

# SUSTAINABILITY PLAN

2024 / 2028

**greenalia**<sup>®</sup>  
The Green Company





# INDEX

Monte Tourado Wind Farm (10.4MW)

## 1

### FOUNDATIONS

OBJECTIVE & CONTEXT

METHODOLOGICAL FRAMEWORK

## 2

### SUSTAINABILITY PLAN

PLANET

PEOPLE

GOVERNANCE

PROSPERITY

## 3

### SCOPE, RESPONSABILITIES & MONITORING

SCOPE

RESPONSABILITIES

MONITORING OF THE PLAN

## 4

### ANNEXES

ANNEX I

ANNEX II

# 1 Foundations



## OBJECTIVE & CONTEXT

At Greenalia we have a business model that is intrinsically sustainable, and we ensure its development and the continuous improvement of our business model based on clear and precise goals. For this reason, we have developed our second Sustainability Plan, a project with specific and quantifiable objectives that will guide our sustainability roadmap over the next five years.

### A new dimension

In this Plan we value a new dimension: our contribution to PROSPERITY. Inspired by the proposal of the World Economic Forum and including the perspective of GREENALIA'S POSITIVE IMPACT ON THE TERRITORY, we base this Plan on 4 pillars: PLANET, PEOPLE, GOVERNANCE AND PROSPERITY.

### Impact on the SDG's

We reaffirm our commitment to the SDGs and present targets with a direct impact and focus on 7 SUSTAINABLE DEVELOPMENT GOALS

- **SDG 7** Affordable and clean energy
- **SDG 8** Decent work and economic growth
- **SDG 12** Responsible production and consumption
- **SDG 13** Climate Action
- **SDG 15** Life on land
- **SDG 16** Peace, Justice and Strong Institutions
- **SDG 17** Partnerships for the goals

Our sustainability strategy is based on the principles of our mission, vision and values.

### Mission

To guide the transition to a sustainable and clean future by innovatively and responsibly promoting the generation and distribution of renewable energy.

### Vission

Our vision is based on Greenalia's proposal as a leading player, with a solid, innovative and diversified business model that actively contributes to the national energy mix through the application of leading technological advances in our sector.

### Values

- |                |                       |
|----------------|-----------------------|
| Sustainability | Respect               |
| Innovation     | Excellence            |
| Integrity      | Social Responsibility |
| Collaboration  |                       |





## METHODOLOGICAL FRAMEWORK

This Sustainability Plan has been drawn up taking into account the best practices in the sector, market trends, current regulations, whether or not they are of application to Greenalia, requirements from financial institutions and by listening to all our stakeholders through the elaboration of the Double Materiality Matrix.

### Industry Standards & Best Practices

At Greenalia, we have relied on:

- Best practices defined in the different SUSTAINABILITY RATINGS (Sustainalytics, CDP...)
- SECTOR STANDARD for renewable energy producers developed by SASB
- Reporting standards established by the GLOBAL REPORTING INITIATIVE (GRI) and the EUROPEAN SUSTAINABILITY REPORTING STANDARDS (ESRS)
- Compliance and monitoring of DUE DILIGENCE processes in line with available legislative frameworks and excellence guidelines
- SECTOR-BASED objectives and best practices





### Double Materiality Matrix

The results obtained from the double materiality matrix have been used to prioritise the objectives of the new Sustainability Plan 2024-2028.

This matrix has been carried out through more than 120 surveys to:

- External Stakeholders
- Internal Stakeholders
- Financial surveys of Greenalia's management



- PLANET**
- 1 Environmental management
  - 2 Biodiversity
  - 3 Circular economy
  - 4 Climate change

- PEOPLE**
- 5 Equality, diversity & inclusion
  - 6 Health & safety
  - 7 Employment quality
  - 8 Human Rights

- GOVERNANCE**
- 9 Sustainable supplier management
  - 10 Sustainable management of local communities
  - 11 Business ethics & compliance
  - 12 Transparency and risk management

- PROSPERITY**
- 13 Local impact
  - 14 Sustainable development and investment
  - 15 Disseminating the energy transition
  - 16 Cybersecurity and digitalization

