

20
23



Executive Summary

SUSTAINABILITY REPORT

TRANSFORMING THE PLANET
WITH RENEWABLE ENERGY

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01



ONLY IN
RENEWABLES

Transforming the planet with renewable energy

Only in renewables

ACCIONA Energía is the largest global energy operator¹ dedicated exclusively to renewable energies with no ties or historical heritage to fossil-based technologies.

It has a consolidated geographical and technological presence and a track record of more than 30 years in renewables alone. With 13.5 GW of 100 % clean energy, the company is present in 25 countries on 5 continents. It has a unique identity as a diversified and integrated company in the entire renewable energy value chain, covering development, financing, procurement, engineering and construction, operation and maintenance, and the marketing and sale of electricity and energy services.

The company has a solid platform of renewable electricity generation assets, totalling 13,521 MW, of which 69 % are wind technology, 22 % solar photovoltaic, 6 % hydroelectric, 1.4 % storage, and the remaining capacity of biomass and solar thermal plants. 43 % of the capacity is located in Spain, and the rest in the United States, Canada, Mexico, Costa Rica, Chile, Peru, Portugal, Italy, Dominican Republic, Hungary, Poland, Croatia, Ukraine, India, Vietnam, Australia, South Africa and Egypt. The company also operates in France through an energy efficiency company and has projects under development in Australia, India, the United States and Southeast Asia, among others.

With this installed capacity, ACCIONA Energía was able to produce 24.9 TWh, enough to supply clean energy to nearly 7.8 million homes.

1. Source: IHS Markit, excluding China traders.

CONSOLIDATED GROWTH

Over the course of 2023, the company reaffirmed its ability to consolidate and scale its growth in the medium and long term, by managing to install 1.7 GW of new capacity. This figure more than doubles the growth recorded in 2022 and mainly reflects organic growth in the United States (High Point, Fort Bend, Red-Tailed Hawk PV plants, and the Cunningham storage facility), Australia (MacIntyre wind farm) and Canada (Forty Mile wind farm), as well as new investments in Spain, Peru and the Dominican Republic.



- **Wind:** ACCIONA Energía has a total of 9,387 MW owned and is already the world's seventh-largest operator by installed onshore wind capacity, excluding operators in China.

Other milestones in 2023 included significant progress in the construction of Australia's largest wind farm (MacIntyre, 1 GW), the commissioning of the company's first wind farm in Peru (San Juan de Marcona, 136 MWp) and the start of construction of Forty Mile, a 280 MW wind project in Alberta (Canada), with potential for expansion.



- **Solar photovoltaic:** ACCIONA Energía is now a major international player in photovoltaic solar energy, with 2,951 MW owned. Among other milestones, 2023 saw the commissioning of photovoltaic plants in the United States totalling almost 1 GW (High Point 127 MWp, Fort Bend 317 MWp, Red-Tailed Hawk 464 MWp), in the Dominican Republic (Calabaza 58.16 MWp) and in Spain (Bolarque 50 MWp).



- **Hydroelectric:** ACCIONA Energía has solid experience in this technology, operating 74 owned hydroelectric plants located in various river basins in Spain with a combined capacity of 868 MW. It includes an 89 MW pumped hydro plant, a highly valuable storage technology as a manageable backup system.



- **Thermal renewables:** ACCIONA Energía already has 61 MW in three pioneering biomass plants in Spain and 64 MW in a solar thermal plant in the United States. In 2023, the company began construction of the biomass plant in Logroñán (Extremadura) which, as of 2025, will start producing biomass while avoiding the emission of more than 165,000 tonnes of CO₂ into the atmosphere per year.



- **Energy sales:** ACCIONA Energía has been recognised by BloombergNEF as having one of the largest portfolios of long-term power supply agreements (PPAs) in the world. In 2023, it signed a 15-year power purchase agreement (PPA) with Stanwell, the state electricity company of Queensland (Australia) that includes all the production of the Aldoga photovoltaic plant; new agreements with Fortia in Spain for the supply of all the energy generated in six wind farms for 10 years; and the extension of the contract with Amazon in the United States, among others.

**ACCIONA
Energía masters
the main
renewable
energy
technologies
and integrates
efficient
decarbonization
solutions**



The company continues to be the largest independent 100 % renewable energy supplier in Spain, according to data published by the National Markets and Competition Commission (CNMC). The good commercial performance was also reflected in the new business of marketing to SMEs in Spain and Portugal, which already has more than 23,100 active contracts.

● **Energy storage:** In 2010, the company successfully completed Europe's first solar PV installation with battery storage and is now recognised as a pioneer in the grid integration of storage in wind and PV plants.

In 2022, it acquired a portfolio of more than 1 GW of battery energy storage in the US and one project, Cunningham (190 MW), came on stream in 2023 as the largest battery project in Texas.



● **Green hydrogen:** In Spain and Portugal, the ACCIONA Plug joint venture is making progress on its portfolio of projects, including 'Valle H2V Navarra', an industrial-scale green hydrogen production plant on land adjacent to the Sangüesa biomass plant, with a 25 MW electrolyser.

Also in 2023, the company promoted *Acciona Nordex Green Hydrogen* to develop green hydrogen projects in areas with high energy resources. This joint venture between ACCIONA, ACCIONA Energía and Nordex aims to produce 0.5 million tonnes of green hydrogen per year over the next ten years, and already has sites to develop projects in the United States, Latin America and Africa.



● **Energy efficiency:** The company designs and invests in solutions that optimise and reduce the energy consumption of public and private customers. In 2023, the company managed the energy management of more than 5,000 installations in almost 50 countries, equivalent to 1 GWh of annual energy consumption. It also manages more than 50,000 lighting points for municipalities and industrial plants.



- **Electric vehicle charging:** Following the acquisition of Cargacoches in 2021, ACCIONA Recarga has grown solidly in the electric recharging sector in Spain, with a strategic focus on urban, interurban and corporate recharging. The business now has more than 500 locations signed or operational. Also noteworthy is the joint venture signed with Qwello in 2022 for growth in urban recharging in Spain, which in 2023 presented the first public use points in Alcobendas (Madrid).

In 2023, the company reached an agreement with Cushman & Wakefield to install 172 charging points and partnered with Ikea to promote sustainable mobility in Spain, through the installation of 567 public and private charging points in 16 of its centres. Some of these points will be bi-directional charging points with Vehicle to Grid (V2G) technology, an innovative system that allows the electricity stored in the batteries to be recovered for self-consumption or to be injected back into the electricity system.



- **Self-consumption:** In 2023 ACCIONA Energía acquired the Spanish company Solideo to boost its self-consumption business for residential customers and SMEs, taking advantage of synergies with different business areas. Solideo installed close to 2,400 residential installations in 2022 and also offers batteries for electric storage, charging points for electric vehicles and aerothermal air conditioning systems.

In larger-scale self-consumption, among other milestones, in 2023 ACCIONA Energía installed one of the world's largest solar-powered irrigation systems in Montesús (Spain), and signed an agreement with a large industrial customer for a 48 MWp self-consumption plant in Navarra (Spain), one of the largest projects of its kind in Europe. .



- **New energy and circular economy solutions:** The company is very active in the progress of new models for optimising renewable generation (such as hybridisation and *repowering*), expanding its offer to customers (such as self-consumption and off-grid generation), and launching key technological niches (such as floating wind and solar), as well as new green hydrogen, storage, electric mobility and circular economy solutions, following an innovation plan based on the study of the most advanced technological trends in the sector.

