



Sustainability report 2020

The sky is the limit



INDEX

Interview
with our CEO

Key
figures

1 About Greenergy

- 1 Milestones 2020
- 2 Governance structure
- 3 Transparency
- 4 Ethics and compliance
- 5 Sustainable finance

2 Our Sustainability strategy

- 1 Materiality Analysis
- 2 ESG Roadmap
- 3 ESG Action Plan 2021
- 4 External recognition

3 Our contribution to the SDGs

4 Planet

- 1 Biodiversity
- 2 Climate Change
- 3 Circular Economy

5 People

- 1 Growth
- 2 Gender equality
- 3 Talent
- 4 Training
- 5 Local employment
- 6 Compensation
- 7 Health & Safety

6 Local impact

- 1 Local community
- 2 Supply chain

7 About this report

Appendix I
Key
Performance
Indicators

Appendix II
GRI Content
Index

Interview with our CEO



Sustainability, much more than producing clean energy

Despite being one of the most uncertain and complicated years in recent history, 2020 provided Greenergy with an excellent opportunity to demonstrate to our stakeholders that renewable energies as an industry proved capable of withstanding the economic and social challenges of a global pandemic. I believe that the industry as a whole comes out of this crisis with a position of renewed strength and an enormous potential for growth, capable of leading the recovery through the transition towards an increasingly fair and sustainable energy model with the environment that surrounds us.

2020 was also an operational challenge for international companies such as Greenergy that had to demonstrate their ability to maintain their growth record despite the restrictions imposed by the coronavirus. The effort of the entire team, together with a proactive and successful digital transformation strategy, allowed to obtain results that prove a solid management and a firm commitment to sustainability.

As David Ruiz de Andrés, Greenergy CEO explains, our responsibility goes far beyond producing clean energy. Sustainability is an issue that affects all of our activities, from corporate governance issues and managing people, to the impact on the environment and society through the communities in which we operate.



David Ruiz de andres - CEO of Greenergy

In the context of the problems faced by the world community for many months of 2020, what was the main challenge that Greenergy had to face this past year?

No doubt our main focus for 2020 was on ensuring the continuity of the business, preserving the health and safety of our team and helping the local communities in the areas where we operate. However, our robust existing risk management processes and the rapid implementation of new protocols as necessary allowed us to overcome these challenges, and looking back now, the overall impact of the pandemic was very limited for our company.

Greenergy was one of the companies with the highest stock market appreciation in 2020. What do you attribute this success to? How would you describe the current situation of the renewable sector in the markets?

In addition to the context of the global crisis that made the importance of renewable energies even more evident for energy transition and its role as the engine of European economic recovery, the revaluation of Greenergy on the stock market was also a reflection of a year in which, despite the challenges of the pandemic, we managed to build 17 solar and wind projects for an aggregate of 300 MW of new capacity across four countries. At the same time, we have been relentless in opening up new markets where we can continue to grow in both the short and medium term.

Greenergy's financial results for 2020 were very strong. What were the main milestones?

The landmark issue for us was to continue taking steps to consolidate Greenergy's business model into a solid and sustainable business. Not only did we meet the ambitious goals we had set out for ourselves, but despite the uncertainty and all of the difficulties, in many cases we exceeded them.

Beyond our strong financial results, and just to cite some examples in regard to our sustainability objectives, we invested over 600,000 EUR in environmental measures, donated more than 250,000 EUR for social support and in total had more than 1,600 hours of training across all of our employees. Also, our team grew by 36% to 192 professionals, and on the basis of the high level of staff satisfaction, Greenergy received recognition as a 'Great place to work'.

One of the main objectives of Greenergy from last year's Sustainability Report was precisely this commitment to the communities where the company operates. In consideration of this goal, what has Greenergy done to help reduce the impact of the pandemic, especially given your presence in Latin America, one of the most affected regions?

The pandemic had an impact in all the locations where we work, and from the beginning we were decisive in our steps to prioritize the fight against the pandemic across all geographies where we operate, specially during the worst weeks of March when there was no access to basic materials such as face masks. We worked with our supply chains in China to deliver scarce protective equipment not only to Madrid, but also Chile, Colombia, Peru and Argentina. We were able to coordinate the donation of close to half a million face masks and protective gear at the most critical phase of the crisis, one of the most rewarding management jobs done by our team in 2020.

Apart from the pandemic, what other sustainable development projects are being carried out in local communities?

I would like to highlight as especially noteworthy the local development objectives in our Quillagua project, in Atacama (Chile). The town of Quillagua is located in the driest area on Earth, with just 0.2 mm of annual rainfall on average in the last 20 years, with all of the serious problems of access to water and electricity (currently limited to between 8-11 hours per day) that this entails.



Grenergy is committed to supplying electricity continuously to the inhabitants of the town of Quillagua via our plans to build a small 350 kW solar plant to serve them. In addition to the creation of local jobs, we also contribute to promote local tourism in the area and to protect their cultural heritage by funding the desing of a local archaeological route and assist In fundraising for improving the current facilities at the local museum.

What leads an agency like Sustainalytics to rank Grenergy in the top five utilities globally for ESG criteria?

Sustainalytics is a rating agency that has its own methodology for evaluating environmental, social and governance issues that affect the long-term performance of investments. Specifically, it analysed different critical areas in the sustainability of the company such as business ethics, human capital, relations with the communities, health and safety at work or land use and biodiversity, to value both our low-risk exposure as well as our strong management of existing ESG risks. The combination of these factors led to our position as one of the top three companies in the renewable sector and among the top five of 595 companies in the overall utilities sector. We couldn't be prouder of this great milestone.

Given your expertise in the sector, what do you think are the opportunities and challenges that lie ahead for both society and governments on the road to energy transition?

It is clear that the main challenge facing governments globally is moving towards real and complete decarbonization of their economies. The objectives set for the next several decades are absolutely necessary to achieve, but in many cases

need to be even more ambitious. Europe is committed, for example, to increasing the European emission reduction target to 55%, moving towards climate neutrality by 2050. However, there is still a long way to go until emissions are balanced or equal to those that are eliminated by the natural action of the planet. There must be a clear path to decarbonization that is aligned with socially responsible actions. This is not just the responsibility of politicians, but also of all other stakeholders in civil society including institutions, companies, and citizens. The renewable energy sector has a clear opportunity to lead this movement for the good of our planet and the quality of life of future generations.

How do you think Grenergy can contribute specifically to this mission?

Grenergy plays a key role in the fight against climate change as one of the key players in the renewable energy industry. We estimate that just with the projects that we built in 2020 (and that we continue to own and operate) we will avoid the emission of more than 250,000 tons of CO2 a year. Beyond this, we have set internal goals to control and reduce the intensity of our own emissions by 55% by 2030, and achieve net zero emissions by 2050.

As we hope to communicate with the Sustainability Report presented below, our commitment to sustainability goes beyond the production of clean energy. Our commitment is embodied in our people, as we create real impact in the local communities where we operate and protect the biodiversity. Our goal is nothing less than to cause positive Impact wherever Grenergy does business.

Sustainability report 2020

ranking
#5

out of 595 companies
ESG Rating Sustainalytics

employees
192

we grow 36%

training
1.600

hours
for employees

directors
100%

with variable compensation
linked to ESG targets

women
33%

in Board
of Directors

donations
255.653€

social

students
2

with scholarships for
renewable energy degrees

face masks
400.000

donated

people
150

with electrification
commitment

meetings
189

with local
community

workers
1.300

for the construction
of our projects

investment
614.124€

environmental

0
projects

in protected areas by national
or international legislation

avoided
250.351tCO₂e

emissions by
our projects built in 2020

green financing
96.7M€

Green Loan Principles
aligned



1 About Greenergy

Greenergy is an independent power producer (IPP) fully integrated, from development to construction, operation and maintenance of large-scale renewable energy plants. The company also incorporates in-house teams dedicated to the origination of PPAs, structured financing and M&A, generating efficiencies as a result of the integration of the whole process.



**Energy Generation
PPA Origination**



**Structured
Finance**



**M&A
Asset Rotations**

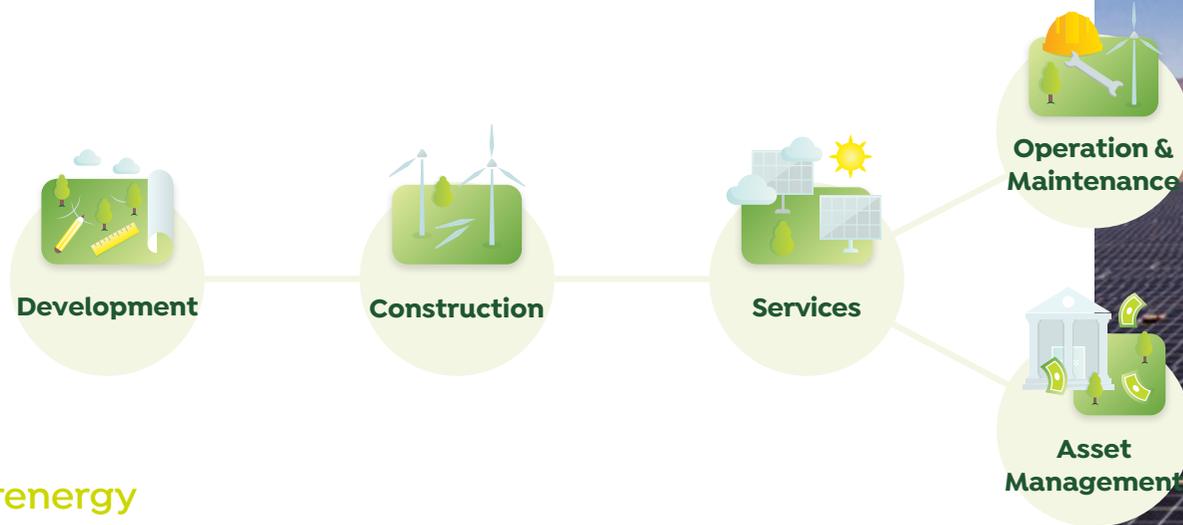
2020
Milestones

Governance
structure

Transparency

Ethics and
compliance

Sustainable
finance



Greenergy

Since being founded in 2007, Greenergy has experienced a rapid growth. In 2013, the company made the strategic decision to move its operations to Latin America, becoming a leading company in Chile as the player with the largest number of solar plants built in the country, and continued its expansion to Colombia, Peru, Argentina and Mexico.

In 2020, the company resumed operations in Spain and announced its presence in two other European countries, Italy and the United Kingdom. The construction of the first solar plant, Escuderos (200 MW) started and will be completed in 2021. Greenergy currently operates in 8 countries and maintains its headquarters in Madrid.



2020 MILESTONES

Presence in 8 countries

FY20 results were marked by the construction and subsequent delivery of 13 PMGD Solar PV plants in Chile previously agreed for sale to third parties (102MW), and progress in the construction of another four PMGD projects (42MW) also to be sold to third parties. Regarding the projects in our own portfolio, the milestones of the period include the construction of the Duna Huambos wind farms in Peru (36MW) and Kosten in Argentina (24MW) and the Quillagua solar plants in Chile (103MW) and San Miguel de Allende in Mexico (35MW). These four projects together will avoid the emission of 250,351 tCO₂e to the atmosphere every year. In addition, in 2020 we close the financing and start construction of our Escuderos solar plant (200 MW) in Spain and four PMGD projects (130 MW) in Chile.



The construction of four wind and solar projects in 2020 are among the main highlights of the year, and will avoid the emission of 250,351 tCO₂ every year.



Quillagua

103 MW
300 GWh



2,950 hours resource

San Miguel de Allende

35 MW
86 GWh



2,300 hours resource



Kosten

24 MW
120.8 GWh



5,033 hours resource



Escuderos

200 MW
390 GWh



2,128 hours resource



Duna Huambos

36 MW
168GWh



4,900 hours resource



1.2 GOVERNANCE STRUCTURE

Recently, Grenergy completed an accelerated capital increase of 105 million to consolidate its growth plan by financing (i) the development and construction of the projects that Grenergy currently has in its portfolio (pipeline) to be connected to the electricity grid in the short and medium term; (ii) expansion of the pipeline of projects under development; and (iii) strengthening of the organizational structure and the team to carry out, and to potentially accelerate, the company's business plan. Daruan Group Holding, S.L., the majority shareholder of the Company, becomes the owner of 59.83% of the Company's capital stock.

1.2.1 Board of Directors

The internal and operational rules of the Board are established in the Board of Directors Regulations and the criteria for the appointment or re-election of its members are defined in the Board Composition Policy. The objective of this Policy is to

provide to the Board effectiveness and professionalism and to maintain an adequate balance of members in the best interest of the company. Thereby, the proposals for new appointments respond to the recommendations of the Code of

Good Governance and to the needs of Grenergy, ensuring informed decisions that may be audited by the shareholders and the different interest groups. The principles applied in relation to the composition of the Board are:

- Knowledge and experience diversity,
- Non-discrimination,
- Gender diversity. Grenergy has the objective that, before the end of the year 2022, and thereafter, the number of female directors represents at least 40% of the total members of the Board of Directors, not being less than 30% prior to that date.
- Absence of permanent conflicts of interest,
- Adequate composition of the Board of Directors,

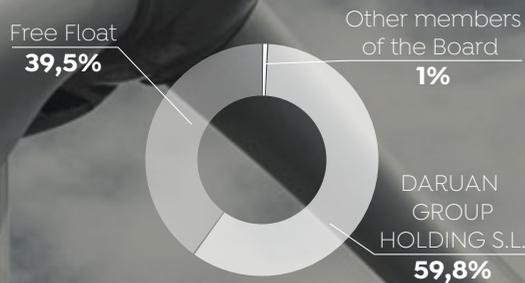
In terms of diversity, the number of female directors represents 33% of the total members of the Board of Directors. Likewise, the number of independent directors represents 50% of the total. The members of the Board put forward diverse backgrounds and professional experience in the areas of renewable energy, finance, risk management and legal.

Grenergy maintains its Directors' Remuneration Policy available to the public aimed at regulating the proportion, promoting profitability and sustainability and obtaining results, as well as to attract and retain directors of the desired profile without compromising the independence. Grenergy provides transparent information about the remuneration received by its members.



Before the end of 2022, the number of female Board Members will represent at least 40%.

