



Greenergy
renovables

HUMAN
CAPITAL

- Talent strategy defined annually and incorporated in our one year company's OPEX forecast.
- 12 months hiring needs identified in alignment with the corporate targets.
- Active Building of Talent pools: key universities, employment forums, peer benchmark and LinkedIn groups
- Partnerships with institutions (FUE and ICEX) to combine academic formation and on-the-job training and to provide Young talent with an structured skills acquisition and training plan
- 100% of employees with variable compensation excluding site/ground staff
- Employee benefits and career development programs
- More than 100 hours of occupational risk prevention (ORP) training for workers in all countries over the period 2024-2026 (cumulative)



Great Place to Work

The people who work at Greenergy think it is a great place to work. The results obtained whit Trust Index annual surveys show a high level of **trust and satisfaction** by the employees. For this reason, Greenergy received the Great Place Work certification (83% of employees think this is an excellent place to work in 2022)



Integral player

Work in a team with a youthful dynamic.



Wellness programme

We foster workplace health and work-life balance.



Employment in 11 countries

International development and continuous professional growth.



Growing together

A team with an innovative spirit.

SUPPORTING THE CAREER DEVELOPMENT OF OUR TEAM



In 2022:

12.46

Average hours per FTE of training and development

205.4 Eur

Average amount spent per FTE on training and development.

Training hours distributed by Management level per FTE

Senior manag. & board	23.4
Area managers	19.5
Middle management	11.5
Technical staff	19.3

4,161.5

hours of employee training

2

Employees internal recruitment

16.9%

Employee rotation

13.93%

Voluntary employee rotation

12.94

training hours per female employee

100%

employees with performance evaluation**

** Except for employees on construction sites * FTE Full time employee

Talent is the key driver of our activity and caring for our human team is a priority. For this reason, since the founding of Greenergy in 2007, and especially after the exponential growth experienced in recent years, we have developed a HR policy that prioritizes the interests of employees, their professional development, their safety and their satisfaction.

2022

Greenergy continues its Cantera Program in 2022 in order to promote stable and quality employment, while fostering career development of our internal talent.

2 YEARS

On-the-job training for young talent throughout the value chain, from the development phase to operation and maintenance (O&M), taking full advantage of the training opportunities created by the vertical integration of our company. Skills acquisition covers project management, problem solving, results oriented, teamwork, customer satisfaction and time management techniques.

PROJECT MANAGEMENT

During the training period, all the necessary knowledge is acquired to become manager of small-scale projects of up to 9 MW, preparing the team for the present and future needs of the company. Following to this period, international opportunities are offered in one of the 8 countries where Greenergy operates as well as rotation opportunities to other departments, allowing for the generation of strong synergies between departments and markets.



PROFESIONAL DEVELOPMENT

- Involvement in real projects from the beginning
- Photovoltaic installations designs in Autocad
- Basic engineering of photovoltaic installations
- Detailed engineering of photovoltaic installations: detailed plans for construction, electrical calculations, measurements, construction project report, etc.
- Support to the development department for projects in permitting process: studies of power capacity, construction and environmental permits, etc.
- Support to the procurement and logistics department in the evaluation of technical offers and economics of main equipment: structures, inverters and panels.
- Technical areas: civil works, assembly, electricity, communications, monitoring, geotechnical, hydrological
- Project monitoring during construction
- Weekly meetings with clients

2022 KEY FIGURES CANTERA PROGRAMME

Incorporation of
9
recent graduates

Permanent contracts

1 Junior Project Engineer

starts in January a secondment to Santiago de Chile continues to develop professionally at an International level

Nationalities

Indicator	Unit	Spain	Chile	Peru	Poland	Argentina	Colombia	Italy
Total	%	39%	39.8%	3.46%	2.1%	1%	10%	2.4%
Share in all management positions	%	59%	17%	2.2%	3.8%	1%	12.1%	2.2%

Gender

Diversity Indicator	%
Share of women in total workforce (as % of total workforce)	28%
Share of women in all management positions, including junior, middle and top management (as % of total management positions)	28.7%
Share of women in junior management positions, i.e. first level of management (as % of total junior management positions)	22.5%
Share of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions (as % of total top management positions)	66%
Share of women in management positions in revenue-generating functions (e.g. sales) as % of all such managers (i.e. excluding support functions such as HR, IT, Legal, etc.)	20%
Share of women in STEM-related positions (as % of total STEM positions)	39%
Volunteer turnover	13.9%
Male/Female employee turnover	16.9%

EMPLOYEE TURNOVER IN 2022

	Volunteer	Involuntary	Total	Total turnover ⁽¹⁾
Age				
<30	14	4	18	6%
30-50	25	12	37	12%
>50	3	3	6	2%
Gender				
Male	29	14	43	14%
Female	13	5	18	6%
Category				
CAT3 - Departmental Resp/Coord	5	2	7	2%
CAT4 - Technical/Other	31	10	41	14%
CAT5 - Ground (EPC / O&M Work)	3	6	9	3%

⁽¹⁾ "Total Turnover" corresponds to the sum of voluntary and involuntary turnover divided by the average number of employees 2022. The latter corresponds to the average number of employees at the beginning and end of the year, resulting in 301.5 employees.



Independent Power Producer

SOLAR PV + STORAGE

EUROPE – USA – LATAM