connecting to our networks every month.

*In 2022, we added on average **2,255 new members** every month*

Activity with Investors



Activity on social networks



Media activity



Follow-up by analysts

2021 coverages: JB Capital, Caixabank BPI, RBC, Oddo, Fidentis, Alantra, Barclays, Berenberg, Kempen and Renta 4

Ratings

Axesor BBB- (upgrade to investment grade in March 2022)

Coverage of indicators and ESG Ratings: Sustainalytics, MSCI, S&P Global, CDP, ISS, Refinitiv

Organisers of the events we attended in 2022



Sectoral associations

Grenergy is an active member of different sectoral associations in the countries in which it operates, and contributed € 70,986 in membership fees, participation in forums and training activities in 2022.

SPAIN	Association of the solar photovoltaic sector in Spain (UNEF)
	Spanish battery and energy storage association (AEPICAL)
	Spanish hydrogen association (EAH ₂)
ITALY	Association of Italian electricity sector companies (Electricita Futura)
PERU	Peruvian renewable energy society (SPR)
CHILE	Chilean renewable energy and storage association (ACERA)
	Chilean solar energy association (ACESOL)
	Association of commercialisation companies (ACEN)
	Chilean hydrogen association (H ₂ Chile)
COLOMBIA	Colombian renewable energy association (SER Colombia)

1.6 Sustainability strategy

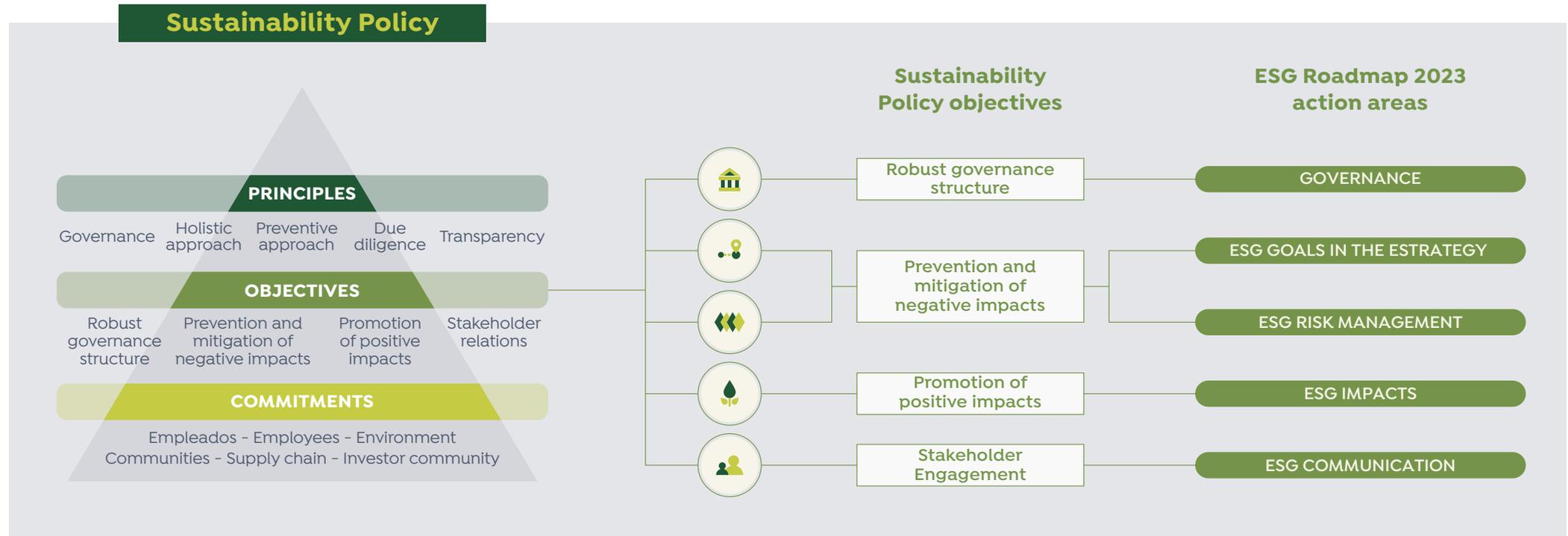
Our sustainability strategy is based on a materiality analysis and an in-depth diagnosis review.

Materiality analysis is integrated into the early stages of a broader, in-depth ESG diagnostic process, conducted throughout 2020 with the aim of developing a three-year ESG roadmap, the 2023 ESG Roadmap.

The diagnostic methodology began with an external analysis of the environment and the trends to identify the areas, problems and ESG aspects relevant to our sector, as well as their maturity. Subsequently, an internal analysis of the company was carried out in which the ESG structure and the positioning of Grenergy in respect of each area and

aspect were examined, with this information being confirmed through interviews with key personnel. Both the diagnosis conducted and the 2023 ESG Roadmap obtained on the basis thereof are grouped around five structural areas throughout the company: the corporate governance structure, the alignment of ESG goals with the company's

strategy, the management of ESG risks and their impacts, as well as communication in terms of sustainability. These are vehicular aspects that, on a cross-organisational basis, facilitate the anticipation, diligence, follow-up, control, and monitoring of Grenergy's strategies, objectives and risks in non-financial matters.



Grenergy's Sustainability Policy, as approved by the Board of Directors and revised in 2021, is aligned with the 2023 ESG ROADMAP, so that the action plans defined for each of the strategic areas that make it up correspond to the four founding objectives of the Policy and strengthen the company's performance in connection with its commitments. In order to carry out adequate regular control over the implementation of the principles set forth in the Sustainability Policy, the Board relies on the Audit and Control Committee and the Appointments,

Remuneration and Sustainability Committee, which have been assigned the sustainability functions described in the Board of Directors' Regulations, as made available to the public. To achieve the objectives of the Sustainability Policy, the company has embraced five basic principles of action that cut across the management of its activities: governance, holistic approach, preventive approach, due diligence, and transparency. The Sustainability Policy is applicable to all companies in the Group, including investee companies in which

*True to its commitment to transparency, Grenergy provides its stakeholders with updated information on the progress of its **ESG action plan** in all its presentations of quarterly results.*

Grenergy has effective control, as well as to other types of entities. Likewise, the Policy is applicable in all the jurisdictions in which Grenergy carries out its operations, of any nature, in any geographical area and at any stage of the corporate value chain.

The company publicly presents its annual ESG action plans, as drawn from its three-year ESG Roadmap 2021-23 sustainability strategy, and reports on the progress of the goals on a quarterly basis.

Achieved objectives of the 2021 and 2022 ESG Action Plans.

	2021	2022
 GOVERNANCE STRUCTURE	CREATION OF THE SUSTAINABILITY COMMITTEE ✓	SYSTEM FOR MONITORING CORPORATE POLICY IMPLEMENTATION ✓
	HARASSMENT GLOBAL POLICY ✓	ESG KPIs SUPERVISION PROCEDURE ✓
	PROCUREMENT POLICY ✓	
	HUMAN RIGHTS POLICY ✓	
 ESG OBJECTIVES IN THE STRATEGY	SUSTAINABILITY REPORT 2020 PUBLISHED ✓	2021 SUSTAINABILITY REPORT, IN ANTICIPATION OF REGULATORY REQUIREMENTS ✓
	SDG CONTRIBUTION DISCLOSED ESG RATING OBTAINED ✓	
	ACHIEVING AN ESG RATING ✓	
 ESG RISK MANAGEMENT	ESG RISKS RE-EVALUATED ✓	INTEGRATION OF ESG ASPECTS INTO THE PROCUREMENT PROCEDURE ✓
	MITIGATION MEASURES AND PLANS RE-ASSESSED ✓	IMPROVEMENT OF THE EMPLOYEE TRAINING PLAN ✓
 ESG IMPACTS	GENDER EQUALITY ROADMAP ✓	IMPACT ASSESSMENTS REGARDING HUMAN RIGHTS AT PROJECT LEVEL ✓
	SOCIAL ACTION PLAN ✓	DEFINITION OF A WATER USE PROGRAMME ✓
	CARBON FOOTPRINT AND REDUCTION TARGETS DISCLOSED ✓	DESIGN OF A BIODIVERSITY PROGRAMME ✓
	SUSTAINABILITY TRAINING ✓	DEFINITION OF AN ENERGY EFFICIENCY PLAN ✓
 ESG COMMUNICATION	PROCEDURES FOR INTERNAL ESG REPORTING ✓	COMPLETE PAY GAP ANALYSIS ✓
	GLOBAL COMPACT SIGNED ✓	TRAINING IN SUSTAINABILITY FOR SENIOR MANAGERS AND KEY POSITIONS ✓
	ESG COMMUNICATIONS PLAN ✓	

After moving to stage 3 of its sustainability strategy, the 2023 ESG Action Plan was submitted to the Managers and approved by the Board of Directors in late 2022.

GOALS OF THE 2023 ESG ACTION PLANS



It should be noted that during the first two years of the 21-23 ESG Roadmap, the quarterly objectives set for both years have been achieved. In the absence of achieving the objectives planned for 2023, Grenergy is working on updating the ESG Roadmap for the 2024-2026 period, with the aim of:

- Complying with all existing and future requirements and regulations in ESG matters.
- Improving its positioning by becoming being at the forefront of the industry in the field of ESG.
- Meeting the expectations of stakeholders.

1.7 Sustainable finance

Demand for sustainable finance is soaring in both equity and bond markets.

Greenergy reinforces its commitment to the creation of sustainable value by green financing. In 2022, the credit rating firm Axesor revised Greenergy's credit rating upwards from 'BB+' to 'BBB-', an improved rating after an assessment of the competitive positioning and history of the company, its business model and project portfolio, an analysis of its growth plans, its investment plan and the "positive" status of its financial structure.

The company was already the main actor in the first issuance of MARF Green Bonds in 2019, through a green financing framework with verification by Vigeo Eiris regarding its alignment with the Green Bond Principles. In 2020 Greenergy was granted a green loan in line with the Green Loan Principles. In 2021, it issued the first green promissory note program on the Spanish market, worth 100 million euros.

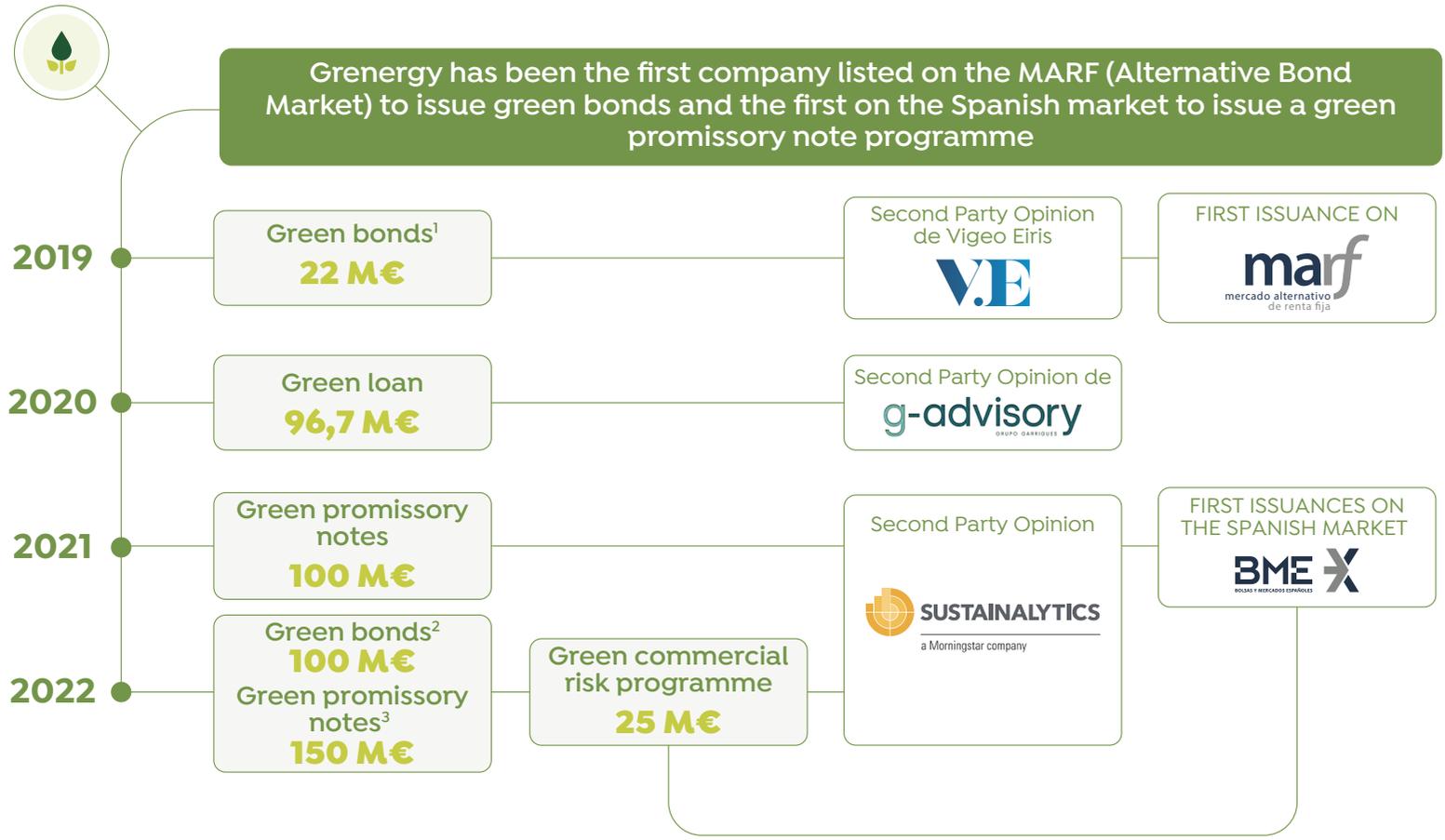
*In 2022, the credit rating firm Axesor revised **the rating of Greenergy upwards**, to investment grade*



In 2022, the company carried out a new green bond issue with Bankinter and signed the first green commercial risks programme on the Spanish market, together with Caixa-bank, acting as a pioneer in sustainable financing for the third time. In addition, it

negotiated 414 million euros in structured financing during the year. In addition, a **90 million accelerated placement** was successfully completed in March 2022 to drive the growth plan in Europe and develop storage capacity.

During the year, the company completed a new issuance of **green bonds** and signed the first green commercial risks programme on the Spanish market



Greenergy has successfully secured its capital needs with an ABB in 1H22.

ABB (Accelerated bookbuild). Key figures:

- Size of the deal: 90M€
- Admission to trading 4th July 22
- Strong demand for the new shares, with about **three times the initial demand.**
- Transaction executed by the following banks:






BERENBERG
PARTNERSHIP SINCE 1590

¹ Green bond issuance in 2019 – ² Green bond programme in 2022 – ³ Green promissory note programme

1.8 ESG Ratings

Greenergy is recognised as **ESG INDUSTRY TOP PERFORMER 2023** among more than 15,000 companies

Greenergy has consolidated its leadership position in a growing number of ESG ratings that measure its environmental, social and governance performance.

As a result of growing investor interest, Greenergy continued expanding the coverage of ESG rating agencies and sustainability indicators. In addition, in 2022 the company improved the score of assessments made by Sustainalytics, MSCI ESG and CDP, three of the most prestigious agencies in the world. Greenergy has been recognized as **TOP ESG RATED** among more than 15,000 companies evaluated by Sustainalytics at industry and regional level.

These are two distinctions awarded to the leading companies in their industry and region with the best ESG performance and lowest ESG risk. In its evaluation, Sustainalytics highlighted Greenergy's sound management in all the areas evaluated: corporate governance, human capital, liaison with the community, business ethics, product governance, health and safety, land use and biodiversity.



Improved positionings in 2022

The company has brought down its ESG risk compared to 2021 from 13.55 to 10.22, thus reaching position 5 among the 712 companies included in the utilities sector and position 4 among the 99 companies representing the Renewable Power Production subsector.

With this score, the company remains in the low-risk area, very close to the limit of negligible risk limit of sustaining a material finan-

cial impact derived from ESG factors due to its low exposure and proper management of material aspects of ESG.

In 2022, Greenergy also improved the score of the MSCI ESG assessment that has given the company the highest AAA score, with an overall industry-adjusted score of 9.8/10. According to MSCI's report, the company is the industry leader at local and global level

in terms of corporate governance structures and capitalization of renewable energy opportunities.

In 2022, the CDP climate index recognised Greenergy's increased level of ambition in terms of climate strategy by positioning the company in the Leadership category, with an A- rating, two scales higher than that received in the previous year, namely B-

New assessments by ESG rating agencies

June 2022, Greenergy was assessed by ISS ESG for the first time and received an A-score with a "very high" level of transparency, which resulted in its recognition as a Prime company. This score continues to strengthen Greenergy's position as an ESG leader by exceeding the score of all its peers as of the date of publication of the ISS report.



Greenergy's score on Refinitiv's ESG assessment highlights "excellent performance and high level of transparency in its public reporting of material ESG data".



2

RESPONSIBLE LEADERSHIP



- Governance
- Compliance
- Risk management
- Tax transparency
- Responsible supply chain management
- Commitment to Human Rights

2.1 Governance

Greenergy's Board of Directors is committed to building a transparent and effective corporate governance system to generate long-term value and protect the interests of all stakeholders.

Ensuring a composition of governance bodies to meet the company's challenges

Board of Directors

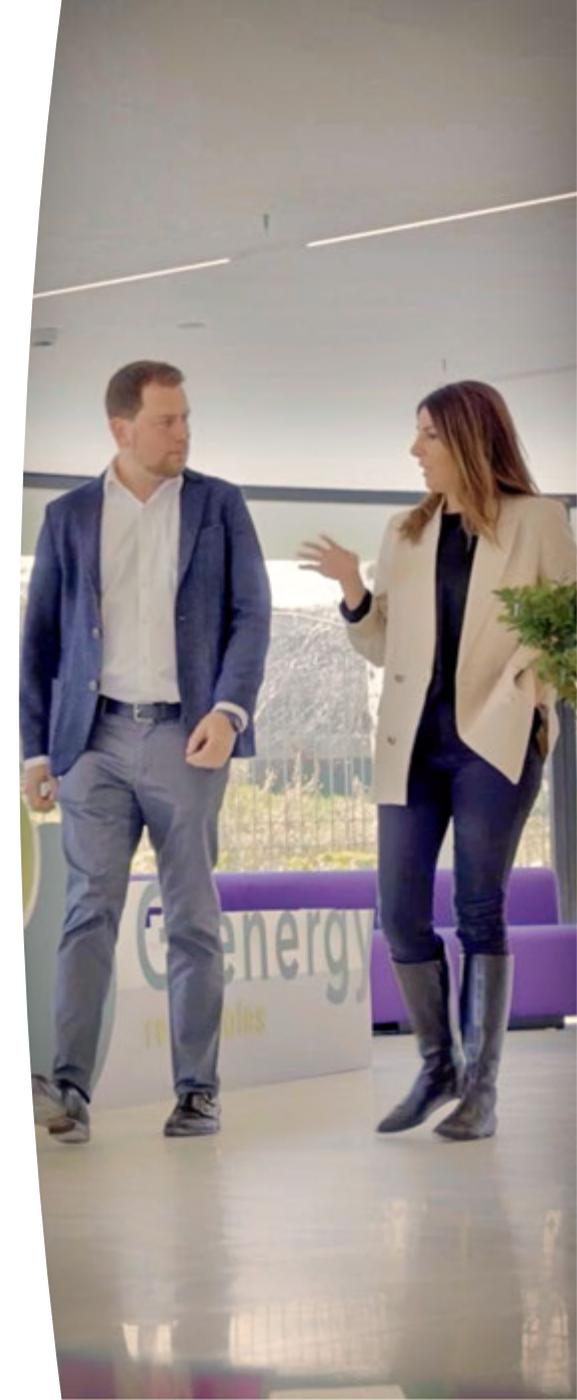
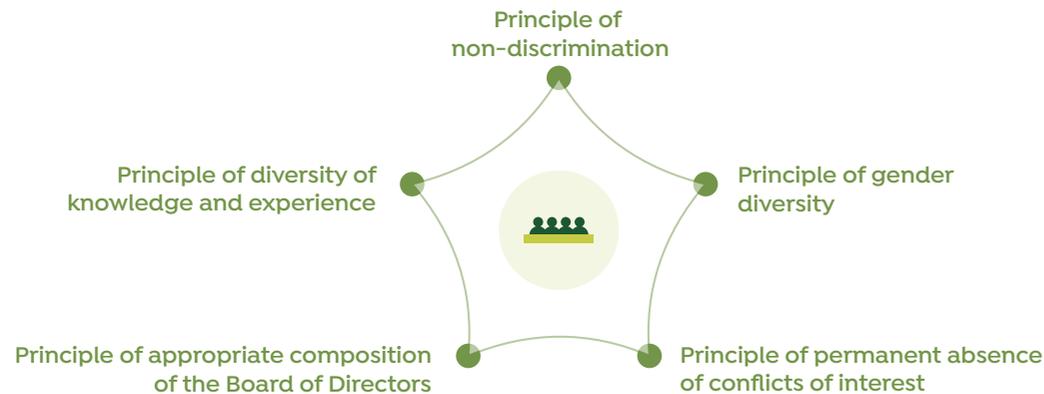
The internal rules of procedure and operation of the Board of Directors are set out in the Board of Directors' Regulations and the selection criteria for the appointment or re-election of its members are defined in the

Board Composition Policy. This policy looks after the best interests of the company and seeks to provide the Board with effectiveness and professionalism to ensure that proposals for the appointment of directors

comply with the recommendations of the CNMV's Code of Good Governance and Greenergy's needs, based on well-founded decisions that can be reviewed by the shareholders and the different stakeholders.