Capital structure



BOARD OF DIRECTORS



David Ruiz de Andrés

Executive Chairman
(Executive Director)



Florentino Vivancos Gasset

Board Secretary
(Proprietary Director)



Ana Peralta Moreno

Member
(Independent Director)



María del Rocío Hortigüela Esturillo

Member
(Independent Director)



Antonio Francisco Jiménez Alarcón

Member
(Executive Director)

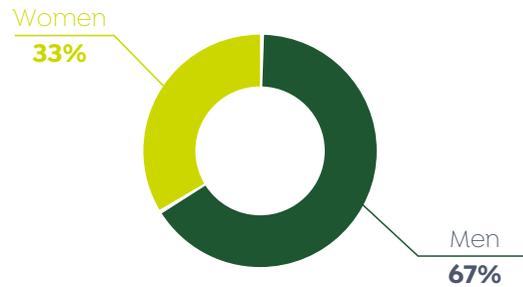


Nicolás Bergareche Mendoza

Member
(Independent Director)



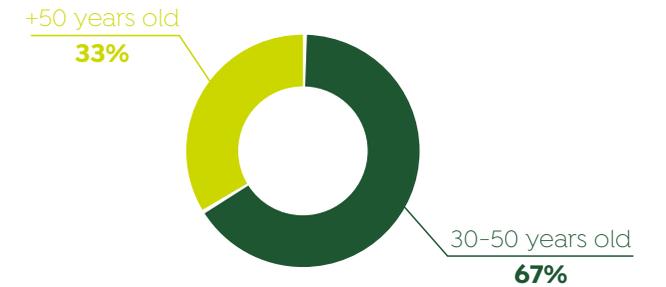
Gender distribution



Category distribution



Age group distribution



1.2.2 Committees

Greenergy currently has two committees, the Audit Committee and the Appointments and Remuneration Committee.

Audit and Control Committee

Set up by the Board of Directors, the Audit Committee is an internal advisory and reporting body, without executive duties but with the power to inform, advise and propose within its purview. Its core mission is to supervise the effectiveness of the company's internal control system, the internal audit function, the risk management systems and the independence of the auditor, as well as overseeing the process of formulating and reporting the required financial and non-financial information. Three directors, two of them female, and one secretary sit on the Audit Committee; all of them independent.

The Audit and Control Committee supervises the data published in the sustainability report.

Appointments and Remuneration Committee

Similarly set up by the Board of Directors, the Appointments and Remuneration Committee is also an internal advisory and reporting body, without executive duties but with the power to inform, advise and propose within its purview. Its main duties are to select, appoint, re-elect and remove the company's senior officers; establish a targeted level of representation for the gender in minority; propose, report to senior management duties; and ensure that any potential conflicts of interest do not jeopardize the independence of the external counsel provided to the Appointments and Remuneration Committee. Three directors, two of them female, and one secretary sit on the Appointments and Remuneration Committee; all of them independent.

A green folder with the Greenergy logo and the slogan "sky is the limit" is shown in the background. The folder is slightly open, and the text is printed in white. The Greenergy logo consists of a stylized 'G' made of two overlapping circles, one green and one grey.

The Appointments and Remuneration Committee supervises the progress of the ESG Roadmap and the annual ESG Action Plans, controls the activity of the Sustainability Committee and prepares the necessary sustainability-related documentation for the approval by the Board.

1.2.3 Executive Committee

Greenergy's Executive Committee is structured so as to assign clear responsibility for each major area of work. Ultimately, the Executive Committee's job is to supervise and execute the organization's operating functions so as to deliver the company's financial and non-financial objectives.



David Ruiz de Andrés

CEO

The chief executive, in charge of the management and administration of Greenergy



Mercedes Español Soriano

Director of M&A and Business Development

Responsible for the purchase and sale of developments, mergers and the related due diligence



Antonio Francisco Jiménez Alarcón

CFO

Responsible for corporate accounting, bank financing, the audit and risk functions and tax at Greenergy



Daniel Lozano Herrera

Director of Investor Relations and Communication

Responsible for dealing with the investment community and for external communication



Álvaro Ruiz Ruiz

Director of Legal Services

Responsible for corporate and contractual legal matters

1.2.4 Sustainability Committee

The Sustainability Committee supervises the foundational objectives of the Sustainability Policy. The Committee comprises members with knowledge and aptitude appropriate to the functions called to perform, and is diverse in terms of gender, professional experience and skills. The appointed members are the Investor Relations and Communication Director, as President, the Sustainability Director, as Secretary, the Services Director and the Head of Legal Department.

Its main functions include ensuring implementation of the ESG Roadmap and the annual ESG Action Plans, reporting quarterly on its progress to the Appointments and Remuneration Committee. The Committee also prepares the sustainability related documentation that needs to be presented to the Audit and to the Appointments and Remuneration Committees for subsequent approval by the Board.

The Committee's meeting calendar is subject to the meetings of the Board of Directors and is scheduled a few days in advance.

The Sustainability Committee reports quarterly to the Appointments and Remuneration Committee on the progress of the ESG Roadmap.

1.3 TRANSPARENCY

This report is a clear commitment to transparency in our communication with stakeholders, including investors and the media. We analyze milestones achieved and dialogue initiatives with investors, showing all the interactions carried out during 2020, as well as the monitoring of analysis and credit houses on the company, facilitating access to new potential investors.

Our objective is always to strengthen the dialogue we maintain with our investors and stakeholders, providing details about the financial, operational and ESG information on a quarterly basis, presenting them at different events with investors and the media.

Grenergy executives have been present in different media, explaining the company's

strategy at interviews, as well as in sector panels where points of view are presented.

We made public communication to investors and the media at our corporate website. In addition, we included for the first time a section on "local communities" where we can interact with the populations and stakeholders of our main projects.



Awards received in 2020

Investor activity

4 quarterly virtual presentations of results

184 meetings with Investors

13 Events and Roadshows

Social media activity

305 Posts on linkedin and twitter

51.135 followers

Acknowledgments

- Economista Award "Best IPO in 2019"
- IR awards "Rising star EU 2020" Award - Daniel Lozano
- Finalist IR awards "Best IR website small cap"

Ratings

Axesor BB+

Rating ESG Sustainalytics

Analyst coverage

- Coverage beginning 2020: JB Capital and Caixabank BPI
- New YTD coverage: RBC, Oddo, Fidentii, Alantra, Mirabaud, Renta4

Activity with the media

12 Press releases

1 radio interviews

1 interview on television

17 Interviews or tribunes with directors

4 Participations in sectoral panels

- UBS Renewable Forum
- Caixabank BPI Conference
- Natixis Oddo renewable forum
- BME Foro medcap
- ACF renewable seminar
- Andbank Private banking conference
- JB Capital virtual event
- BME Frankfurt event
- BME virtual French investors event
- BME virtual US Investors event
- Fidentii virtual breakfast
- Caixabank virtual breakfast

1.4 ETHICS AND COMPLIANCE

1.4.1 Crime Prevention Protocol

At the Crime Prevention Protocol, the prevention and response phases regarding the commission of crimes are established, including a complete definition of corruption in different contexts. Behaviors consi-

dered risky are identified as well as mitigation plans. Greenergy has also prepared a Crime Catalogue and maintains a semi-annual reporting system to the Audit Committee.

1.4.2 Ethical Codes

Beyond compliance with the law, Greenergy considers the ethical behavior of all its employees and collaborators essential, in accordance with a series of principles and values of conduct defined in its Code of Business Ethics and Code of Ethics for suppliers.

The ethical behaviour of all employees is extended to all collaborators as a fundamental condition

The Code of Business Ethics addresses the importance of honesty and integrity in business conduct, respect for people and

human relationships, protection of the environment and conflicts of interest. The established principles are based on respect for the person and labor rights, fair treatment of workers, health and safety, respect for confidentiality and work-life balance. Likewise, discrimination in all its aspects of race, gender, ideology, belief or any other personal or social condition is specifically prohibited.

In the Code of Ethics for Suppliers, the principles of conduct required by the company's employees are broaden and emphasized, in relation to fair competition, transparency, communication of irregular behaviors and situations, anti-corruption, employment of under -aged, working conditions, association and collective bargaining and absence of harassment and abuse.



1.4.3 Human Rights Policy

The Board of Directors has recently approved the company's Human Rights Policy, thus complying with one of the objectives of its ESG Action Plan for 2021. This Policy adopts the main international and European law treaties:

- The International Bill of Human Rights of the United Nations Organization
- The fundamental conventions of the International Labor Organization (ILO) numbers 29, 87, 98, 100, 105, 111, 138 and 182, as well as the ILO Declaration on Fundamental Principles and Rights at Work.
- The United Nations Convention on the Rights of the Child.
- The European Convention on Human Rights.

Other international standards and voluntary initiatives such as the principles of the Global Compact, the OECD guidelines for multinational companies, the ILO tripartite declaration and the UN guiding principles on business and human rights were also considered.

Grenergy has enabled a whistleblower channel on its website that guarantees confidentiality, aimed at facilitating the communication of breaches of the principles described in its Human Rights Policy.

The company has joined the United Nations Global Compact and committed to its Ten Universal Principles on human rights, labor standards, the environment and the fight against corruption. His commitment joins forces with thousands of companies around the world to promote sustainable development.

1.5 SUSTAINABLE FINANCE



In December 2020, Greenergy closed a new green financing agreement for the construction of its solar plant Escuderos (Cuenca). The loan is fully aligned with the Green Loan Principles, the guidelines created to promote the integrity of this type of financing for economic activities considered environmentally sustainable. The alignment has been independently verified by G-Advisory. The company already issued the first Green Bond in the history of MARF in 2019, in this case with independent verification from Vigeo Eiris

2020
Green loan

96.7 M€

Green Loan Principles
Independent verification
Escuderos solar plant

2019
Green bonds

22 M€

Green Bond Principles
Independent verification
Growth plan 2019-2020

ECONOMIC VALUE GENERATED AND DISTRIBUTED

	(€k)
Income	113.512
ECONOMIC VALUE GENERATED	113.512
Operating costs (supplies and others)	-89342
Amortization and impairment losses	-524
ECONOMIC VALUE DISTRIBUTED	23.646
Personnel expenses	-5.723
Providers of capital	-2422
Public Administration	-394
RETAINED ECONOMIC VALUE (Net Result)	15.107
Capitalization 30/04/2021	730.289



Materiality
Analysis

ESG Roadmap 2021-2023

ESG Action Plan 2021

External
recognition

2

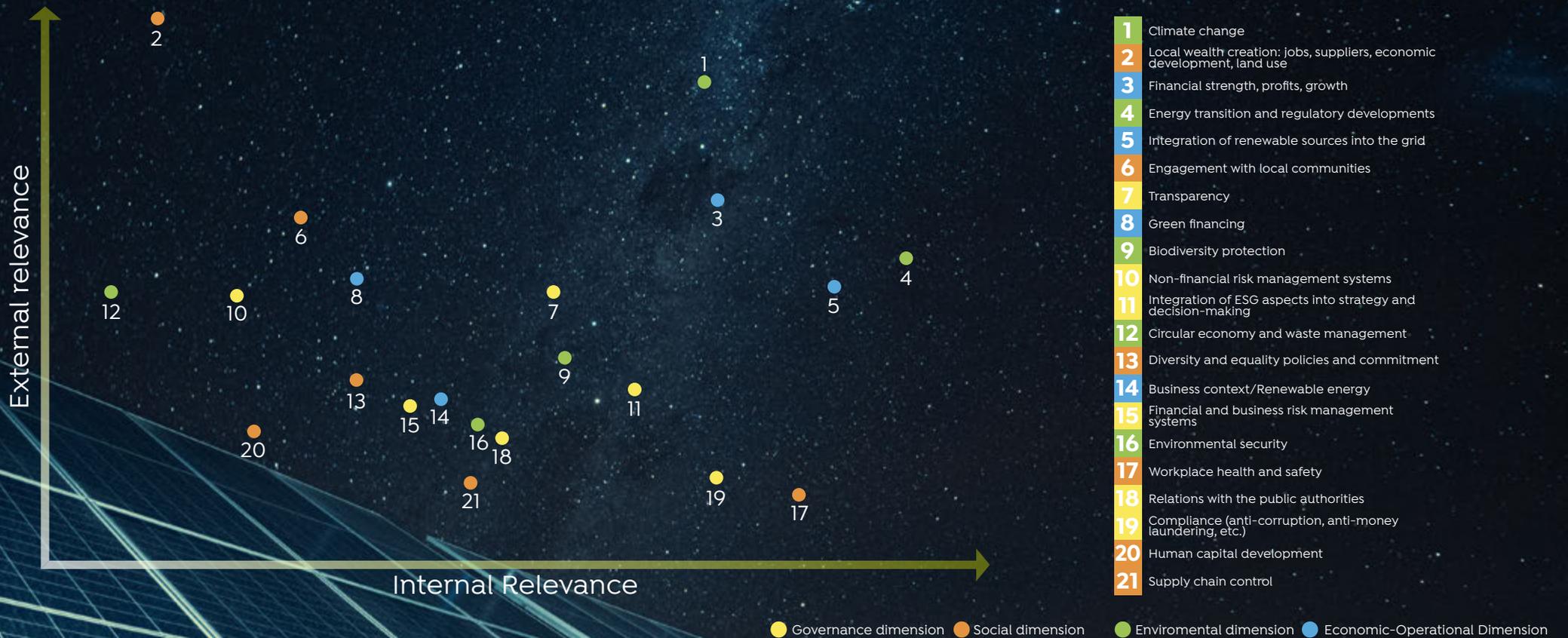
Sustainability Strategy

2.1 MATERIALITY ANALYSIS

During the first quarter of 2020, GREENERGY carried out a materiality analysis, obtaining as a result a list of issues of critical importance for the company and its stakeholders.

For the preparation of the analysis, the following external sources were used: non-financial reporting standards (4), analysis of competitors (10), investment community leaders (9), thought leaders (10), and an analysis of press reports, country risk factors, and sector risks. This first phase offered a first list of 43 relevant aspects for the industry, divided in four dimensions: social, environmental, economic and good governance. Next, the list was submitted to an internal prioritization process through a survey system of 28 participants from the Board of Directors, Management Committee, Business Units, and the management team.

As a result, 21 material topics of critical importance due to their potential impact have been identified as a weighted average of internal and external relevance: six in relation to governance, six in relation to social, five in relation to the environment and four in relation to economic and operational dimensions.