## 2 Sustainability Plan

Executive Summary



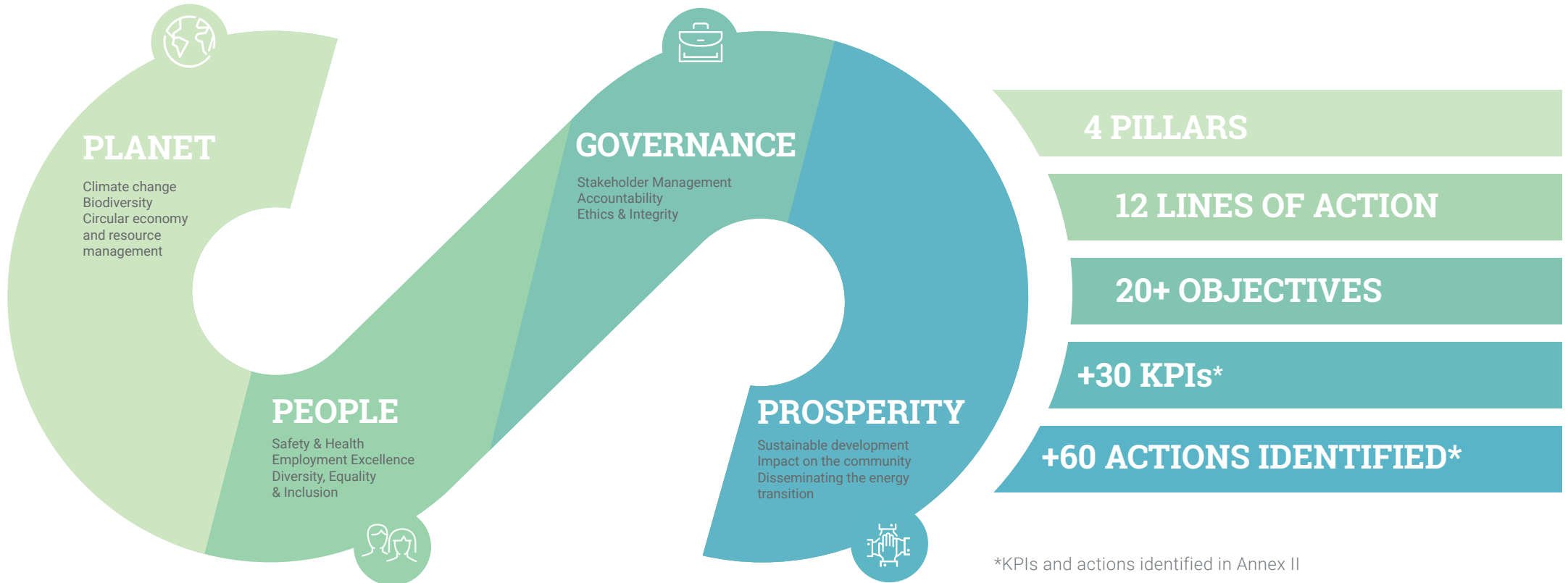


## SUSTAINABILITY PLAN 2024-2028

A STRATEGY BASED ON FOUR PILLARS

Under these four pillars, Greenalia values its commitment to moving towards a more sustainable and prosperous future, addressing key aspects of corporate sustainability and creating a positive impact on the environment, society and the economic well-being of communities.

Each pillar is comprised of different strategic axes in which a series of SPECIFIC OBJECTIVES have been defined. In turn, each objective has KPIs (Key Performance Indicators) and ACTIONS that form our roadmap for the next five years.



\*KPIs and actions identified in Annex II



# SUSTAINABILITY PLAN 2024-2028



## PLANET

Our impact on the environment

### Climate change

- Reduction of emission intensities of scope 1 and 2
- Improving measurement and reducing the intensity of scope 3 emissions
- Increasing renewable energy generation
- Technology diversification

### Biodiversity

- Greenalia's net positive impact on biodiversity in 2030
- Monitoring and collaboration on the impact of our supply chain to biodiversity

### Circular economy and resource management

- Increased energy and resource efficiency
- Recycling and recyclability of our waste and equipment.
- Reduction of our water footprint
- Collaboration for the optimisation of local water resources.