ACCIONA Energía has continued to invest in innovation in floating wind technology

In 2023, ACCIONA Energía completed its first hybrid renewable plant, in Cuenca (Spain), with a new 29.4 MW photovoltaic facility in addition to the existing 36 MW wind complex. Also in 2023, the company was awarded funds from the Spanish Government's Programme of Strategic Projects for Economic Recovery and Transformation (PERTE), for the repowering of a wind farm in Andalusia, following the first repowering experience with El Cabrito (30 MW) in 2018, as well as for environmental renewal in mini-hydro, and for investment in a pioneering wind blade recycling plant in Lumbier (Navarra), called Waste2Fiber. This plant will be built in conjunction with the RenerCycle cluster - aimed at developing integrated wind energy circular economy solutions, in which it participates along with 10 other partners in the sector - to process around 6,000 tonnes of material per year.

In 2023, ACCIONA Energía also launched, together with the fashion brand El Ganso, the marketing of the first sneakers with recycled wind blade soles, containing wind turbine glass fibre, and has made progress in the development of a new sustainable storage project using second-life batteries from electric vehicles. This year, the company recovered 97 % of its waste thanks to its circular economy programmes and reduced water consumption by 2 % compared to the previous year, among many other advances in sustainability.

ACCIONA Energía has also continued its commitment to innovation in floating wind power technology with Eolink, a start-up in which it is the main shareholder and which has developed a pyramidal platform that orients itself according to the wind direction, maximising its performance. In 2023, progress has been made in the construction of the first pre-commercial scale pilot, which will have a power of 5 MW.

© [More information](#) on ACCIONA Energía's business model on the [ACCIONA website](#)

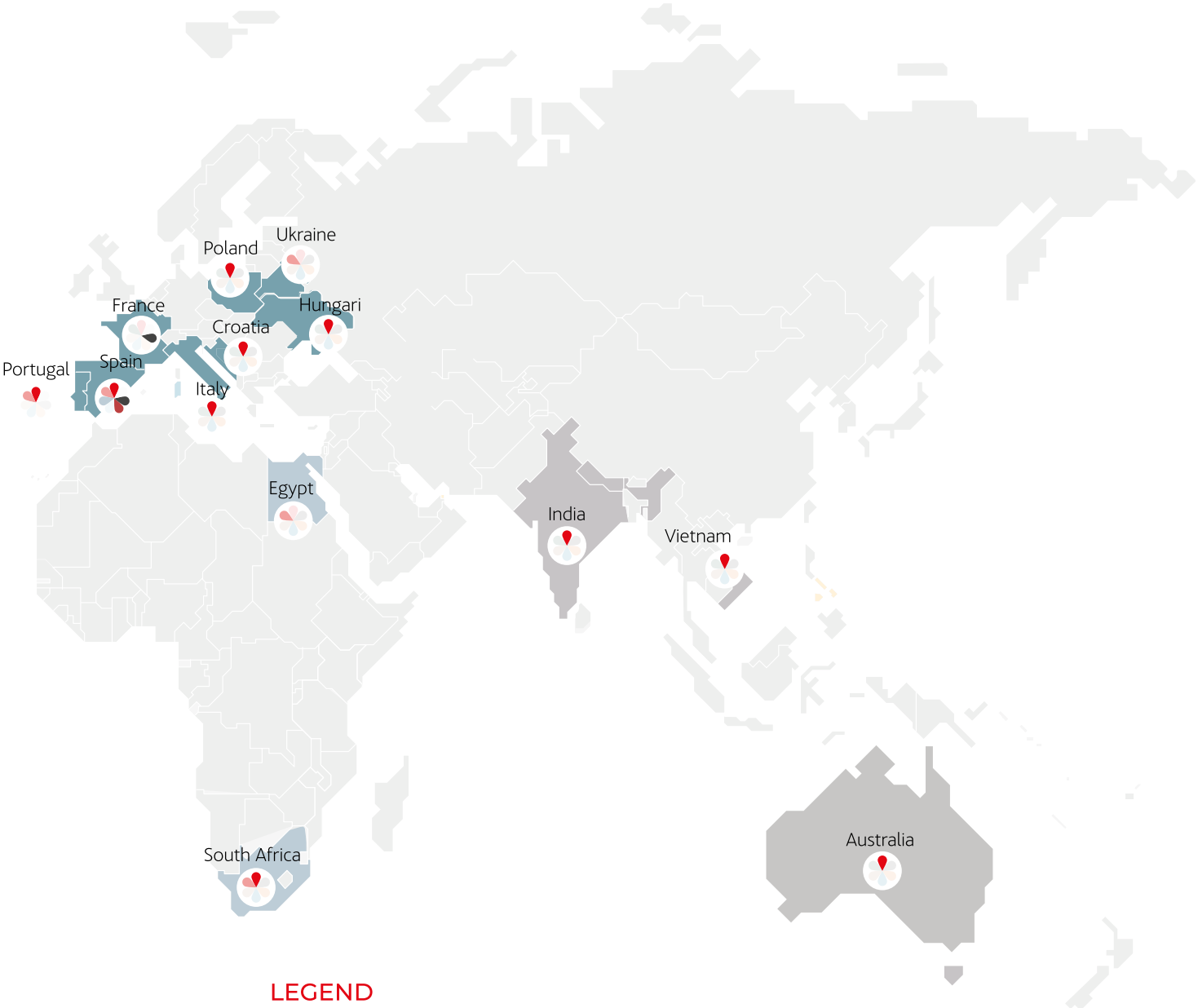
ACCIONA ENERGÍA IN THE WORLD

Projects in six core technologies, with operations in 20 countries on five continents

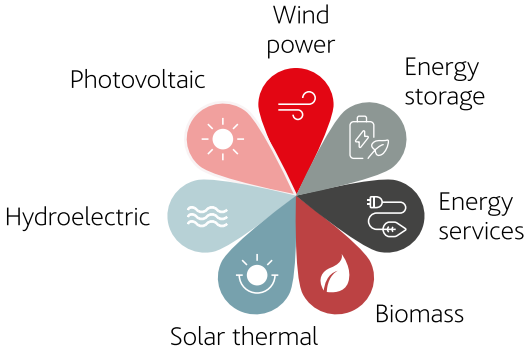
AMERICA



EUROPA / AFRICA /
ASIA / OCEANIA



LEGEND



Note: The company provides energy services contracts to companies in Spain, France, Germany, Austria, Poland, Hungary, the UK and Mexico. It also has large-scale renewable projects awarded in the Philippines and Thailand.

02



SUSTAINABILITY
GOVERNANCE AND
DUAL MATERIALITY

ACCIONA Energía created an Audit and Sustainability Committee in 2021

Sustainability governance

ACCIONA Energía created an Audit and Sustainability Committee in 2021, which serves as a tool and support for the Board of Directors in the supervision of accounting, financial and non-financial information, best practices in sustainability, internal and external audit services and risk management. The Committee meets, as required, at least four times a year.

FUNCTIONS OF THE AUDIT AND SUSTAINABILITY COMMITTEE ON ESG ISSUES²

- Periodically review the effectiveness of internal control and non-financial risk management systems.
- Supervise and assess the process of preparation, integrity and presentation to the market of regulated non-financial information, both annual and interim, reviewing compliance with regulatory requirements, the appropriate delimitation of the scope of consolidation and the correct application of accounting criteria, as well as submitting its reports to the Board of Directors.
- Identify and guide sustainability policies, rules, commitments, objectives, strategy and best practices. Oversee that the company's environmental and social procedures are in line with the strategy and policies set.
- Identifying and guiding corporate governance policies and rules before they are submitted to the Board of Directors. Oversee compliance with these policies and rules and with the internal rules of conduct that apply to the company and to the group as a whole, while ensuring that the corporate culture is aligned with its purpose and values.