*The Board's Composition Policy **seeks gender and competence diversity among its members, under the principles of non-discrimination and no conflict of interest.***

The principles of Board composition:



BOARD OF DIRECTORS



David Ruiz de Andrés

Chairman and
Chief Executive Officer



Ana Peralta

Lead Independent Director



Rocío Hortigüela Esturillo

Independent director
Chairwoman of the ARSC



Teresa Quirós Álvarez

Independent director
Chairwoman of the ACC



Florentino Vivancos Gasset

Proprietary Director



María Merry del Val Mariátegui

Proprietary Director



Nicolás Bergareche Mendoza

Independent Director



Antonio Jiménez Alarcón

Proprietary Director



Audit and Control Committee (ACC) Appointments, Remuneration and Sustainability Committee (ARSC)

Expert in finance Expert in industry Risk management expert Sustainability expert

Distribution by gender



Distribution by category



Distribution by age range



Board members are elected individually on the basis of their suitability and matching skills. There is a limit of three memberships on other boards, which is not exceeded by any of the directors. In 2021, Grenergy bolstered its Board of Directors

and complemented it with the addition of two new profiles that bring extensive experience in industry, finance, risk management and sustainability, increasing the total number of directors and achieving gender equity.

*Grenergy's Board of Directors has an equal number of men and women, and **incorporates a diversity of experience and backgrounds***

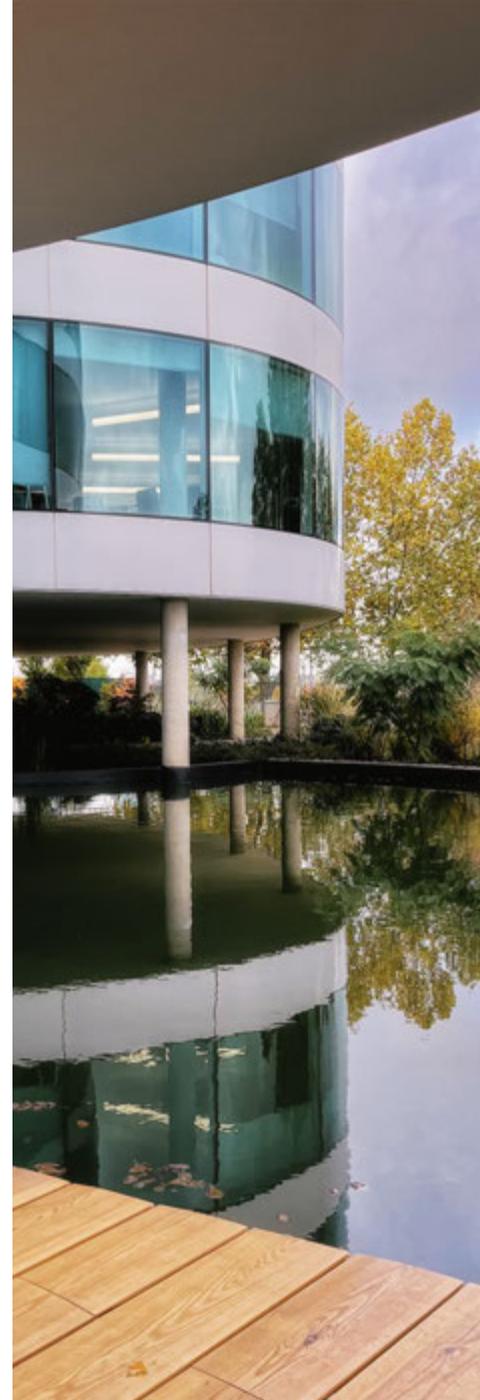
Diversity: The Board of Directors is 50% female, and both committees are chaired by independent female directors.

Conflict of interest: Grenergy has 75% of independent Board Members in ACC and ARSC to lead those cases of potential conflict of interest.

Transparency: Grenergy publishes transparent information on all remuneration received annually by directors in the remuneration report, available on its website. In 2022, the average total remuneration of non-executive directors, including cash remuneration, gross profit from shares, savings schemes and other items, was 50,700€. Finally, the average remuneration of the executive director is 181,370 €.

Training: in 2022 Board members received specific training in corporate taxation and geopolitical issues.

Performance evaluation: The Board of Directors carries out internal and external performance evaluations, following best practices of good corporate governance. In 2022, the Board conducted an internal evaluation, having carried out an external evaluation in the previous year with the assistance of a consultant.



In 2022, following a favourable report from the Appointments Committee, the Board agreed to appoint Ms. Lucía García Clavería as the new non-director secretary of the Company's Board of Directors and, consequently, of the Audit Committee and the Appointments, Remuneration and Sustainability Committee. The chair of the Audit Committee has been transferred from Ms. Ana Peralta to Ms. Teresa Quirós effective as of 1 September 2022.



Lucía García Clavería

non-director secretary
of the Company's Board
of Directors

Grenergy makes its Remuneration Policy publicly available, which is designed to regulate compensation ratios, promote profitability, sustainability and performance, and attract and retain directors with the desired profile, without compromising independent criteria.

*Grenergy has 75% of **independent Board Members in ACC and ARSC** to lead those cases of potential conflict of interest*



Management Committee

This is the internal body with the highest authority and its mission is to propel Grenergy's activity, develop its business strategy sustainably, lead the human team and ensure compliance with financial and operational goals. Recently in 2021, Grenergy reinforced its team by incorporating two new members to the Management Committee, Emi Takehara, through internal promotion to Chief Financial Officer (Master in Management - EDHEC Business School, Master in Finance and Investments - EBS) and the addition of Francisco Quintero as Head of Generation and Equity (Civil Engineer and MBA - IE Business School).

MANAGEMENT COMMITTEE



David Ruiz de Andrés
CEO

Chief executive in charge of Grenergy's management and administration



Daniel Lozano Herrera
Strategy and Capital Market
Manager

Responsible for capital market transactions, external communications, sustainability and new BESS technologies



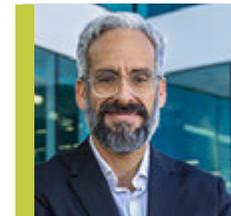
Emi Takehara
CFO

Responsible for corporate and structured finance, audits, taxation and risks



Mercedes Español Soriano
M&A Manager

Responsible for project sale, merger and due diligence processes



Francisco Luis Quintero Berganza
Generation and Equity
Manager

Responsible for global management of renewable generation assets



Álvaro Ruiz Ruiz
Manager of the Legal
Area

Responsible for corporate and contractual legal aspects

Backed by governing bodies focused on sustainable management



The **Audit and Control Committee** is primarily responsible for overseeing the effectiveness of the company's internal control, internal audit, risk management systems and auditor independence, as well as overseeing the process of preparing and reporting financial and non-financial information.

The **Appointments, Remuneration and Sustainability Committee** is mainly responsible for the selection, appointment, re-election and removal of directors, assessing their skills, knowledge and experience; the report on proposals for the appointment and removal of senior management; the proposal, report to the Board of Directors and implementation of the remuneration policy for directors and management; supervising compliance with the company's corporate governance rules and internal codes of Ethics; assessing and periodically reviewing the corporate governance system and the company's environmental and social policy; ensuring that the company's practices in environmental and social matters are in line with the strategy and policy established by the Board of Directors.



Both committees have a **majority of women**, an **independent majority** and **no executive directors**

Both committees, and specifically the Appointments, Remuneration and Sustainability Committee in its role supervising ESG aspects, benefit from the knowledge, experience and extensive relationship that its directors have with various stakeholders to identify and manage sustainability-related impacts. In particular, we should highlight the professional experience in ESG consultancy and the professional relationships with relevant companies in the electricity sector and financial institutions.

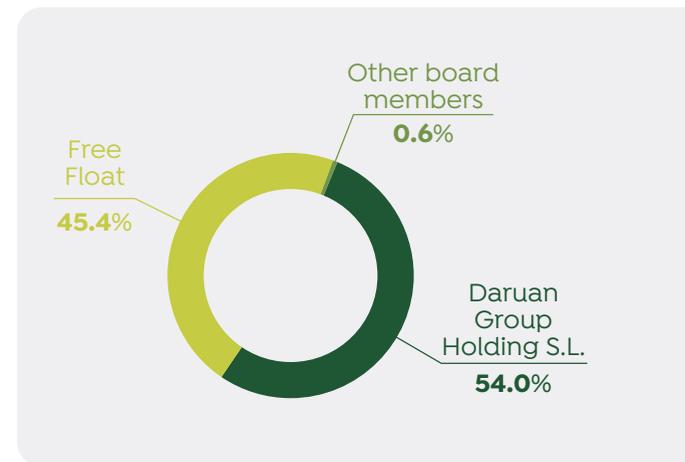
Sustainability Committee: responsible for overseeing the founding goals of Grenergy's Sustainability Policy. The members appointed are the Director of Strategy and Capital Markets as Chair, the Director of Sustainability as Secretary, the Director of Generation and Equity and the Legal Director, both as members. This composition enables greater integration of ESG aspects into our corporate strategy.

Its main functions include ensuring the implementation of the ESG roadmap defined by the company and the annual action plans resulting therefrom, reporting to the Appointments, Remuneration and Sustainability Committee on its progress at least once a quarter. At least once a year, the Sustainability Committee shall report to the Audit and Compliance Committee on sustainability information.

Maintaining an effective, updated body of internal regulations

The Board of Directors is responsible for approving the company's policies and over the past year has approved a number of key documents such as Grenergy's new employee and supplier Codes of Ethics and the regulatory framework that defines the system for monitoring the implementation of corporate policies. The Compliance Manual was drawn up in 2022 and approved at the outset of 2023.

CAPITAL STRUCTURE



¹The data reported refer to the Audit and Control Committee (ACC) and the Appointments, Remuneration and Sustainability Committee (ARSC)

2.2 Compliance

The aim of the **Code of Ethics** is to set out the principles and values that should inspire and govern our team's activities, relationships and behaviour

Grenergy's culture of ethics and compliance is fostered from the company's highest levels.

Grenergy conducts its business with a firm commitment to making a positive impact on society. Part of this positive impact is achieved through respect for the law and the principles of corporate responsibility and, therefore, Grenergy shows zero tolerance for any kind of corruption, breaches of the principles of fair competition and non-compliance with laws and regulations. Furthermore, the company acts immediately when these occur.

During the 2022 financial year, the criminal risk prevention model was reviewed in order to update and adapt it to the company's growth. The assistance of an independent expert has helped to identify and assess the Group's criminal risks. As a result of this exercise, different areas of improvement have been identified in Grenergy's Crime Prevention System, which has led to an update of its Compliance model.

The new Compliance model ensures a uniform, comprehensive approach to compliance throughout the Group. The Compliance department has worked on

harmonising all Compliance processes, guidelines and policies by drawing up a single policy called the Compliance Manual, and 100% of the governing bodies' members have been informed of the organisation's anti-corruption policies and procedures. The Manual, which applies to all of Grenergy, lays down the procedures and controls necessary for correctly implementing the Codes of Ethics. It also sets out the roles and responsibilities of the different governing bodies, the Board of Directors, the Audit Committee, the Executive Compliance Committee, senior management and the directors and managers of the different areas.

As part of this review and improvement process, the company's Code of Ethics has also been revised and updated to ensure that it is more closely aligned with Grenergy's culture and values and that it is a truly inspirational document and a true guide to action for Grenergy's employees and managers. The Code of Ethics has been approved by the Board of Directors, conveyed to all employees through internal communication channels, and is available to the public on our website.

VALUES AND PRINCIPLES	Legal compliance	Your dignity
	Respect for people	Privacy
		Personal rights
		Intolerance of discrimination or harassment
	We generate trust	Transparent
We promise what we can deliver and we deliver what we promise		
We learn from you		
We protect our company	Your reputation and your values	
We lead by example	Culture of ownership	
HOW WE OPERATE	With people	Tone from the top
		We protect fundamental rights
		We protect health
		We protect against harassment
		Respecting the rights of workers
		Anti-corruption measures
		Gifts and hospitality
		Sponsorship donations and others
		Political neutrality
		Only legal payments
	In the markets	We do not use third parties for illegal purposes
		Relationships with illicit Public Authorities
		Fair competition
		We manage conflicts of interest
		We prevent money laundering
		We report accurate, correct financial information
		We do not use private information
		We protect individual's data
		We deliver on our products and services
		We are a sustainable supply chain
We protect the environment		
We protect human rights		
We report non-compliance		
we apply the consequences of non-compliance	Penalties	
	Remedial measures	
	Early termination of contracts	

Grenergy's Code of Ethics for suppliers has also been revised and updated, facilitating its understanding, as well as the process of acceptance of it by our supply chain, thus encouraging suppliers to respect our values of integrity and compliance. In the process of finalising any contractual relationship with the supplier,

and prior to the start of providing services or delivering products, the person responsible for the purchase shall ensure that the supplier has signed, and therefore accepted, Grenergy's Supplier Code of Ethics as proof of acceptance of and adherence thereto. For any deviation or exception to this requirement, a request

must be submitted to the Compliance Department for evaluation and its subsequent resolution. The Compliance Department has been reinforced, establishing a multidisciplinary Executive Compliance Committee that supports the Compliance Officer in discharging his or her duties. In addition, frequent

and regular reporting is guaranteed to the Audit Committee, which is responsible for supervising the effective implementation of the programme, ensuring that the relevant Compliance issues are discussed at every scheduled Committee meeting. This Committee has been in operation since January 2023.

THE PILLARS ON WHICH OUR COMPLIANCE SYSTEM IS BASED ARE AS FOLLOWS:



Prevention:

Effective preventive measures such as risk management, policies and procedures, training and communication systematically prevent misconduct.



Detection:

Effective Compliance work requires comprehensive clarification: whistleblowing channels as well as fair and professional investigations.



Response:

Explicit consequences and clear reactions support the prevention of misconduct, e.g. punishment of violations and implementing remedial measures.





Whistleblower Channel

The whistleblower channel set up on the website is aimed at employees, suppliers and other stakeholders who have noticed suspicious behaviour or actions, possible infringements or breaches that go against our codes of Ethics and internal regulations, including the Human Rights Policy and the Protocol for Preventing and Combating Sexual Harassment. Grenergy safeguards the confidentiality of the whistleblower and guarantees the freedom from retaliation for reports made in good faith.

The whistleblower channel is open to stakeholders and safeguards the confidentiality of the whistleblower

Separately, mechanisms for receiving and managing complaints are maintained at project level in the corresponding section of the website, which together with communication channels (telephone, email, mailboxes) made available to the local community and other stakeholders offer an alternative channel for expressing concerns, infringements, requests for information or

suggestions. Grenergy keeps a record of how these communications are managed and keeps them active until they are remedied and resolved.

Furthermore, the Compliance Officer is the organisation's mechanism for seeking advice and raising Compliance concerns. To extend and ensure this culture of compliance in 2022, Compliance training was provided in Colombia, with 27 participants. In addition, lectures on Ethical Blindness were held as part of ESG training, which covered 172 employees from Europe and Latin America. By the first quarter of 2023, Compliance training is planned to be carried out in all countries and for all Group employees.

In accordance with the Code of Ethics, corruption of any kind is not tolerated at Grenergy. Grenergy has established procedures and controls to prevent corrupt practices, such as bribery, facilitating payments, collusion, as well as the offer or receipt of gifts, or other advantages as an inducement to do something dishonest, illegal or a breach of trust. As this update and improvement work is ongoing, no operations have yet been assessed for corruption-related risks in 2022.

In addition, in collaboration with Achilles, a service provider specialising in supply chain risk assessment, Grenergy has initiated a supplier assessment that includes risks such as money laundering and terrorist financing.

No cases of corruption have occurred in Grenergy during the 2022 financial year and therefore no disciplinary measures have been taken in this regard. In addition, no contracts with business partners have been terminated due to corruption-related offences. There have also been no public legal cases related to corruption, nor have there been any significant instances of non-compliance with the law resulting in fines or non-monetary sanctions.

Antitrust

Antitrust violations represent a huge risk for the company and its employees. They involve fines, damages, exclusion from public tenders and reputational damage. Therefore, no breach of antitrust law is tolerated at Grenergy. There are no legal actions pending or finalised at Grenergy during the reporting period with respect to unfair competition and infringements of applicable antitrust and monopoly legislation.



Corruption and/or bribery incidents

unfair competition or anticompetitive practices registrations

2.3 Risk management

*The ESG risks identified by the company have been approved by the Board of Directors and included in the **overall risk management system***

Risk management allows the early identification of internal and external factors that may have an impact on the company and that the company must manage in order to improve and protect its value.

In 2022, Grenergy created the Internal Audit department with the goal of improving and protecting the value of the organisation, providing assurance, advice and risk-based analysis in order to provide an independent and objective assurance, internal control and consultation service to support the organisation in effectively fulfilling its responsibilities.

The company describes in its Risk Management, Control and Internal Audit Policy the basic principles and general framework of action for control and management of the different types of risks affecting the Group in the various countries where it operates, so that risks are identified, quantified and managed at all times. Macroeconomic, regulatory and business risk factors are identified in this Policy. The Audit Committee is responsible for supervising the effectiveness of the Company's internal control and

risk management systems and for reporting periodically to the Board of Directors on their performance. At corporate level, risk control and management is carried out with three levels of defense involving executives, compliance functions and internal audit. The latter is independent of the business, evaluates the risk situation and reports periodically to the Board of Directors on these risks.

Grenergy has a risk map that identifies the main business management risks and the different businesses and corporate functions involved in identifying these risks. Once identified, they are assessed in terms of probability and impact, and appropriate action plans are defined for each of them. The risk map is periodically updated and presented to the Board of Directors, following review by the Audit Committee.

The main ESG risks considered include climate change risk and its effects on the business, environmental risks related to the impact of projects on biodiversity and social risks arising from the relationship with local communities. The financial year incorporates mitigation plans for each of the ESG risks identified.



2.4 Tax transparency

We are committed to acting with full compliance with the law and with transparency in the management of our tax affairs.

Aware of its responsibility, Greenergy's Tax Policy prioritises compliance with applicable tax regulations, focusing on transparency and paying taxes responsibly and efficiently. The company reconciles responsible compliance with its tax obligations with a commitment to creating value for its shareholders through efficient management of tax costs and benefits. Furthermore, under this policy, Greenergy is committed to maintaining a cooperative relationship with the tax authorities and stresses the importance of preventing conduct that could generate significant tax risks.

Profits, taxes and subsidies by country (in thousands of euros):

	Revenue	EBT	Corporate income tax accrued	Corporate income tax paid	Subsidies
Chile	164,791	1,912	2,666	(3,204)	-
Spain	64,297	20,323	(6,717)	(2,642)	-
Peru	15,339	(7,846)	3,267	(2,577)	-
Argentina	8,163	(211)	2,922	-	-
Colombia	36,566	(6,325)	877	-	-
Mexico	2,875	(107)	(14)	-	-
Italy	502	(130)	-	-	-
UK	318	(153)	-	-	-
Poland	156	(155)	-	-	-
Total (miles de euros)	293,007	7,308	3,001	(8,422)	-

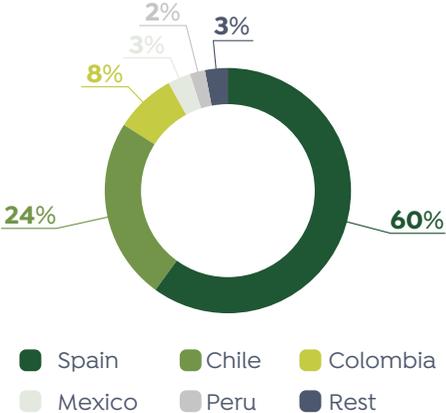
	2021 (€k)	2022 (€k)
ECONOMIC VALUE GENERATED AND DISTRIBUTED		
Revenue	220,837	293,007
ECONOMIC VALUE GENERATED	220,837	293,306
Operating costs		
Depreciation and impairment costs	-9,038	-20,338
ECONOMIC VALUE DISTRIBUTED	43,543	45,779
Personnel expenses	-9,597	-14,772
Providers of capital		
Public administrators	-2,118	3,001
ECONOMIC VALUE RETAINED (Not Income)	16,012	10,309

2.5 Responsible management of the supply chain

Grenergy multiplies impact through its supply chain, where it generates opportunities for people and companies through responsible management.