2.2 ESG ROADMAP 2021-2023

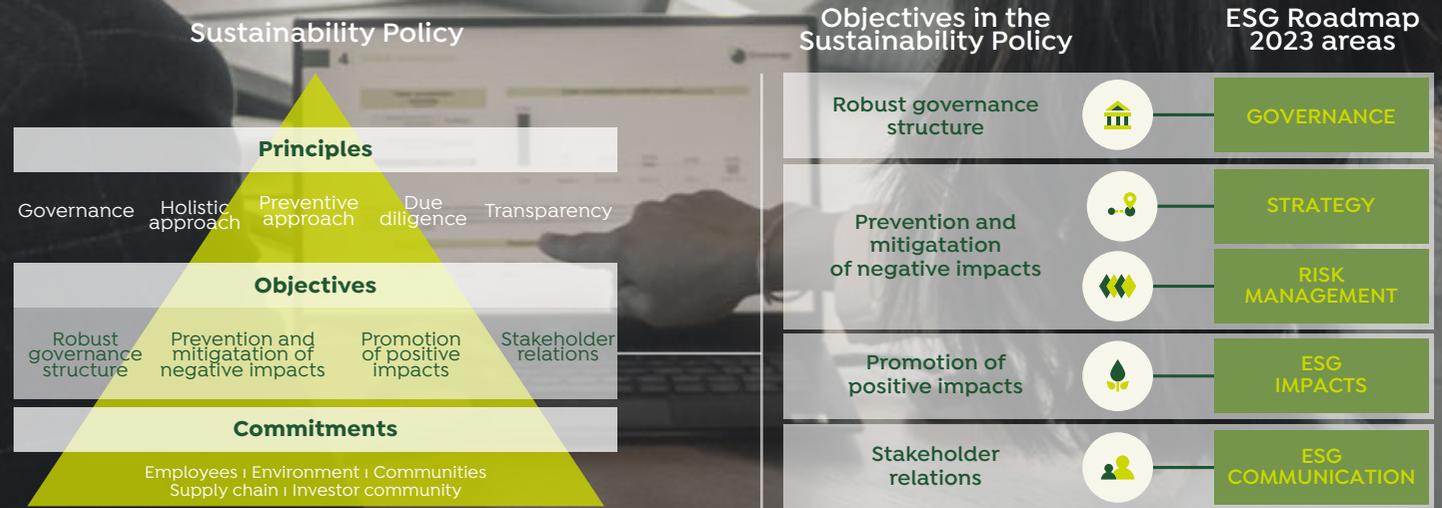
The materiality analysis is the first phase of a broader process of studying and diagnosing Greenergy's ESG standing and was carried out during 2020 with the aim of developing a three-year ESG roadmap: the Greenergy ESG Roadmap 2021-2023.

The study began with an external analysis to identify key ESG topics and problems relevant to the sector, in order to understand the overall operating environment and industry trends. Next, a complementary internal analysis of the company was carried out to examine Greenergy's ESG reporting structure and the positioning of each business line, before contrasting the information by way of interviews with key personnel.

Upon completion of the study, five key structural areas for the entire company were articulated and published in the ESG Roadmap 2021-2023. These five areas encompass the key drivers that, as a whole, will facilitate the planning, execution, monitoring and control of Greenergy's strategies, objectives and risks in non-financial areas.

Our ESG Roadmap 2021-2023 is an ambitious roadmap with concrete actions in five strategic areas to drive the company's sustainability.

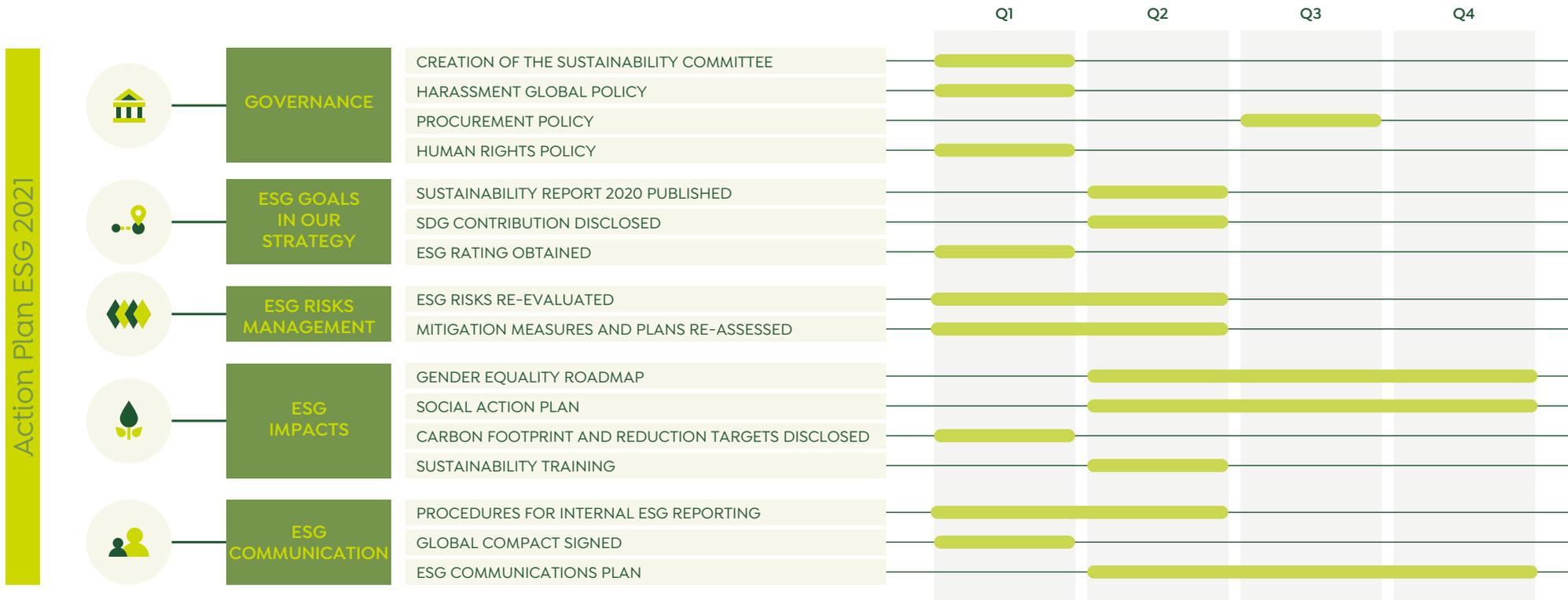
Greenergy's Sustainability Policy, approved by the Board of Directors in 2020, is fully aligned with the ESG Roadmap. The action plans defined for each of the strategic areas of the ESG Roadmap, respond to the four foundational objectives of the Sustainability Policy and as a result will strengthen the ability of the company to fully meet its commitments.



2.3 ESG ACTION PLAN 2021

The ESG Roadmap 2021-2023 is an ambitious roadmap that presents close to 70 concrete actions in five strategic areas to promote the sustainability of the company and the incorporation of sustainability as a core strategic goal in all business areas.

After an exhaustive internal process to assess and prioritise these 70 actions, Grenergy presents its ESG 2021 Action Plan that focuses on implementing key priorities in the first year. Grenergy's commitment is to periodically report on the progress made in the company's quarterly presentations.



2.4 EXTERNAL RECOGNITION



Grenergy obtained its first ESG Rating in February 2021 from Sustainalytics, a global independent provider of ESG ratings and corporate governance research for investors. This rating provides key independent information about Grenergy's exposure to ESG risks and how the company is managing those risks.

Sustainalytics' assessment examined the ESG issues that posed the most significant risks to Grenergy. These are the ESG risks considered by the agency as material from a financial point of view due to their potential impact on investments.

Grenergy's risk exposure is **Low**



ESG material risk management is **STRONG**



GREENERGY obtained an overall score of **13.6** on a 0-100 risk rating scale. According to the report, "GREENERGY is at low risk of experiencing material financial impacts from ESG factors, due to its low exposure and management of material aspects of ESG. Furthermore, the company has not experienced significant controversies to date."

When comparing the company's risk with peers in the same industry, Grenergy is positioned as an industry leader, ranking # 5 out of the 575 companies evaluated globally and # 3 in the smaller group of renewable energy producers. The management of all of the material areas evaluated is classified as STRONG, the highest possible rating. These areas include:

Corporate Governance, Human Capital, Community Relations, Business Ethics, Product Governance, Occupational Health and Safety, and Land Use and Biodiversity. These positive results position Grenergy as a leader in ESG risk management in the sector and recognize the efforts made by the company to excel in its environmental, social and governance performance.

The company is considered to have a low risk of material financial impacts driven by ESG factors due to the low exposure and the Company's strong management of ESG risks.



Employees believe in Grenergy

The opinions of Grenergy employees, collected through a Trust index blind survey system, have classified Grenergy as a Great Place to Work.

This certification becomes even more important in a year marked by the difficulty of the pandemic and prolonged confinement, and in which Grenergy has had to make quick and effective decisions to guarantee the safety and well-being of the team.

The surveys used have allowed employees to express their opinions regarding the treatment received and the company's performance as an employer, covering multiple aspects considered key to the well-being of employees.

3

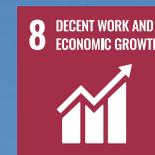
Contribution to the SDGs

Ten years to transform the world

We enter the decade of action betting on the collective capacity to achieve something extraordinary, a common vision to eradicate poverty, protect the planet and deliver a world in peace to future generations.

We are aware of the fundamental role that the business sector plays in the achievement of Sustainable Development Goals of the United Nations and the need to set ambitious targets that allow progress to the speed and scale required.

Thus, Grenergy has incorporated into its sustainability strategy those SDGs where its contribution may cause a more relevant impact. Following to a prioritization process, the company chose the SDG 5, 7, 8, 13 and 15 as priority goals and has launch the following initiatives to contribute:



5 GENDER EQUALITY



Greenergy's contribution to SDG 5

Achieve gender equality and empower all women and girls

Target Agenda 2030

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

Actions taken by Greenergy

The company includes a Gender Diversity Principle in its Board Members Selection Policy and has set the goal of increasing the current percentage of women in the Board from 33% to 40% before the end of 2022. In 2020, recruitment procedures were also approved that ensure equal opportunities from the earliest stages. In 2020, Greenergy's top management has signed a statement of commitment to equality and the ESG Action Plan presents as a goal for 2021 the development of an Gender Equality Roadmap.

2020 Metrics



Protocol for the prevention and fight against sexual and workplace harassment approved by the Board.



Energy +Women initiative joined.



33% women on the Board of Directors



40% women on the Board of Directors before the end of 2022



Approved bias-free staff selection procedure



Top management commitment to equality approved and signed

ESG

Objective ESG Action Plan 2021: Gender Equality Roadmap

7 AFFORDABLE AND CLEAN ENERGY



Greenergy's contribution to SDG 7

Ensure access to affordable, reliable, sustainable and modern energy for all

Target Agenda 2030

7.1 By 2030, ensure universal access to affordable, reliable and modern energy services

7.2 By 2030, increase substantially the share of renewable energy in the global energy mix

Actions taken by Greenergy

Formal commitment to electrification for the local community of Quillagua (Chile), currently with limited access to electricity through a diesel generator. Contribution through investment and technical capacity for the construction of a solar PV plant for electricity consumption of 100% of the inhabitants of the town of Quillagua.

Greenergy has an ambitious growth plan based on the development, construction, operation and maintenance of renewable energy projects with solar and wind technologies. Connecting its projects to the grid increases the share of renewable energy in the national electricity mix of the countries in which it operates. The growth objective is to reach 2.5 GW of installed power by 2023.

2020 Metrics



150
people from the town of Quillagua with a commitment for electrification



Community Roundtable on Energy formed to monitor progress.



Installed power in owned and operated renewable energy projects across four countries



680.000 MWh/year Capacity of own renewable energy projects



target 2021



2500 MW target 2023

13 CLIMATE ACTION



Greenergy's contribution to SDG 13

Take urgent action to combat climate change and its impacts

Target Agenda 2030

13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning

Actions taken by Greenergy

Greenergy has launched the Kosten University scholarship among the local community in Argentina of a wind project, that will support low-income young people by financing the costs of their renewable energy studies through an agreement signed with the University of Chubut. The scholarship includes living expenses and accommodation for the entire duration of the degree.

Design and distribution of 500 educational booklets on renewable energy to children in the local community of Sarmiento (Argentina) affected by restrictions on access to schools due to the COVID-19 pandemic, helping to complement school activity at home.

2020 Metrics



253,351 tCO₂e avoided/year by own projects



Carbon footprint measured and reduction targets set



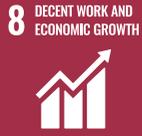
€ 96.7M in green financing in 2020 that will avoid emissions of 144,690tCO₂/year



2 students from the local community sponsored for renewable energy related degrees



500 educational booklets on renewable energy for children from the local community during confinement



Greenergy's contribution to SDG 8

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

Target Agenda 2030

8.5 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

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

8.9 By 2030, devise and implement policies to promote sustainable tourism that creates jobs and promotes local culture and products

Actions taken by Greenergy

Taking care of the people who make up our team is a priority that allows us to move forward towards the fulfilment of our growth objectives. In a key year for people management, Greenergy has obtained the Great Place to Work certification that uses Trust Index surveys for its evaluation.

Guaranteeing the safety of all workers, employees or subcontractors, is a fundamental pillar of our Sustainability Policy. The pandemic circumstances of 2020 have required rapid and effective actions to guarantee the safety and well-being of our employees at all times. We have created protocols and provided the necessary protective elements (masks, PPE equipment, tests) and technology to be able to continue carrying out professional activities safely and comfortably.

Greenergy has committed to support the local community of Quillagua to promote local tourism and protect their cultural heritage by financing a local archaeological route to promote tourism. The local community is also assisted in fundraising to improve the facilities of the current local museum.

2020 Metrics

5,7
M€

in employees benefits and payroll

4
M€

in taxes and payments to governments



255.653 € in donations for social support

GPW

Great Place to Work certification obtained

556

Hours of H&S training for employees and subcontractors

1

minor accident in the workforce in 2020



TRIR employees 0.61
Employee severity rate 0.09



TRIR subcontratas 2.48
Tasa de gravedad subcontratas 0.03



400,000 masks for employees and the local community in times of scarcity



Flexible remote work



Design of a local archaeological route that helps promote sustainable local tourism in Quillagua.