2. Full explanation of the roles, responsibilities and members of the Audit and Sustainability Committee available on the website: [roles, responsibilities and members of the Audit and Sustainability Committee](#)

SUSTAINABILITY MASTER PLAN 2025

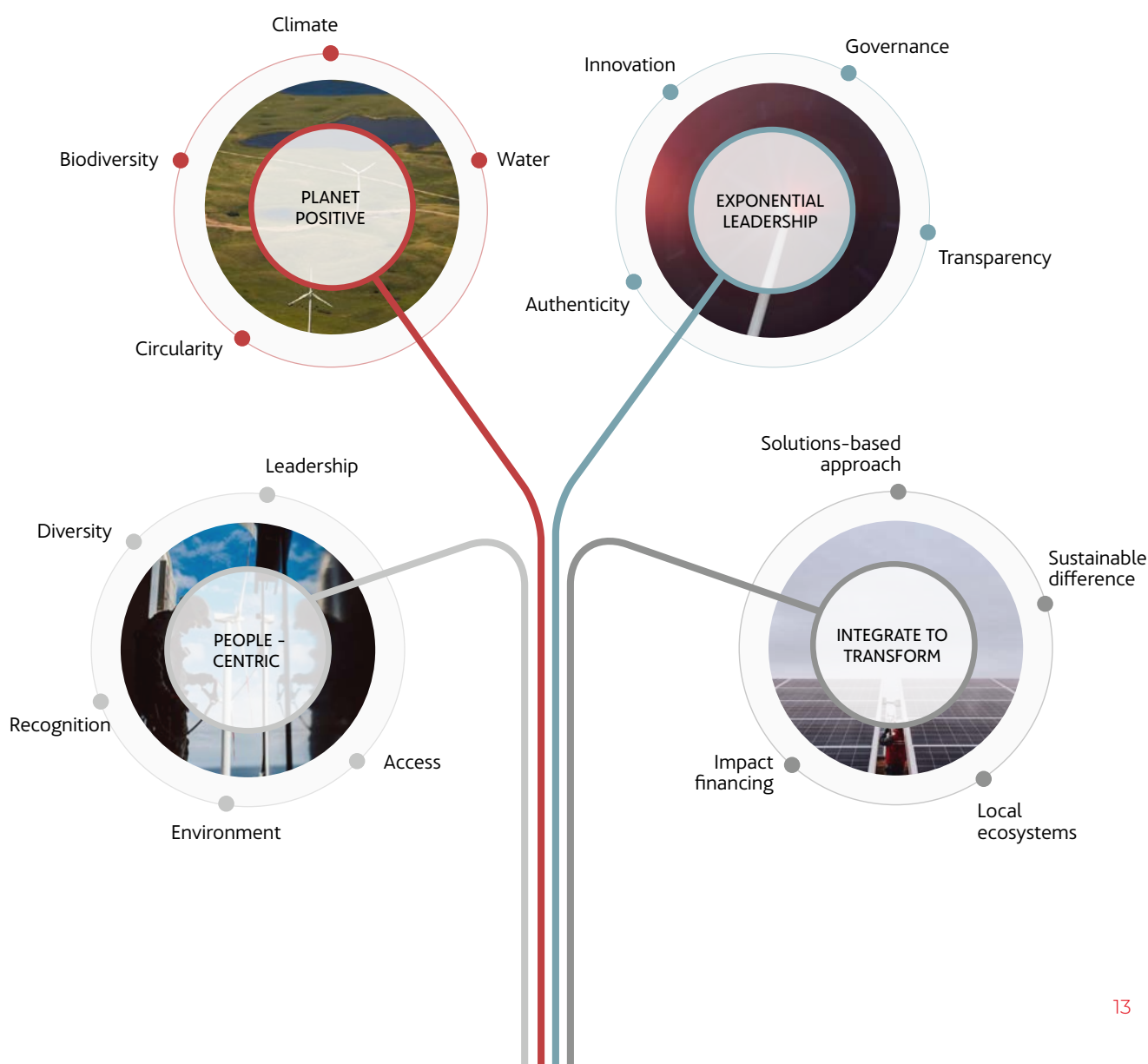
Since 2010, ACCIONA's sustainability strategy has been articulated through Sustainability Master Plans (SMP) with five-year horizons. The actions and objectives contained in these plans are promoted, approved and supervised by the Audit and Sustainability Committee of the Board of Directors.

The purpose of the 2025 SMP is to drive ACCIONA Energía to reimagine energy infrastructures

The purpose of the **2025 SMP** is to drive ACCIONA Energía to reimagine energy infrastructures. The company offers a comprehensive solution model for the decarbonisation of the economy, through renewable energy production, energy storage, 100 % green hydrogen production, energy efficiency services and electric mobility. In addition, all of the company's projects incorporate innovative social and environmental initiatives to increase the positive impact for people and the planet.

Each of the four pillars of the 2025 SMP has several areas of action and a set pathway to generate a regenerative impact by the end of the period. These pillars are as follows:

⊙ ACTION AREAS OF THE 2025 SMP PILLARS

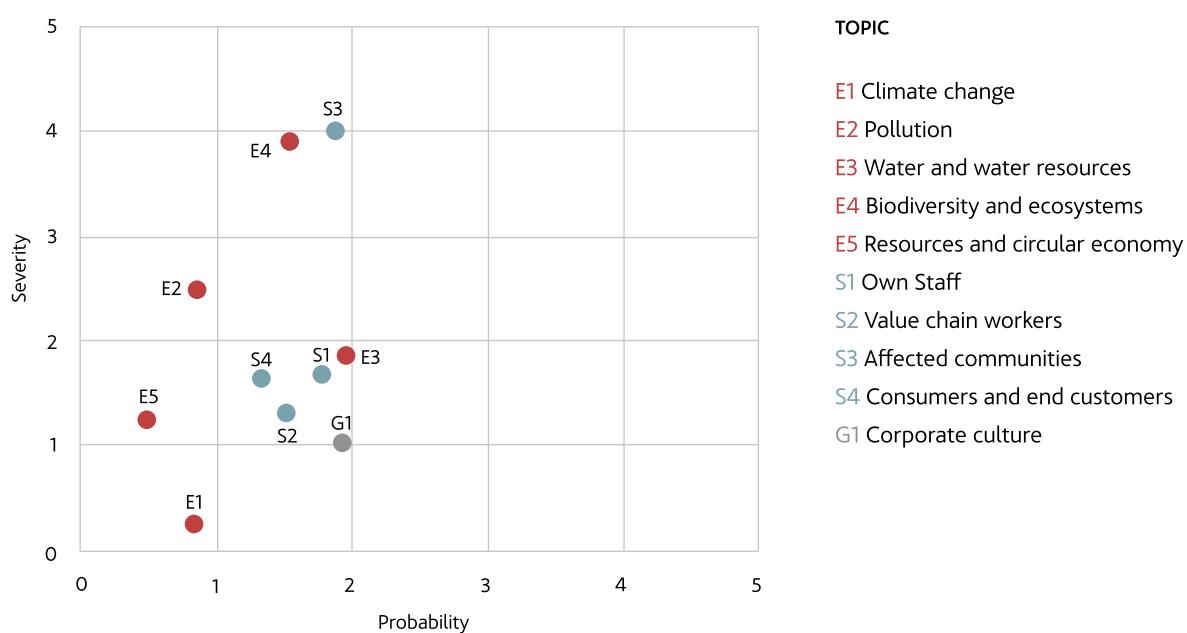


DUAL MATERIALITY ANALYSIS

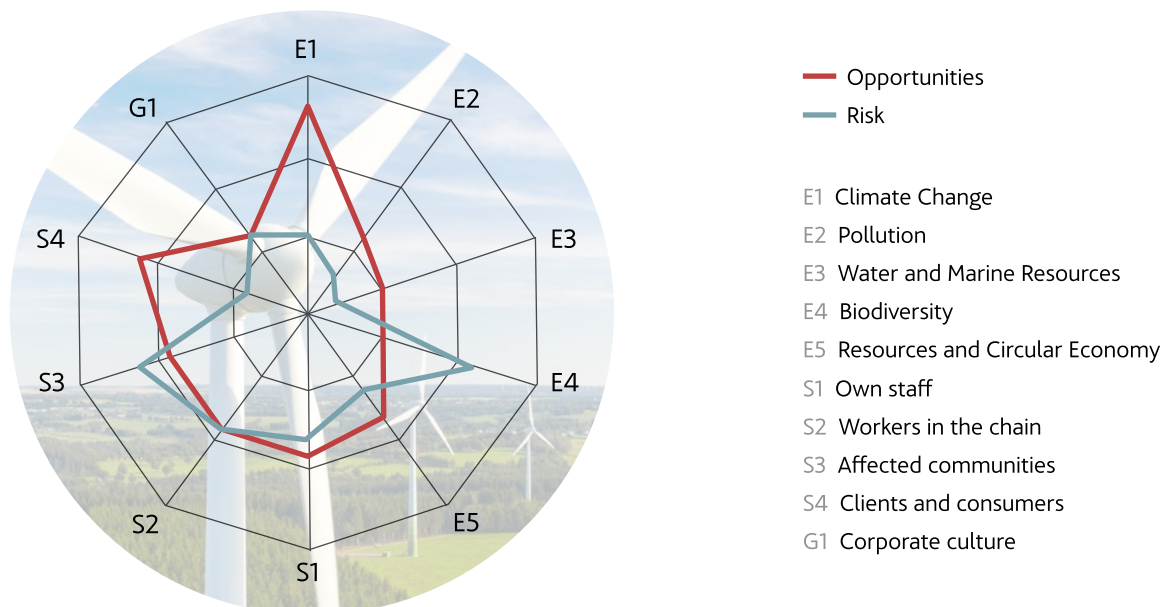
For the second consecutive year, ACCIONA Energía has prepared this Report and the information contained therein, following the principles of dual materiality in line with the Corporate Sustainability Reporting Directive (CSRD). This approach covers both the company's impacts on society and the environment and the potential financial implications of sustainability.

RESULTS OF ACCIONA ENERGÍA'S DUAL MATERIALITY 2023 PROCESS

⊙ IMPACT MATERIALITY



⊙ FINANCIAL MATERIALITY

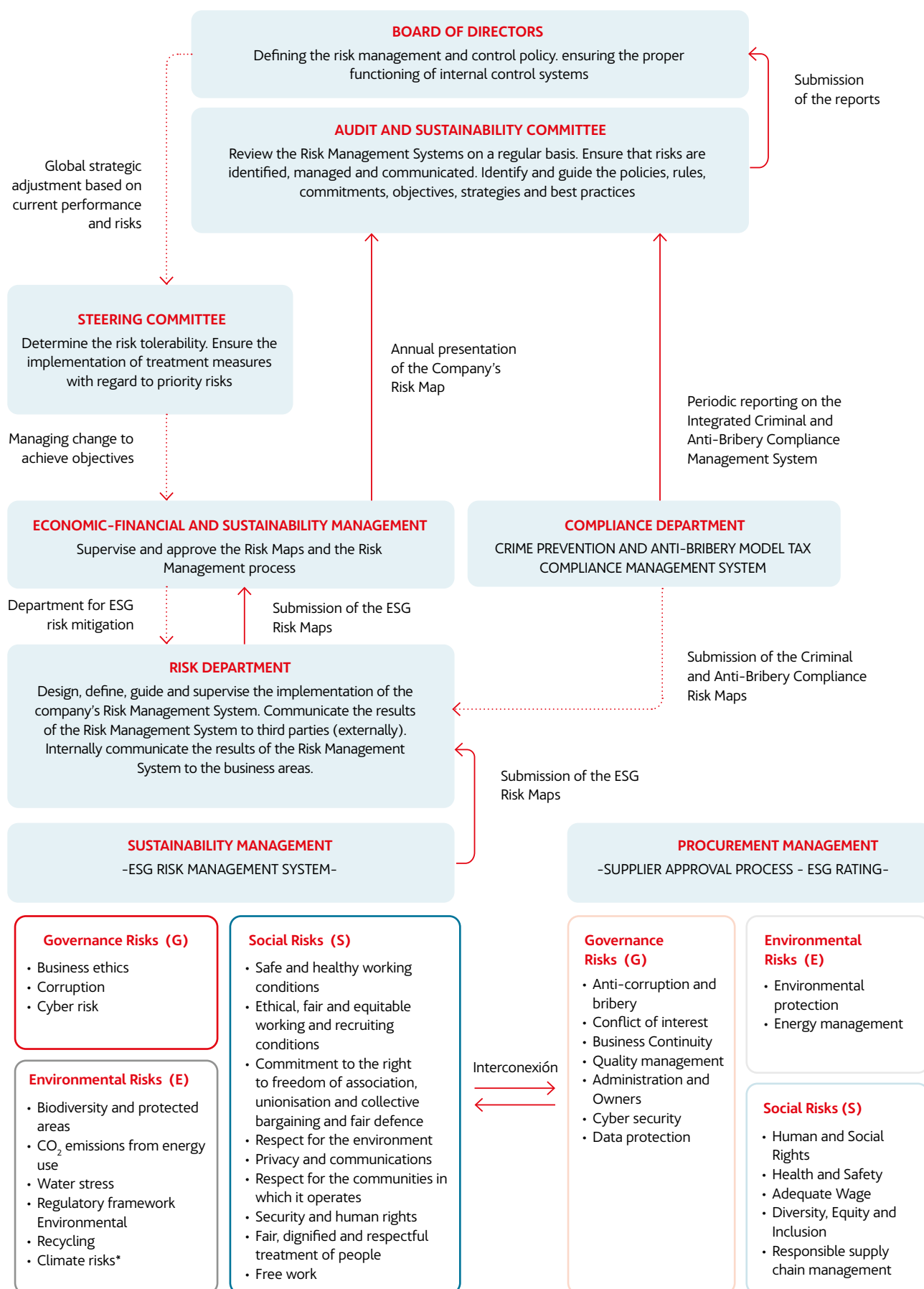


Through risk management, events that could potentially impact the company and its businesses are identified, assessed and managed

Non-financial risk management

Risk management is a process integrated into ACCIONA Energía's strategic management and is driven by the Board of Directors. It is used to identify, assess and manage events that could potentially impact the company and its businesses. The process ensures the appropriate treatment and control of the risk scenarios identified, so that they remain within an acceptable tolerance threshold for the organisation.

② INFORMATION FLOW OF ESG RISKS



*Environmental Risks related to Climate Change are assessed through an independent procedure.

03



ENVIRONMENT

ACCIONA Energía offers solutions for climate emergencies, has a decarbonisation plan for its own activities and those of its supply chain, and incorporates the analysis of risks and opportunities associated with climate change into its decision-making process

Climate strategy

ACCIONA Energía's climate agenda is based on three strategic axes that encompass the company's commitments and initiatives. These pillars seek to ensure that the strategy and business model are compatible with limiting global warming to 1.5°C and contribute significantly to having a positive impact on the planet.