At the end of 2022, Grenergy's supply chain consisted of more than 500 suppliers who have been assigned more than 179 million euros. Our key suppliers account for 85% of our turnover and mainly supply us with panels, structure, inverters, electrical material, mechanical assembly services, electrical assembly, civil works, transport, SCADA and security.

Volume of procurement per country



Grenergy is committed to incorporating **ethical, social and environmental considerations** into its procurement decisions

At Grenergy, the sustainable supply chain management strategy is implemented jointly by the Procurement, Compliance and Sustainability divisions. The main standards and policies in this respect are:

- Code of Ethics for Suppliers
- Procurement Policy
- Procurement Procedure
- Sustainability Policy
- Human Rights Policy

In 2021, Grenergy approved the Procurement Policy whereby it undertook to include ethical, social and environmental aspects in its decisions to purchase and/or contract goods and services. In line with this commitment, in 2022 it developed **the procurement procedure, which is supported by a supplier risk assessment process**. In addition, both the general and supplier

Codes of Ethics were revised in 2022. The latter applies to all procurement and contracting activities for equipment, materials, works and services. Grenergy's Procurement Policy includes the control, mitigation and reduction, as far as possible, of risks associated with the quality and sustainability of materials and equipment purchased, and the commissioning of works and services. In this policy, the company identifies the ethical, environmental and social issues that directly contribute to promoting compliance with the commitments set out in its Sustainability Policy and which support the decision-making process for the procurement or contracting of goods or services. The company's commitments to zero tolerance and the express prohibition of forced labour situations should be highlighted, introducing measures, tools and procedures aimed at preventing human rights violations in the environment of suppliers during their operations in the service of





Risk management in the supply chain

Greenergy is making progress in its commitment to proactively manage the social and environmental impacts, risks and opportunities arising from its supply chain. In 2022, it has signed an agreement with Achilles to certify and manage supplier risks based on ESG, commercial and compliance criteria. This solution will boost sustainability standards within the company's supply chain.



The issues evaluated for each of the ESG measures and the resulting rating are as follows:

Governance

- Good governance and transparency
- Human rights
- Organisational ethics and integrity
- Leadership
- CSR/sustainability structure in the organisation

Social aspects and community

- Equality, Diversity and Work-Life Balance
- Training and promotion of employability
- Health and well-being at work
- Community impact
- Quality
- Dialogue with workers' representatives

Environmental aspects

- Environmental management
- Climate change
- Circular economy and waste management
- Sustainable use of resources
- Biodiversity

ESG Rating	Evaluation
A+	96-100
A	75-95
B	50-74
C	25-49
D	0-24

At this stage of Achilles' deployment, 37% of our strategic suppliers are already registered on the platform, of which more than 55% have an ESG score of more than 60 points (B High)

Grenergy's management is based on four points:

- 1 Minimum standards:** 100% of our suppliers are required to carry out their activity applying ethical standards equivalent to our own, which ensure compliance with current legislation, fundamental human and labour rights, and environmental protection.
- 2 Identification of key suppliers:** based on the importance for the business (volume of the commercial relationship and criticality of the product and/or service), the country risk factors and the risk associated with the product and the service provided.
- 3 Performance evaluation:** our suppliers are invited to register free of charge in Achilles and monitor the ESG evaluation of key suppliers.
- 4 Audits:** Grenergy is part of the Achilles community, which allows us to check whether the appropriate protocols are being followed by carrying out audits, either independently or jointly with other companies in the sector.

Our main suppliers of panels, structures and inverters are ISO14001 certified.

In general, suppliers joining the platform that already have an ESG rating have as a strength the existence of a code of ethics or sustainability policies, while the audit of their supply chain is one of the worst evaluated points. The best evaluated aspect is the social dimension.

Health and safety of subcontractors

Grenergy is convinced of the importance of passing on its culture and commitment to health and safety throughout the supply chain. The construction of our projects involves the subcontracting of work and therefore the entry of workers from external sites. At this point, Grenergy ensures at all times, from the development phase, through construction, operation and maintenance, a safe working environment with a preventive approach. For this purpose, Grenergy:

- Carries out risk assessment prior to starting its projects, giving rise to a Health and Safety Plan.
- Ensures that subcontractors' employees are provided with appropriate personal protective equipment.
- Trains external workers so that they are aware of the precautions to be taken when carrying out their activity, checking that this training is put into practice through preventive vigilance.
- Maintains good communication to ensure that subcontractors have a good understanding of the risks and safety measures in the workplace.
- Has an incident tracking system in place to report and record any incidents or injuries in the workplace. This allows safety issues to be identified and addressed on an ongoing basis.

*We created jobs for more than **2,700 external collaborators** involved in the construction and operation of our projects in 2022, 22% more than in 2021*

In Spain, before work begins on a plant, a Health and Safety Plan (HSP) is drawn up by a Senior Occupational Risk Prevention Technician, which covers all the risks and preventive measures to be applied throughout the works. The plan is provided to all subcontractors before they start work, who sign a document of adherence to the HSP stating that they have studied it, understood it and agree to adhere to it.

Any new and unforeseen activities not covered by the HSP are included in an Annex to the Plan, which must be reviewed and approved in the same way. A self-protection plan is also drawn up before the works are completed, which will be used when the plants and the substation are completely finished and in the operation and maintenance stage.

In Chile, Grenergy has an Internal Regulation regarding Order, Hygiene and Safety that applies to subcontractors that enter the plants under construction, and which regu-

lates the working methods and conditions, hygiene and safety of the work carried out by subcontractors on behalf of Grenergy. All works are supervised by a preventionist on behalf of Grenergy and another on behalf of each subcontractor, and monthly management reports are drawn up in relation to risk analysis, training and accident records.

In 2022, Grenergy employed nearly 2,700 workers directly involved in the construction and operation of our projects globally, an increase of 22% compared to the previous year. The workers of these subcontractors received more than 15,400 hours of health and safety training provided by both their companies and Grenergy.

In 2022, Grenergy began construction of several plants in Spain and Latin America, and 21 accidents were recorded among the subcontracted personnel of our projects in construction and operation, all of which were minor. No fatal accidents, serious accidents or occupational illnesses were recorded.

SUBCONTRACTORS' SECURITY AND HEALTH INDEXES	Men	Women
Total Recordable Incident Rate* (TRIR)	3.6	0.2
Severity Rate**	0.06	0.005
Absenteeism Rate	0.00053	

(*) *Recordable incident frequency X 20,000. - (**) Days lost x 1,000.

Environment

Grenergy is engaged with its suppliers on environmental issues, as the impact of companies on the environment is not restricted to their direct activity. As a result, Grenergy seeks to involve its value chain in the transition to a sustainable economy. In 2021, Grenergy obtained a B score in the CDP Supplier Engagement Rating. This reflects the strategy and actions undertaken by the company aimed at reducing pollutant gas emissions and managing climate risks throughout its supply chain, which has been reinforced in 2022 by signing the collaboration agreement with Achilles.



2.6 Commitment to human rights

Greenergy is committed to **respecting and promoting human rights** and to not being complicit in any form of abuse or violation among its stakeholders and society at large

Greenergy bases its activities on developing sustainable and efficient economic activities with high service quality, generating shared value and respecting human rights.

Greenergy's Code of Ethics, which must be complied with by all company employees, includes respect for internationally recognised human rights, with special emphasis on vulnerable groups. This commitment is reflected in our internal policies and procedures, applying these values to our supply chain through our Procurement Policy. All of this is in accordance, according to our Human Rights Policy, with the Guiding Principles on Business and Human Rights, as well as the International Bill of Human Rights and subsequent developments. These include: the International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work and its eight fundamental conventions, the United Nations Convention on the Rights of the Child and the European Convention on Human Rights.

Greenergy's approach to human rights comprises 6 steps:



1 

Setting the tone

The Human Rights Policy, approved by the Board, is the framework that Greenergy's employees and collaborators must adhere to.

The scope of this Policy covers both the workplace and the local community, including the rejection of forced labour, the prohibition of child labour, the elimination of workplace discrimination, the defence of freedom of association, the promotion of occupational health and safety and zero tolerance towards any form of harassment or inhumane treatment, as well as fair working conditions. Our commitment to the defence of human rights also includes local communities, paying special attention to the most vulnerable, including respect for the right to access to food, water and sanitation, energy, education, health and housing, to enjoy a clean and healthy environment, as well as the right to freedom of opinion and expression and freedom of thought and religion.

In 2021, Greenergy also formalised its adherence to the United Nations Global Compact.

2 

Setting it into the company's DNA

<p>Board of Directors</p>	<p>Approval of the ESG Action Plan, which includes human rights objectives and projects.</p>
<p>Audit and Control Committee Appointments, Remunerations and Sustainability Committee</p>	<p>Monitoring the ESG Action Plan, and therefore human rights performance, through regular reporting by the Sustainability Committee.</p>
<p>Sustainability Committee</p>	<p>Definition and monitoring of the ESG Action Plan, which includes actions in the field of human rights. It brings together the directors of the Strategy and Capital Markets, Sustainability, Generation and Equity, and Legal departments.</p>
<p>Corporate management</p>	<p>Collaboration with local teams to implement due diligence exercise in major operations.</p>

Moreover, our regulatory framework enables the inclusion of human rights in our decision-making processes.



3



From reactive to proactive

The Guiding Principles lay out the roadmap for the establishment of a five-stage due diligence process:



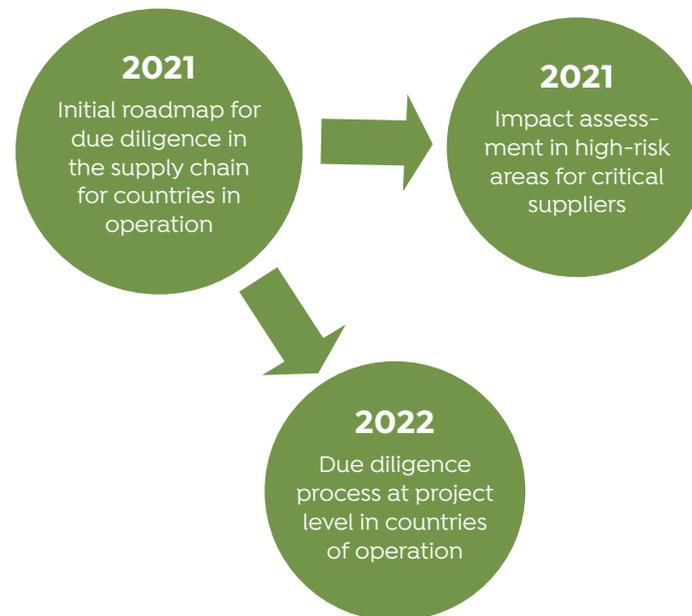
Policy

A Human Rights Policy was approved by the Board in 2021. This policy is followed by the Procurement Policy, the Codes of Ethics for employees and suppliers and the procedure for dialogue with the community.



Impact assessments

Risk analyses are carried out in the countries of operation to assess the potential and actual impacts of our activity and to incorporate human rights management criteria into our operations and business relationships.



Human Rights Impact Assessment in all countries of operation (Initial roadmap)

In 2021, in collaboration with independent experts, we worked on an initial roadmap to implement a due diligence process in line with our sector, presence and risk suppliers. A human rights impact evaluation was carried out considering all countries of operation, own operations and value chain, with the participation of stakeholder representatives.

Simultaneously, in collaboration with independent experts, an impact evaluation was carried out in high-risk areas for critical suppliers. Aspects of traditional land rights, forced labour, child labour, discrimination, freedom of association and human trafficking, among others, were covered.



The most relevant risks in this financial year were:

- Indigenous peoples
- Communities
- Security and high-risk context
- Environment and health
- Human rights and environmental defenders
- Labour rights - Ore mining

Project-level due diligence process

Evaluation of the potential impact of our operations on human rights, at project level, in the countries of operation and in their supply chain. Evaluation carried out with the participation of independent experts.

A sample of Grenergy's operations has been identified according to the different countries and project stages, construction, operation and maintenance in order to obtain a broad vision in accordance with the realities of the different regions (Europe and Latin America).

The evaluation, carried out at the end of 2022, was conducted on two levels:

Internal: where different rounds of interviews have been held with corporate and local managers of the areas that have the greatest relationship and impact with the communities, such as Construction, Operation and Maintenance, Environmental and Social Management.

External: with the participation of 20 subcontractors that represent the greatest risk, both in terms of their activity (safety and high voltage) and the volume of people that provide support to Grenergy.

Employees of the subcontractors participated in training activities and in survey processes with independent experts.

The results and the proposed action plan will be presented at the beginning of 2023.

In addition, prior to any operation, impact assessments are carried out on all our projects to identify all possible environmental and socio-economic impacts, avoid and mitigate any negative impacts and enhance positive ones.



Process integration

Based on the results obtained, our regulations and processes are reviewed and adapted to prevent, mitigate and/or remedy potential human rights impacts.



Assessment and reporting

Monitoring and reporting processes are in place to prevent and avoid adverse consequences on the human rights of our stakeholders. In the event that serious violations are detected, we will report them in a timely manner.



Complaints and remedy mechanisms

There is an Enquiries and Complaints Channel so that any person or entity can send us their concerns or complaints regarding human rights, among other issues. This channel means that, in addition to resolving the query, appropriate measures can be taken to reduce risks through our policies, processes, etc.

0

human rights complaints of non-compliance

*Grenergy has set up a **whistleblower channel** on its website that **guarantees confidentiality**, aimed at facilitating reporting breaches of the principles described in its Human Rights Policy*

4



Walking the talk

Grenergy has started the process of integrating the results of the impact assessments, involving different functions within the company.

In 2021, internal working sessions were held with a specialised supplier to analyse the main challenges in the area of human rights with our Chinese suppliers. These are considered high risk, critical suppliers in light of international reports that point to possible forced labour situations in the solar sector. As a result of these sessions, specific clauses are being included in contracts and procurement agreements, also requesting letters of commitment against forced labour from the suppliers.

5



Knowing

In addition to the due diligence process, different channels of dialogue are held open depending on the nature of stakeholders, as described in section 1.5. Grenergy is also part of the Achilles energy community, which allows us to be aware of the risks associated with our value chain in advance. As far as communities are concerned, the different communication channels offered help us to identify in advance any risk factors or negative impacts.

6



Showing

In addition to regular web-based communications, our quarterly financial, operational and ESG reporting, which is incorporated into the company's quarterly results presentations, includes human rights aspects.

Furthermore, and in accordance with our Sustainability Policy and Local Community Relations Procedure, Grenergy seeks to establish a fluid dialogue with the local community from the early stages of projects through formal and informal meetings, training sessions and making various communication channels available to the community.

3

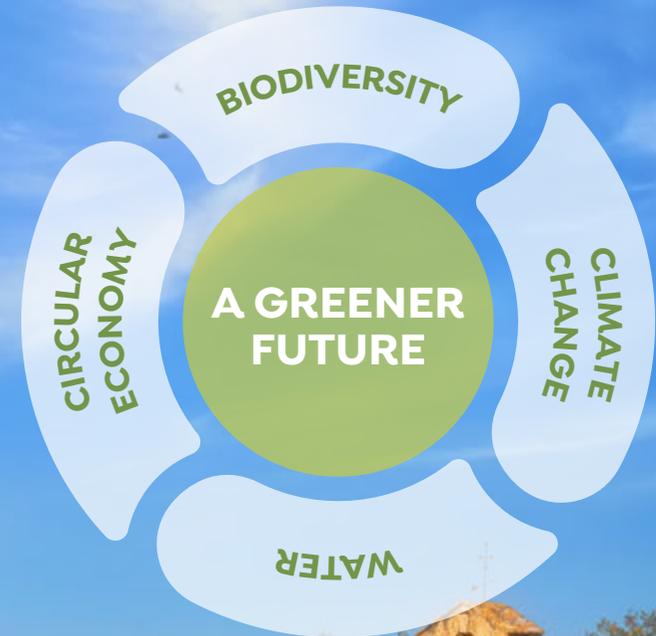
BUILDING A GREENER FUTURE

- Biodiversity
- Climate change
- Water management
- Circular economy

Ecosystem care and recovery and sustainable soil management have the potential to reduce annual net greenhouse gas emissions by more than 7 Gt by 2030. The decisions we make today, when we choose how we want to grow, project by project, will shape our future.

At **Grenergy** we believe that our work contributes to solving the major problems of our time, and to **building a greener future**

Our environmental targets are aligned with the United Nations Sustainable Development Goals, to which we mainly contribute through SDG 7, Affordable and Clean Energy, SDG 13, Climate Action and SDG 15, Life on Land.



3.1 Biodiversity

Greenergy's Sustainability policy shows the company's clear commitment to preserve the environment of the projects we carry out.

This commitment is embodied in the evaluation of the risks or potential environmental impacts of each operation throughout their life cycle. These assessments, in turn, result in actions that neutralise, minimise or, ultimately, compensate for the impacts or risks detected.

Mitigation hierarchy

Land use is one of the underlying causes of biodiversity loss due to its impact on ecosystems and the species that comprise them. Renewable energies need soil for their installation, and Greenergy therefore takes into account the potential impacts that this land use can make in the habitat and its species. The management process implemented involves adequately detecting the potential adverse effects, impacts and risks of each action, followed by planning based on a clear hierarchy: avoiding, minimising, restoring and, ultimately, offsetting.

The preventive approach of this hierarchy is reflected by avoiding negative impacts on the basis of an adequate selection of project locations, where little or no impacts have been observed. As a starting point, this selection aims to avoid areas defined as World Heritage and protected areas of Categories I-IV of the International Union for Conservation of Nature (IUCN).

Greenergy's impact mitigation hierarchy





Identifying impacts

Environmental impact assessments consider all stages of every project's life cycle, with the most relevant being the construction, operation and maintenance stages. At each of the stages and substages, the potential impacts on the atmosphere, soil, water, vegetation, habitats, fauna, historical-archaeological heritage, landscape and

socioeconomic aspects of the area are identified and quantified.

This work, which involves assessing and identifying prevention and mitigation measures, as well as monitoring actions and their outcomes, accounts for an investment of € 894,110.

Thanks to this management, none of our projects are located in protected areas.



0 Fines
for environmental
infringements



0 Delays
in projects resulting
from ecological
impacts



0 Red flags
in
environmental
field



0 Projects
in protected areas as
per local or international
regulations

Once the potential impacts at each of the stages of the project have been identified, the necessary measures to counteract them are analyzed. These measures are categorized according to the aforementioned hierarchy: avoid, mitigate, restore and offset, which means that compensation measures are only used once the impracticability of implementing other types of measures has been analyzed.

The next step is to monitor the measures and the outcomes obtained by each of them, thus guaranteeing the objectives set. Throughout 2022, 6,618 hours of monitoring were performed and none of our projects received any environmental fines or suffered any delays due to risks or unidentified measures.

The provisions allocated to probable or actual liabilities, ongoing litigation, indemnities or outstanding obligations of an undetermined amount, of an environmental nature and not covered by any of the insurance policies taken out, are made at the very moment in which the liability or obligation determining such compensation is contracted.

6.618
hours

of environmental
monitoring

8.867
hours

of environmental
training

Protected species

The company evaluates the presence of protected species in all its projects according to the IUCN (International Union for Conservation of Nature) Red List of Threatened Species or to national and regional conservation catalogues. No critically endangered IUCN species have been identified in any of the company's projects.

In 2022, 7 bird collisions were recorded in wind farms, which affected birds of non-threatened species of least concern, according to IUCN criteria.

Habitat restoration

Grenergy implements a hierarchical approach in the mitigation of environmental impacts, with prevention and minimization of impacts being a priority. If it is not possible to avoid an impact, the company focuses on restoring and compensating for that impact. In 2022, Grenergy performed several actions aimed at reforesting next year an area of approximately 255 hectares and other habitat improvement activities. The company works with external experts to implement, track and monitor restoration measures.

Some of **the main habitat restoration measures carried out in 2022 include:**

- Rescue and relocation of fauna at the solar plant in Gran Teno, Chile.
- Compensation plan in the Tucanes solar park, Colombia. The programme for monitoring and follow-up of vascular epiphytes that was launched last year went ahead.
- Promotion of biodiversity in Escuderos.

Number of species – as per national/ regional catalogues and the UICN list

Type of category	Number
Number of species on national/regional conservation lists living in the project area	33
Number of IUCN species in critical risk (CR)	0
Number of endangered IUCN species (EN)	4
Number of vulnerable IUCN species (VU)	41
Number of nearly threatened IUCN species (NT)	26
Number of least concern IUCN species (LC)	139

During 2022, biodiversity actions managed to rescue 830 vascular epiphytes from 8 different species.