Greenergy's contribution to SDG 15

Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss

Target Agenda 2030

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

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

Actions taken by Greenergy

Ensuring the right location is the first step to minimize the impact of our projects on ecosystems, we carry out exhaustive environmental impact assessments prior to any action. None of our projects are located in protected areas according to local or international regulations.

We have registered the presence of only 1 threatened species according to the IUCN in one of our projects in San Miguel de Allende (Mexico). In daily inspections, we have managed to rescue and release 31 individuals of this species to ensure its conservation.

2020 Metrics



614.124 €
environmental investment



0
fines for environmental breaches



0
delays in projects due to ecological impacts



0
delays in projects due to ecological impacts



0
red flags in environmental matters



1
threatened species



31
individuals rescued and released

• Biodiversity

• Climate Change

• Circular Economy

4

Planet

Today's decisions have a decisive impact on the planet in which our children and our grandchildren will live. With each step, project by project, we choose in which way we want to grow. Greenergy is made up of people who believe that the work they do every day is helping to change the world and to respond to the great challenges of our time.

4.1 BIODIVERSITY

In October 2021, we will witness the most important biodiversity summit of the decade, COP15. The agreements reached at this meeting, as happened with the Paris agreements, will have an impact on a global level and will change the global perception of the importance of biodiversity, as well as the impact and the urgency of joining forces for its protection.

Our projects could cause impacts on the environment and the . Our first step to protect the environment is ensuring the right locations and conducting exhaustive environmental impact assessments to analyse all possible environmental aspects that could be affected during the construction, operation and maintenance

phases, as well as the final dismantling phase. This is a key stage of identification, quantification and assessment of possible impacts on the atmosphere, soil, water, vegetation, habitats, fauna, the historical-archaeological heritage, the landscape and on the socioeconomic aspects of the areas in which we operate.

Impact assessment

Protection measures

Monitoring

Offsetting

Atmosphere - Soil - Water - vegetation - Habitats - Fauna - Heritage - Landscape - Socio-economic

0

Fines

for environmental breaches

0

Delays

in projects due to ecological impacts

0

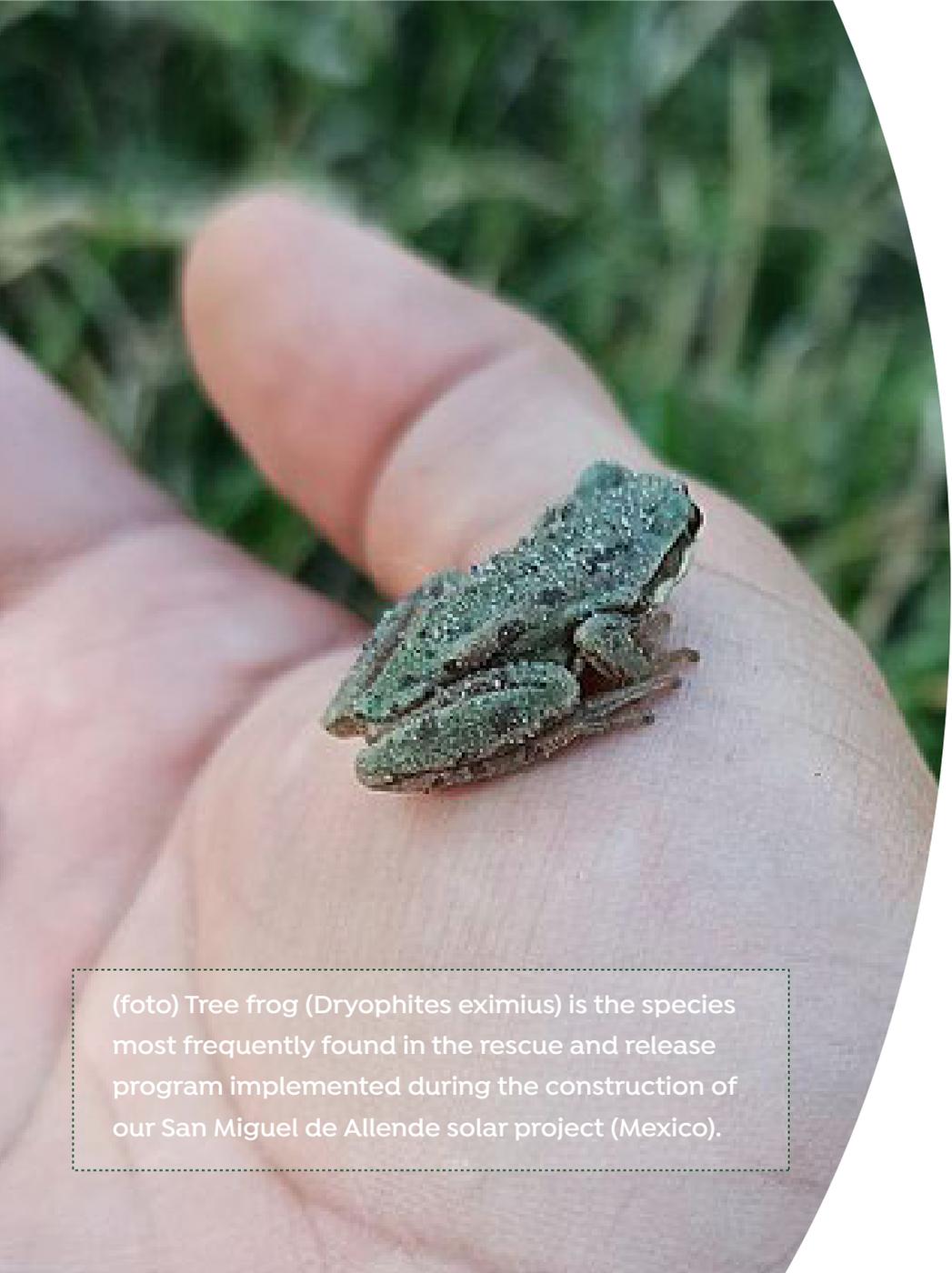
Red flags

in the environmental field

0

Projects

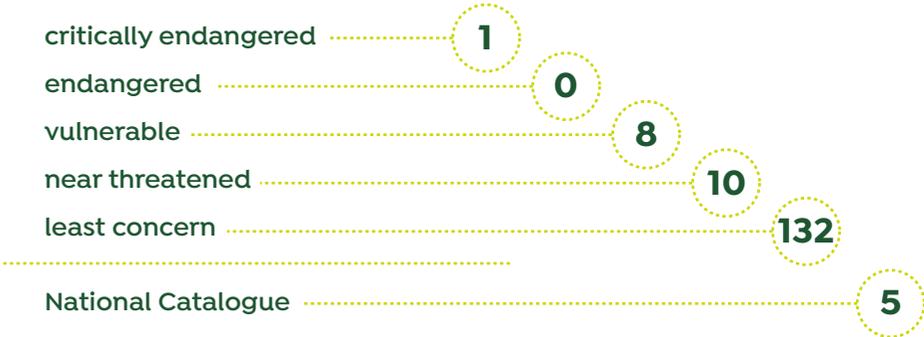
in protected areas according to local or international regulations



We define protection measures for each of the environmental aspects to be implemented in each of the phases of the project, as well as measures to offset the impacts that cannot be avoided. In addition, we establish third-party monitoring programs to follow up on compliance. None of our projects have received fines for environmental breaches or suffered delays due to ecological impacts. Nor have red flags been received in environmental concerns during project evaluation procedures.

For all of its projects, the company identifies the presence of species of protected status according to the Red List of Threatened Species of IUCN (International Union for Conservation of Nature) or included in respective National Conservation Catalogues. The presence of an IUCN protected species, a type of mouse (Reithrodontomys sp), was detected in our San Miguel de Allende solar project in Mexico. This specie is included in the wildlife rescue and release program that the company has implemented continuously throughout the construction phase.

Presence of protected species



None of the projects owned or under construction during 2020 are located in protected areas or have the presence of protected or restored habitats. One of our small solar plants (9MW) in Chile is located in a priority site without protection status in an area of urban, industrial and agricultural expansion, without the presence of or direct effects on protected flora or fauna species.

The main impacts on biodiversity are related to the effect on habitats, for which various measures have been implemented to mitigate the impact on flora and fauna, mainly reforestation work and plant screens (47%), land offsetting (35%), wildlife monitoring and reptile and amphibian rescue and release plans (13%). The valuation carried out considers the species and surfaces affected, duration and reversibility of the impacts. We also monitor minor impacts related to the impact on water, noise and atmospheric emissions.

614.124 €
Environmental investment

(foto) Tree frog (*Dryophytes eximius*) is the species most frequently found in the rescue and release program implemented during the construction of our San Miguel de Allende solar project (Mexico).

4.2 CLIMATE CHANGE

Climate Change Risks

Description of Risk	Type of Risk	Naturaleza	Financial Impact	Mitigation Strategy
 <p>Severe extreme weather events, such as floods, that could cause material damage to the technological equipment of the projects.</p> <p>HIGH ●●● long term</p>	Physical	Acute	<p>Decrease in revenue from energy sales, caused by a reduction in energy generation due to damage to technological equipment (downtime)</p> <p>Increase in operational and maintenance costs.</p>	<p>Flooding risk assessments in all solar plants and drainage systems designed and implemented where needed.</p> <p>Risk transfer through the contracting of protection insurance against extreme weather events.</p>
 <p>Variaciones climáticas y temperaturas de calor extremo que podrían afectar el funcionamiento de los inversores.</p> <p>HIGH ●●● long term</p>	Physical	Chronic	<p>Increase in costs due to negative impacts on employed personnel.</p>	<p>Changes in the supply policy and selection of inverters specifically adapted to withstand extreme temperatures in 100% of the projects.</p>

Climate Change Opportunities

Description of Opportunity	Type of Opportunity	Financial Impact	Managing the Opportunity
<p>Growing demand for renewable energy, encouraged by European (European Taxonomy) and national regulation.</p> <p>Short / medium / long term opportunity</p>	Products and Services	Increase in revenue	Strategic growth plan with an installed capacity target of 2,500 MW in 2023.
<p>Improvement of production capacity through energy and storage efficiency measures.</p> <p>Short / medium / long term opportunity</p>	Energy Source	Reduction of operating costs and increased revenue from the sale of energy	Implementation of self-consumption systems and development of initiatives for the incorporation of energy storage technologies

4.2.1 Risks and opportunities of climate change

Risk management

Grenergy has incorporated the impacts of climate change into its general risk assessment system and has implemented control mechanisms to mitigate them. Different businesses and corporate functions participate in identifying risks and risk maps are drawn up for their evaluation. Once identified, quantified and classified, the level of tolerance and the appropriate action plans for each of them are defined. The risk map, with its corresponding action plans, is periodically updated and presented to the Board of Directors, after review by the Audit Committee, which determines the prioritization of risks based on their impact on the group's strategic objectives.

Metrics and objectives

Grenergy calculates its scope 1, 2 and 3 GHG emissions in accordance with the GHG Protocol standard, with independent verification, and has set reduction targets.

For each risk identified, including climate change, Grenergy assesses the inherent risk and the residual risk, according to impact and probability scales, before and after the application of internal control measures, and risk maps are prepared. The company takes precautions to ensure that the methodology and criteria used to quantify risks are homogeneous and common to the entire organization.

Governance

The Board of Directors determines the Internal Audit, Risk Management and Control Policy, identifying the company's main risks, including risks derived from climate change. To do this, it relies on the Audit Committee, which is responsible for supervising the effectiveness of internal control and risk management systems and for periodically reporting to the Board of Directors on its operation. The company has assigned the responsibility for the assessment and management of the risk of climate change to the Operations and Maintenance management team.

Strategy

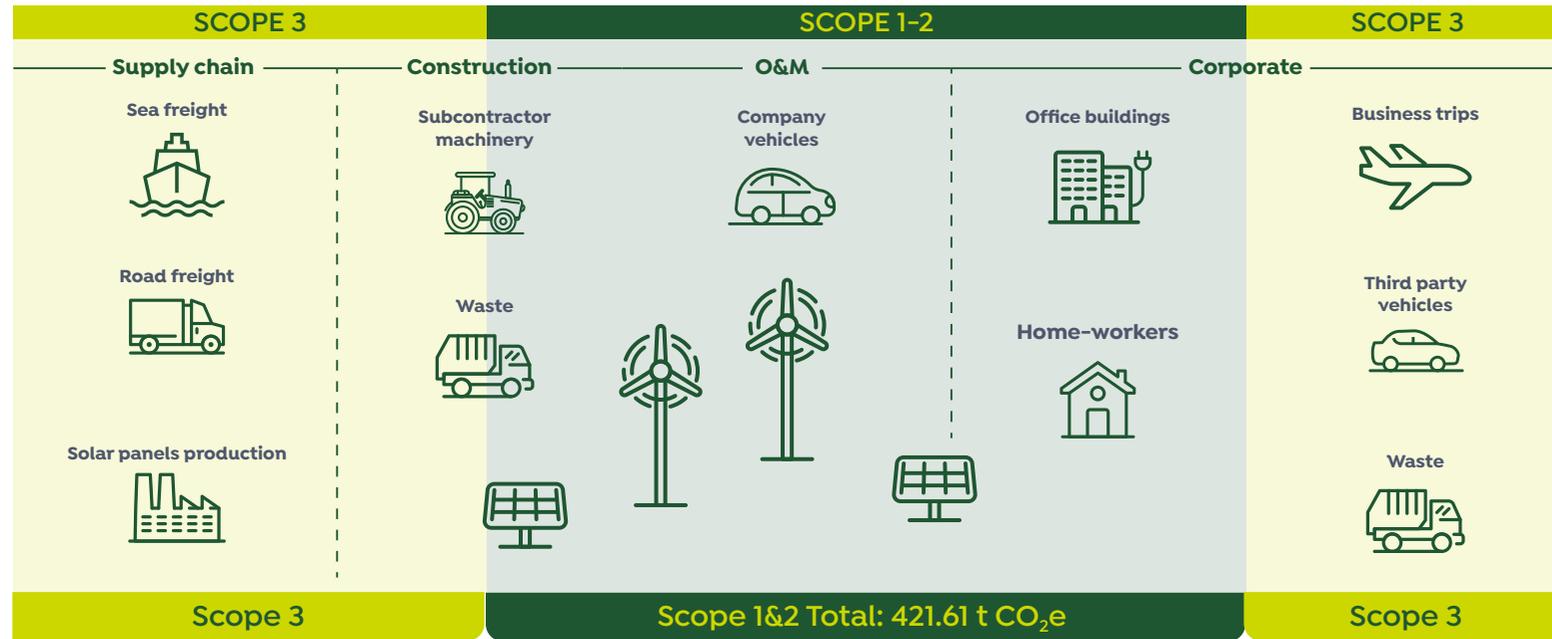
In relation to the risk of climate change, Grenergy has identified physical risks, both acute and chronic, with potential financial impacts on the technological equipment used in projects.