## PEOPLE

Ensuring quality in working environments

### Employment excellence

- Encouraging internal promotion
- Increase in training
- Monitoring and improving the level of satisfaction of our teams

### Health and safety

- Training and information for key positions
- Regular monitoring and safety assurance of installations

### Diversity, equity & inclusión

- Development and monitoring of the objectives of the Equality Plan



## GOVERNANCE

Sustainable management of internal and external operations

### Stakeholder management

- Efficient management of communication with the communities
- Assessment of sustainability implications in our supply chain

### Transparency, communication and accountability

- Publication of financial and sustainability results
- Assessment of sustainable management by independent rating agencies
- Successful development of a corporate risk management system

### Ethics and compliance

- Ensuring employee awareness of policy and compliance issues
- Efficient management of stakeholder communications via our accountability channel



## PROSPERITY

Our footprint on society and sustainable development

### Sustainable Growth

- Measuring and improving the alignment of our business on sustainability standards

### Community impact

- Local partnerships
- Socio-economic impact of Greenalia on the local community

### Dissemination of the energy transition

- Ensuring Greenalia's participation and support in energy transition related forums and initiatives.





PLANET





# CLIMATE CHANGE



In this category, we take a dual approach to our commitment to climate change. On the one hand, we are committed to reducing our emissions, and on the other, we aim to increase renewable generation as well as diversify the technologies in which we operate.

## EMISSIONS FROM GREENALIA'S ACTIVITIES

### OBJECTIVES

#### Scope 1 and 2

A minimum 90% reduction of our emissions per MWh produced in 2030 compared to the values obtained in 2022 and aligning our commitment with the objectives of the Paris agreement. This implies a minimum reduction of 70% of our emissions per MWh in 2028.

#### Scope 3

Improved measurement of our Scope 3, including the quantification of all categories defined by GHG Protocol, and decrease of our indirect emissions compared to the previous year per MWh produced.

### MEASURES

Maintain our commitment aligned with international measurement frameworks.

Increasing renewable electricity production and the use of renewable energy sources.

Improving the measurement and monitoring of our carbon footprint, working with our suppliers.

Driving initiatives to reduce our carbon footprint based on the collection of data.

## EMISSIONS AVOIDED DUE TO GREENALIA'S ACTIVITY

### OBJECTIVES

#### Installed capacity

Increase in installed renewable energy 15 times more than installed by 2023, which has an impact on the direct emissions avoided in the electrical grid.

#### Diversification of technologies

Expansion of the number of technologies in which we are present, promoting energy security and avoiding supply interruptions.

### MEASURES

Development and construction of renewable solar, wind and storage facilities as well as investment in new technologies.



# BIODIVERSITY



The renewable energy sector can have adverse effects on biodiversity. Greenalia believes in the impact mitigation hierarchy based on avoiding the impact, minimizing it when it exists and developing restoration and compensation measures.

## OBJECTIVES

**Greenalia's impact on biodiversity**  
Deliver a net zero impact on biodiversity, progressing on our journey to deliver a net positive impact on biodiversity by 2030.

**Our supply chain and biodiversity**  
Ongoing analysis of the impact of our supply chain on biodiversity and consideration of measures to reduce it.

## MEASURES

Improving systems for measuring Greenalia's impact on biodiversity, seeking and collaborating to reduce and mitigate our impact.

Monitoring and cooperation with our suppliers to increase knowledge of our indirect impact on biodiversity, being aware of the origin of our raw materials and their biodiversity targets and policies.







# CIRCULAR ECONOMY AND RESOURCE MANAGEMENT

At Greenalia, we believe in the correct management of all the resources used in our renewable energy generation activity, taking into consideration the entire life cycle of energy production and applying the principles of the Circular Economy and the available optimization methods.

## OBJECTIVES

### Resource usage

Improved energy efficiency and resource use in each of the business areas compared to the previous year.

### Waste management

Reduction of the amount of waste produced per unit of energy generated.

Increasing the recycling of our waste, always prioritizing recovery before any other method.

Analysis and improvement of the recyclability of equipment, taking into account the entire life cycle of our assets.

### Water impact

Decrease in the intensity of water consumption associated with electricity production.

Collaboration and improvement in the use of water resources in local environments.

## MEASURES

Improvement of consumption measurement systems and search for alternatives to optimize consumption.

Search and supply of equipment and alternatives to improve energy efficiency based on the best available techniques.

Increased resources dedicated to waste quantification, as well as implementing the best available recycling methods.

Continuous analysis of the recyclability and life cycle specifications of purchased equipment.

Search for quantification systems and implementation of reduction measures using the best available techniques (BAT).

Development of partnerships in local communities for the preservation and optimisation of water resources.