Rescue and relocation of fauna at the solar plant in Gran Teno, Chile (200 MW)

Prior to commencement of construction, with the aim of avoiding and minimising impacts on biodiversity, multiple measures were implemented in collaboration with a local environmental consultant. In this respect, the rescue and relocation of fauna actions carried out in October 2022 should be highlighted. The program concerned reptiles and amphibians, in addition to monitoring the relocated animals. To this end, we worked with a team of 25 people, including expert biologists and assistants. Additionally, we collaborated with people from the local community for implementation of habitat enrichment measures.

Habitat enrichment was achieved by placing dry-stone walls and mounds of vegetation for target species belonging to the Liolaemidae family and rock clusters for species from the Colubridae family. The arrangements for the reforestation of 255 ha were also carried out at this plant in accordance with the approved Forest Management Plan.



Promotion of biodiversity at Grenergy's plants

In Altarejos (Cuenca), where our 200 MW Escuderos solar plant is located, different bird conservation initiatives have been launched in coordination with local experts, including the protection of favourable habitats through agreements with local farmers to sow organic seed and install strips of natural vegetation. In addition, nest boxes have been installed to encourage the presence of owls, and an old dovecote was restored and repopulated to better serve the birds of prey in the area.

Positive Net Impact on Biodiversity

Biodiversity is key to the proper functioning of ecosystems and the services they provide, such as water regulation, carbon dioxide sequestration, nutrient cycling and erosion protection. A diverse ecosystem is more stable and resilient to unfavorable events.

*At Grenergy we are committed to the long-term goal of achieving a **net positive impact on biodiversity** and Sustainable Development Goal 15 is now at the heart of our sustainability strategy*

In order to achieve our goal of making a net positive impact through our operations, Grenergy has partnered with environmental organisations to identify and promote voluntary ecosystem restoration and biodiversity enhancement projects. These projects involving "nature-based solutions" use nature's capacity to address major environmental challenges.

Regarding the ecological restoration of degraded wetlands to improve their condition, encourage the conservation of habitats and enhance CO2 capture, alliances have been established and large-scale ecological restoration projects have been identified and implemented, such as the recovery of wetlands in Cuenca and forest improvement in Ayora, Valencia, where our Escuderos, Belinchón and Ayora solar plants are located.

3.2 Climate change

Grenergy's business model contributes to climate change mitigation by replacing fossil fuels with renewable energies.

Climate change is a phenomenon that takes place globally and leads to an increase in the average temperature of the Earth, the melting of glaciers, the rise in sea level and the intensification of extreme weather events such as droughts, floods, heat waves and tropical cyclones. **These are some of the main consequences of climate change:**

- It affects human health: Climate change can affect human health through vector-borne diseases (such as mosquitoes), and other health problems related to heat and humidity.
- It affects food production: climate change can affect agricultural productivity through intensified droughts, floods and heat waves.
- It affects ecosystems: Climate change can have an impact on biodiversity, as some species are not able to adapt to new climatic conditions and may become extinct. It can also affect marine ecosystems, such as coral reefs.

However, the construction and operation of plants is not exempt from discharging CO₂ emissions in the current energy system. Therefore, Grenergy has designed a plan to reduce and calculate its own emissions following international standards.

For example, climate variability can affect energy production in renewable energy projects, which might have an impact on the company's revenue. In addition, climate

change can affect the availability of natural resources, such as water, that are necessary for the construction and operation of the company's projects. Meanwhile, the ambition displayed by a number of countries in the last 2-3 years in the face of climate change represents an opportunity for our business, as this ambition requires installing renewable energies. Therefore, Grenergy is alert to these risks and opportunities to manage them effectively.

*Grenergy has identified climate change risks and opportunities in its business activity to **protect its long-term sustainability***

Climate change risks

Description of risk	Nature	Financial impact	Mitigation strategy
Severe extreme weather phenomena, such as flooding, that could cause material damage to project technological equipment. HIGH ●●● Long term	Acute	Decreased revenue from energy sales due to reduction in generation resulting from damage to technological equipment (downtime). Increased operational and maintenance costs.	Flood risk studies and design and implementation of drainage systems. Risk transfer by taking out insurance for protection against extreme weather events.
Climate variations and extreme high temperatures that could affect inverter operation. HIGH ●●● Long term	Chronic	Increased costs due to negative impacts on the personnel employed. Reduced asset value in case of damage to equipment.	Changes in procurement policy and selection of inverters specifically adapted to withstand extreme temperatures.

Opportunities from climate change

Description of the opportunity	Nature	Financial impact	Opportunity management
Increasing demand for renewable energy, incentivised by European (European Taxonomy) and national regulations. Short-/medium-/long-term opportunity.	Products and Services	Increased revenue. Very high impact.	Strategy growth plan, with an installed power target of 5GW in 2025.
Access to sources of financing for installing storage technology. Short-/medium-/long-term opportunity.	Source of energy	Increased revenue from the sale of energy in the absence of sun. Very high impact.	Creation of a storage division with senior talent and development of a pipeline of 11.7 GW of projects at different stages of deployment in 11 countries.

Climate change risks and opportunities

Governance

The Board of Directors is responsible for establishing the Group's control, risk management and internal audit policy, while identifying the main risks faced by the company, including those arising from climate change. To this end, the Board relies on the support of the Audit Committee, which is responsible for supervising the effectiveness of internal control and risk management systems and for regularly reporting to the Board of Directors on its operation. Greenergy has entrusted the managers of the Operation and Maintenance business unit with the responsibility of assessing and managing climate change risks.

Strategy

Greenergy is aware that climate change can affect the company in several ways. On the one hand, there are physical risks that may affect the technological equipment of its renewable energy projects. On the other hand, the ambition in responding to climate change challenges requires installing renewable energies, which represents a business opportunity for Greenergy.



Risk management

Greenergy has integrated climate change impacts into its risk assessment and management system and has implemented monitoring mechanisms to mitigate the same. The different businesses and corporate areas of the company take part in the task of identifying the relevant risks, and risk maps are prepared for assessment thereof. Once identified, quantified, and classified, and appropriate action plans are designed for each of them. The risk map is updated and periodically submitted to the Board of Directors, following review thereof by the Audit Committee. Thus, Greenergy effectively manages the risks associated with climate change.

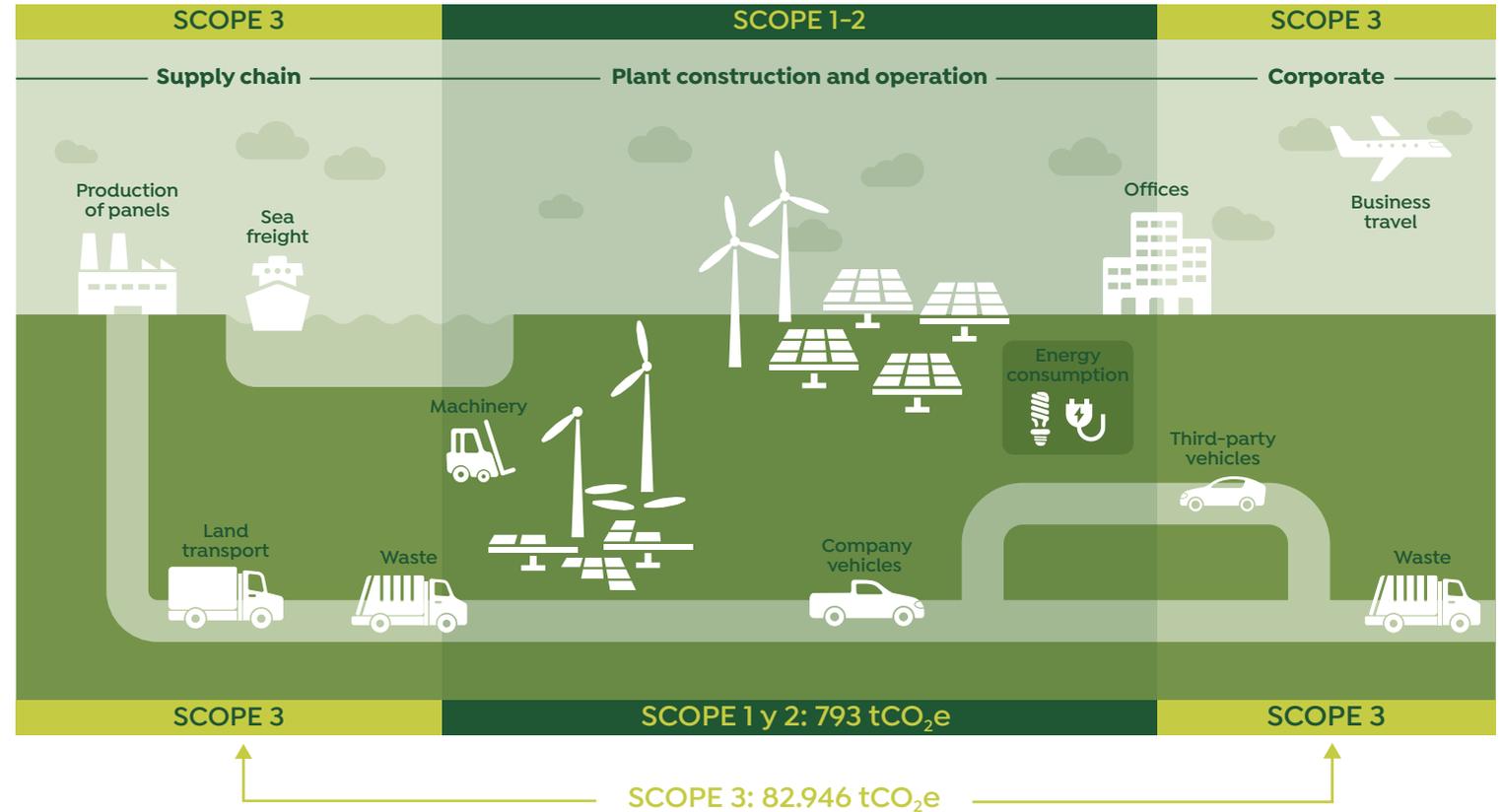
Metrics and objectives

Greenergy calculates its scope 1, 2 and 3 GHG emissions according to the GHG Protocol standard and has obtained third-party verification on this calculation, according to ISO 14064 for greenhouse gases. In addition, it has set emission reduction targets. For each identified risk, including climate change risk, Greenergy assesses risk, using impact and probability scales and prepares risk maps to effectively identify and manage the risks faced by the company.

The carbon footprint of our activity

The ISO 14064:1-2018 standard has been used to calculate our greenhouse gas (GHG) emissions. This is an international standard that adds credibility and veracity to any organization's GHG emissions reports. In addition, our carbon footprint calculations **have been verified** by KPMG and meet the criteria of ISO 14064.

The period analysed runs from January 1 to December 31, 2022, and the GHG inventory limits follow the financial control approach. Calculations are presented in tonnes of CO₂ equivalent and include all greenhouse gases relevant to the company: CO₂, CH₄ and N₂O. The sources of the emission factors are the latest data published by official bodies such as DEFRA GHG Conversion Factors 2022 and official sources of national energy mix.



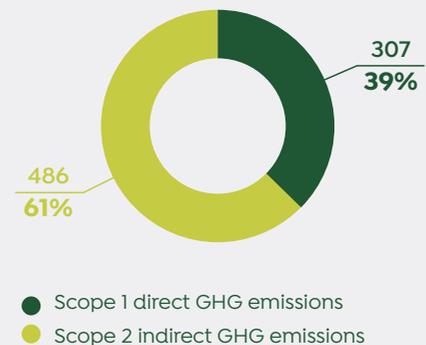


Our GHG emissions

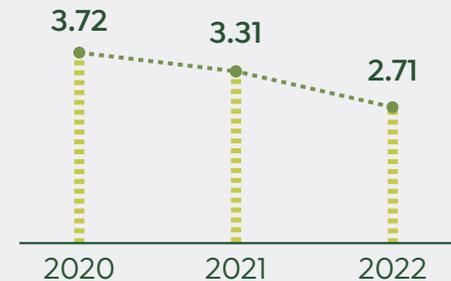
In 2022, our activity generated direct emissions of 307 tCO₂e, which accounts for a 75% reduction in our scope 1 emissions compared to 2021. As for indirect emissions of scope 2 by energy acquisition, they reach a value of 486 tCO₂e.

*Just like in the previous year, **Greenergy has reduced the intensity of its scope 1 and 2 emissions**, which reached a value of 2.71 tCO₂eq/M€ in 2022*

Scope 1 and 2 emissions (tCO₂e)



Emissions intensity tCO₂eq/sales (M€)



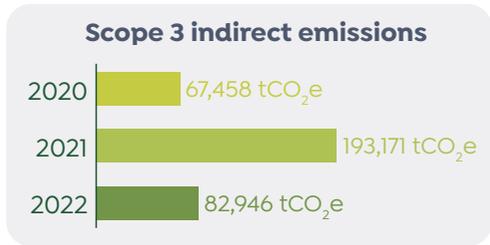
The intensity of scope 1 and 2 emissions per economic unit decreases from the previous year from 3.31 to 2.71. The figure broken down by scope is 1.05 tCO₂e/M€ for direct GHG emissions and 1.66 tCO₂eq/M€ for scope 2.

Our carbon footprint reduction targets

Grenergy is making headway in its strategy to fight climate change and has set targets to reduce the intensity of its scope 1 and 2 emissions (t CO₂/GWh) by 55% by 2030, as well as to reach net zero emissions by 2050. Grenergy is committed to reducing greenhouse gas emissions as part of its climate strategy. It has set scope 1 and 2 emission reduction targets in absolute terms with respect to 2021, when carbon footprint calculations as per the ISO 14064 standard were verified by a third party. These targets are aligned with SBTi criteria and aim to achieve a 55% reduction by 2030. In order to achieve its emission reduction targets, the company has started to implement energy efficiency measures. These measures are of variable nature, such as moving electricity supply to renewable

*Grenergy is making headway in its strategy to **fight climate change** and has set absolute emission reduction targets to **reduce its scope 1 and 2 emissions by 55%** by 2030 (baseline: 2021)*

energy sources, replacing the fleet of company vehicles with hybrid or electric models, and energy efficiency measures. All these measures evidence Grenergy's commitment to sustainability and environmental responsibility, as well as its determination in the fight against climate change.



Indirect scope 3 emissions in 2022 reached a value of 82,946 tCO₂e with respect to 2021 (193,171 tCO₂e). This is a clear example of the company's progression in engagement with the value chain, which has led to improving the transparency of our suppliers in respect of the carbon footprint and the transfer of increasingly solid information.

*Grenergy seeks to involve its value chain in **the transition to a sustainable economy***

*In 2022, thanks to the power generation that our projects involve, Grenergy has managed to **avoid the emission of 245,398 tCO₂eq** into the atmosphere.*

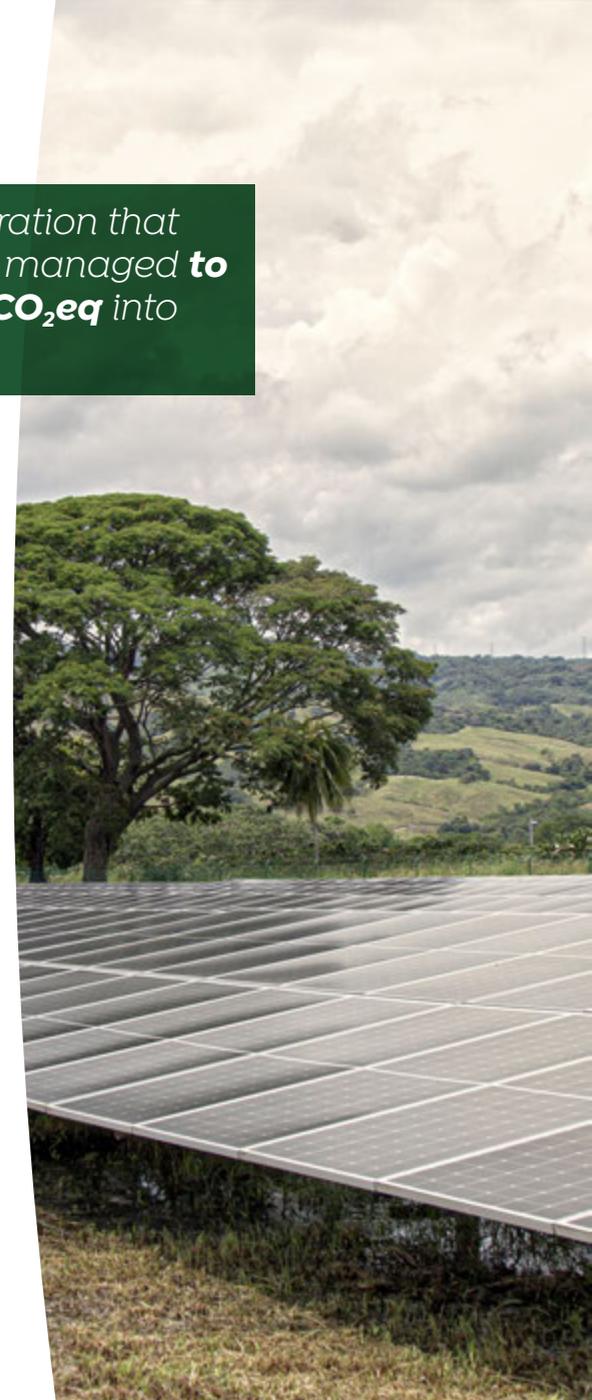
Other emissions

There were no refrigerant gas leaks during 2022. Below is a table with the company's scope 1 emissions, divided by type of greenhouse gas:

Category	Tm CH ₄	Tm CO ₂	Tm N ₂ O
Other emissions*	0.07	307.12	4.04

The emissions we avoid

Grenergy has contributed to reducing the amount of greenhouse gases emitted into the atmosphere thanks to our renewable energy generation activity, thus offering a direct solution to the global challenge of climate change. In 2022, thanks to the generation of electricity from our wind farms and solar plants amounting to 744,431 MWh, we managed to avoid the emission of 245,398 tCO₂eq. This amount is equal to the annual energy consumption emissions of 35,230 households (**).



* Other emissions refer to direct emissions from other refrigerant gases. **The avoided emissions were calculated on the basis of the production by country and the emission factors of the national electricity mix, as published by official sources and for equivalence of energy consumption in households (IDAE 2022).

Grenergy has prepared and approved an **energy efficiency and emission reduction plan** which contemplates different types of measures, with specific targets and time horizons for their implementation

Energy consumption and energy efficiency plan

100% of renewable energy consumption comes from purchased certified renewable electricity with a guarantee of origin. Electricity sold amounts to 744,431 MWh.

No fuels from renewable sources are used. Total energy consumption is distributed as follows:

Litres of diesel oil used by machinery and stationery combustion equipment	7,971
Litres of petrol used by machinery and stationery combustion equipment	680.5
Litres of diesel oil used by vehicles	105,976
Energy consumption at construction sites (KWh)	1,578,570
Energy consumption at offices (KWh)	230,597

To summarise, Grenergy is a company engaged in the business of developing, building, operating and maintaining exclusively renewable energy projects, thus contributing to the mitigation of climate change. In addition, the company has approved a Human Rights Policy and incorporates ethical

criteria into its agreements with suppliers. In addition, it is progressively implementing a due diligence process in respect of minimum social safeguards. By acting this way, Grenergy demonstrates its commitment to sustainability and social and environmental responsibility in all its activities.

MEASURES OF THE ENERGY EFFICIENCY PLAN



Transition plan for company cars that run on petrol or diesel oil to hybrid/electric cars.



Training in eco-driving for employees who are frequent drivers.



Awareness regarding the efficient use of energy at the office.



Improved planning during construction stage at project level.



Prioritisation of **electrification** and implementation of **low-emission solutions**, such as biofuel generators or hydrogen generators at construction stage.



Replacement of lighting fixtures that need to be changed with low-consumption, efficient-technology LED lights at the company's offices.



General supply of **renewable energy with certified guarantee of origin**.

3.3 Water management

Water resources are a valuable and limited scarce commodity that Grenergy uses responsibly.

The construction of our renewable energy projects and the subsequent operations and maintenance tasks require the use of water for a number of activities, such as the control of suspended particles and road stabilisation works, the washing of solar panels, general cleaning and hygiene and consumption by employees. Although these activities require using water, the company does not make discharges and installs chemical toilets managed by specialized companies to avoid any type of spillage. This is how Grenergy ensures that it manages water in a way that protects the environment.

Sustainable use of resources

The company, aware of the risks associated with water scarcity, seeks to minimize the environmental impact of its use. The main actions carried out for a more sustainable use of water include: the extraction of surface water is carried out under strict authorization by, and under the control of, the competent authority in charge of its administration. As far as possible, low-impact sources, such as desalinated water produced in neighbouring areas, are sought and no water is stored. As a measure to reduce industrial water consumption, dry panel washing and the use of dust suppressors were incorporated into several projects in 2022.