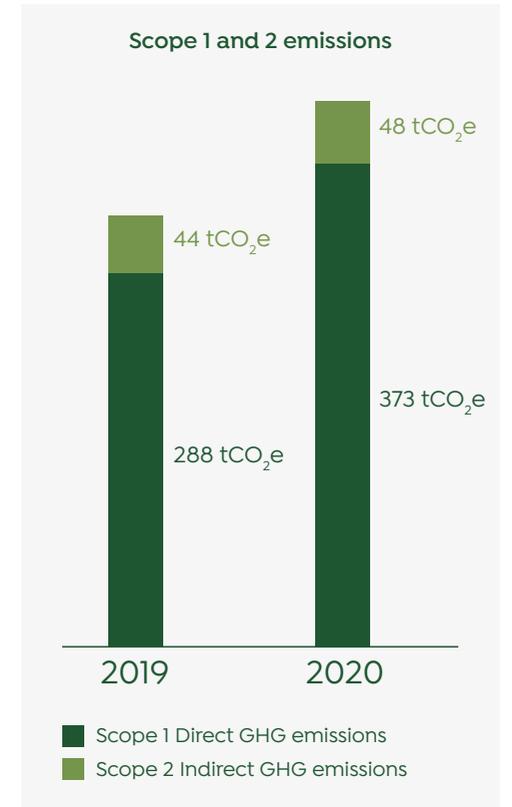
4.2.2 Emissions

The calculations of emissions generated by the company meet the criteria of the GHG Protocol standard, under the operational control scheme, and have obtained independent verification by the specialized British consultancy Carbon Footprint Ltd. To ensure their alignment with the standard, in 2020, the company reviewed its sources of emissions of scope 1, 2 and 3, particularly expanding the sources of indirect emissions of scope 3 with respect to 2019. The calculations are consolidated in tons of CO₂ equivalent, including the emissions corresponding to all GHGs relevant to the company: CO₂, CH₄, N₂O.

Carbon footprint calculations meet GHG Protocol criteria and have obtained independent verification.



Alcance 3: 67,458 t CO₂e



Our scope 1 emissions have increased compared to 2019 as a consequence of an increase in activity and use of fuel consumed by vehicles, while emissions related to electricity consumption have increased slightly. The scope 2 emissions indicated correspond to those calculated by the location-based method, and those corresponding to the market-based method amount to 46.16 tCO₂e.

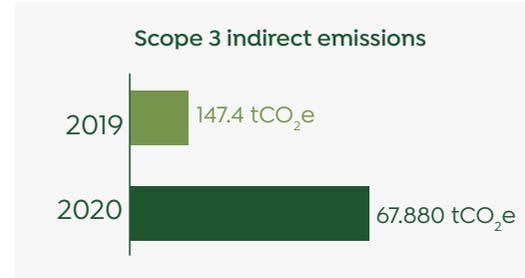


The intensity of emissions per economic unit decreased with respect to the previous year from 3.93 to 3.72. The data broken down by scope is 3.28 tCO₂e/M € for emissions of scope 1 and 0.42 tCO₂eq/M € for scope 2.

Greenergy owned and operated solar and wind projects built in 2020 will prevent the emission of 250,351 tCO₂e into the atmosphere each year*.

Greenergy's business activity as an exclusively renewable energy producer offers a direct response to the global challenge of climate change. Only with the projects built in 2020, that maintain ownership, the emission into the atmosphere of

250,351 tCO₂e each year will be avoided, emissions equivalent to those of the annual energy consumption of 26,422 homes (EPA March 2020).



We expanded the scope 3 calculations with respect to 2019 and included new GHG emission sources in line with the GHG Protocol.

The expansion of scope 3 to include new emission sources explains the sharp increase in indirect emissions in the supply chain compared to the previous year. In 2019, the calculations included our business trips, while in 2020 emissions due to maritime and land transport were also calculated, as well as the emissions generated in the production processes of our main suppliers.

Other emissions

t CO ₂ e	t CO ₂ in CO ₂ e	t CH ₄ in CO ₂ e	t N ₂ O in CO ₂ e
373.07	368.32	0.18	4.56

The table represents the company's Scope 1 CO₂e emissions in their respective greenhouse gases.

* CO₂ equivalent emissions avoided have been calculated using the IEA (2019) emission factors



4.2.3 European taxonomy

Grenergy is fully aligned with the European Taxonomy in the three metrics of revenue, CAPEX, and OPEX, given its significant contribution to mitigating climate change with its business activity of development, construction, operation and maintenance of solar PV and wind renewable energy projects.

In addition, it complies with the DNSH criteria in relation to possible impacts on ecosystems and biodiversity, and with aspects related to the durability, dismantling and recycling of the panels. The company has recently approved a Human Rights Policy, incorporates ethical compliance criteria in its agreements with suppliers and is progressively beginning to implement a due diligence process of the minimum social safeguards.



Reduction targets

In its ESG 2021 Action Plan, Grenergy has set out to determine targets for reducing its scope 1 and 2 emissions. The company has drawn up a plan to reduce the emissions needed to generate electricity by 55% (1.98tCO₂ / GWh) before 2030, which includes various measures such as the change of electricity supply to renewable sources, replacement of the company car fleet to hybrid or electric models cost analysis and identification of energy efficiency measures. In addition, a second goal has been proposed to achieve net zero emissions of scope 1 and 2 by 2050.

The company aims to reduce its CO₂ / GWh emissions by 55% (scope 1 and 2) by 2030 and achieve net zero emissions by 2050 (scope 1 and 2).

Energy consumption	
Diesel-vehicles (litres)	115.049
Gasoline-vehicles (litres)	5.288
Diesel-fixed combustion equipment (litres)	32.070
Electricity (Kwh)	169,184

Energy consumption

In an effort to mitigate the impact that its operations have on the environment, Grenergy monitors energy consumption in its offices and power plants in order to determine unusual consumption and to apply energy efficiency measures based on objective metrics.

4.3 CIRCULAR ECONOMY

The circular economy is an economic concept directly related to sustainability and mitigation of climate change, whose objective is that the value of products, materials and resources is maintained in the economy for as long as possible, in addition to minimizing generation of waste. As Greenergy maintains a firm commitment to the circular economy, the company has begun monitoring water consumption and waste generation in its facilities, to detect unusual variations that may be flagging up inefficiencies in the use of the resources.

Likewise, the company carries out a global control of generated waste, hazardous waste and recycled waste, with either energy recovery through incineration, material recovery, or recycling to reduce the use of new raw materials. Most of the hazardous waste refers to solar panels that are classified under this category and the proportion of their recycling has been inclu-

ded in the total data of recycled waste reported. The waste generated is reused on site whenever possible, and although its quantification is challenging, it has been possible to record the reuse of at least 2.05 t. The impact of emissions generated by waste is considered by the company and included in its calculations of GHG emissions and carbon footprint.



Water consumption
5.835.912 Litres

Waste generated (tons)	
Hazardous waste	16.73
Total waste	78.82
Recycled waste	28.75
Waste reused on site	2.65



5

People

Growing as a team

Gender equality

Attraction and retention of diverse talent

Training

Growth and local employment

Remuneration

Health and Safety

5.1 GROWING AS A TEAM

Taking care of the people who make up our team is a priority that allows us to move forward with confidence towards the fulfilment of our growth objectives.

Our team grows day by day and we believe in the importance of doing so in a sustainable way. In its Sustainability Policy, Greenergy places its employees at the centre of corporate strategy and is committed to guaranteeing equal opportunities, increasing the participation of women, favouring labour flexibility, fostering professional development and promoting a culture of safety and health.

Taking care of the people who make up our team is a priority that allows us to move forward with confidence towards meeting our growth objectives. The social objectives present in Greenergy's Sustainability Policy are aligned with the United Nations Sustainable Development Goals, with a focus on SDG 5 Gender equality and SDG 8 Decent work and economic growth.

The total number of employees at Greenergy grew by 36% in 2020, increasing our workforce from 141 employees at the end of 2019 to 192 at the end of the 2020 financial year.

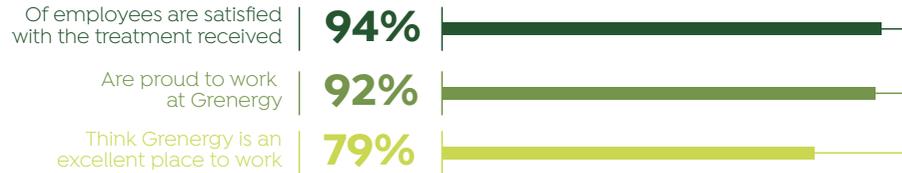
The pandemic circumstances of 2020 have required quick and effective actions to guarantee the safety and well-being of our employees at all times. To measure our performance and assess the experience and satisfaction of the team, in summer 2020 we launched Trust Index blind surveys to our employees.

The results obtained have led to the certification of Grenergy as a Great Place To Work, a certification that gains greater importance in a year marked by the difficulty of the pandemic and confinement.

Our team grew 36% in 2020



Grenergy obtains Great Place to Work certification in a key year for people management.



One of our main strengths is the diversity of age and experience, with the presence of senior talent and the bulk of the workforce located in the 30-40 age sector.



141 people
2019

192 people
2020

45 women

147 men



73% employees with permanent contracts



89% of women with permanent contracts



33% of men with temporary contracts



100% full-time contracts



Duna Huambos windfarm -Peru



Grenergy has joined the Energy +Women initiative, a public-private plan aimed solving barriers to the incorporation of female talent into the energy industry in Chile, where much of the company's activity is located

5.2 GENDER EQUALITY

Grenergy has a business Code of Ethics by which it undertakes to ensure a work environment of equality and respect, free from discrimination based on race, sex, ideology, belief or any other type of personal or social condition, specifically supervising conduct susceptible to any type of personal harassment. No case of discrimination was detected in the period.

The company has recently approved a policy for the prevention and fight against sexual and workplace and harassment and a battery of sub-policies for each of the countries in which it operates and has a complaints channel on the website capable of guaranteeing confidentiality. In addition, a Discipline Committee has been created reflecting the company's strong commitment in the fight against situations

of workplace harassment and sexual harassment.

In 2020, Grenergy's senior management has expressed and publicly communicated its commitment to the principles of gender equality and the ESG 2021 Action Plan. Included among its objectives is the preparation of a Gender Equality Roadmap, aimed at identifying and implementing actions that promote equal opportunities for the promotion and professional development of women, from the selection and hiring stages of employment. These actions will favour the reduction of salary differences between both genders for positions of the same responsibility, promote work-life balance and flexibility initiatives, as well as include other measures that help to guarantee a respectful work environment.

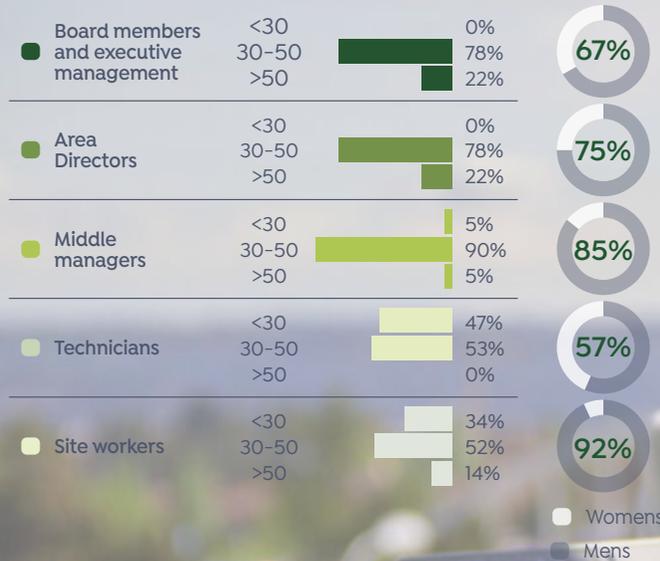
5.3 ATTRACTION AND RETENTION OF DIVERSE TALENT

One of the main strengths of our team is the diversity of experience, with the presence of senior talent with extensive experience in the sector and a bulk of young staff aged between 30-40. In 2020, we have launched a program designed to attract and retain young talent, offering them opportunities for cross-functional professional development and gaining international experience (Cantera Program).

In addition, the company offers its employees stock options, thus ensuring alignment of interests with strategic growth objectives. In a clear commitment to maintaining the motivation of the team, Grenergy has launched different employee benefit initiatives such as discounts in gyms, restaurant vouchers, English classes in offices, flexibility at the time of entry and exit, teleworking, paid parental leave, medical insurance, parking options and childcare assistance.



Distribution of the workforce by professional category and by age:



Flexible working hours

Wellness program

Language courses

Paid leave

Remote working



CANTERA PROGRAM FOR GRADUATES

2020 

In a context of enormous change and uncertainty, where the labour market has been hit hard by the COVID-19 crisis, Greenergy launches its Cantera Program in order to facilitate labour integration and promote professional development of our workers.

2 YEARS 

On-the-job training for young talent throughout the value chain, from the development phase to the operation and maintenance (O&M) phase, making the most of the training opportunities that a vertically integrated company can offer.

PROJECT MANAGEMENT 

During the training period all the necessary knowledge is acquired to become the main managers of a small-scale project of up to 9 MW. After this period of training, employees will have real possibilities to carry out an international secondment and/or promotion to another department, creating strong synergies between departments and markets.

PROFESSIONAL DEVELOPMENT



Permanent contracts

7 incorporation of recent graduates

2020 CANTERA PLAN DATA

1 Junior Project Engineer

begins in January 2021 a secondment to Santiago de Chile to continue with his professional development at an international level

5.4 TRAINING

During 2020, we have reinforced the training of the team in cybersecurity by financing 360 hours of training in this area, in response to the increase in remote working. In addition, the team has received training in accounting and foreign languages, and during the three-month lockdown period, all staff were granted unlimited access to a learning platform on business, technical and creative topics. The training received through the platform is in addition to the training hours reported.