# PEOPLE







## EMPLOYMENT EXCELLENCE



The support and professional development of our teams is a key aspect of Greenalia's mission, which is why we focus on the continuous improvement of our corporate culture, establishing clear goals focused on guaranteeing growth and well-being within our organisation.

### OBJECTIVES

#### Internal promotion

Encouraging the coverage of new jobs through internal promotion, whenever possible.

#### Training of our people

Guarantee the annual increase of training hours and commitment to improve our people's satisfaction with these trainings.

#### Atmosphere and employment

Encouraging our teams to identify with our mission and to perceive Greenalia as a place to recommend to work, according to the results obtained from the climate surveys.

### MEASURES

Analysis of the skills and expectations of employees in order to ensure the pursuit of their professional careers, as well as to promote their growth within Greenalia.

Measures to ensure the training of employees, such as the analysis of needs and concerns, and the study and improvement of training courses.

Monitoring the satisfaction levels of the working environment of employees and carrying out activities and actions for improvement based on the opinions collected.





## HEALTH & SAFETY



The prevention and reduction of accidents in our facilities and the safeguarding of the integrity of the people who work in our organization is a key factor for the correct development of our activity and our teams. For this reason, we pay special attention to the implementation and monitoring of safety in the work environment by means of the following objectives.

### OBJECTIVES

#### Training and information actions

Increased training in occupational risk prevention.

#### On-site safety tracking

Regular monitoring of all our facilities and evaluation of compliance with our safety program.

### MEDIDAS

Detailed analysis of the Health and Safety risks of employees, with special emphasis on those positions with particular risks. Development of personalized plans and monitoring of their results.

Development of a new occupational risk plan adapted to the needs of the group's environments.

Development and monitoring of Health and Safety standards. Creation of a monitoring calendar and development of corrective actions.





## DIVERSITY, EQUITY & INCLUSION



The defence of diversity, equality and inclusion is intrinsically linked to all Greenalia's operations. In this sense, this goal is part of the implementation of the programmes established in the new Equality Plan.

### OBJECTIVES

#### Equality plan

Development, monitoring and fulfilment of the objectives within the Equality Plan. These objectives are those specific objectives that Greenalia is committed to achieving, with the aim of guaranteeing and promoting labour relations based on equal treatment and opportunities.

### MEASURES

Drafting of a new Equality Plan as the basis and commitment of Greenalia, together with the development of tracking measures and action plans to ensure compliance.

greenalia

# GOVERNANCE







12 RESPONSIBLE CONSUMPTION AND PRODUCTION



17 PARTNERSHIPS FOR THE GOALS




## STAKEHOLDER MANAGEMENT

At Greenalia, our fundamental objective is based on the generation of shared value with society through renewable energy projects. With this objective in mind, we focus on improving communications and relations with our stakeholders, with special attention to local communities and supplier companies.

### OBJECTIVES

#### Local communities

Improving and efficiently managing communication with communities using the best collaboration guidelines and practices as they relate to our sector.

#### Supply chain

Increase in the percentage of suppliers with guarantees and sustainable involvement.

### MEASURES

Development of protocols and measures focused on improving communication systems with communities and analysis of their impact.

Enabling a direct channel for consultation and commitment to resolve them in an average time of less than 72 hours.

Establishment of questionnaires, requirements and action plans with suppliers.

Measuring the sustainability implications of the companies involved in our supply chain, with special attention to Human Rights compliance and environmental protection.



## TRANSPARENCY, COMMUNICATION AND ACCOUNTABILITY



At Greenalia we firmly believe in the need to report our results on a regular basis, complying with specific standards and being subject to external verification. Transparency, evaluation and continuous improvement are the basis of our communication with stakeholders.

### OBJECTIVES

#### Annual publication of results report

Annual reporting of our results, following specific standards and verified by an independent third party.

#### Rating-based assessment

Annual sustainability assessment by independent ratings.

#### Corporate Risks

Establish and implement best practices and tools in risk management.

### MEASURES

Quantification and publication of the most relevant sustainability indicators. Continuous monitoring and analysis of best practices in corporate sustainability reporting.

Presentation and annual evaluation of Greenalia's management systems based on the sustainability rankings. Evaluation of results and inclusion of these in Greenalia's decision-making.

Monitoring and improvement of Greenalia's Risk Management System.





## ETHICS & COMPLIANCE



To this end, we emphasize the value we place on internal knowledge of our business policies, which enables us to ensure informed and well-informed decision-making at all levels of the organization.