*100% of the industrial water used in the operation of our **solar plant in Quillagua**, located in the Atacama Desert (Chile), comes from a **desalination plant located in this region***

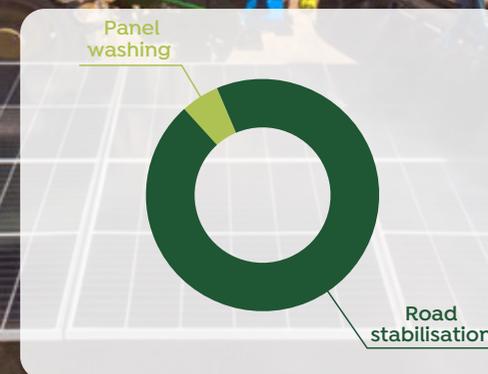
Throughout 2022, the analysis of our water consumption was expanded and improved, through the study of our water footprint as per the ISO 14046 standard. These outcomes have allowed us to identify the most relevant points that require our action.

Water consumption in 2022 amounted to 5.90 ML at global scale, and the proportion of water consumed in areas under water stress amounts to 4.02 ML, according to WRI's Aqueduct. In these areas, 48% of the water consumed comes from surface waters subject to pre-established limits and control by the competent authority responsible for its administration, while the remaining 52% is water purchased from third parties.

In connection with the responsible use of water, it should be highlighted that the amount of surface water consumed in these water stress areas was well below the pre-established limits, without ever reaching 30% of the amount of water authorized.



Globally, the percentage of third-party water considered fresh or drinking water is 7%.



At global scale, 94% of industrial water was used in road stabilization, with the remaining 6% being used in panel washing.

3.4 Circular economy

Circular economy is an economic and management approach that seeks to maximize the use of resources while minimising waste generation. It is based on the principle that all materials must be reused or recycled to the maximum extent possible to extend their useful life and reduce the need to extract new natural resources.

Circular economy is important for a number of reasons:

- **Reduced dependence on natural resources:** by reusing and recycling materials, the need to extract new natural resources is reduced, which may contribute to the preservation of ecosystems and biodiversity.
- **Energy savings:** The reuse of a product or the recycling process usually requires less energy than the production of materials from natural resources. Therefore, circular economy may contribute to the reduction of greenhouse gas emissions and to energy savings.
- **Waste reduction:** circular economy seeks to minimise waste generation and maximise waste value, which may contribute to reducing the amount of waste sent to landfill.

In our commitment to circular economy, Grenergy monitors water consumption and waste generation in all its plants under construction or in operation, as well as in its offices. This allows the company to detect unusual variations that may indicate inefficiencies in the use of resources. GHG emissions resulting from waste management activities are deemed to be included in Scope 3 when calculating the carbon footprint.

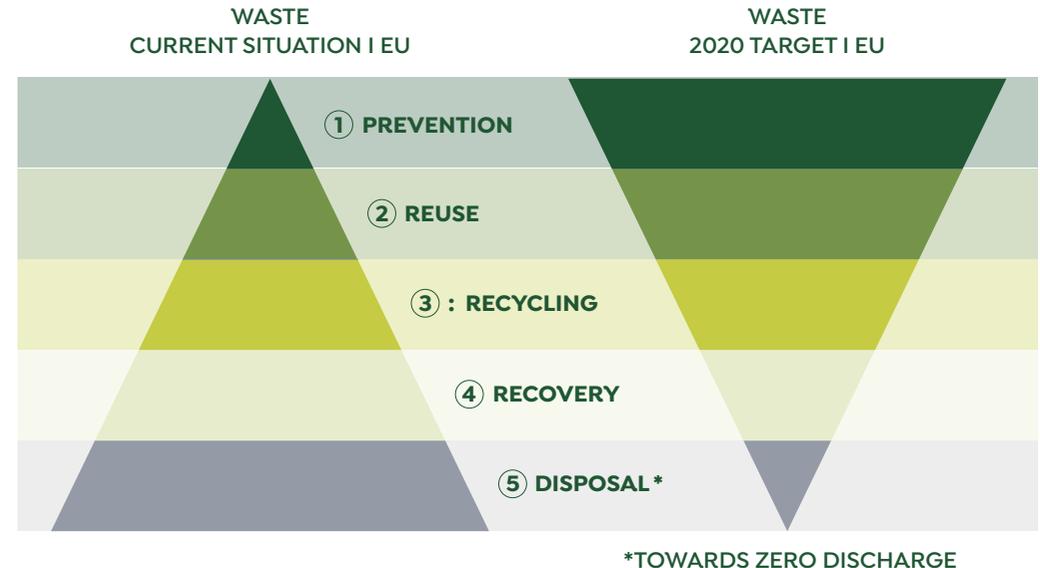
Our goal is to minimise water consumption and its environmental impact, while maximising the reuse and recycling of waste. In this respect, we seek synergies with the local community to promote circular economy and the analysis of our water consumption was expanded and improved in 2022, thanks to the study of our water footprint as per the ISO 14046 standard.

Grenergy, as is the case with other management systems mentioned, implements a hierarchy of measures in connection with resource and waste management

Waste recycling

The hierarchy of waste management measures is reflected in the attempt to reuse a high amount of waste by donating the same to local communities. Waste that cannot be

donated because it has no direct value is mostly sent to recycling plants. Ultimately, the rest of the waste is sent to energy recovery facilities or landfilled.



In 2022, given the increase in its plant construction activity, the company increased the amount of total waste to 1,544 t. Waste has been classified as hazardous, non-hazardous and forest waste. Solar panels are the main hazardous waste generated by Grenergy's activity. Following the hierarchy of measures, the

first action that is performed is the search for actors from the local community or for educational institutions that could reuse our panels. Should the conditions of the panels used prevent them from being reused, they are sent to recycling plants where between 85% and 100% of the materials are recycled.

Non-hazardous waste is generated during plant construction stage and mainly consists of packages, cardboard and wood. This waste is sent to recycling plants as it is easily recycled. The recycling rate depends on the country in which the waste is generated.

*Grenergy recycles part of the waste it generates. Also, a second life is given to waste donated to the local community and to donated forest waste, with **12.1% non-hazardous waste being donated***

This practice is one of the many examples that evidence the company's commitment to environmental responsibility.



Construction of the solar plan in Tucanes, Colombia

In 2022 Grenergy strengthened local entrepreneurship through a strategic alliance with the local recycling association Ecology and Life of Bayunca (ECOVID), with which joint efforts were made to enable the solid waste generated on site to be reused, thus ensuring the comprehensive management and proper use thereof.

In addition, Grenergy donated 100% of the timber material coming from forest waste to artisans in the project's local community, for carving and manual elaboration of handicrafts, thus improving their livelihood.

The alliance with the **local recycling association ECOVID** allowed the latter to double its staff and triple its revenue.

4

Creating shared value



Growing with our employees

Building links with our communities

4.1 Growing with our employees

Our team drives Grenergy's commitment to sustainability. Their determination and trust ensure we meet our goals and set the benchmark for competitive, clean energy.

A growing talent

Our team continues to grow in line with the expansion and development of business activities delivering on the strategic plan and the ESG Roadmap 2021-2023.

Grenergy's workforce maintains its double-digit growth, with a year-on-year variation of 27.4% versus 2021



EFTP Personnel (Equivalent full-time personnel).

Grenergy's evolution, both from the point of view of the organisation and the people who make it up, is based on sustainable development and respect. We value the potential of each person regardless of their origin, characteristics, attributes and preferences. We always act with people's needs in consideration, taking care of each team member, day by day, to move steadily towards the goals set by the organisation, leaving no one behind. For this reason, the health and well-being of our employees is our priority.

*The personnel included in the calculation of the total number of employees per year (EFTPs) is the personnel with an employment contract, permanent or temporary, signed with GREENERGY in Spain. In this sense, the figures of the CEO, directors, self-employed and interns have not been considered as computable workforce in this calculation.



Grenergy, through its Sustainability Policy and ESG Roadmap, reaffirms its commitment to guaranteeing equal opportunities, promoting the participation of women in all stages of the business model and stakeholder representation, encouraging labour flexibility, fostering professional development and promoting a culture of health and safety. In this way, the social actions and goals integrated by Grenergy continue to be aligned with the United Nations Sustainable Development Goals, highlighting the social contribution in goals 5 (Gender equality) and 8 (Decent work and economic growth).

A good place to work fosters close communication and collaboration based on respect, credibility and integrity, while at the same time promotes fairness and diversity based on impartiality, encouraging a sense of belonging and pride in belonging. Grenergy is an organisation with a culture of trust, capable of attracting and retaining talent, as accredited by the Great Place to Work certification, which recognises Grenergy as one of the best employers in the world for the third consecutive year. This is an acknowledgement in the field of people management and business strategy at national and international level, which assesses different aspects based on blind employee surveys.

At the end of 2022, the majority of employees (93%) have permanent contracts, while the rest of the workforce (7%) is made up of employees with temporary contracts. This type of contract stems from the need to include technical profiles and field personnel in construction work, adapting to the progress of the different projects.

There are no part-time contracts or other contracts for non-guaranteed hours. Working time is distributed on a full-time basis according to the regulations in force in each country, distributed over 5 days a week. Furthermore, all Grenergy employees work under this working framework, as the organisation does not have any employees with shift work distribution.

93% of our employees have a permanent contract. 89% of women and 95% of men are hired on permanent contracts.

Aspects assessed in Great Place to Work certification



Great Place To Work®
Certified
ESPAÑA

Employees- Geographic distribution

	Europe					Latin America					Total
	Spain	Italy	UK	Poland	Germany	Chile	Colombia	Peru	Argentina	Mexico	
Women	36	2	0	3	0	25	10	4	0	1	81
Men	77	5	3	3	2	90	19	6	3	0	208
Total	113	7	3	6	2	115	29	10	3	1	289
% of local hires	92%	96%	57%	90%	100%	79%	93%	100%	67%	100%	87%

Employees – type of contract

	Europe					Latin America					Total
	Spain	Italy	UK	Poland	Germany	Chile	Colombia	Peru	Argentina	Mexico	
% permanent contract	98	100	100	95	100	94	71	96	100	100	93
% of women	32	31	4	55	0	20	30	44	0	92	27
% of men	68	69	96	45	100	80	70	56	100	8	73
% temporary contract	2	0	0	0	0	6	29	4	0	0	7
% of women	0	0	0	0	0	50	50	0	0	0	43
% of men	100	0	0	0	0	50	50	100	0	0	57

Employees by category

	Senior Management	Area Managers	Middle managers	Technical staff	On-site/field personnel
Permanent contract	5	10	30	141	83
Temporary contract	0	0	0	6	14
Men	3	9	22	90	85
Women	2	1	8	57	12

Average compensation (€) by category and gender

Gender	Category	Average (€) 2022
Men	Senior management	93,333.32
	Area managers	78,376.15
	Middle managers	54,451.58
	Technical staff	31,708.59
	On-site/field personnel	19,138.28
Women	Senior management	84,999.96
	Area managers	65,000.04
	Middle managers	51,018.97
	Technical staff	29,328.60
	On-site/field personnel	16,987.65

Average compensation (€) by gender

Gender	Average (€) 2022
Men	31,839.14
Women	31,220.14

Average remuneration (€) by age range

Age	Average (€) 2022
Under 30	21,855.33
Between 30 and 50	35,754.00
Over 50	30,915.77



Attracting and retaining talent

Grenergy offers a diversity of talent, combining a team of senior professionals with proven experience in the sector with a **younger workforce with opportunities to take part in international projects**

No. of employees by type of contract and age				Distribution by age	
Age	Permanent	Temporary	Total		
Under 30	67	9	76	< 30 (76)	26%
Between 30 & 50	180	9	189	30 a 50 (189)	65%
Over 50	23	1	24	> 50 (24)	9%
	270	19	289		

We attract young talent through long-term collaboration with the public business entity ICEX. Grenergy offers candidates presented by ICEX and selected a roadmap, supervised by a mentor, which allows them to gain experience in the renewable energy sector and in business development, as well as the opportunity to take part in international projects.

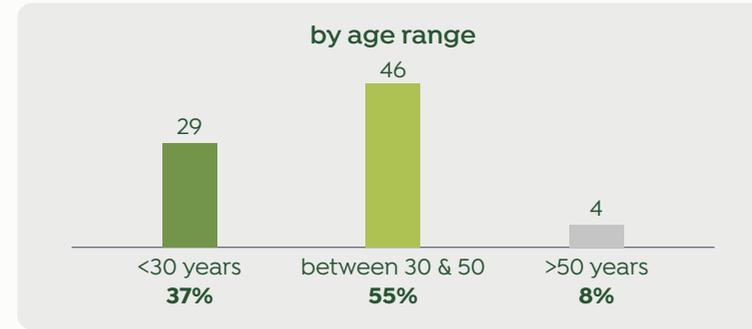
In addition, young talent is promoted through programmes such as the Grenergy Talent Programme, a project in collaboration with the Fundación Universidad Empresa (FUE),

which seeks to recruit young recent graduates for a scholarship programme. After a selection process where the candidates went through different phases that included group dynamics, language tests and individual interviews, a total of 18 people joined us in different departments. All of them are studying, alongside their scholarship programme, a Master's Degree in Decision Making and Innovation, reinforcing their management, communication and leadership skills while acquiring professional experience in different fields of the organisation.

Distribution of new contracts



79
new contracts
in 2022



by gender



37%
women



63%
men

by country



- Spain (40.7%)
- Chile (34.2%)
- Colombia (13%)
- Poland (4.89%)
- Italy (2.72%)
- UK (1.63%)
- Peru (1.63%)
- Germany (1.23%)
- Mexico (0)
- Argentina (0)

At Grenergy we are aware of the talent we have and we are committed to their professional development and loyalty.

Employees receive accident cover, including disability and major invalidity commitments undertaken in the different collective bargaining agreements that are applicable, including accident policies, as well as travel assistance for work-related reasons, covering any health care they may require during their journeys.

All employees in Spain are covered by collective bargaining agreements, which represents 39% of the total workforce. Grenergy is governed by the Framework Collective Bargaining Agreement for Industry, Services and Metallurgical Sectors in the Community of Madrid and Cuenca, respectively.

The company operates a culture based on transparency and accessibility between the different levels, with the aim of facilitating and encouraging open communication among everyone, enabling the flow of information and queries from workers on an equal basis. There is currently no formal trade union representation, so agreements with workers are carried out in accordance with current legislation and under a cultural framework of open communication between employee and employer.



Average length of service

2,18 years

Dismissals by age, gender and professional category

Gender	Women	3.82
	Men	5.19
Age	under 30	2.21
	between 30 and 50	5.74
	Over 50	1.06
Professional category	Senior Management	0
	Area managers	0.37
	Middle managers	0.61
	Technical staff	5.65
	On-site/field personnel	2.37





Equality, Diversity and Inclusion

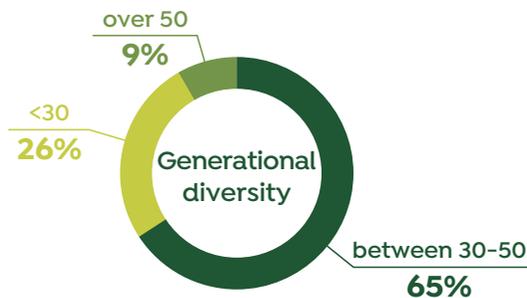
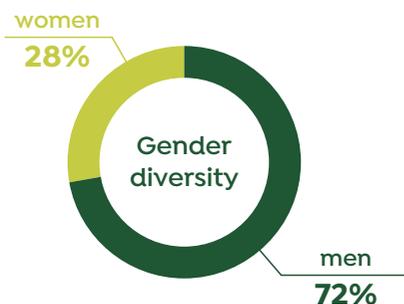
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Total	113	7	3	6	2	115	29	10	3	1	289
% of local hires	92%	96%	57%	90%	100%	79%	93%	100%	67%	100%	87%

At Greenergy, we believe in the added value and benefits of **diversity, inclusion and equality**. These factors are both a priority management commitment and a competitive advantage

Greenergy is committed in its Code of Ethics to ensuring a working environment of equality, respect, safety and non-discrimination on the grounds of race, sex, ideology, belief or any other type of personal or social condition, specifically supervising conduct that could lead to any type of personal harassment. No cases of discrimination were identified during the period. The numbers reflect our commitment:

Operating in
10
countries *

87%
local
employment



*Sofos Harbert as a subsidiary of the Group in the U.S. will not be consolidated until 2023.

Distribution of staff by professional category, age and gender



Employees by Geographic distribution and category

	Spain	Italy	UK	Poland	Germany	Chile	Colombia	Peru	Argentina	Mexico
Diversity of management positions	12	0	0	0	0	3	0	0	0	0
Employment diversity	101	7	3	6	2	112	29	10	3	1
Employment distribution by nationality	38.97	2.44	1.14	1.91	0.69	39.92	9.93	3.59	1.04	0.37

Since the ESG Roadmap, launched in 2021, Grenergy has drawn up an Equality Roadmap that aims to promote equal opportunities in women's professional development, from the selection and recruitment stages, promote the reduction of salary differences between both genders for positions of the same responsibility, launch initiatives for work-life balance and work flexibility, as well as other measures that contribute to guaranteeing a respectful working environment.

New hires for the period amounted to 79 people, of which 63% were men and 37% women.

In line with the Roadmap submitted, at Grenergy we have worked to draw up our first Equality Plan, carrying

out a diagnosis of Grenergy Spain's workforce, with two main goals in view:

- Identify the existence of gender imbalances in the workforce distribution.
- Act as a basis for the drawing up the Equality Plan as a strategy for optimising Human Resources as regards our commitment to equality.

Thanks to this process, with positive results, we have drawn up our first Equality Plan, which will be communicated to the organisation in 2023.

*In 2022, **Grenergy** was recognised along with 45 Spanish listed companies to join **BME's IBEX Gender Equality Index**, an index that is only accessible to companies with a significant female presence in senior management and on the Board of Directors*

As part of our commitment to the society where we operate, we promote the social and labour inclusion of people with disabilities in our workforce. In addition, Grenergy, in collaboration with the Adecco Foundation, is committed to supporting diversity through activities, such as the meeting with Desirée Vila, which improve the visibility of vulnerable people, raise awareness of the organisation's environment and reduce barriers, inequalities and discriminatory attitudes to accessing the labour market. Both initiatives help us to comply with the LGD Law.

At Grenergy we have publicly stated our commitment to the principles of diversity, inclusion and equality. To protect the people in our team, the company has a Policy to Prevent and Combat Workplace and Sexual Harassment, and a wide range of sub-policies for each of the countries where it operates. Also, as a measure of the company's strong commitment to the fight against situations of harassment at work and sexual harassment, Grenergy has established a complaints channel on its website to guarantee employee confidentiality and security and has set up a disciplinary committee.





Training and Development

Greenergy provides specific training tailored to the needs of each employee and is creating leadership and development training programmes to improve the technical and soft skills of managers and employees

Greenergy has structured an improved employee training plan for 2022, based on four transversal aspects, with the aim of enhancing professional knowledge, promoting Greenergy's culture and the commitment and deve-

lopment of its employees. As a result, a model adaptable to the necessary skills identified for achieving business goals and strategies is promoted, aligning Human Resources policies, people's needs and strategic goals.

Greenergy Soft Skills

Management skills linked to efficiency and improvement of the organization, such as leadership, communication, diversity and inclusion.

Greenergy Technical Skills

Basic and complementary knowledge for optimal performance of functions (professional social networks, cybersecurity, internal communication and collaboration areas).

Greenergy Net

Diffusion of internal knowledge through talks given by key members of personnel.

Greenergy Growth

Ad hoc training in response to the needs identified.

By laying the basis for a structured, in-depth and adapted training strategy, Greenergy optimises the performance of our team's technical and management functions, diversifying its resources and knowledge and maximising employees' motivation to grow and improve their profiles. Accordingly, we have provided our technicians with an average of **19.3 hours** training/employee, middle management with **11.5 hours**/employee, area managers with **19.5 hours**/employee

and members of senior management and board members with **23.4 hours**/employee. From a quantitative perspective, the improvement in managing the team's professional growth is shown in the increase in time dedicated to training, which amounted to 4,162 hours. **The average of training hours per employee is 12.46 hours.** Training hours distributed by gender are **12.19 hours**/man and **12.94 hours**/woman.

In 2022, we strengthened the team's training in various areas such as finance, technology, sectoral, risk, compliance, health and safety, sustainability and equality, among others

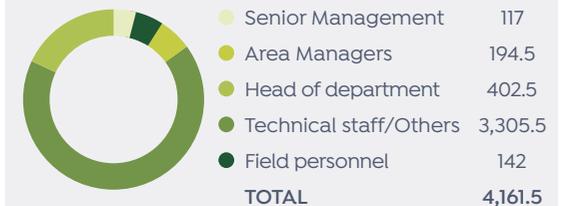


12.94 Training hours women

205.4€ Investment in training/employee



Distribution of training received by professional category



Compensation

Employee remuneration is defined on the basis of results and following an ongoing annual performance evaluation process that aligns Greenergy's strategic goals with the objectives of each department. This way, there is a significant link between the variable remuneration of managers, middle management and key positions and the ESG integrated into the organisation's corporate strategy.