The ratio of training per employee has increased from 2.88 hours / employee to 8.46 hours / employee compared to last year. The training hours distributed by gender are 8.47 hours / man and 8.42 hours/woman.

By promoting training initiatives, we promote the technical excellence of the team, we achieve more complete professional profiles, and we increase the personal motivation of the employees. Our technicians received an average of 13 hours of training / person, middle managers and managers 26 hours, area directors 19 hours and members of senior management and directors 10 hours.



In 2020, we have reinforced the team with 360 hours of cybersecurity training.



More than 1,600 hours of training for the team in 2020, 4 times more than the previous year.

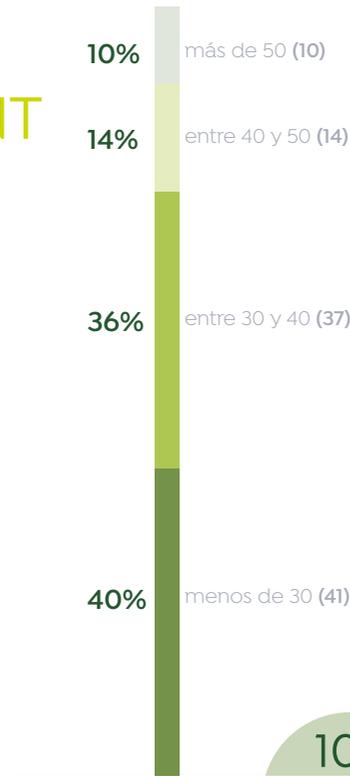
5.5 GROWTH AND LOCAL EMPLOYMENT

The nature of our projects implies the temporary hiring of workers during the construction phase, promoting the creation of local jobs. In 2020, there were new hires of 103 people, 85% men / 15% women, reflecting that the positions related to the construction of the plants are currently in male-dominated fields. In 2020, 100% of employees in Spain are covered by collective bargaining agreements, which represents 32.8% of the total.

88% of employees come from the local community

Promoting local employment during the construction phase of our projects translates into a number of temporary hires that have an effect on the company's turnover rate. This largely explains the rates recorded for each age group: 32% among those under 30 years, 23% between 30-40 years, 34% in the range 40-50 and 68% for those over 50 years. The turnover rate by gender is 34.5% among men and 14.6% among women.

The company's turnover rate reflects the geographical distribution of the projects within the different countries in which we operate, and the mobility required to travel to work. In addition, transfers of employees to other projects or companies have been recorded as retirements.



102
news
hires
in 2020

Turnover rate (x100) by region

Rotation rate permanent contracts 16%

	Chile	Spain	Ecuador	Argentina	Mexico	Colombia	Italy
Temporary	0,83	0	0	0	0	1,50	0
Permanent	0,12	0,06	0,40*	0	0	0	0
% permanent contracts	94%	63%	62%	17%	67%	100%	100%

(*) 1 voluntary withdrawal from a team <5 people



People

5.6 REMUNERATION

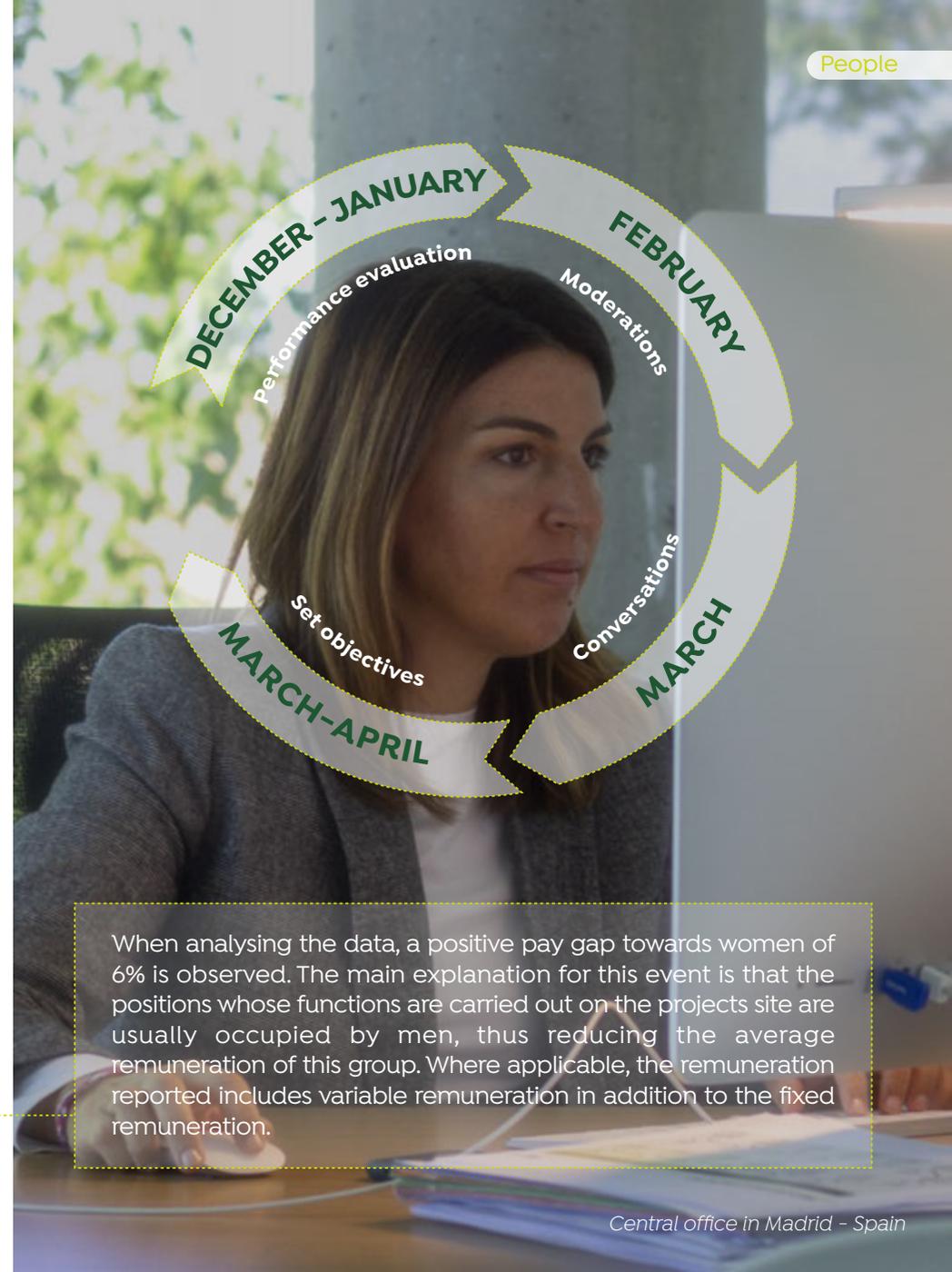
The ESG objectives set by Grenergy are integrated into the objectives of corporate strategy and, therefore, linked to the variable remuneration of management, middle positions and a selection of key positions.

100% of directors with variable remuneration directly linked to ESG objectives.

The performance evaluation process is both an annual and continuous process that contributes to the development and motivation of the team, aligning the corporate strategic objectives with the objectives of each department. The process begins when the manager and employee agree on the objectives for the year that must be specific, measurable, achievable and aligned with the corporate strategy. Performance evaluation uses an employee self-assessment and an assessment of the progress of business objecti-

ves aligned with those of the department or line of business, as well as an identification of areas for improvement. Managers also seek to get a 180-degree evaluation of the workers. One-to-one conversations are a key component of the process that seeks to foster an environment of open communication and delivery of feedback, through honest and clear comments on performance. At this point in the process, the objectives for the following year are addressed and the incentives received are communicated.

In the analysis of salary differences between employees, Grenergy has calculated the average remuneration of men and women for the year. As of December 31, 2020, the distribution of average annual remuneration by gender was as follows:



When analysing the data, a positive pay gap towards women of 6% is observed. The main explanation for this event is that the positions whose functions are carried out on the projects site are usually occupied by men, thus reducing the average remuneration of this group. Where applicable, the remuneration reported includes variable remuneration in addition to the fixed remuneration.

5.7 HEALTH AND SAFETY

Through its Sustainability Policy, Grenergy is committed to promoting a culture of health and safety at work through the necessary prevention tools.

For this reason, for its activities in Spain, the company uses an external risk prevention service that performs assessments of the working environment and the possible risks that workers could face during their activities. The evaluation includes preventive measures and corrective measures in those occasions in which the risk identified requires it. Additionally, an analysis of positions and roles is carried out, establishing in each case the prevention measures, the Preventive Action Plan and an Emergency Measures Plan. In Chile, the company applies an Internal Regulation of Order, Hygiene and Safety that guarantees a safe work environment and promotes a culture of risk prevention.

In the case of operations in the field, Grenergy prepares detailed health and safety plans for each of its projects and has personnel specialized in occupational risk prevention. These personnel are from the local community with knowledge of local and national legal requirements.

In 2020, the company drew up a Protocol Against Coronavirus that details all the preventive measures to be adopted to protect all employees. As a result of all the measures implemented, no occupational illnesses or fatal accidents occurred, registering only 1 minor accident within the company's workforce during the reporting period.



minor accident
in the team

1

occupational
diseases

0

fatal
accidents

0

hours of training
for employees
in Health and Safety

156



6

Local impact



Local community

Supply chain

6.1 LOCAL COMMUNITY

The relationship with the local community is a key aspect of our projects and we dedicate the necessary resources to ensure fluent communication. We seek to translate the impact caused by our projects into local development through job creation and social initiatives based on the identification of needs of each area. Prior to any intervention, we carry out impact assessments in all of our projects, to identify all possible environmental and socio-economic impacts, and to avoid and mitigate any negative impacts while enhancing the positive ones.

FLUENT COMMUNICATION

In accordance with our Sustainability Policy, we seek to establish a fluent dialogue with the local community from the first stages of the projects via formal and informal meetings, informational sessions and different communication channels made available to the community. The telephone numbers and email addresses of the people who are dedicated to answering the queries and concerns of our neighbours are distributed, and mechanisms are enabled to ensure confidentiality if desired, such as physical and / or virtual grievance channels through our website. Thus, we create a feedback mechanism that allows us to evaluate the effectiveness of our actions and make the necessary adjustments.

Our objective is to establish a two-way and beneficial communication for all, in dialo-

gue with the local community during all stages of the Project: development, construction, operation and maintenance. During 2020, circumstances prevented all scheduled physical meetings from being held, even so, it was possible to hold 189 meetings with the local community with an attendance of 341 people.



189

meetings with the local community



341

attendees

LOCAL DEVELOPMENT

We seek to promote the development of the local community located in the area of influence of our projects, encouraging and promoting the local hiring of personnel and suppliers. In 2020, we generated employment for more than 1,300 workers who participated in the construction of our projects.

Through this process of consideration of the needs and opportunities in the region, we implement action plans to support local impact initiatives that meet criteria of alignment with our priority United Nations Sustainable Development Goals or that respond to basic needs detected in the area. The mechanism in place to support local development works in a transparent and structured manner and requires prior approval of budgets and proposed initiatives and monitoring of the use of funds to ensure it translates into an improvement in the quality of life of the local community.

Through environmental impact statements and similar procedures, red flags may be identified that could endanger at some point in the future, the development or operation of a project. During 2020, no red flags related to social issues have been detected and no fines related to social breaches have been received. Nor have there been any project delays due to impacts on local communities.

0

Fines

for social
breaches

0

Delays

in projects due to impacts
on the community

0

Red flags

raised in the social field in
project evaluation
procedures

In 2020, we generated employment for more than 1,300 workers who participated in the construction of our projects



SUPPORTING THE FIGHT AGAINST COVID-19

Between March and August 2020, at a time of growing demand and shortage of face masks and protective equipment, Grenergy used its logistics infrastructure to import and distribute material for protection against COVID-19:

In Madrid, the donation reached 55,000 PPE equipment, including 15,000 N95 protective masks and 30,000 pairs of nitrile gloves, as well as 5,000 suits and 5,000 Category III type 5 protective glasses.

This officially approved material was delivered to health staff at the Ruber and Jiménez Díaz Clinic, the Firefighters of Madrid and the City Council to reach the particularly exposed groups such as state security forces, cleaning services, funeral homes, and other professions operating at the front lines of the pandemic. The company's contribution was extended to other countries such as Chile, Colombia, Peru and Argentina with the donation of more than 300,000 face masks to citizen protection organizations.



Health staff receives PPE



Health staff receives PPE



Mayor of Madrid receives PPEs



Delivery of PPE to health workers

DUNA HUAMBOS CASE

The Duna Huambos wind farm is located at more than 2,300 meters above sea level in the Huambos district, Chota province, Cajamarca department, Peru. At the end of 2020, the wind farm completed the construction phase, which included the installation of 14 wind turbines, with a total installed power of 36 MW.

Communication

In 2020, two official meetings with the community were organized, before and after the critical period of the pandemic, and another 46 informal meetings were held, with a total attendance of 180 people.

Support

In 2020, Grenergy supported the local community in a number of ways. Including 4,000 masks that were donated to protect the community against COVID-19. A communal house was financed for the Challuaracra town centre, with the aim of housing a dining room for use by the community, feeding a total of 1,200 adults and children. Sports uniforms were also donated to the town of the Huambos district for 36 young people, and lighting for the community's sports field was donated.

The company also collaborated in the celebration of various events, such as the Christmas celebration, open to the entire community of the Huambos district, which includes four different population centres (Challuaracra, Chabarbamba, Lancheonga and Yamaluco) and 35 villages or communities. During this event, toys and seasonal desserts were distributed to 1,440 adults and 1,000 children.

Development support commitment

Our long-term commitment to the local community is embodied in an annual donation agreement of 1% of energy sales to promote socio-economic development. It is about recurring income throughout the life of the project with the aim of improving the quality of life of the local community. The contributions will benefit more than 10,000 people located in the Huambos district.



48

meetings
with the local
community



25

jobs for people
from the local
community



4.000

masks
for the local
community



1%

of annual
income for social
development



Local community Duna Huambos wind project - Peru



QUILLAGUA CASE

The construction of the Quillagua photovoltaic solar project first phase (103 MW) was completed in September 2020. In 2021, the second phase of the project, another additional 111 MW, will be built. The project is located near the Chilean town of Quillagua, a remote area in the Atacama Desert, lacking power supply from the national grid infrastructure. The only electricity supply currently available to the community comes from the use of generator and fossil fuels.