BUSINESS STRATEGY ALIGNED WITH THE EUROPEAN TAXONOMY OF SUSTAINABLE ACTIVITIES

ACCIONA Energía has set a target that at least 95 % of its CapEx has to be aligned³ with climate change mitigation and adaptation objective, as defined in the European taxonomy of sustainable activities. The following table shows the alignment percentages of CapEx, OpEx and sales in 2023:

⊙ CLIMATE MITIGATION

DELEGATED REGULATION (EU) 2021/2139

2023

		TOTAL	ELEGIBLE	ALIGNED (On eligible figure)	ALIGNED (Out of total number)
CapEx	%	100 %	97.62 %	99.99 %	97.60 %
	€	3,376,821,173	3,296,303,810	3,295,864,671	3,295,864,671
OpEx	%	100 %	92.67 %	98.24 %	91.04 %
	€	132,631,667	122,907,951	120,747,861	120,747,861
Ventas	%	100 %	57.49 %	97.24 %	55.91 %
	€	3,547,468,726	2,039,589,936	1,983,260,689	1,983,260,689

*Rounded figures

DECARBONISATION PATHWAY

ACCIONA Energía has an ambitious roadmap based on the achievement of emission reduction targets aligned with the global Science Based Targets (SBTi) initiative, compatible with the Business Ambition 1.5°C to avoid a global average temperature increase of over 1.5°C.

3. Alignment on eligible figure

ORIGIN OF ACCIONA ENERGÍA'S EMISSIONS

SCOPE 3 - UPSTREAM

ACCIONA Energía's main emissions in its supply chain come from the purchase of products, services and raw materials (46 %) and the purchase of capital goods (34 %).

Engineering and construction services
419,582
tCO₂e

Large components

Transport of components
75,078
tCO₂e

Photovoltaic panels and wind turbines

Extraction of energy resources
13,301
tCO₂e

The extraction and processing of procured energy resources account for 3 % of the scope .

Components and parts of our assets are transported by sea and land. Being the 3rd source of Scope 3 emissions (14 %)

SCOPE 1 Y 2 - DOWNSTREAM

ACCIONA Energía's main emissions in its direct activity come from the operation of the biomass and solar thermal power plants and the use of vehicles in operation and maintenance.

Operation and maintenance - Scope 1
10,719
tCO₂e

Electricity consumption is necessary for auxiliary plant consumption when it cannot be generated by self-consumption. 98 % of this consumption is of renewable origin and 4 % of the electricity mix, this being our scope 2.

Power consumption
1,079
tCO₂e

We have avoided 13.63 M t CO₂e by our renewable generation.

Vehicle
42 %

Natural gas consumption is the second source of our emissions. This is mainly used for our solar thermal plant, as the heat flux requires preheating. Also for the start-up of one of our biomass plants.

Natural gas
31 %

SF6 leakage
5 %

Diesel parked
3 %

Electricity (mix)
9 %

SF6, with its dielectric qualities, can be found in electrotechnical devices in our installations, ensuring electrical isolation and cut-off functions. Occasional leakage may occur, accounting for 5 % of our emissions.

Biomass
10 %

Biomass combustion is the third source of our CO₂ emissions

The fleet of vehicles required for the maintenance and operation of each of our plants represents 42 % of our total emissions.

SCOPE 3 - DOWNSTREAM

Employee secondments make up the major source of downstream emissions. They represent 2 % of the scope 3.

Investments
1,878
tCO₂e

Commuting to work
4,500
tCO₂e

Business travels
3,973
tCO₂e

Investments
124,639
tCO₂e

Waste
0.12
tCO₂e

97 % of the waste is recovered and the remaining 10 % is destined for landfill. Most of the waste generated is inert waste, therefore, emissions in management are minimised.

Energy and fuel consumption in facilities without majority financial control are classified in the investment category (0.2%).

ACCIONA Energía has the objective of achieving Net Zero by 2040 in its scope 1 and 2 emissions (market-based) and by 2050 in its scope 3 emissions

CLIMATE TARGETS AND METRICS

The decarbonisation pathway sets a 60 % reduction of direct emissions (Scope 1) and emissions from electricity consumption (Scope 2 - market-based) by 2030 (absolute terms). For Scope 3 emissions, a 47 % reduction in 2030 (absolute terms) is set. Both targets use the 2017 emissions figure as a reference.

ACCIONA Energía, through its parent company ACCIONA, adhered to The Climate Pledge (TCP) initiative in 2021. The company reinforced its Net Zero commitment in 2022, setting the goal of achieving Net Zero by 2040 for its Scope 1 and 2 (market-based) emissions and by 2050 for its Scope 3 emissions.

The decarbonisation strategy has four main pillars:

1. Monitoring, through the **Carbon Budget**, of compliance with decarbonisation targets for projects that cover 90 % of the carbon footprint and that must reduce at least 4.6 % of their emissions annually.
2. The calculation of **Weighted Average Carbon Intensity (WACI)** to determine income-related carbon intensity.
3. The introduction of an **internal carbon price on the basis of which the decarbonisation fund** is established, which finances the most efficient projects in terms of emissions abatement.
4. The implementation of a system of **incentives linked to decarbonisation targets**, by including emission reduction targets in variable remuneration.

ACCIONA Energía
complies with
the company's
decarbonization
path and in line
with its science-
based objective
(SBT) for 2030

EVOLUTION OF COMPLIANCE WITH SCOPE 1 AND 2 EMISSION TARGETS (tCO₂e)

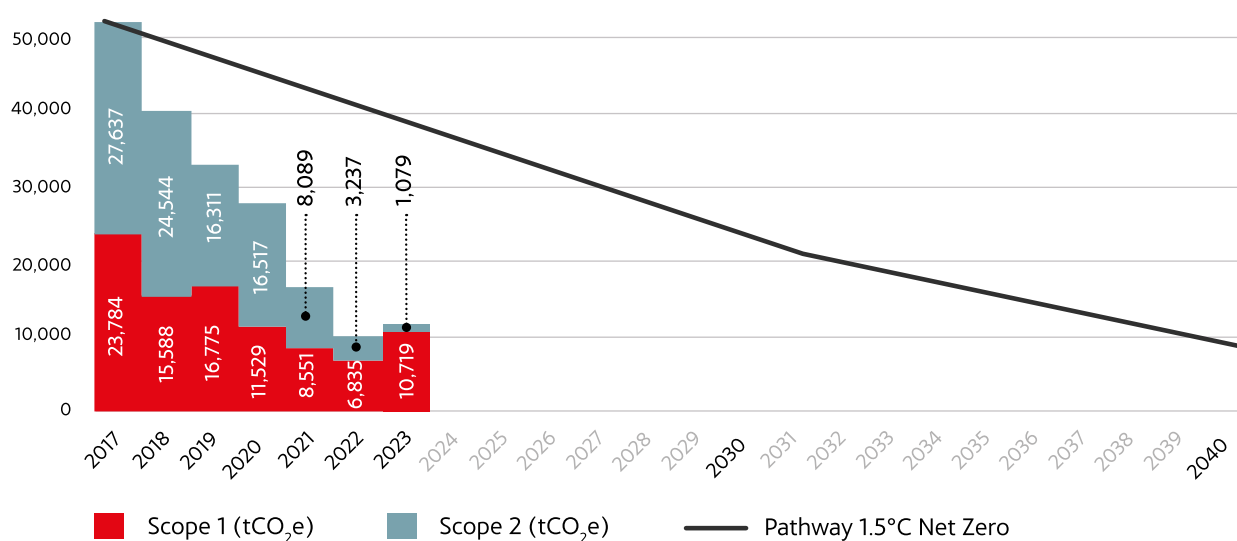
In 2023, ACCIONA Energía's Scope 1 emissions reached 10,719 tCO₂e and Scope 2 market-based emissions reached 1,079 tCO₂e.

ACCIONA Energía's total Scope 1 +2 emissions represent a 77 % decrease compared to the 2017 base year, thus complying with the company's decarbonisation pathway and in line with its science-based target (SBT) for 2030. On the other hand, Scope 2 location-based emissions were 44,720 tCO₂e.

None of ACCIONA Energía's activities are regulated under schemes that contemplate the use of emission rights.

The increase in emissions in 2023 for scopes 1+2 is mainly due to the incorporation of fleet vehicles, previously considered under scope 3, into the perimeter.