The performance evaluation procedure addresses each review decision objectively, providing fair compensation from the perspective of the employee's level of responsibility and contribution to Greenergy's goals.

It is a circular process that starts each year with a review and appraisal of contribution to the objectives established at the beginning of the previous year and, subsequently, the goals to be achieved in the coming year are prepared and established between manager and employee, together with notification of the incentives received. To evaluate these specific, measurable, achievable objectives aligned with the corporate strategy, the employee carries out a self-assessment which, together with an assessment of the progress of the business objectives aligned with those of the department or line of business and an identification of areas for improvement, contributes to obtaining

Greenergy promotes the values of transparency and honesty through one-to-one conversations and feedback processes

an efficient and fair balance of the corresponding annual progress. In addition, the company offers its executives stock options, thus ensuring alignment of key employees' interests with strategic growth goals.

For this reporting period, the average executive remuneration, including variable components, amounts to €89,166.64. 100 % of the employees, excluding site/ground staff, have received performance appraisals, i.e. 85 % of the female and 59 % of male staff.

Pay gap analysis

In line with the goals set for the year 2022, a remuneration analysis of Greenergy's workforce has been carried out at the Spanish

level, in all its business units, categories and positions. After a detailed study and taking into consideration objective variables such as level of training, experience, responsibilities, among others, we may conclude that in Greenergy Spain there are no gender-related differences in remuneration, obtaining such a positive result as a 0.27% salary gap in 2021. The ultimate purpose of this methodology is based on eliminating any trace of gender pay inequality in any of Greenergy Spain's activities, while at the same time seeking pay equity in all businesses where it operates.

In analysing pay differentials between employees, the ratio of basic salary for men to women at Group level in 2022 was 1.94.





4 accidents among our employees



0 occupational illnesses



0 fatal accidents



2,205 hours of employee Health and Safety training



Absenteeism rate 0.00022



Health, Safety and Welfare

*Grenergy is committed, through its Sustainability Policy, to **promoting a culture of health and safety** at work through the use of preventive tools*

For its activities in Spain, Grenergy has an external occupational risk prevention service that assesses the environmental conditions and the possible risks that workers may face during the course of their activities. This assessment includes preventive and corrective measures if necessary. In addition, an analysis of work stations is carried out, establishing in each case any possible preventive measures, following the Preventive Action Plan and the Emergency Measures Plan. In Chile, Grenergy has an Internal Regulation of Order, Hygiene and Safety that guarantees a safe working environment and promotes a culture of risk prevention. In field operations, Grenergy draws up detailed health and safety plans and has person-

nel specialised in occupational risk prevention. This staff, often in-house and drawn from the local community, is knowledgeable regarding local and national legal requirements.

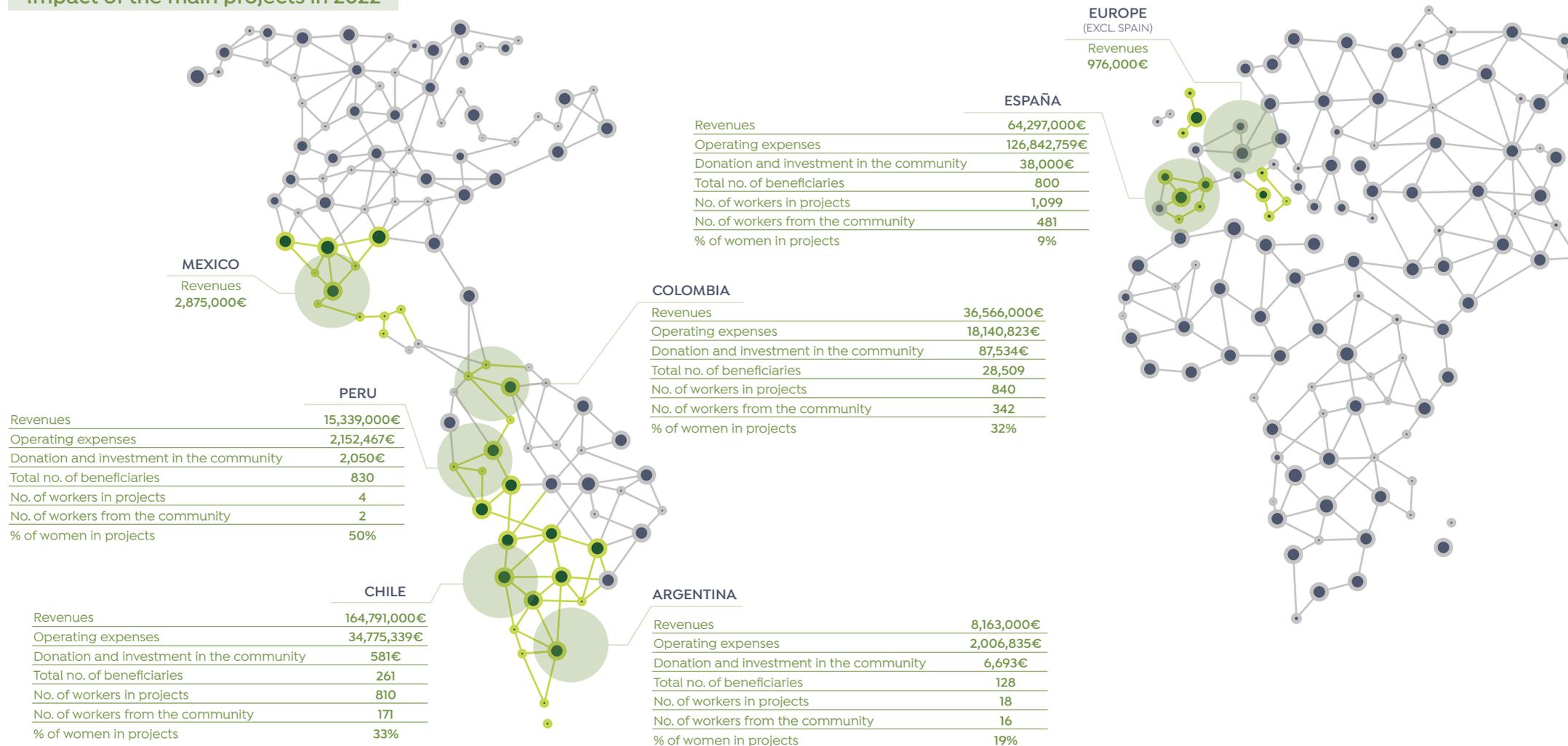
We believe that awareness and sensitivity play an important role in laying the foundations for healthier lifestyles. A total of 3,078 hours of training were delivered in 2022.

As part of this commitment to a culture of health, safety and well-being at work, Grenergy managed to ensure that, during the 2022 financial year, which was marked by the increase in the number of plants under construction, the few accidents that occurred were minor and that no occupational illnesses were reported.

4.2 Building links with our communities

We are aware of the footprint we leave in the communities where we operate and work to generate a positive social impact.

Impact of the main projects in 2022



We are aware of the footprint we leave in the communities where we operate and work to generate a positive social impact.

Local impact

We focus on building transparent, solid relationships, where the link between projects and local communities will remain over time, thus facilitating mutual growth.

Our aim is that communities can find in us an ally with whom to develop and generate new opportunities.

We identify the potential environmental and social impacts of our activities and work to avoid and/or mitigate the negative ones and enhance the positive ones.

In addition, aware of the impact of Ukraine's invasion, Grenergy has collaborated with Médecins Sans Frontières and the NGO PAH (Poland) with a contribution of 100,000 euros.

Fluid communication

For Grenergy it is essential to build a trustworthy relationship with the local community in each of our projects, ensuring that communication is fluid, two-way and constructive. We therefore ensure that we open opportunities for the different stakeholders to engage with the projects in a direct, transparent way, communicating their concerns and/or suggestions, which are managed in accordance with the procedures in place for this reason.

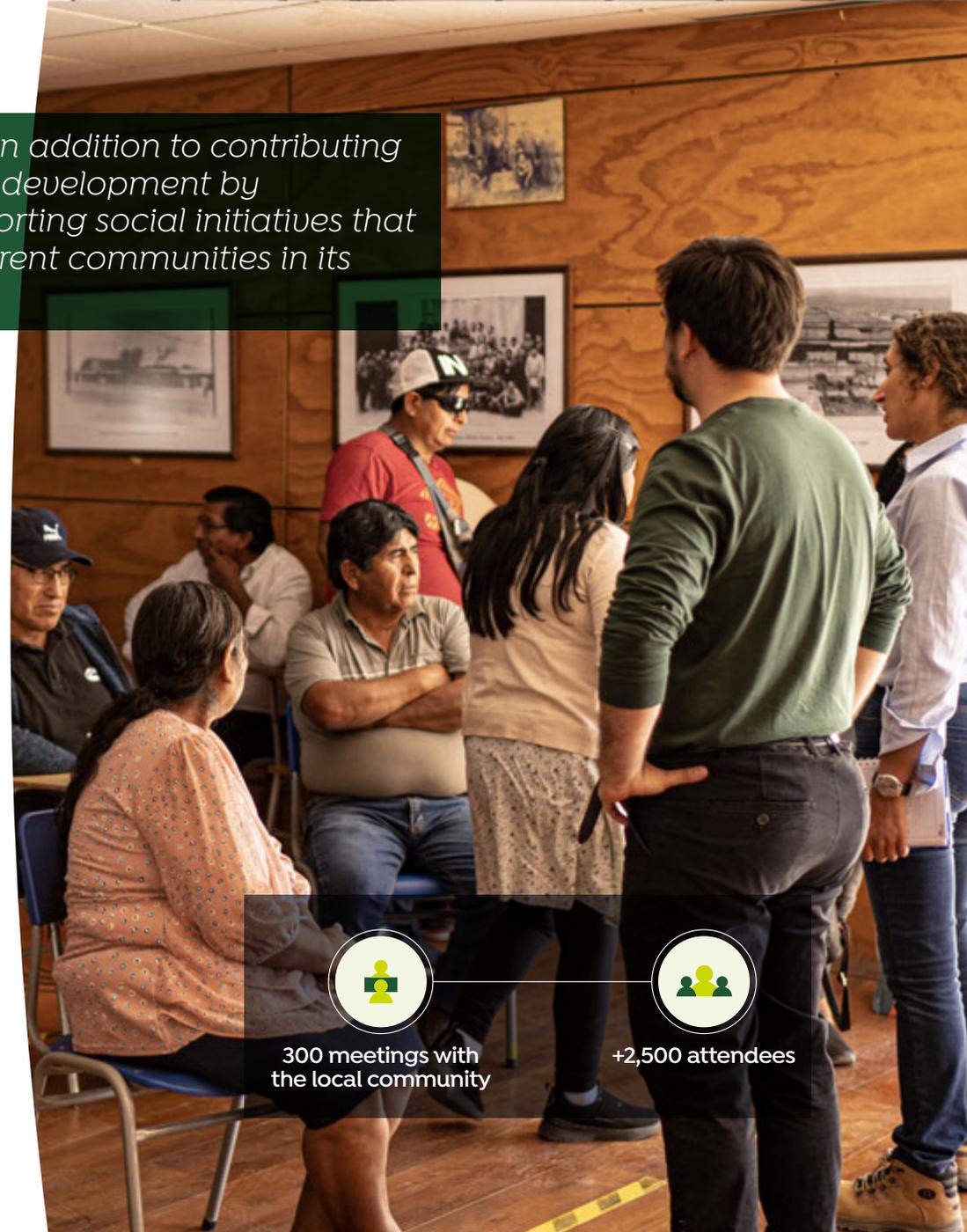
In line with our Sustainability Policy and Local Community Relations Procedure, we seek to establish a bilateral dialogue with communities from very early stages through formal and informal meetings, training sessions, consultations, and providing the community with different means of communication. We

Grenergy's goal is that its projects, in addition to contributing to energy transition, promote local development by generating employment and supporting social initiatives that meet the specific needs of the different communities in its area of influence

distribute the telephone numbers and email addresses of the people who are committed to addressing the queries and concerns of our neighbours, and we provide mechanisms to ensure anonymity if so desired, such as physical and/or virtual mailboxes, through our website. In this way, we ensure that all communications are dealt with through a feedback mechanism that also allows us to evaluate the effectiveness of our actions and make the necessary adjustments.

Our aim is to establish two-way, win-win communication throughout all stages of the project: development, construction, operation and maintenance, and decommissioning.

In 2022, 300 meetings were held with local communities, involving more than 2,500 people, which more than triples the number of attendees versus 2021



300 meetings with the local community



+2,500 attendees

In 2022, we generated jobs for more than 2,700 workers involved in the construction and maintenance of our projects

Local development

In our constant pursuit of fostering the development of local communities, we encourage, promote and prioritise, wherever possible, local hiring, both of staff and suppliers. We also engage with communities to jointly carry out strategic social investment initiatives.

These actions are in line with our Local Community Engagement Procedure which outlines how Greenergy interacts with the people and communities surrounding our projects.

Through this procedure, and through a process of considering needs and opportunities in the region, Greenergy implements action plans and supports local impact

initiatives that meet the criteria of alignment with the Sustainable Development Goals identified as a priority or which respond to a basic need detected in the area. To implement and develop initiatives to support the local community, we apply a transparent and orderly mechanism that requires prior approval of budgets and proposed initiatives and monitoring of funds to ensure their correct use, which in turn leads to an improvement in the community's quality of life.

We promote community activities that leave capacities in place in the communities, thus fostering local development.

- We strive to understand the cultural diversity and customs of the communities in our project areas to achieve a respectful approach to implementing these initiatives.
- We provide training and workshops on topics of interest to the community that may catalyse potential trades, promote and facilitate access to renewable energy education. We are committed to a participatory and collaborative process for these initiatives.

We create positive local impact with €116,542 in donations and investments in the local community of an additional €18,300 in in-kind donations.

In addition, through environmental impact statements or similar procedures, we identify possible critical points that

could jeopardise, in the future, the successful development or operation of the project. During 2022, no fines have been received relating to social non-compliance. Nor have any project delays been encountered due to impacts on the local communities.



0 fines for social violations



0 Delays in projects due to community impacts



1 Red flags raised in the social sphere in project assessment procedures



Basic principles and strategic lines of the social action plan

The creation of positive local impact is guided by the principles and strategic lines of Grenergy's Social Action Plan, following a needs assessment exercise. Grenergy's Social Action Plan, following a needs assessment exercise.

BASIC PRINCIPLES

PROACTIVE COMMUNICATION

MEDIUM AND LONG-TERM VALUE CREATION

STRENGTHENING TIES

STRATEGIC ALLIANCES

ETHICS AND TRANSPARENCY

RESPECT

LINKAGE TO PRIORITY SDGS

IMPACT MONITORING

STRATEGIC LINES

The strategic lines delimit the area of definition of the plans and social initiatives and are complemented by the analysis of the needs of the environment of each project and local community, in a context of consideration of the strategic importance of each project.



GENDER EQUALITY

Promoting equal opportunities for men and women.



AFFORDABLE AND CLEAN ENERGY

Facilitating access to clean energy and improving energy efficiency.



ECONOMIC GROWTH AND FULL EMPLOYMENT

Promoting economic growth and full employment under fair conditions.



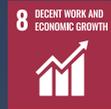
CLIMATE ACTION

Improving education, raising awareness and human capacity with respect to climate change mitigation and adaptation.



SUCCESS STORY

Local electrification project in Quillagua, Chile



This is the best example of how Grenergy, besides promoting the development of clean and renewable energy, seeks to generate a positive social impact on local communities.

Our Quillagua solar plant (100MW), where 20% of the plant's workers come from the local community, is located in the Atacama Desert, next to the driest inhabited region in the world and where there are no low and medium voltage infrastructures. The community's electricity came from the use of generators and burning fossil fuels. Grenergy has built a small 350KVA solar plant near the village of Quillagua to supply the entire population, more than 100 homes.

In August 2022, this installation has made it possible for the Aymara community to have a 24-hour electricity supply for the first time, in collaboration with the local authority, including public lighting.

The project is part of a public-private partnership between the Regional Government of Antofagasta, the Energy Ministry and the Municipality of María Elena, on the one hand, and Grenergy, on the other.

Having electricity 24 hours a day, in addition to improving the community's quality of life, has a positive impact on its economy, safety and job opportunities. In addition, in joint management with the community, we promote training in safety and home electrical installation, as well as developing initiatives to promote tourism in the area.

Actualidad Económica, a reference magazine of the Spanish business press, acknowledged this Grenergy initiative as one of the most innovative in the CSR and Volunteering category.

For the first time, the town has 24-hour electricity supply



Park capacity:
103 MW



Avoided CO₂ emissions:
113,155 TCO₂e



Aymará community's
plant capacity:
350Kw



Direct beneficiaries:
**100 residential
units**



SUCCESS STORY

Extending our practices to consultants and contractors, Participatory monitoring Víctor Jara, Chile



The Víctor Jara photovoltaic park (200MW) received environmental approval in 2022 for its construction in the commune of Pozo Almonte, in the Tarapacá Region. It is expected to generate around 100 jobs during its construction phase.

In line with our principles of promoting open communication, the community (Asociación Indígena Aymara Campesina de la Pampa del Tamarugal) was contacted beforehand by the community managers, who presented the project comprehensively and proposed participatory monitoring of the project's activities during the construction phase, in accordance with the guidelines of the International Finance Corporation (IFC). In addition, other areas of collaboration have been identified, such as the analysis of transhumance to make way for livestock, the communication of required jobs and profiles that can be filled by the local community, or the donation of disposable material.

Statements from participants show the commitment of Grenergy in enabling participation and communication with local communities: "Thank you for bringing the project to us, it shows how transparent you are", "The presentation was clear and progress was made, thank you. Let's keep moving forward together".

This process of local community involvement and participation is a clear example of Grenergy's day-to-day approach to community relations at all our plants. Dialogue is the basis of coexistence that guarantees the proper development of the project throughout its life cycle, which can last 25 or 30 years.



Park capacity:
200 MW



Community Engagement:
Aymará (18 people)

Day 1: Dialogue, Participation and Planning

November 9, 2022

Team presentation

Methodology presentation

Project presentation

Presentation to the
community regarding
their worldview and
relationship with the
territory

Day 2: Conclusions, Commitments, Participation

December 8, 2022

Thematic workshop on the
basis of the issues raised

Conclusions of the
indigenous community
and Grenergy
Renovables

Closing minutes and
agreements for next
meeting

Day 3: Conclusions and Commitments

1Q23

Response on the
conclusions and how it
will address the issues
worked on

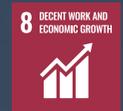
Adjustments and approval
of the Community's
commitment

Delivery of commitment
document and Ceremony
closure ceremony

Consultation and involvement of the local Aymara community started at a very early stage of the project, which has identified the necessary issues to be covered before the park's deployment and construction

SUCCESS STORY

Promoting local employment and integration of women Belinchón, Spain



The Belinchón solar park, whose construction began in 2022, is located in Cuenca, one of the most depopulated provinces in Spain and where Grenergy already has another park in operation: Escuderos, one of Spain's largest solar parks.

Grenergy has worked closely with women's centres near these plants and has signed a Collaboration Agreement with the Women's Institute of Castilla la Mancha to promote the integration of women and equal opportunities.

As such, both in civil works and electrical and mechanical assembly work, we work with a specialised consultancy firm in the region that promotes job offers and identifies and provides profiles in nearby areas, with special emphasis on the integration of women. Additionally, we collaborate with the Red Cross organisation, which in Escuderos gave courses on Health and Safety in order to speed up the incorporation of local talent safely.

We also support the Cuenca women's football team and have been the main sponsor of the third Red Cross charity race for children, which aims to help children from the most vulnerable families.

In these projects, in addition to involving the different nearby communities from very early stages, Grenergy promotes the development of both areas by promoting local employment and the integration of women

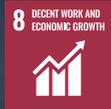


Grenergy was recognised by the magazine "Actualidad Económica" as one of the 100 best ideas of the year in the Sustainability category for promoting the hiring of female workers and making agreements in this regard in renewable energy parks in unpopulated areas



SUCCESS STORY

Supporting the development of local communities, Colombia



In Colombia, during 2022, several solar farms began operating and construction began on a new one, which are part of a set of 72 MW distribution projects. In these projects, the participation of different population groups has been promoted and the participation of women has been encouraged in land preparation, pre-assembly, bolting and assembly of solar panels, with 120 women from the communities in the vicinity of the projects being involved.

Also, the projects prioritise the hiring of local labour, contributing to generating employment in local areas, which meant the hiring of 692 workers by 2022, of which 382 are inhabitants of the area around the solar plants.