Communication

The Community Roundtable on Energy that we are part of, created for the modernization of the Quillagua electrical system, could not hold meetings for several months during 2020 due to the pandemic and an inadequate quality of connection to be conducted remotely. We were able to hold twelve meetings with the local community throughout 2020 with 25 people, and to progress in our commitments.

Support

In 2020, the support provided to the community focused on providing personal protection equipment against the pandemic. At a time of difficult provisioning for emergency supplies, the company provided 44,000 face masks, 160 COVID tests, medicines and food to the local community of Quillagua. Face masks were also delivered to humanitarian and emergency organizations in Chile: 40,000 to Caritas Chile, 40,000 to the Chilean Firefighters and 40,000 to the Chilean Red Cross.

Electrification commitment

Grenergy is committed to provide continuous electricity supply to the local community through the construction of a 350KW photovoltaic plant near the town of Quillagua. Through their participation in the Community Roundtable, this commitment is monitored together with representatives from the local community.

Another of Grenergy's commitments to the local community is to support the promotion of local tourism and protection of cultural heritage through the generation of a local archaeological route. Stage I of this initiative is completed, and stage II is on hold, since it is necessary to bring professional staff from the consultancy hired to the area. Grenergy also supports the local community in fundraising to improve the facilities of the current Quillagua museum.



12

meetings with the local community



16

jobs for people from the community



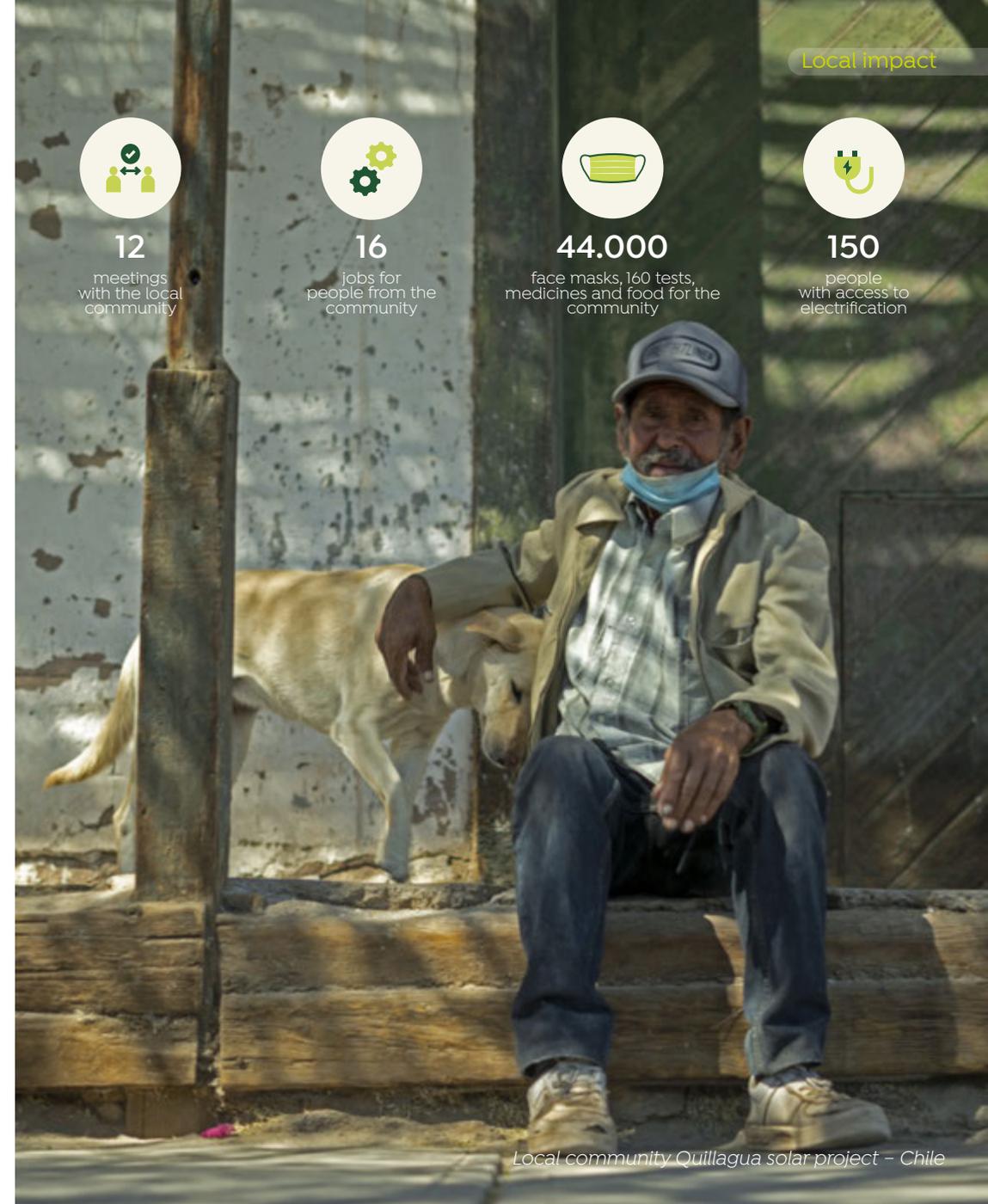
44.000

face masks, 160 tests, medicines and food for the community



150

people with access to electrification



Local community Quillagua solar project - Chile

7

AFFORDABLE AND CLEAN ENERGY



8

DECENT WORK AND ECONOMIC GROWTH





61

meetings



39

jobs for people
from the
community

128

protected
health
professionals

2

young people from the
local community with
scholarships

KOSTEN CASE

Communication

Communication with the community is a constant in our projects. During 2020, despite the difficulties derived from the pandemic, 61 meetings were organized with 43 attendees from the local community and 15 presentations of the project were made among the nearby communities and neighbours of National Route 26.

Support

Faced with COVID-19, the support provided to the local community focused on the distribution of personal protection materials for 128 health professionals from the Hospital de Sarmiento (Chubut). Also linked to the impact of the pandemic, in this case on the education of children due to restrictions on access to schools, in September 500 educational notebooks with contents related to renewable energies were designed and distributed helping to complement school activities at home.

The company also donated material for the construction of stands and for the production sport equipment carrying bags to the local New Generations Sports Club comprised of 400 young people.

Kosten Scholarship Commitment

13

CLIMATE ACTION



Grenergy launched a call of full scholarships to study a renewable energy related degree at the University of Chubut. The initiative involves an agreement with the University that guarantees a formal framework and accountability, and is aligned with our priority SDG 13 to improve education, awareness and human capacity regarding the climate change mitigation, adaptation, reduction of its effects and early warning (target 13.3)

For many young people in the local community, studying at the University requires an economic commitment that they cannot afford since it means moving to another city. The Kosten Scholarship has awarded the academic merit of two young people from the local community and will cover the costs of study, living and accommodation expenses during the 3-year duration of the degree.

6.2 SUPPLY CHAIN

Risk management in the supply chain is increasingly relevant for the management of the reputation of companies, especially due to the potential separation of the governing bodies of a company and their suppliers, as well as the increase in outsourcing. Greenergy is aware of the need to carry out due diligence in its supply chain and therefore identifies, assesses and manages the risks related to it.

6.2.1 Ethical values

In the Code of Ethics, criteria such as that the manufacturing and distribution processes of the suppliers consider the reduction of environmental impacts and comply with the applicable legislation on labour conditions and risk prevention. The Code of Ethics also establishes that Greenergy will take into account the recommendations and guidelines issued by the Organization for Economic

Cooperation and Development in its performance and development of its activity outside of Spain. Likewise, Greenergy's Crime Prevention Protocol also applies to the company's subcontractors and service providers.

In addition, with the intention of creating a more specific framework of trust for Greenergy's suppliers of goods and services,

the company has approved a Supplier Code of Ethics, an annex to the aforementioned Code of Business Ethics. The document specifically states the ethical behaviour expected by suppliers and subcontractors and the importance of compliance with the defined principles.

Principles of the Supplier Code of Ethics:



Legality

Fair Competition

Conflict of interests

Transparency of the information

Communication of irregular behaviours and situations

Anti-corruption: zero tolerance

Fair treatment of employees

Employment of under aged

Work environment

Association and collective bargaining

Zero harassment and abuse





100% of main suppliers (panels, structures and inverters) with ISO14001 certification.

75% of panel suppliers formally adhere to recycling initiatives.

The principles included in the Supplier Code of Ethics are aligned with those of the general Code of Ethics and apply to all purchasing and contracting activities for equipment, materials, works and services. Failure to comply may lead to disqualification as a supplier or termination of the contractual relationship.

Ethics, respect for human rights with specific reference to the Fundamental Conventions of the International Labour Organization on labour rights, child labour and equal opportunities. In addition, the company monitors the social and environmental aspects of the suppliers mainly through questionnaires, counting in 2020 with 100% of the first tier of main suppliers (panels, structures and inverters) with ISO14001 certification and 75% of panel suppliers formally adhered to the PV Cycle initiative of responsibility in end-of-life recycling.

Grenergy has incorporated in the document of general conditions of purchase, clauses of compliance with the Codes of

The Audit Committee has exercised leadership in the analysis of the risks associated with the supply chain, to determine the most relevant aspects and thus be able to establish formal control mechanisms that ensure the transfer of the ESG commitments of Grenergy to its entire value chain.

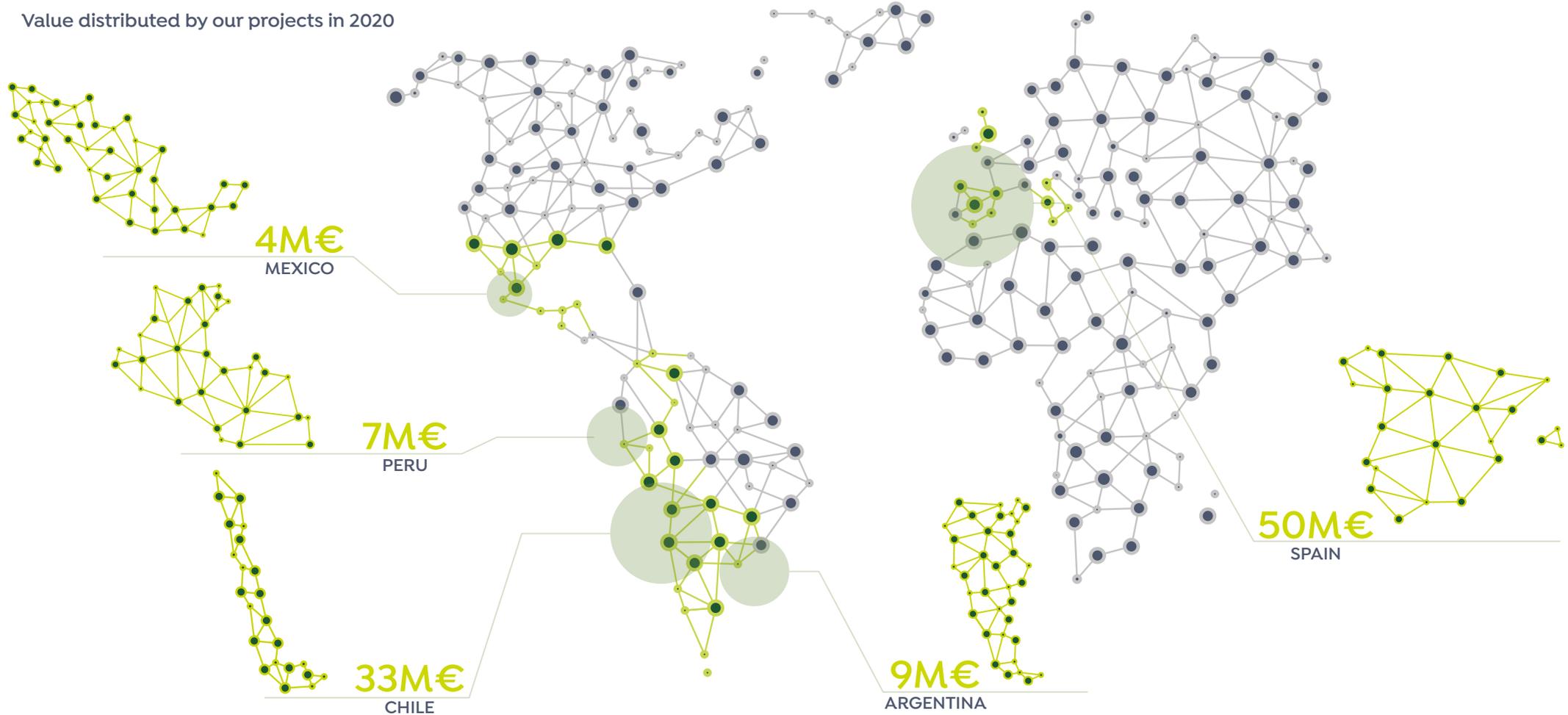
6.2.2 Economic impact

Our company is experiencing significant growth and our impact capacity is increasing. In the last 5 years, our international presence has grown from three to eight countries and, as a result, our supply chains involves an increasing number of actors in different countries.

The way in which Grenergy relates to its suppliers, subcontractors, consultants, distributors, etc. is an essential component of its Sustainability Policy, and Grenergy aspires to expand the principles applied within the company to its entire value chain.

Our projects produce a positive economic impact in the countries in which we operate, generating value for the local companies that we outsource for construction-related work, purchase of materials or services acquired. In 2020, the payments distributed in relation to operations, personnel, capital providers and governments amounted to € 133 million and the capture of value in the different regions is distributed as follows:

Value distributed by our projects in 2020





Duna Huambos windfarm - Peru

6.2.3 Health and Safety of subcontractors

The construction of our projects involves subcontracting works and therefore the entry of workers from outside the work areas. At this point, Grenergy takes responsibility to ensure a safe work environment at all times with an approach focused on risk prevention. To do this, we use management systems and health and safety plans that identify in advance possible hazards and include risk assessments. The company ensures the necessary training so that external workers know the precautions they must take during the development of their activity, verifying that training is put into practice through preventive surveillance.

In Chile, Grenergy has an Internal Regulation of Order, Hygiene and Safety applicable to subcontractor companies that enter the projects under construction, and that regulates the forms and conditions of work, hygiene and safety of the work carried out by subcontractors commissioned by Grenergy. All the works are supervised by professional health and safety staff from Grenergy in addition to the H&S subcontractors' staff. Monthly management reports are prepared in relation to risk analysis, training and accident registration.