The decrease in Scope 2 emissions has been caused by the increase in renewable electricity consumption, which accounts for 98 % of total electricity consumption.



ACCIONA Energía makes efficient use of water resources without altering their conditions, proposing initiatives to minimise consumption, especially in countries with water stress

RENEWABLE ENERGY PRODUCTION AND AVOIDED EMISSIONS

At the end of 2023, ACCIONA Energía had 13,526 MW of installed renewable capacity, having generated 24,894 GWh. This renewable production has avoided⁴ the emission into the atmosphere of 13.6 million tonnes of CO₂e, 10,801 tNO_x, 27,630 tSO_x and 240 tPM₁₀.

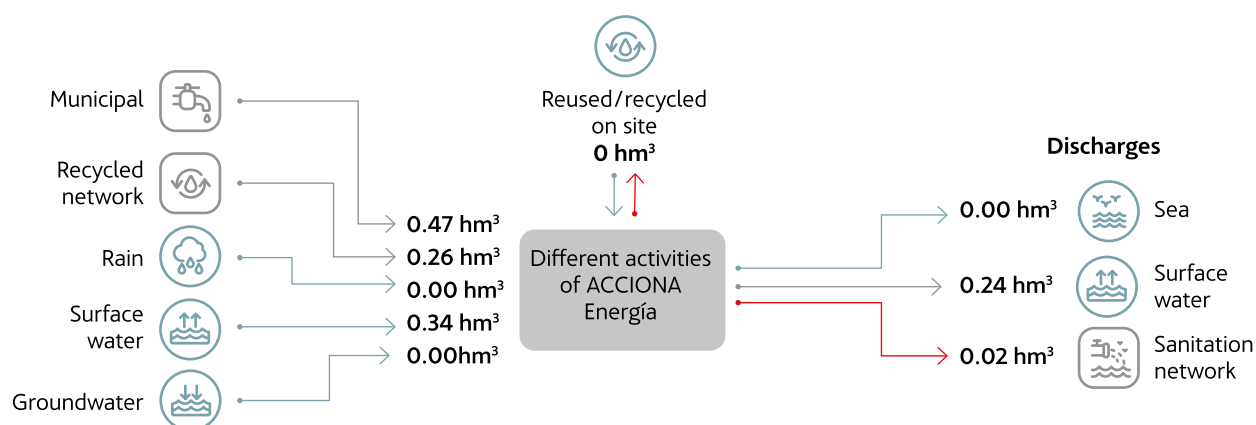
Efficient use of water

ACCIONA Energía's water and marine resources objective, established in the Sustainability Master Plan 2025, focuses on making the most of water resources and reducing consumption in those countries where the availability of this resource is low.

The volume of water used for ACCIONA Energía's own consumption in water-stressed countries amounted to 1,869 m³. ACCIONA Energía had a target of reducing surface, ground and municipal water consumption in water-stressed countries by 12 % by 2023. This reduction has finally reached a value of 10 %.

WATER CONSUMPTION

The company's interactions with water resources are detailed below:



4. These emissions correspond to those that would have occurred if ACCIONA Energía's electricity production in each country had been generated using the fossil electricity mix.

To protect and regenerate biodiversity and ecosystems, ACCIONA Energía focuses on understanding the interconnections between living organisms and their activities, integrating energy infrastructures in each context

ACCIONA Energía has carried out a pilot project involving the installation of an Atmospheric Water Collector, also known as a "fog catcher", at the Punta Palmeras wind farm. This is an initiative that seeks self-supply of water by harnessing the moisture present in the fog. The device installed, known as RAA (*Recolector de Aguas Atmosféricas*) is an evolution of the traditional fog catcher, but its configuration allows for greater efficiency in the generation of water, obtaining around 6,000 litres per year per device. The water generated is of very high purity as it is obtained from the humidity of the environment.

In the case of the Punta Palmeras wind farm, three RAA units have been installed, generating some 18,000 litres per year, and the water generated will be used for the revegetation of the area.

Preservation of biodiversity and ecosystems

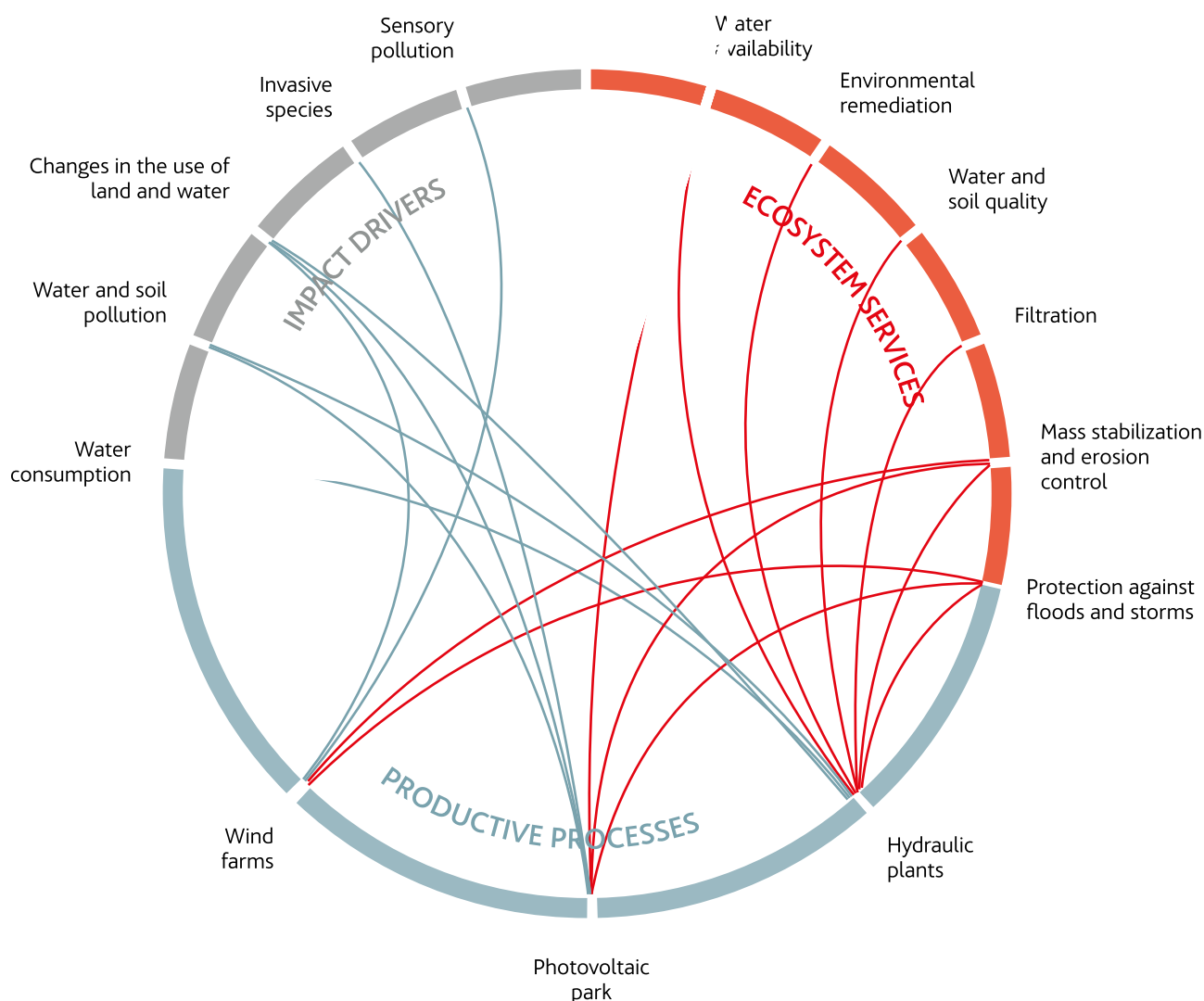
Humanity is witnessing a global decline in biodiversity at an unprecedented rate. This phenomenon threatens ecosystem services that are fundamental to the well-being of our society and economy.