As part of the social management processes, Grenergy organises participatory workshops with the communities where its Solar Parks are located to identify social investment projects where the company can contribute to the initiatives proposed by the communities. In line with this, the company analyses the proposals in accordance with the priority SDGs, and once they are aligned, economic, material and/or human resources are identified to address them. This is the model in which Grenergy Colombia has been working with seven communities where nearly 40,000 inhabitants live.

Grenergy seeks to achieve a positive social impact in all its renewable energy projects



[▶ Watch video 1](#)

[▶ Watch video 2](#)

[▶ Watch video 3](#)

Supporting the development of local communities, Colombia

Taking into account the above and based on the social initiatives prioritised among the communities where the seven Solar Parks and Grenergy Colombia are located, a number of actions were carried out during 2022, such as:

- Delivery of 800 school kits in all parks in Colombia and a sports kit.
- Coordination with contractors and project consultants to manage resources and achieve a greater positive impact on the communities.



SEVICO&SOLAR



- The waste generated during the construction phase of the solar parks was recovered and handed over to waste managers for reuse, which contributes positively to municipalities' circular economy and to the economic strengthening of local businesses. Additionally, with the resources generated by waste optimisation, social investments were expanded.

- Raising awareness of local communities on climate change, renewable energies, solid waste management, among others, through talks and activities that explain the role of renewable energies in the decarbonisation of the global economy or the circular economy such as waste collection. Approximately 1,000 people participated in these talks, including children and adults.

- As part of the training processes in solid waste management, two waste containers were delivered to the communities of San Felipe and Las Ceibas, for the proper disposal of waste.

- Improvement of the headquarters of the Junta de Acción Comunal de Bayunca, a place that is used by the population for training processes and informative meetings.

- The enclosure of a children's canteen was strengthened, benefiting 400 children.

- As part of the labour strengthening processes, a plastic grinder was delivered, which has benefited different enterprises in the community and contributes to the proper management and disposal of plastic.

- Rehabilitation of two schools in the communities of El Caucho and San Felipe, in which Grenergy employees and the inhabitants of these communities participated voluntarily, adding significantly to the positive impact of this social initiative.

- Improvement of access roads in the communities where the solar plants are located.

- Strengthening of public lighting, through the installation of 20 photovoltaic luminaires.

- Contribution to the traditional meeting spaces of the communities, supporting them with materials and supplies for their development.

In summary, **Grenergy's way of relating to its communities is based on:**



Definition of guidelines at corporate level



Constant search for positive contribution



Grenergy's direct relationship with its stakeholders



Direct attention to the queries and concerns of our stakeholders



Extending our practices to consultants and contractors

5

GENERATING POSITIVE IMPACT



- SDG 5
- SDG 7
- SDG 8
- SDG 13
- SDG 15

It is increasingly evident that the corporate success is linked to sustainable development, and in the manner in which it is integrated into a company's strategy and operating model.

The Sustainable Development Goals offer a comprehensive approach to achieving a world where poverty is eradicated, social justice is achieved, and the planet is preserved for future generations. It is an ambitious program to 2030 where companies have the opportunity to collaborate in reaching the goals, both for the sake of humanity and for the sake of corporate success and durability.

Greenergy, after a deep reflection and prioritisation process, has incorporated into its strategy the contribution to the SDGs where our action can be most significant. Thus, SDGs 5, 7, 8, 13 and 15 have been identified as a priority, and courses of action have been defined to actively contribute to their fulfilment.

Greenergy supports SDGs

SUSTAINABLE DEVELOPMENT GOALS



SDGs that inspire Greenergy's strategy and Sustainability policy



5.1 SDG 5



Greenergy's contribution to SDG 5

Achieve gender equality and empower all women and girls

Stepping up action on gender equality would enable progress towards sustainable development by 2030, leaving no one behind. At Greenergy we work for this respect and equality, both within our company and hand in hand with our subcontractors and local institutions.

2030 Agenda Goal	Greenergy's contribution in 2022	Metrics
<p>5.1 End all forms of discrimination against all women and girls everywhere.</p> <p>5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.</p>	<ul style="list-style-type: none"> • 50% female participation in the Board • Greenergy is listed in BME's Gender Equality Index, the first index of this type on the Spanish market. • Progress on the equality roadmap. • Promotion of women's participation in the construction, operation and maintenance of parks, in collaboration with local institutions. 	<div style="display: flex; flex-wrap: wrap; justify-content: space-around;"> <div style="text-align: center; width: 30%;">  <p>50% of the members of the Board of Directors are women</p> </div> <div style="text-align: center; width: 30%;">  <p>39% women in senior management positions</p> </div> <div style="text-align: center; width: 30%;">  <p>39% women in Engineering positions (STEAM)</p> </div> <div style="text-align: center; width: 30%;">  <p>Signature of an Agreement with Castilla La Mancha's Institute for Women's Affairs</p> </div> <div style="text-align: center; width: 30%;">  <p>Listing on the IBEX Gender Equality Index</p> </div> <div style="text-align: center; width: 30%;">  <p>4 women's centres collaborate in the Escuderos project and 7 in the Belinchón project</p> </div> </div>

5.2 SDG 7



Greenergy's contribution to SDG 7

Ensure access to affordable, reliable, sustainable and modern energy

Providing access to energy is an objective linked to both our business model and our Sustainability Policy. In addition, the SDG details that it must be affordable, safe, sustainable and modern; all attributes of the renewable energy we offer

2030 Agenda Goal	Greenergy's contribution in 2022	Metrics
7.1 By 2030, ensure universal access to affordable, reliable and modern energy services.	<ul style="list-style-type: none"> Entry into operation of the Quilhagua solar plant, specifically built so that the local community, which had never had access to the grid, can have electricity supply 24 hours a day. 	<div style="display: flex; justify-content: space-around;"> <div style="text-align: center;">  <p>€134,858 invested in and donated to the local community</p> </div> <div style="text-align: center;">  <p>Our plants are reliable and have their own staff to guarantee their operation 365 days/year</p> </div> </div>
7.2 By 2030, increase substantially the share of renewable energy in the global energy mix.	<ul style="list-style-type: none"> Greenergy's business activity as a producer of exclusively renewable energy provides a direct response to the global challenge of climate change. Thanks to our presence in 11 countries, our impact can reach the global market. Update of operational targets to 5 GW of installed capacity by 2025. 	<div style="display: flex; justify-content: space-around;"> <div style="text-align: center;">  <p>1.6 GW of renewable energy projects under construction and in operation</p> </div> <div style="text-align: center;">  <p>2025 target: 5GW of solar PV and 1 GWh of storage, in operation or under construction</p> </div> </div>
7.3 By 2030, double the global rate of improvement in energy efficiency.	<ul style="list-style-type: none"> Issuance of the second green bond programme⁷ on BME' Bond Market. Operation aligned with the Green Bond Principles. In addition, it benefits from a 'Second Party Opinion' (SPO) from the rating agency ESG Sustainalytics. 	 <p>€52.5 million to comply with the strategic plan and accelerate pipeline generation</p>

⁷ Greenergy raises 52,5 million with a new green bond programme on the Alternative Bond Market (MARF) (europapress.es)

5.3 SDG 13



Grenergy's contribution to SDG13

Take urgent action to combat climate change and its impacts

Climate change affects all countries in all continents. Greenhouse gas emissions caused by human activities have made this threat even more acute. Grenergy is committed to promoting clean energy and to reducing emissions associated with its own activity.

2030 Agenda Goal	Grenergy's contribution in 2022	Metrics
<p>13.2 Integrate climate change measures into national policies, strategies and planning.</p>	<ul style="list-style-type: none"> The activities described in goal 7 have a positive impact on this target. In 2022, the emission into the atmosphere of 245.398 tCO₂ was avoided thanks to the generation of renewable electricity from our wind farms and solar plants in our portfolio, an amount equal to the annual energy consumption of 35,230 homes. Preliminary identification of climate change risks and opportunities. 	<div style="display: flex; justify-content: space-around;"> <div style="text-align: center;">  <p>Carbon footprint measured and verified according to ISO 14064</p> </div> <div style="text-align: center;">  <p>Target to cut emissions by 55% by 2030 (Scope 1 and 2)</p> </div> </div> <div style="display: flex; justify-content: space-around; margin-top: 20px;"> <div style="text-align: center;">  <p>245,398 tCO₂ of avoided emissions into the atmosphere thanks to our service</p> </div> <div style="text-align: center;">  <p>Emission intensity/sales: 2.71 tCO₂eq/M€</p> </div> </div>
<p>13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning</p>	<ul style="list-style-type: none"> Grenergy has designed the Kosten Scholarship to encourage university studies related to renewable energies, by funding students' cost of studies and meal and accommodation expenses until they obtain their degree. Thus, in 2022 the company continued to fund a student from the local community of its wind project in Argentina (Kosten). Awareness actions in Colombia. 	<div style="display: flex; justify-content: space-around;"> <div style="text-align: center;">  <p>1 scholarship for a renewable energy degree</p> </div> <div style="text-align: center;">  <p>1,000 persons, including children and adults, involved in awareness activities</p> </div> </div>

5.4 SDG 8



Grenergy's contribution to SDG 8

Promote inclusive and sustainable economic growth, employment and decent work for all

This SDG seeks to achieve sustained, inclusive and sustainable economic growth that benefits all people equally and does not harm the environment. Grenergy is aware of its role as a driver of economic growth and an engine of employment, both direct and indirect.

2030 Agenda Goal	Grenergy's contribution in 2022	Metrics
8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.	<ul style="list-style-type: none"> In 2022 Grenergy held the Great Place to Work certification that uses Trust Index® surveys for its evaluation. 	<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>GPTW Great Place to Work certification</p> </div> <div style="text-align: center;">  <p>€9,6M in payroll and benefits to employees</p> </div> <div style="text-align: center;">  <p>2,200 workers in construction, operation and maintenance of our projects</p> </div> </div>
8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.	<ul style="list-style-type: none"> Our Sustainability Policy puts employees at the centre of the strategy and is committed to guaranteeing equal opportunities, increasing the participation of women, promoting labour flexibility, encouraging professional development and favouring a safety and health culture. This commitment is put into practice through our professional risk prevention procedures and processes. 	<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>13,354 hours of training in health and safety for subcontractors' employees</p> </div> <div style="text-align: center;">  <p>4 accidents involving employees, none serious</p> </div> <div style="text-align: center;">  <p>Subcontractors' accident rate: TRIR: 3,8 Severity rate: 0.07 Absenteeism rate: 0.00053</p> </div> </div> <div style="display: flex; justify-content: space-around; align-items: center; margin-top: 20px;"> <div style="text-align: center;">  <p>0 work-related sick leaves</p> </div> <div style="text-align: center;">  <p>0 fatal accidents</p> </div> <div style="text-align: center;">  <p>0 serious accidents</p> </div> </div>
8.9 By 2030, devise and implement policies to promote sustainable tourism that creates jobs and promotes local culture and products.	<ul style="list-style-type: none"> Grenergy is committed to supporting the local community of Quillagua (Chile) to promote local tourism and protect cultural heritage by financing a tourist-archaeological circuit. Assistance was provided to the local community in finding funding to improve museum facilities. 	<div style="text-align: center;">  <p>Maintenance and periodic updating of the website (www.turismoquillagua.cl) and social networks (Facebook) was performed</p> </div>

5.5 SDG 15

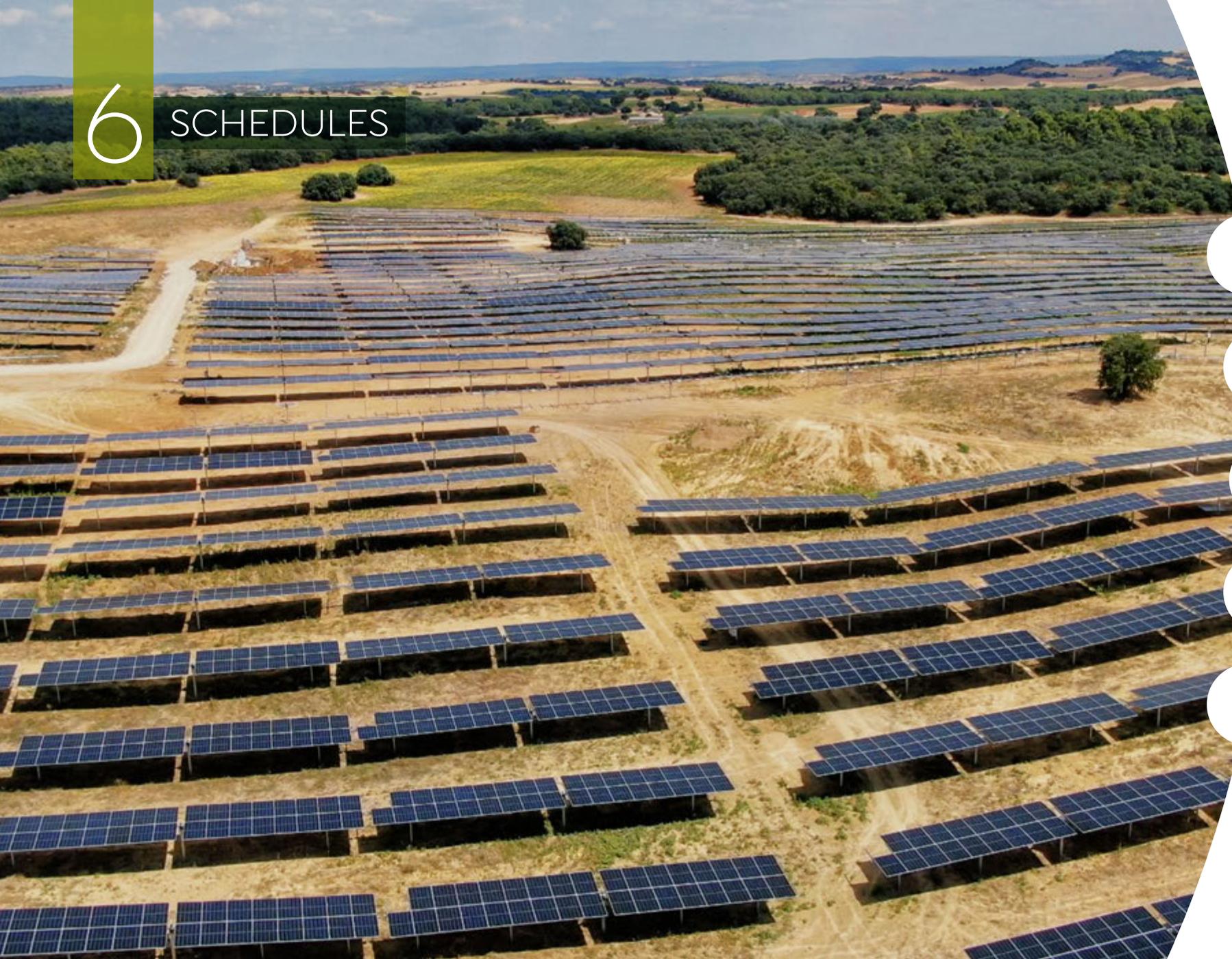


Greenergy's contribution to SDG 15

Sustainably manage forests, combat desertification, halt and reverse land degradation, halt biodiversity loss

Greenergy protects, restores and promotes the sustainable use of inland ecosystems in all its projects. The company takes into account the conservation of biodiversity when devising, planning and subsequently developing all of its actions, thus directly contributing to achieving this goal.

2030 Agenda Goal	Greenergy's contribution in 2022	Metrics
<p>15.1 By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligations under international agreements</p>	<ul style="list-style-type: none"> • We conduct comprehensive environmental impact assessments prior to defining and designing any project. • None of our projects are located in protected areas according to local or international regulations. • Greenergy has identified, together with WWF Spain, large-scale ecological restoration projects with the aim of conserving and promoting biodiversity, as well as contributing to mitigation and adaptation to climate change, while enhancing CO2 capture. • Voluntary employees took part in ecosystem restoration and flora and fauna protection processes. 	<div style="display: flex; flex-wrap: wrap; justify-content: space-around;"> <div style="text-align: center; margin: 10px;">  <p>8,867 hours of environmental training</p> </div> <div style="text-align: center; margin: 10px;">  <p>6,618 hours of environmental monitoring</p> </div> <div style="text-align: center; margin: 10px;">  <p>0 fines for environmental infringements</p> </div> <div style="text-align: center; margin: 10px;">  <p>0 delays in projects due to ecological impacts</p> </div> <div style="text-align: center; margin: 10px;">  <p>Environmental investment: € 894,110</p> </div> </div>
<p>15.5 Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2020, protect and prevent the extinction of threatened species.</p>	<ul style="list-style-type: none"> • Greenergy takes an anticipation and mitigation approach with the aim of avoiding, minimising, restoring and compensating. In 2022 the company implemented several habitat improvement and restoration actions. These actions have often involved the voluntary participation of employees. 	<div style="display: flex; flex-wrap: wrap; justify-content: space-around;"> <div style="text-align: center; margin: 10px;">  <p>255 ha reforested</p> </div> <div style="text-align: center; margin: 10px;">  <p>41 vulnerable (VU) species identified in our projects</p> </div> <div style="text-align: center; margin: 10px;">  <p>Installation of nest boxes for owls</p> </div> <div style="text-align: center; margin: 10px;">  <p>4 endangered (EN) species identified in our projects</p> </div> <div style="text-align: center; margin: 10px;">  <p>Enhancement of the habitat of the Liolaemidae family</p> </div> <div style="text-align: center; margin: 10px;">  <p>0 species in critical risk (CR) identified in our projects</p> </div> </div>



6 SCHEDULES

- About this Report
- Key Indicators Table
- Non-financial statement content table, as per Act 11/2018 and GRI indicators
- Principles of the UN Global Compact
- Verification Report

6.1 About this Report

This Sustainability Report contains information on the evolution, the results and the situation of Grenergy's sustainability performance in 2022, as well as its management approach and the challenges it faces. The objective of this Report is to provide, in a clear and rigorous manner, the relevant information on the company concerning the most significant positive and negative impacts made on its different stakeholders. The report builds on the challenges described in last year's sustainability report and focuses on the progress made during 2022. The content has been drawn up to comprise the Non-Financial Information Statement for 2022. Furthermore, this Report describes the company's annual progress in implementing the Ten Principles of the United Nations Global Compact on human rights, labour, environment and anti-corruption, as well as Grenergy's contribution to the achievement of Sustainable Development Goals (SDGs) at local level. The information provided in this document is supplemented with the content of the remaining reports of the company, namely the consolidated Annual Accounts and Management Report and the Annual Corporate Governance Report. The company addresses the main sustainability issues that concern its internal and external stakeholders. The report complies with the principles of comparability, materiality, relevance and reliability:

COMPARABILITY

The Sustainability Report is published on a yearly basis and has been drawn up in accordance with the Principles of report preparation contained in GRI 1: Foundation 2021 of the Global Reporting Initiative (GRI). The principles – such as comparability, integrity and balance – described in this standard have been followed. This report has been prepared in accordance with GRI Standards.

MATERIALITY AND RELEVANCE

The 2021 Materiality Analysis, as conducted by Grenergy under the principles set forth by GRI 1: Foundation 2021, has allowed the company to identify the economic, environmental and social issues with the greatest impact on the development of the company's activity. As a result of this study, Grenergy considers that the information provided in this report is relevant for the company and its different stakeholders. The Materiality Analysis section describes the development process and the methodology implemented to identify the contents of the document.

RELIABILITY

This Report has undergone a verification process by an independent third party, the conclusion of which is expressed in the review report included therein. Grenergy is working on the formalization of an Internal Control System for Non-Financial Information (SCIINF) with which to advance in the principles of reliability, completeness, accuracy, consistency, traceability and internal control of non-financial information, with the aim of tending in the future to a reasonable security level review of its relevant indicators.

SCOPE

The company describes all its activities by providing a view based on the geographical areas in which it operates. The scope of the report includes all the companies in the group in all their significant aspects, as required by Act 11/2018, of December 28, on non-financial information and diversity. Throughout the report, the scope of each of the indicators shown is specified. Likewise, data from previous years is provided for a better understanding of the evolution of the company's performance. The criterion applied for the consolidation of environmental information is based on the financial control scheme.