In 2020, there were five minor accidents globally among subcontractor personnel and only one accident, also minor, by a Grenergy employee.

In 2020, Grenergy delivered more than 400 hours of training for subcontractors, in addition to the specific training received from their respective employers.

EMPLOYEES

Frequency rate * (TRIR)	0.61
Severity rate **	0.09

SUBCONTRACTORS

Frequency rate * (TRIR)	2.48
Severity rate **	0.03

(*) accident frequency x 200,000

(**) days lost x 1,000

7

About this report

The content of this report presents our stakeholders with relevant information regarding governance, non-financial risk management, the environment, the employees, the local community and the company's supply chain. The management and boundaries of the material issues previously identified through a participatory materiality analysis are described throughout the report.

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards for sustainability reporting: Core option. The report and the methodology used have been presented to the Audit Committee and its content responds to the principles of inclusion of stakeholders, sustainability context, materiality and completeness. No external verification has been obtained, except for the reported GHG emissions calculations.

This Greenergy Sustainability Report includes information on the companies that are consolidated in the Annual Accounts published by Greenergy Renovables, S.A. and corresponds to period of the calendar year 2020, January to December, unless specifically indicated otherwise.

The company publishes its sustainability reports on an annual basis, the most recent report was produced for the year 2019. Questions regarding the content and definition process of this Report can be directed to info@greenergy.eu or to Greenergy Renovables, SA, calle Rafael Botí, 26, 28023 (Madrid), the main address where the company operates.

Appendix I | Key Performance Indicators



GOVERNANCE

Size of the Board of Directors (number)	6
Female representation on the Board of Directors (%)	33,3
Independent members of the Board of Directors (%)	50
Female representation on Board committees (%)	66

OPERATIONS

No. of projects	1Q 2021
<i>Early stage</i>	50
<i>Advanced development</i>	35
<i>Backlog</i>	16
<i>Under construction</i>	21
<i>In operation</i>	2
Total number of projects	124

MW	1Q 2021
<i>Early stage</i>	2.344
<i>Advanced development</i>	2.869
<i>Backlog</i>	448
<i>Under construction</i>	417
<i>In operation</i>	198
Total MW	6.000

EMPLOYEES

Employees (number)		2020
Gender	Women	45
	Men	147
Age	Under 30	64
	Aged 30 to 40	76
	Aged 40 to 50	32
	Over 50	20
Type of contract	Permanent	140
	Temporary	53
Job Category	Board Members/Executive management	9
	Directors	8
	Middle managers	20
	Technicians/other	68
	Construction workers	87
Total		192

Quality of employment		
New employee hires (number)	Women	15
	Men	88
New employee hires per age group (number)	Under 30	41
	Aged 30 to 40	37
	Aged 40 to 50	14
	Over 50	10
Turnover index (%)	Women	14.6
	Men	34.5
Turnover index of permanent contracts (%)		16

Employees Health & Safety		2020
Incidents (number)		1
Frequency rate TRIR (x 200.000)		0.61
Severity rate (x 1.000)		0.09
Health and safety training hours		156
Occupational diseases (number)		0
Fatalities (number)		0

Training		2020
Training hours		1.600
Training hours/man		8.47
Training hours /women		8.42

Compensation		2020
Average salary (€)	Women	25.374,12
	Men	23.865,57
Gender pay gap (%)		-6

ENVIRONMENT

Water		2020
Water consumption (liters)		5.835.912

Waste generated		2020
Hazardous waste (tonnes)		16.73
Recycled waste (tonnes)		28.75
Waste reused on site (tonnes)		2.65
Total waste (tonnes)		78.82

Energy consumed		2020
Diesel - vehicles (liters)		115.049
Petrol - vehicles (liters)		5.288
Diesel - fixed-combustion equipment (liters)		32.070
Electricidad (KWh)		169.184

Greenhouse gas (GHG) emissions		2020
Scope 1 (tCO ₂ e)		373
Scope 2 (tCO ₂ e)		48
Scope 1 and 2 emissions intensity (tCO ₂ e/M€)		3.72
Scope 3 (tCO ₂ e)		67.458
Electricidad (KWh)		169.184

Avoided emissions		2020
Projects built to own in 2020 (tCO ₂ e)		250.351
Green Financed projects (tCO ₂ e)		144.690

Biodiversity		2020
Projects located in protected areas according to local o international regulation (number)		0
Presence of endangered species IUCN (number)		1
Presence of endangered species according to national lists (number)		5

Environmental management		2020
Environmental investment (€)		614.124
Fines for environmental infractions (number)		0
Project delays due to ecological impacts (number)		0
Environmental red flags raised during project impact assessments (number)		0

COMMUNITY

	2020
Meetings with local community (number)	189
Attendance (number)	341
Donations for social support (€)	255.653
Percentage of employees from the local community (%)	88
Fines for social infractions (number)	0
Project delays due to community impacts (number)	0
Social impact red flags raised during project impact assessments (number)	0

INVESTOR COMMUNITY

	2020
Total revenue (m€)	113
EBITDA (m€)	23,7
CAPEX (M€)	80,3
Margin EBITDA (%)	32%
Earnings per share (€)	0.62
Green Finance (M€)	96,7

SUPPLY CHAIN

	2020
Workers participating in the construction of our projects (number)	1.300
Value generated by our projects (M€)	133
H&S incidents affecting subcontracted workers (number)	5
Frequency rate TRIR (x 200.000)	2.48
Severity rate (x 1.000)	0.03
Fatalities	0

Appendix II | GRI content index



GRI STANDARD	CONTENT	SECTION OF THE REPORT AND/OR DIRECT ANSWER
GRI 102 GENERAL DISCLOSURES		
ORGANIZATIONAL PROFILE		
102-1	Name of the organization	Greenergy Renovables S.A.
102-2	Activities, brands, products, and services	1. About Greenergy
102-3	Location of headquarters	1. About Greenergy
102-4	Location of operations	1. About Greenergy
102-5	Ownership and legal form	1. About Greenergy 1.2 Governance structure (Sociedad anónima)
102-6	Markets served	1. About Greenergy
102-7	Scale of the organization	5. People, 5.1 Growth 1. About Greenergy
102-8	Information on employees and other workers	5. People, 5.1 Growth 6.2 Supply chain
102-9	Supply chain	6. Local impact, 6.2 Supply chain
102-10	Significant changes to the organization and its supply chain	1. About Greenergy
102-11	Precautionary Principle or approach	4. Planet, 4.1 Biodiversity
102-12	External initiatives	The company joined the Global Compact
102-13	Membership of associations	Membership to Peruvian Association of Renewable Energy (SPR), Chilean Association of Renewable energy and storage (ACERA), Chilean Association of solar Energy (ACESOL). Elettricità Futura in Italia y la Spanish Solar PV Association (UNEF)

GRI STANDARD	CONTENT	SECTION OF THE REPORT AND/OR DIRECT ANSWER
GRI 102 GENERAL DISCLOSURES		
STRATEGY		
102-14	Statement from senior decision-maker	Interview to our CEO
ETHICS AND INTEGRITY		
102-16	Values, principles, standards, and norms of behavior	1. About Grenergy 6.2 Supply chain
GOVERNANCE		
102-18	Governance structure	1. About Grenergy
STAKEHOLDER ENGAGEMENT		
102-40	List of stakeholder groups	https://grenergy.eu/wp-content/uploads/2020/10/200622-Politica-Sostenibilidad.pdf
102-41	Collective bargaining agreements	5. People 5.5 Local employment
102-42	Identifying and selecting stakeholders	https://grenergy.eu/wp-content/uploads/2020/10/200622-Politica-Sostenibilidad.pdf
102-43	Approach to stakeholder engagement	1. About Grenergy 1.3 Transparency 2.Our sustainability strategy 6.1 Local community
102-44	Key topics and concerns raised	2.Our sustainability strategy

GRI STANDARD	CONTENT	SECTION OF THE REPORT AND/OR DIRECT ANSWER
GRI 102 GENERAL DISCLOSURES		
REPORTING PRACTICE		
102-45	Entities included in the consolidated financial statements	Consolidated annual accounts 2020 https://grenergy.eu/junta-de-accionistas/
102-46	Defining report content and topic Boundaries	7.About this report
102-47	List of material topics	2.Our sustainability strategy
102-48	Restatements of information	Any restatement of information is noted in the appropriate section of the report.
102-49	Changes in reporting	7.About this report Specific changes are explained where appropriate in the report (i.e changes in scope 3 emissions calculations)
102-50	Reporting period	7.About this report
102-51	Date of most recent report	30 September 2020
102-52	Reporting cycle	7.About this report
102-53	Contact point for questions regarding the report	7.About this report
102-54	Claims of reporting in accordance with the GRI Standards	7.About this report
102-55	GRI content index	Appendix II GRI content index
102-56	External assurance	N/A

MATERIAL TOPICS

GRI 200 ECONOMIC DIMENSION

201 ECONOMIC PERFORMANCE

103	Management Approach	1. About Greenergy
201-1	Direct economic value generated and distributed	1. About Greenergy

202 MARKET PRESENCE

103	Management Approach	1. About Greenergy 1.2 Governance structure
202-2	Proportion of senior management hired from the local community	100% of the Board members and executive committee of Greenergy belong to the local community with headquarters in Spain

203 INDIRECT ECONOMIC IMPACTS

103	Management Approach	6. Local impact 6.1 Local community
203-1	Infrastructure investments and services supported	6. Local impact 6.1 Local community

204 PROCUREMENT PRACTICES

103	Management Approach	6. Local impact 6.2 Supply chain
204-1	Proportion of spending on local suppliers	6. Local impact 6.2 Supply chain

205 ANTICORRUPTION

103	Management Approach	1. About Greenergy
205-1	Operations assessed for risks related to corruption	1. About Greenergy https://greenergy.eu/compliance/

MATERIAL TOPICS

GRI 300 ENVIRONMENTAL DIMENSION

302 ENERGY

103	Management Approach	4. Planet, 4.2 Climate change
302-1	Energy consumption within the organization	4. Planet, 4.2 Climate change

304 BIODIVERSITY

103	Management Approach	4. Planeta, 4.1 Biodiversidad
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	4. Planeta, 4.1 Biodiversidad
304-2	Significant impacts of activities, products, and services on biodiversity	4. Planeta, 4.1 Biodiversidad
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	4. Planeta, 4.1 Biodiversidad

305 EMISIONES

103	Contenidos sobre el Enfoque de Gestión	4. Planeta, 4.2 Cambio climático
305-1	Emisiones directas de GEI (alcance 1)	4. Planeta, 4.2 Cambio climático
305-2	Emisiones indirectas de GEI al generar energía (alcance 2)	4. Planeta, 4.2 Cambio climático
305-3	Otras emisiones indirectas de GEI (alcance 3)	4. Planeta, 4.2 Cambio climático
305-4	Intensidad de las emisiones de GEI	4. Planeta, 4.2 Cambio climático
305-5	Reducción de las emisiones de GEI	4. Planeta, 4.2 Cambio climático

MATERIAL TOPICS**GRI 300 ENVIRONMENTAL DIMENSION****305 EMISSIONS**

103	Management Approach	4. Planet, 4.2 Climate change
305-1	Direct (Scope 1) GHG emissions	4. Planet, 4.2 Climate change
305-2	Energy indirect (Scope 2) GHG emissions	4. Planet, 4.2 Climate change
305-3	Other indirect (Scope 3) GHG emissions	4. Planet, 4.2 Climate change
305-4	GHG emissions intensity	4. Planet, 4.2 Climate change
305-5	Reduction of GHG emissions	4. Planet, 4.2 Climate change

306 WASTE

306-1	Waste generation and significant waste-related impacts	4. Planet, 4.2 Climate change, 4.3 Circular Economy
306-2	Management of significant waste-related impacts	4. Planet, 4.2 Climate change, 4.3 Circular Economy
306-3	Waste generated	4. Planet, 4.3 Circular Economy

307 ENVIRONMENTAL COMPLIANCE

103	Management Approach	4. Planet
307-1	Non-compliance with environmental laws and regulations	4. Planet

308 SUPPLIER ENVIRONMENTAL ASSESSMENT

103	Management Approach	6. Local impact 6.2 Supply chain
308-1	New suppliers that were screened using environmental criteria	6. Local impact 6.2 Supply chain

MATERIAL TOPICS

GRI 400 SOCIAL DIMENSION

401 EMPLOYMENT

103	Management Approach	5. People
401-1	New employee hires and employee turnover	5. People, 5.1 Growth 5.5 Local employment

403 OCCUPATIONAL HEALTH AND SAFETY

103	Management Approach	5. People 6.2 Supply chain
403-1	Occupational health and safety management system	5. People 5.7 Health and Safety, 6.2 Supply chain
403-2	Hazard identification, risk assessment, and incident investigation	5. People 5.7 Health and Safety, 6.2 Supply chain
403-3	Occupational health services	5. People 5.7 Health and Safety, 6.2 Supply chain
403-4	Worker participation, consultation, and communication on occupational health and safety	5. People 5.7 Health and Safety, 6.2 Supply chain
403-5	Worker training on occupational health and safety	5. People 5.7 Health and Safety, 6.2 Supply chain
403-6	Promotion of worker health	5. People 5.7 Health and Safety, 6.2 Supply chain
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	5. People 5.7 Health and Safety, 6.2 Supply chain
403-9	Work-related injuries	5. People 5.7 Health and Safety, 6.2 Supply chain

404 TRAINING AND EDUCATION

404-1	Average hours of training per year per employee	5. People 5.4 Training
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MATERIAL TOPICS

GRI 400 SOCIAL DIMENSION

406 NON -DISCRIMINATION

405-1

Diversity of governance bodies and employees

1. About Grenergy, 1.2 Governance structure
5.People

406 NO DISCRIMINACIÓN

406-1

Incidents of discrimination and corrective actions taken

5.People 5.2 Gender Equality

413 LOCAL COMMUNITIES

413-1

Operations with local community engagement, impact assessments, and development programs

6. Local impact 6.1 Local community

414 SUPPLIER SOCIAL ASSESSMENT

414-1

New suppliers that were screened using social criteria

6. Local impact 6.2 Supply chain

419 SOCIOECONOMIC COMPLIANCE

419-1

Non-compliance with laws and regulations in the social and economic area

6. Local impact 6.1 Local community