### OBJECTIVES

#### Regulatory compliance training

Commitment to improving our employees' knowledge of regulatory compliance. Carrying out this training at least once a year and whenever there are significant revisions or modifications to our policies and codes.

#### Responsible channel

Improving the effectiveness and transparency of communications to Greenalia.

Ensure stakeholder access to free communication through channels monitored by third parties.

### MEASURES

Review of corporate policies at least once a year.

Development of training to ensure that all Greenalia employees are aware of our regulatory compliance programme.

Conducting satisfaction surveys and promoting the Responsible Channel through training and information for stakeholders.

Measuring the degree of satisfaction with the Responsible Channel to improve and promote its use.

PROSPERITY





## SUSTAINABLE GROWTH



Our business model focuses on activities aimed at mitigating climate change. With this objective we want to demonstrate our dedication to sustainable development and our positive impact on the environment, values that are paramount in our actions as an organization.

### OBJECTIVES

#### EU Taxonomy

Measuring and improving the degree to which our business is aligned with the EU's green taxonomy, with a direct impact on climate change mitigation.

### MEASURES

Regular measurement and comprehensive eligibility and alignment analysis of Greenalia's projects and investments.

Development of an action and alignment map.

Communication of results to strategic stakeholders.

12 RESPONSIBLE  
CONSUMPTION  
AND PRODUCTION



13 CLIMATE  
ACTION





## COMMUNITY IMPACT

Our business model is based on activities that contribute to the mitigation of climate change, making use of natural resources. For this reason and committed to improving the quality of life in the places where we operate, we have clear objectives of collaboration and impact with those areas where we are present and where the resources we use are located.

### OBJECTIVES

#### Local collaborations

Carrying out collaboration agreements and projects with companies and entities in all the areas in which we are active.

#### Socio-economic impact

Ongoing measurement of the socio-economic impacts associated with Greenalia's activity.

### MEASURES

Analysis of the needs of the environments in which we operate to ensure that the collaborative measures to be implemented are adapted to that environment.

Analysis of the socio-economic impact of Greenalia's projects on the environment, as a guarantee of its measurement.

8 DECENT WORK AND  
ECONOMIC GROWTH



17 PARTNERSHIPS  
FOR THE GOALS





8 DECENT WORK AND  
ECONOMIC GROWTH



17 PARTNERSHIPS  
FOR THE GOALS



## DISSEMINATING THE ENERGY TRANSITION



Knowledge of the main challenges and opportunities of the energy transition and its impact on society and the environment is a key element for the sustainable development of our community. For this reason, Greenalia is committed to actively participating in its dissemination and promotion.

### OBJECTIVES

#### Active participation

Ensure Greenalia's participation in activities to disseminate information on the energy transition and the fight against climate change and support activities related to these issues.

### MEASURES

Greenalia's membership of sectoral associations and collaboration in the different proposals for forums and participation.

Analysis of initiatives and development of specific budgets that guarantee the promotion of knowledge about the energy transition.

Measurement of the final impact and outcome of each of the participations and projects. Dissemination in social media and other channels for greater awareness among stakeholders.

**3** Scope,  
responsibilities  
and monitoring





## SCOPE OF THE PLAN

The scope of the project has been defined in a time frame of 5 years 2024-2028, both years included. Within this period there may be variations in the estimated timescales for the processing, construction and commissioning of the projects. In addition, regulatory changes in sustainability, new software, technologies and impact measurement systems make it necessary to monitor and update this Plan.

### PROJECTED PIPELINE 2024-2028

The projected pipeline is driven by the following technologies:



ONSHORE WIND



OFFSHORE WIND



SOLAR



BIOMASS



STORAGE



HYDROGEN

This pipeline is subject to modifications over the coming years. These changes may result in detailed revisions and modifications to the Plan in line with the change. To learn more about the pipeline visit our [Green Map](#)



## RESPONSIBILITIES

### Board of directors

Approval and semi-annual monitoring of the status.

### Sustainability committee

Development of the Plan, approval of initiatives and semi-annual monitoring of the status.