In response to this critical situation, ACCIONA Energía has adopted a proactive strategy, with a firm commitment to achieving ambitious targets: it aims to achieve No Net Loss in the medium term and, subsequently, Net Gain or Net Positive Impact on biodiversity and ecosystem services in the medium to long term. In addition, the company sets a clear goal of No Gross Deforestation, recognising the critical importance of minimising deforestation globally.

ACCIONA Energía has deployed the methodology of the Task Force on Nature-related Financial Disclosures (TNFD). This framework is articulated through the LEAP methodology, based on four steps: Locate (locate activities and ecosystems where activities will occur), Evaluate (identify impacts and dependencies), Assess (analyse risks and opportunities) and Prepare (communicate results and report to investors).

In 2023, to carry out the *Evaluate* phase of the LEAP methodology, ACCIONA Energía used the ENCORE (Exploring Natural Capital Opportunities, Risks and Exposure) tool to analyse the crucial ecosystem services for its projects, enabling it to identify specific risks and opportunities. This initiative was applied to 60 projects related to the production of renewable energy through various sources (solar, wind and hydroelectric).

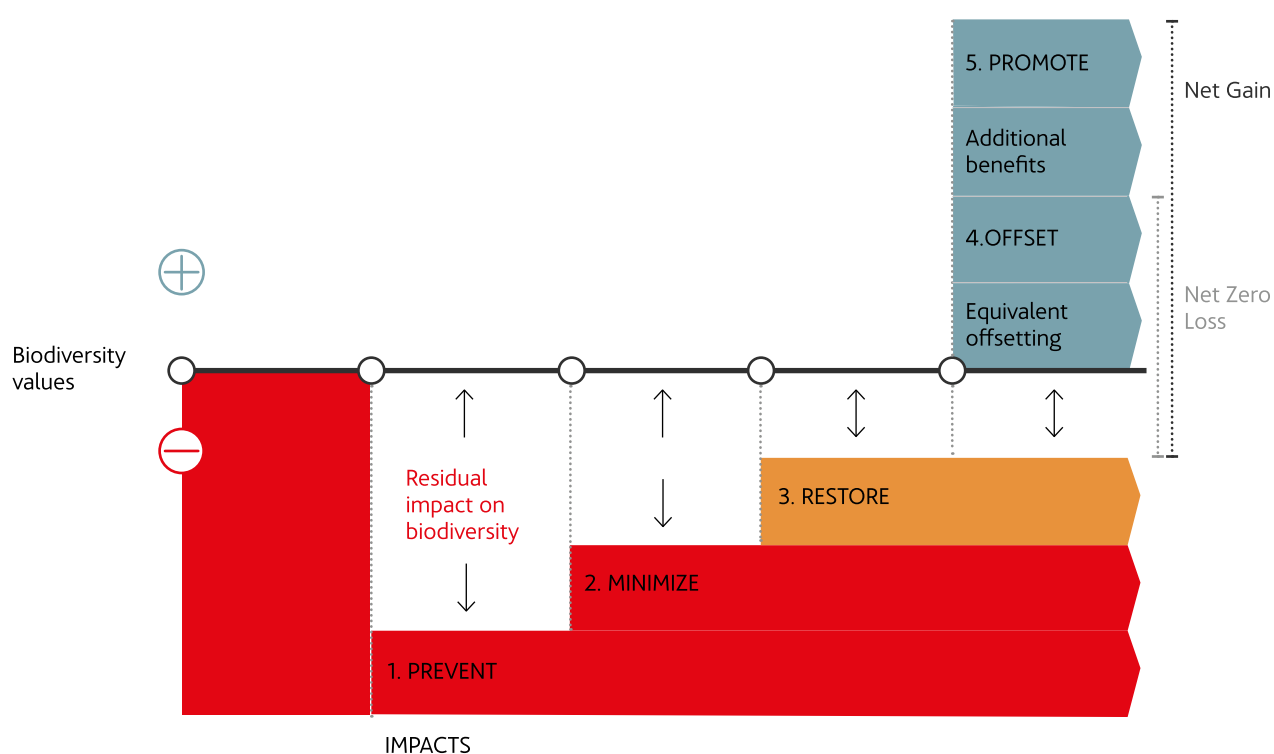
② DISTRIBUTION OF DEPENDENCIES AND IMPACTS FOR THE DIFFERENT MATERIAL TECHNOLOGIES



MITIGATION HIERARCHY

ACCIONA Energía projects integrate the mitigation hierarchy through specific impact identification studies, in addition to carrying out actions for the conservation, protection and restoration of habitats and ecosystems that may be affected by its facilities or in addition to them.

⊙ MITIGATION HIERARCHY SCHEME



BIODIVERSITY AND ECOSYSTEM-RELATED IMPACT METRICS

The company identifies the species affected by its facilities according to the International Union for Conservation of Nature (IUCN) Red List of Threatened Species and National Conservation Catalogues. The following table shows the number of species and their degree of protection according to the IUCN Red List. It also takes into account those species that, although they do not appear on the IUCN Red List, are protected by National Catalogues.

PROTECTION CATEGORY	ABBREVIATION	NO. OF SPECIES ¹
Extinct	EX	0
Extinct in the wild	EW	0
Critically endangered	CR	1
At risk	EN	1
Vulnerable	VU	4
Almost threatened	NT	1
Minor concern	LC	30
Insufficient data	DD	0
Not assessed	NE	0
Other national catalogues	-	31
TOTAL		68

1. No. of species affected in protected areas or areas of high biodiversity value.

A total of 127,398 units of tree and shrub species have been planted, of which 93% are voluntary

● "No gross deforestation" target

FULFILMENT OF COMMITMENTS AND OBJECTIVES

The habitat regeneration actions, as well as other works of landscape integration or reforestation of degraded or devoid of vegetation areas that were carried out in 2023 as preventive corrective or compensatory measures resulted in a total of 8,660 units of tree and shrub species, representing some 9.1 hectares restored.

In addition, progress was made in fulfilling the commitment established in the Sustainability Master Plan to plant and monitor the growth of half a million trees during the five years of the SMP:

	2021	2022	2023	2024 ¹	2025 ¹
Trees planted on a voluntary basis	74,947	123,134	118,738	117,500	117,500

1. Target figure

ACCIONA Energía has developed in MacIntyre a conservation plan for a vital species as Australia's forest and bushland ecosystems

● “No Net Loss” target

MACINTYRE AND THE MACROZAMIA CONFERTA TRANSLOCATION

The MacIntyre wind complex will be the largest renewable energy facility built by ACCIONA Energía to date, with a total capacity of 923.4 MW and 162 wind turbines. This project has initiated, in collaboration with the University of Queensland, a conservation and research plan for the Macrozamia Conferta.

This species plays a vital role in its natural habitat as an integral part of Australia's forest and bushland ecosystems, providing food and shelter for a variety of animal species and contributing to local biodiversity. The plan consists of the location, description, translocation and maintenance of more than twelve thousand specimens of these shrubs.

ACCIONA Energía is committed to protecting biodiversity, participating in plains to support threatened species, among other actions

● “Net Gain” target

PLAN TO REINFORCE POPULATIONS OF ENDANGERED SPECIES

ACCIONA Energía's commitment to the protection of biodiversity is manifested, among other actions, in its participation in plans to support populations of endangered species. The red kite (*Milvus milvus*) is a bird of prey that inhabits open wooded areas. In Spain it is included in the National Catalogue of Threatened Species as an endangered species.