6.2 Key Indicators Table

GOVERNANCE

Size of the Board of Directors (number)	8
Proportion of independent members on Board of Directors (%)	50%
Women on the Board of Directors (%)	50%
Women on the Audit and Control Committee (%)	75%
Women on the Appointments and Remuneration Committee (%)	75%

EMPLOYEES

Employees (number)		2022
Gender	Women	81
	Men	208
Age	Under 30	76
	Between 30 and 50	189
	Over 50	24
Type of contract	Permanent	270
	Temporary	19
Professional category	Senior management	5
	Area managers	10
	Middle managers	30
	Technical staff	147
	On-site/field personnel	97
Total		289

EMPLOYEES

Quality employment		2022
Percentage of women in senior management		40%
Percentage of women in the engineering team		39%
New hires (number)	Total	79
	Women	29
	Men	50
New hires by age range (number)	Under 30	29
	Between 30 and 50	46
	Over 50	4
New hires by region (number)	Europe	40
	Latam	39
Employees with performance assessment by gender (%)	Women	85%
	Men	59%
Dismissals by gender (number)	Total	3.82
	Women	5.19
	Men	9.01
Dismissals by age range (number)	Under 30	2.21
	Between 30 and 50	5.74
	Más de 50	1.06
Dismissals by professional category (number)	Senior management	0
	Area managers	0.37
	Middle managers	0.61
	Technical staff	5.65
	On-site/field personnel	2.37

EMPLOYEES

Employee health and safety		2022
Accidents (number)		4*
Frequency rate, TRIR (x 200.000)		1.2
Severity rate (x 1.000)		0.03
Hours of training in POH		2,205
Occupational diseases (number)		0
Fatal accidents (number)		0
Training		2022
Training hours		4,162
Training hours/employee		12.46
Training hours/woman		12.94
Investment in training/employee (€)		205.4
Compensation		2022
Average salary (€)	Women	31,220
	Men	31,839
Wage gap (%)		1.94

(*) The 4 accidents correspond to men and, therefore, the frequency and severity rate in women is 0.

ENVIRONMENT

Water consumption	2022
Water consumption (MLitres)	5.9
Third-party water from municipal services or suppliers (ML) <i>Third-party water considered fresh/drinking water (ML)</i> <i>(Total dissolved solids ≤ 1000 mg/l)</i>	3,05 0.21
Water extracted from surface sources <i>Surface water considered fresh/drinking water</i> <i>(Total dissolved solids ≤ 1000 mg/l)</i>	2.85 0
water extracted from underground sources	0

Waste generated	2022
Hazardous waste (tonnes)	889
Total waste (tonnes)	1,544
Rate of recycled waste (%)	0.46
Rate of waste donated to the community (total) (%)	5
Rate of (non-hazardous) waste donated to the community (%)	12.1

Energy consumption	2022
Diesel oil - vehicles (litres)	105,976
Diesel oil - stationary combustion equipment (litres)	7,971
Petrol - stationary combustion equipment (litres)	680.5
Energy consumed at construction sites (KWh)	1,578,570
Energy consumption at offices (KWh)	230.597

ENVIRONMENT

Greenhouse gas emissions	2022
Scope 1 (tCO ₂ e)	307
Scope 2 (tCO ₂ e)	486
Scope 1 and 2 emission intensity (tCO ₂ e/million euros)	2.71
Scope 3 (tCO ₂ e)	82,946
Electricity (MWh)	744,430
Emissions avoided by own projects in operation (tCO ₂ e)	245,398

Biodiversity	2022
Projects in areas protected under local or international regulations (number)	0
IUCN species in critical risk (CR) (number)	0
IUCN endangered species (EN) (number)	4
IUCN vulnerable species (VU) (number)	41
IUCN nearly threatened species (NT) (number)	26
IUCN least concern species (LC) (number)	139
Number of species on national/regional conservation lists living in the project area	33

Environmental management	2022
Environmental investment (M€)	894,110
Hours of environmental monitoring	6,618
Hours of environmental training	8,867
Fines for environmental infringements (number)	0
Delays in projects resulting from ecological impacts (number)	0
Red flags raised in the environmental field in project assessment procedures (number)	0

COMMUNITY

	2022
Community meetings (number)	300
Attendees (number)	2,575
Donations to and investments in the local community (€)	134,858
Fines for social infringements (number)	0
Delays in projects resulting from impacts on the community (number)	0
Red flags raised in the social field in project assessment procedures (number)	1
Human rights violations reported (number)	0

INVESTOR COMMUNITY

	2022
Total revenue (€ M)	293
EBITDA (€ M)	50
CAPEX (€ M)	190
EBITDA margin (%)	45
Net debt/EBITDA	6,77

SUPPLY CHAIN

	2022
Workers in our projects (number)	2,794
Accidents of subcontracted company workers (number)	21
Frequency rate, TRIR (x 200,000)	3.8
Severity rate (x 1,000)	0.07
Fatal accidents (number)	0
Serious accidents (number)	0
Hours of health and safety training for subcontractors (number)	13,354

6.3 Non-financial statement content table, as per Act 11/2018 and GRI indicators

SPANISH ACT 11/2018	RELATED GRI STANDARD	CHAPTERS	PAGES
GENERAL INFORMATION			
BUSINESS MODEL			
Summarised description of the group's business model	GRI 2-6	1.2. Business model	10
Geographical presence	GRI 2-1 GRI 2-6	1.2. Business model	12
Objectives and strategies of the organisation	GRI 2-6	1.2. Business model	11, 13
Main factors and trends that may affect its future evolution	GRI 2-6	1.1. Context	8, 9
MATERIALITY			
Materiality	GRI 1	1.4. Materiality	15
GENERAL			
Reporting framework	GRI 1	6.1. About this report	90

SPANISH ACT 11/2018	RELATED GRI STANDARD	CHAPTERS	PAGES
GENERAL INFORMATION			
MANAGEMENT APPROACH			
Description of the policies implemented	GRI 2-23	1. Sustainable growth strategy 2. Responsible leadership 3. Building a greener future 4. Creating shared value	27-42, 62
The outcomes of these policies	GRI 2-24 GRI 3-3	1. Sustainable growth strategy 2. Responsible leadership 3. Building a greener future 4. Creating shared value 5. Generating a positive impact	27-42, 62
The main risks associated with these matters are linked to the group's activities.	GRI 2-16	1.6. Sustainability strategy 2.3. Risk management	35
ENVIRONMENTAL ISSUES			
ENVIRONMENTAL MANAGEMENT			
Actual and foreseeable effects of the company's activities on the environment and, where applicable, health and safety	GRI 3-3	3. Building a greener future	46-58
Environmental assessment or certification procedures	GRI 3-3	3.1 Biodiversity	48-51
Resources allocated to the prevention of environmental risks	GRI 3-3	3.1 Biodiversity	49
Application of the precautionary principle	GRI 3-3	3.1 Biodiversity	48, 49
Amount of provisions and guarantees for environmental risks	GRI 3-3	3.1 Biodiversity	49, 50

SPANISH ACT 11/2018	RELATED GRI STANDARD	CHAPTERS	PAGES
ENVIRONMENTAL ISSUES			
POLLUTION			
Measures to prevent, reduce or redress carbon emissions that seriously affect the environment (including also noise and light pollution)	GRI 305-5	3.2 Climate change	54-56
CIRCULAR ECONOMY AND WASTE PREVENTION AND MANAGEMENT			
Measures for prevention, recycling, reuse, and other forms of waste recovery and disposal	GRI 306-2	3.4 Circular economy	59, 60
Actions to combat food waste	GRI 306-2	Non-material	-
SUSTAINABLE USE OF RESOURCES			
Water consumption and water supply according to local constraints	GRI 303-5 (2018 version)	3.3 Water management	58
Consumption of raw materials	GRI 303-1	3. Building a greener future	46
Direct and indirect energy consumption	GRI 302-1	3.2 Climate change	57
Measures taken to improve energy efficiency	GRI 302-4	3.2 Climate change	57, 85
Use of renewable energies	GRI 302-1	3.2 Climate change	56

SPANISH ACT 11/2018	RELATED GRI STANDARD	CHAPTERS	PAGES
ENVIRONMENTAL ISSUES			
CLIMATE CHANGE			
Significant elements of greenhouse gas emissions generated as a result of the company's activities	GRI 305-1 GRI 305-2 GRI 305-3	3.2. Climate change	55, 56
Measures taken to adapt to the consequences of climate change	GRI 201-2	3.2. Climate change	52
Reduction goals established voluntarily in the medium and long term to reduce greenhouse gas emissions and the means implemented for that purpose.	GRI 305-4 GRI 305-5	3.2. Climate change	52
PROTECTION OF BIODIVERSITY			
Measures taken to preserve or restore biodiversity	GRI 304-3	3.1. Biodiversity	48-51
Impacts caused by activities or operations in protected areas	GRI 304-1	3.1. Biodiversity	49

SPANISH ACT 11/2018	RELATED GRI STANDARD	CHAPTERS	PAGES
SOCIAL AND PERSONNEL-RELATED ISSUES			
EMPLOYMENT			
Total number and distribution of employees by gender, age and occupational category	GRI 2-7 GRI 405-1	4.1. Growing with our employees	62, 64
Total number and distribution of employment contract modalities	GRI 2-7 GRI 405-1	4.1. Growing with our employees	64
Annual average of permanent, temporary and part-time contracts by sex, age and professional category	GRI 2-7 GRI 405-1	4.1. Growing with our employees	64
Number of dismissals by gender, age and professional category	GRI 401-1	4.1. Growing with our employees	66
Pay gap	GRI 405-2	4.1. Growing with our employees	71
Average compensation of board members (including variable remuneration, allowances, indemnities, contributions to long-term savings pension schemes and any other payments) by sex.	GRI 405-2	2.1. Governance	29
Average compensation of managers (including variable remuneration, allowances, indemnities, contributions to long-term savings pension schemes and any other payments) by sex.	GRI 405-2	4.1. Growing with our employees	71
Employees with disabilities	GRI 405-1	4.1. Growing with our employees	70
ORGANISATION OF WORK			
Organisation of working time	GRI 3-3	4.1. Growing with our employees	62
Number of hours of absenteeism	GRI 403-9	4.1. Growing with our employees	72
Measures aimed at facilitating conciliation of work and family life and promoting the co-responsible exercise conciliation rights by both parents	GRI 401-2	4.1. Growing with our employees	68

SPANISH ACT 11/2018	RELATED GRI STANDARD	CHAPTERS	PAGES
SOCIAL AND PERSONNEL-RELATED ISSUES			
HEALTH AND SAFETY			
Health and safety conditions at work	GRI 403-1 GRI 403-2 GRI 403-3 GRI 403-7	4.1. Growing with our employees	39, 72
Number of occupational accidents by gender	GRI 403-9	4.1. Growing with our employees 6.2 Key Indicators Table	38, 92
Frequency rate by gender	GRI 403-9	4.1. Growing with our employees	38, 92
Severity rate by gender	GRI 403-9	4.1. Growing with our employees 6.2 Key Indicators Table	38, 92
Occupational diseases by gender	GRI 403-9	6.2 Key Indicators Table	38, 72
SOCIAL RELATIONSHIPS			
Organisation of social dialogue, including procedures for informing, consulting and negotiating with personnel	GRI 3-3	4.1. Growing with our employees	62, 63
Percentage of employees covered by a collective agreement by country	GRI 2-30	4.1. Growing with our employees	66
Review of collective agreements, particularly in the field of health and safety at work	GRI 403-3	4.1. Growing with our employees	66

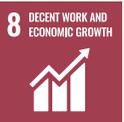
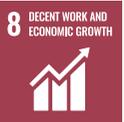
SPANISH ACT 11/2018	RELATED GRI STANDARD	CHAPTERS	PAGES
SOCIAL AND PERSONNEL-RELATED ISSUES			
TRAINING			
Policies implemented in the field of training	GRI 404-2	4.1. Growing with our employees	70
Total number of training hours by professional category	GRI 404-1	4.1. Growing with our employees	70
ACCESSIBILITY			
Universal accesibility for people with disabilities	GRI 3-3	4.1. Growing with our employees	69
EQUALITY			
Measures taken to promote equal treatment and opportunities for women and men	GRI 3-3	4.1. Growing with our employees	68, 69
Equality plans (Chapter III of Organic Act 3/2007, of 22 March, for effective equality between women and men), measures taken to promote employment, protocols against sexual harassment and against harassment on grounds of sex	GRI 3-3	4.1. Growing with our employees	68, 69
Integration of persons with disabilities	GRI 3-3	4.1. Growing with our employees	68, 69
Policy against all types of discrimination and, where appropriate, diversity management	GRI 3-3	4.1. Growing with our employees	68, 69

SPANISH ACT 11/2018	RELATED GRI STANDARD	CHAPTERS	PAGES
INFORMATION ON RESPECT FOR HUMAN RIGHTS			
HUMAN RIGHTS			
Implementation of human rights due diligence procedures, prevention of risks of human rights violations and, where appropriate, measures to mitigate, manage and remedy potential abuses committed	GRI 2-25 GRI 412-1	2.6. Commitment to human rights	41-45
Human rights violations reported	GRI 406-1	2.2. Compliance 2.6. Commitment to human rights	45
Promotion and enforcement of the provisions of the main conventions of the International Labour Organization relating to respect for freedom of association and the right to collective bargaining, elimination of discrimination in employment and occupation, elimination of forced or compulsory labour, effective abolition of child labour	GRI 406-1 GRI 409-1	2.6. Commitment to human rights	42
INFORMATION RELATING TO THE FIGHT AGAINST CORRUPTION AND BRIBERY			
INFORMATION RELATING TO THE FIGHT AGAINST CORRUPTION AND BRIBERY			
Measures taken to prevent corruption and bribery	GRI 3-3 GRI 205-2	2.2. Compliance	32, 34
Measures taken to combat money laundering	GRI 3-3 GRI 205-2	2.2. Compliance	32, 34
Contributions to foundations and non-profit entities	GRI 2-28 GRI 201-1	4.2. Building links with our communities	73, 74

SPANISH ACT 11/2018	RELATED GRI STANDARD	CHAPTERS	PAGES
INFORMATION ON THE COMPANY			
COMPANY'S COMMITMENTS TO SUSTAINABLE DEVELOPMENT			
Impact of the company's activity on employment and local development	GRI 203-2	4.2. Building links with our communities 5. Generating a positive impact	73, 81
Impact of the company's activity on local populations and their territory	GRI 413-1 GRI 413-2	4.2. Building links with our communities 5. Generating a positive impact	73, 81
Relationships with local community actors and modalities of dialogue with them	GRI 2-29 GRI 413-1	1.5. Dialogue with stakeholders 4.2. Building links with our communities	16, 74
Partnership or sponsorship actions	GRI 201-1	1. Sustainable growth strategy	2, 75, 79, 85, 94
SUBCONTRACTORS AND SUPPLIERS			
Integration of social, gender equality and environmental issues into the procurement policy	GRI 308-1 GRI 414-1	2.5. Responsible supply chain management	37-40
In relationships with suppliers and subcontractors, consideration given to their social and environmental responsibility	GRI 308-1 GRI 414-1	2.5. Responsible supply chain management	37-40
Monitoring and audit systems and outcomes thereof	GRI 308-1 GRI 414-1	2.5. Responsible supply chain management	37-40

SPANISH ACT 11/2018	RELATED GRI STANDARD	CHAPTERS	PAGES
INFORMATION ON THE COMPANY			
CONSUMERS			
Measures for the health and safety of consumers	GRI 416-1	1.5 Dialogue with stakeholders	16
Complaint systems, complaints received and resolution thereof	GRI 418-1	Non-material	-
FISCAL INFORMATION			
Benefits obtained by country	GRI 201-1	2.4. Fiscal transparency	36
Taxes on profits paid (by country)	GRI 207-4	2.4. Fiscal transparency	36
Public subsidies received	GRI 207-4	2.4. Fiscal transparency	36

6.4 The Principles of the Global Compact

GLOBAL COMPACT TABLE OF CONTENTS		
Global Compact Principles	Most significant GRI indicators	Related SDGs
HUMAN RIGHTS		
1. Support and respect the protection of universally proclaimed human rights	410-1, 412-1, 412-2, 413-1, 413-2	           
2. Not be complicit in the violation of human rights	414-2	
LABOUR		
3. Uphold the freedom of association and the effective recognition of the right to collective bargaining	2-30, 407-1, 402-1	       
4. Support the elimination of all forms of forced or compulsory labour	409-1	
5. Support the effective abolition of child labour	408-1	
6. Support the elimination of discrimination in respect of employment and occupation	2-7, 202-1, 401-1, 401-3, 404-1, 404-3, 405-2, 406-1	

GLOBAL COMPACT TABLE OF CONTENTS

Global Compact Principles	Most significant GRI indicators	Related SDGs
ENVIRONMENT		
7. Support a precautionary approach to environmental challenges.	201-2, 301-1, 302-1, 303-1, 305-1 a, 305-3, 305-7	         
8. Undertake initiatives to promote greater environmental responsibility.	301-1, 2-27, 308-2	
9. Encourage the development and diffusion of environmentally friendly technologies.	302-4, 302-5, 305-5	
ANTI-CORRUPTION		
10. Work against corruption in all its forms, including extortion and bribery.	2-23, 2-26, 205-2, 205-3, 415-1	   



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Independent Assurance Report on the Consolidated Non-Financial Information Statement of Greenergy Renovables, S.A. and subsidiaries for 2022

(Translation from the original in Spanish. In case of discrepancy, the Spanish language version prevails.)

To the Shareholders of Greenergy Renovables, S.A.:

Pursuant to article 49 of the Spanish Code of Commerce, we have performed a limited assurance review of the (accompanying) Consolidated Non-Financial Information Statement (hereinafter NFIS) of Greenergy Renovables, S.A. (hereinafter the Parent) and subsidiaries for the year ended 31 December 2022, which is presented as a separate report but forms part of the accompanying consolidated Directors' Report of the Group for 2022.

The consolidated (NFIS/Directors' Report) includes additional information to that required by prevailing mercantile legislation concerning non-financial information, which has not been the subject of our assurance work. In this respect, our work was limited exclusively to providing assurance on the information contained in the "Non-financial statement content table, as per Act 11/2018" table of the accompanying consolidated NFIS.

Directors' Responsibility

The Directors of the Parent are responsible for the content and authorisation for issue of the NFIS included in the Group's consolidated Directors' Report. The NFIS has been prepared in accordance with prevailing mercantile legislation and selected Sustainability Reporting Standards of the Global Reporting Initiative (GRI Standards) based on each subject area in the "Non-financial statement content table, as per Act 11/2018 and GRI indicators" table of the aforementioned consolidated (NFIS/ Directors' Report).

This responsibility also encompasses the design, implementation and maintenance of internal control deemed necessary to ensure that the NFIS is free from material misstatement, whether due to fraud or error.

The Directors of the Parent are also responsible for defining, implementing, adapting and maintaining the management systems from which the information required to prepare the NFIS was obtained.

Our Independence and Quality Control

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including international independence standards) issued by the International Ethics Standards Board for Accountants (IESBA), which is founded on fundamental



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principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Our firm applies International Standard on Quality Control 1 (ISQC1) and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

The engagement team was comprised of professionals specialised in reviews of non-financial information and, specifically, in information on economic, social and environmental performance.

Our Responsibility

Our responsibility is to express our conclusions in an independent limited assurance report based on the work performed, which refers exclusively to 2022.

We conducted our review engagement in accordance with the requirements of the Revised International Standard on Assurance Engagements 3000, "Assurance Engagements other than Audits or Reviews of Historical Financial Information" (ISAE 3000 Revised), issued by the International Auditing and Assurance Standards Board (IAASB) of the International Federation of Accountants (IFAC), and with the guidelines for assurance engagements on the Non-Financial Information Statement issued by the Spanish Institute of Registered Auditors (ICJCE).

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement, and consequently, the level of assurance provided is also lower.

Our work consisted of making inquiries of management, as well as of the different units and areas of the Parent that participated in the preparation of the NFIS, reviewing the processes for compiling and validating the information presented in the NFIS and applying certain analytical procedures and sample review tests, which are described below:

- Meetings with the Parent's personnel to gain an understanding of the business model, policies and management approaches applied, the principal risks related to these matters and to obtain the information necessary for the external review.
- Analysis of the scope, relevance and completeness of the content of the NFIS for 20XX based on the materiality analysis performed by the Parent and described in the "Materiality" section, considering the content required by prevailing mercantile legislation.
- Analysis of the processes for compiling and validating the data presented in the NFIS for 2022.
- Review of the information relative to the risks, policies and management approaches applied in relation to the material aspects presented in the NFIS for 2022.
- Corroboration, through sample testing, of the information relative to the content of the NFIS for 2022 and whether it has been adequately compiled based on data provided by the information sources.
- Procurement of a representation letter from the Directors and management.



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Conclusion

Based on the assurance procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the NFIS of Grenergy Renovables, S.A. and subsidiaries for the year ended 31 December 2022 has not been prepared, in all material respects, in accordance with prevailing mercantile legislation and selected GRI Standards based on each subject area in the Non-financial statement content table, as per Act 11/2018 and GRI indicators table of the aforementioned consolidated NFIS.

Use and Distribution

This report has been prepared in response to the requirement established in prevailing mercantile legislation in Spain, and thus may not be suitable for other purposes and jurisdictions.

KPMG Asesores, S.L.

(Signed on original in Spanish)

Marta Contreras Hernández

24 February 2023