### Sustainability department

Development of the Plan, coordination and development of actions, semi-annual monitoring of the status and quarterly report to the Committee

### BOARD OF DIRECTORS



**José María Castellano**  
Non-Executive President

**Manuel García Pardo**  
Executive Director

**Pablo Castellano**  
Proprietary Director

**Antonio Couceiro**  
Independent Director

**Antonio Fdez-Montells**  
Executive Director

**Beatriz Mato**  
Executive Director

**Laura Luaces**  
Secretary  
(Non-voting)

### SUSTAINABILITY COMMITTEE



**Manuel García Pardo**  
CEO  
Greenalia SA

**Antonio Fdez-Montells**  
CFO  
Greenalia SA

**Beatriz Mato**  
CSO  
Greenalia SA

**Gonzalo Castañeira**  
CHRO  
Greenalia SA



# MONITORING OF THE PLAN

PLAN  
APPROVAL  
*Sustainability committee*

DIAGNOSIS, STATUS,  
ELABORATION AND  
APPROVAL OF THE  
MAP OF ACTIVITIES  
*Sustainability committee*

HEALTH &  
COMPLIANCE  
ANALYSIS  
*Sustainability committee*

DIAGNOSTICS,  
COMPLIANCE AND REVIEW  
AND DEVELOPMENT OF  
UPDATES  
*Sustainability committee*

REPORT AND  
APPROVAL OF  
UPDATES  
*Sustainability committee*

REPORT ON THE FINAL COM-  
PLIANCE OF THE 2024-2028  
SUSTAINABILITY PLAN AND  
APPROVAL OF A NEW PLAN  
*Board of Directors*

JANUARY 2024

ANNUAL

QUARTERLY

SIX-MONTHLY

SIX-MONTHLY

DECEMBER 2028

4 Annex



ANNEX I / Register of revisions

REGISTER OF REVISIONS	VERSION	DATE	MODIFICATION
	1.0	January 2024	Approval of the document by the Sustainability Committee
	2.0	March 2024	Communication to the Board of Directors
	3.0	June 2024	Approval by the Board of Directors

## ANNEX II / Plan Details

# PLANET

LINES OF ACTION	OBJECTIVES	KPIS	IDENTIFIED ACTIONS	RESPONSIBLE
CLIMATE CHANGE	<b>Scope 1 &amp; 2 emissions</b> A minimum 90% reduction of our emissions per MWh produced in 2030 compared to the values obtained in 2022, and aligning our commitment with the objectives of the Paris agreement. This implies a minimum reduction of 70% of our emissions per MWh in 2028.	Change in Scope 1 emissions Change in Scope 2 emissions	Cooperation with international initiatives to ensure alignment of our commitment to the Paris Agreement Optimizing and reducing non-renewable energy consumption. Increasing the use of renewable energy sources	Corporate development Sustainability department
	<b>Scope 3 Emissions</b> Improved measurement of our Scope 3, including quantification of all categories defined by GHG Protocol, and decrease of our indirect emissions per MWh produced compared to the previous year.	Number of categories of GHG protocols included in the carbon footprint Change in Scope 3 emissions compared to previous year	Develop a scope measurement and reduction plan 3 Establishing specific reduction targets in line with international initiatives Increasing the means used to improve the measurement of the footprint scope 3 Requesting carbon footprint information and collaborating with suppliers Identification and prioritization of suppliers and services based on their carbon footprint	Sustainability department Corporate development Procurement department
	<b>Installed capacity</b> Increase installed capacity in renewable energy by 15 times compared to 2022, which has an impact on direct emissions avoided in the electricity system.	Variation of installed capacity	Solar energy production and storage Increased wind energy production Development of green hydrogen production projects Research and development of new technologies and best available techniques	Corporate development
	<b>Diversification of technologies</b> Increasing the number of technologies in which we are present, promoting energy security and avoiding supply interruptions.	Change in the number of installed technologies	Solar energy production and storage Increased wind energy production Development of green hydrogen production projects Research and development of new technologies and best available techniques	Corporate development
BIODIVERSITY	<b>Greenalia's impact on biodiversity</b> Present a net zero impact on biodiversity, and progress on our pathway to present a net positive impact on biodiversity by 2030.	Net impact of species affected or restored due to Greenalia's activity *KPIs subject to change due to improved measurement systems  Net impact of Greenalia on the land by quantifying land use change from and land use change from and its carbon sequestration potential *KPIs subject to change due to improved measurement systems	Implementation of the TNFD standard for reporting and acting on the evolution of biodiversity-related dependencies and impacts. Improving the accuracy of corporate biodiversity impact measurement through the use of new software. Cooperation with organizations, authorities and private entities to reduce our impact and mitigate our impact.	Sustainability department Corporate development
	<b>Our supply chain and biodiversity</b> Continued analysis of the impact of our supply chain on biodiversity and consideration of measures to reduce it.	No. of suppliers with biodiversity protection policies	Requesting information from critical suppliers on the sourcing of materials Biodiversity policy request for information Biodiversity analysis and prioritization of suppliers	Sustainability department Corporate development
	<b>Resource Usage</b> Improved energy efficiency and use of resources in each business area compared to the previous year.	Energy consumption per MWh Raw material consumption per MWh	Sourcing and procurement of equipment and alternatives to improve energy efficiency based on best available techniques Implementation of best environmental management practices in our assets. Analysis and development of best practices related to the life cycle of our products (from design, construction, to dismantling) Optimisation of raw material consumption Implementation of waste recycling initiatives Development of water footprint calculation methods Search for partnerships in the environments in which we operate	Sustainability department Corporate development
<b>Waste management</b> Reducing the amount of waste produced per unit of energy generated. Increased recycling of our waste, and analysis and improvement of the recyclability of equipment.	Variation in waste production per MWh produced  Variation in % waste recycling			
<b>Water impact</b> Decrease in the intensity of water consumption associated with electricity production. Collaboration and improvement in the use of water resources in local environments.	Water consumption per MWh Water impact of local collaborations			
<b>CIRCULAR ECONOMY AND RESOURCE MANAGEMENT</b>	Change in the net water impact compared to the previous year			

## ANNEX II / Plan Details

PEOPLE	LINES OF ACTION	OBJECTIVES	KPIs	IDENTIFIED ACTIONS	RESPONSIBLE
<b>EMPLOYMENT EXCELLENCE</b>	<b>Internal promotion</b> Encouraging the filling of new positions through internal promotion, whenever possible.	% of positions covered by internal promotion	Continuous monitoring of employee performance Regular meetings to establish employee goals and aspirations Comprehensive analysis of employment needs and available in-house talent	HR Department	
	<b>Training of our people</b> Guarantee the annual increase of training hours and commitment to improve our people's satisfaction with these trainings.	Variation in training hours Variation in the level of satisfaction with training courses	Identification of areas for improvement and training based on sectoral demands Identification of the employee's own training and interests Analysis of improvement in competences after training	HR Department	
	<b>Atmosphere &amp; employment</b> Encouraging our teams to identify with our mission and to perceive Greenalia as a place to recommend to work, according to the results obtained from the climate surveys.	% of employee alignment with Greenalia's mission  Employee Net Promoter Score indicator result	Sending regular work climate surveys to employees Conducting development and performance monitoring meetings Interdepartmental trainings (Green Café) to ensure internal knowledge of business strategy Regular analysis of points for improvement	HR Department	
<b>HEALTH &amp; SAFETY</b>	<b>Training and information actions</b> Increased training in the prevention of occupational risks.	No. of training and information actions in the field of Health and safety in the workspace.	Identification and development of a plan to monitor the risks faced by employees in each of their jobs. Development of a real awareness of Health and Safety. Carrying out periodic training in those specific areas with the highest number of incidents.	HSEQ Department	
	<b>Facility security monitoring</b> Regular monitoring of all our facilities and evaluation of compliance with our security programme.	Increase in the number of monitoring walks compared to the previous year	Drawing up a new occupational risk plan adapted to the needs of the group's environments. Drawing up of an occupational risk prevention plan specific to Greenalia. Integration of a health and safety, quality and environmental (HSEQ) channel/mailbox. Record the irregularities of each inspection and the corrective actions taken. Analyse trends over time to identify hot spots and take action to address these cases.		
<b>DIVERSITY, EQUITY &amp; INCLUSION</b>	<b>Equality Plan</b> Development, monitoring and fulfilment of the objectives within the Equality Plan. These objectives are those specific objectives that Greenalia is committed to achieving, in order to guarantee and promote labour relations based on equal treatment and opportunities.	% of the goals of the Equality Plan achieved	Development of a new Equality Plan and a follow-up plan. Analysis of compliance and points for improvement based on the 2020-2023 Equality Plan	HR Department Sustainability department	



## ANNEX II / Plan Details

GOVERNANCE	LINES OF ACTION	OBJECTIVES	KPIs	IDENTIFIED ACTIONS	RESPONSIBLE
	STAKEHOLDER MANAGEMENT	<b>Local communities</b> Improving and efficiently managing communication with communities with reference to sectoral best practice in collaboration.	Average response time communications channel	Development of a communication protocol Establishment of a communications and consultation channel for stakeholders on the website and commitment to resolve them in an average time of less than 72 hours. Drawing up a list of Frequently Asked Questions	Sustainability Department Corporate Development Communication Department
		<b>Supply chain</b> Increase in the percentage of suppliers with guarantees and sustainable implications.	% of suppliers assessed for sustainability	Compilation of questionnaires on sustainability with a focus on compliance with Human Rights and environmental protection Human Rights and environmental protection. Development of training and information for suppliers on Greenalia's objectives and their implications. Development of a supplier evaluation system on sustainability.	Sustainability department Corporate development Procurement department
	TRANSPARENCY, COMMUNICATION AND ACCOUNTABILITY	<b>Annual publication of the results report</b> Annual reporting of our results, following specific standards and verified by an independent third party.	No. of publications per year	Improved indicator tracking scorecards Monitoring of key reporting policies and indicators on at least a quarterly basis Continuous analysis of best practices in reporting Publication of annual report Verification of annual report	Sustainability Department Finance Department Corporate Development
		<b>Rating-based assessment</b> Annual sustainability assessment by independent ratings agencies	No. of ratings Rating scores	Participation in assessment rankings Analysis of ratings and results Monthly monitoring of key risks Annual update of corporate risk map Monitoring of best risk practices and systems	Sustainability Department
		<b>Corporate risks</b> Establishment of best practices and tools in risk management	Annual risk analysis No. of monitoring meetings		Sustainability Department Risk Department
	ETHICS & COMPLIANCE	<b>Compliance training</b> Commitment to improving our employees' knowledge of regulatory compliance by providing training at least once a year and whenever our policies and codes are revised or modified codes.	No. of training courses on regulatory compliance	Compliance training courses Training in relation to the Code of Conduct and annual signing of the Code of Conduct Review and update internal policies at least once a year Update policies and their communication Annual analysis of satisfaction with the communication channel	Compliance Department Sustainability Department
		<b>Responsible Channel</b> Ensure stakeholder access to free communication through channels monitored by third parties.	Degree of satisfaction with the complaints channel		

## ANNEX II / Plan Details

PROSPERITY	LINES OF ACTION	OBJECTIVES	KPIs	IDENTIFIED ACTIONS	RESPONSIBLE
	<b>SUSTAINABLE GROWTH</b>	<b>EU Taxonomy</b> Determine a target and increased alignment of our revenue, CAPEX and OPEX based on the European Green Taxonomy and with respect to previous years as well as analysis of the alignment of our future projects with this framework.	% revenue aligned EU taxonomy  % OPEX aligned EU taxonomy  % CAPEX aligned EU Taxonomy	Periodic measurements and comprehensive analysis of eligibility and alignment of Greenalia's activity against the EU Taxonomy Development of an Alignment and Improvement Plan Development of a Protocol to monitor the alignment of Greenalia projects with the EU Taxonomy.	Sustainability Department Finance Department Corporate Development
	<b>COMMUNITY IMPACT</b>	<b>Local collaborations</b> Agreements and collaboration projects with companies and entities in all the areas in which we are active.	Number of companies and city councils with which we present a partnership	Establishment of a map of requirements and objectives of the partnerships Identification of needs and opportunities for collaboration Analysis and quantification of the final impact of actions carried out	Sustainability department Corporate development
	<b>DISSEMINATING THE ENERGY TRANSITION</b>	<b>Active participation</b> Ensure Greenalia's participation in activities to disseminate information on the energy transition and the fight against climate change and support activities related to these issues.	No. of incentivized dissemination activities or with the collaboration of Greenalia  No. of energy transition forums in which Greenalia has taken part	Analysis of priorities, budgets and impact of the different proposals Greenalia's membership of sectoral associations Investment in scholarships, programs, and student final projects Allocation of funds and resources for research and development of innovative energy solutions Organization of workshops and educational talks in local schools to raise awareness of renewable energy and STEM careers Participating in job fairs and employment events to attract talent	Sustainability Department Corporate Development Communication Department

[www.greenalia.es](http://www.greenalia.es)

**greenalia**<sup>®</sup>  
The Green Company



Surroundings of the Monte Tourado Wind Farm (10.4MW)