ACCIONA Energía is participating in a plan to strengthen the red kite population in the Cazorla, Segura and Las Villas Natural Park. The aim of the project is to create and establish new pairs of red kites in the Andalusian region, helping to promote new populations and reinforcing the scarce existing population in the national park.

ACCIONA Energía promotes the adoption of a radical circularity approach, which involves taking advantage of resources in a continuous cycle of use, maximising their usefulness without exceeding the planet's regenerative capacity

Radical circularity

ACCIONA Energía integrates and explores circular solutions in its operations. These solutions address the acquisition of recycled or reused materials, prevention to minimise waste generation, innovation for the reuse of its waste as raw materials for other industries and the development of programmes to extend the useful life of its assets through the use of predictive models to optimise operation and maintenance.

As part of the Sustainability Master Plan 2025, ACCIONA Energía has set out to increase its efforts in the area of the circular economy by halving the amount of non-recycled waste compared to 2020, as well as doubling the percentage of renewable and/or recycled resources consumed by the company.

The company reuses or recycles 97 % of the waste it generates, through initiatives included in its circularity strategy, such as the use of slag from biomass plants or the development of innovative projects for the recycling of wind turbine blades. The most important initiatives in 2023 in the circular economy are shown below:

WIND TURBINE BLADE RECYCLING

ACCIONA Energía and RenerCycle have announced the construction of Waste2Fiber, a wind blade recycling plant in Lumbier (Navarra), which will be operational in 2025. This project, which will provide employment for more than 100 people, will use proprietary heat treatment technology to recycle composite materials present in wind turbine blades, preserving the properties of the reinforcement figures and transforming them into high-value secondary raw materials.

Construction of the plant will begin in the first half of 2024, with a processing capacity of 6,000 tonnes of material per year.

USE OF BIOMASS SLAG ON MOTORWAYS

ACCIONA Energía has completed an innovative pilot project, integrating biomass slag from its Sangüesa plant in the reconstruction of a 365-metre-long, 5-metre-wide agricultural road, as part of the works for the Logroño bypass (A-68), replacing the layer of "selected" soil with one of equal thickness composed of this sustainable material. This application demonstrated the feasibility of replacing natural soil with slag, which provides high bearing capacity and rigidity to the road.

04



SOCIAL

ACCIONA Energía puts people at the heart of its business proposal

Focus on people

"PEOPLE" is the global strategy defined by the company to put people at the centre, linking the company's purpose with the development of its employees, suppliers and the communities in which it operates. It is made up of five fundamental pillars - recognition of merit, diversity and inclusion, transformative work environment, leadership and access to rights - with clearly defined objectives and with the same level of importance as economic, operational, environmental or governance objectives.

GLOBAL AND DIVERSE WORKFORCE

ACCIONA ENERGÍA IS MADE UP OF
3,099 PEOPLE

Diversity and local impact

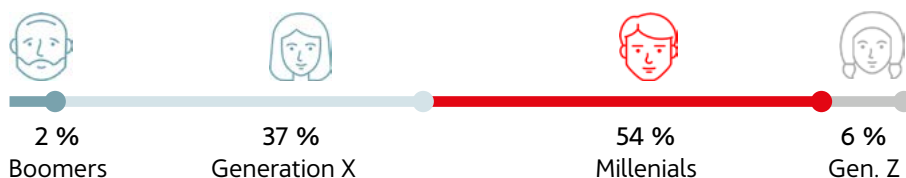
53
Nationalities

22
Countries

Gender diversity



Generational diversity



Disability

3.96 %
equivalent of people with disabilities

ACCIONA Energía is made up of 3,099 people of 53 nationalities in the 20 countries where the company operates. It is a diverse talent that makes it possible to tackle problems and challenges with different perspectives adapted to the local context.

⊙ DISTRIBUTION OF STAFF
BY COUNTRY

COUNTRIES	MAN	WOMAN	TOTAL
Spain	1,426	429	1,855
Mexico	209	75	284
USA	207	40	247
Australia	149	82	231
Chile	108	50	158
France	30	25	55
South Africa	37	19	56
India	38	4	42
Brazil	10	9	19
Portugal	21	11	32
Peru	11	6	17
Italy	16	6	22
Poland	13	8	21
Ukraine	5	4	9
Canada	8	1	9
Dominican Rep.	5	3	8
Costa Rica	3	2	5
Colombia	2	1	3
Egypt	4	2	6
Hungary	1	1	2
Croatia	10	6	16
Singapore	2	0	2
GRAND TOTAL	2,315	784	3,099

ACCIONA Energía is a quality employer, fostering the early identification of talent, employee development and a merit-based compensation system

DRIVER OF GROWTH AND SOCIAL DEVELOPMENT

ACCIONA Energía stands out as a quality employer, committed to sustainable employability, early identification of talent, investment in employee development and the offer of internal mobility opportunities both nationally and internationally, offering an appropriate compensation and benefits system adapted to the local context, based on merit and aligned with the company's principles; all framed within a transparent and responsible management.

ACCIONA Energía implements efficient processes to attract the best talent, guaranteeing equality and diversity in the selection processes. The company has established robust internal controls to avoid the unnecessary prolongation of temporary contracts, through alert systems for contract renewal.

⊙ EVOLUTION OF THE NUMBER OF EMPLOYEES BY TYPE OF CONTRACT AND PROFESSIONAL CLASSIFICATION (%)

	2022		2023	
COLLECTIVES	TEMPORARY	FIXED	TEMPORARY	FIXED
Executives and managers	0.3 %	23.3 %	0.90 %	99.10 %
Technicians	2.9 %	45.5 %	5.89 %	94.11 %
Supports	0.1 %	3.7 %	3.96 %	96.04 %
Operators	0.5 %	23.7 %	1.22 %	98.78 %

Note: The calculation methodology may use values with decimals that are subsequently rounded.

ACCIONA Energía maintains a strong commitment to stable, quality employment, with more than 95 % of contracts being permanent. This approach underlines the company's vision of being a catalyst for growth and generating a positive impact in the communities where it operates.

EMPLOYER BRANDING: TOP EMPLOYER

ACCIONA Energía has renewed its Top Employer certification, which recognizes the company as one of the best companies to work for in Spain, Canada, the United States, Brazil, Mexico, Australia, South Africa and Chile, in addition to obtaining the continental seal in North America. In addition, in 2023, the company achieved this certification for the first time in Peru.

The Human Rights Policy guarantees equal opportunities and rejects any form of discrimination

DIVERSITY AND INCLUSION

ACCIONA Energía's Diversity, Equity and Inclusion policy is a crucial component of the company's people management model, reinforcing commitments to the development of diverse talent, respectful treatment, equal opportunities and the promotion of social cohesion. This policy, together with the Human Rights Policy and the Code of Conduct, guarantees real equal opportunities and rejects any form of professional discrimination based on age, race, gender, sexual orientation, gender identity, disability, religion and political opinion, among others.

With the aim of fostering a more inclusive culture and work environment, ACCIONA Energía develops training programmes on equality, diversity, inclusion, bias, non-discrimination and multiculturalism. These programmes are offered through various training itineraries designed to address these crucial aspects. Since the start of the III Sustainability Master Plan in 2021, a total of 14,293 hours of training have been given, of which 4,154 correspond to the 2023 financial year.

Internal Diversity and Inclusion networks are employee-led groups that foster a diverse and inclusive workplace aligned with the company's mission, values, goals and objectives. The Global Diversity and Inclusion Committee brings together these internal networks that drive best practice and connect people across businesses and countries. Its role is to scale the global diversity and inclusion strategy and translate it into local reality.

ACCIONA Energía maintains an Integrated Occupational Risk Management System that establishes health and safety requirements in all the company's operations and throughout its value chain

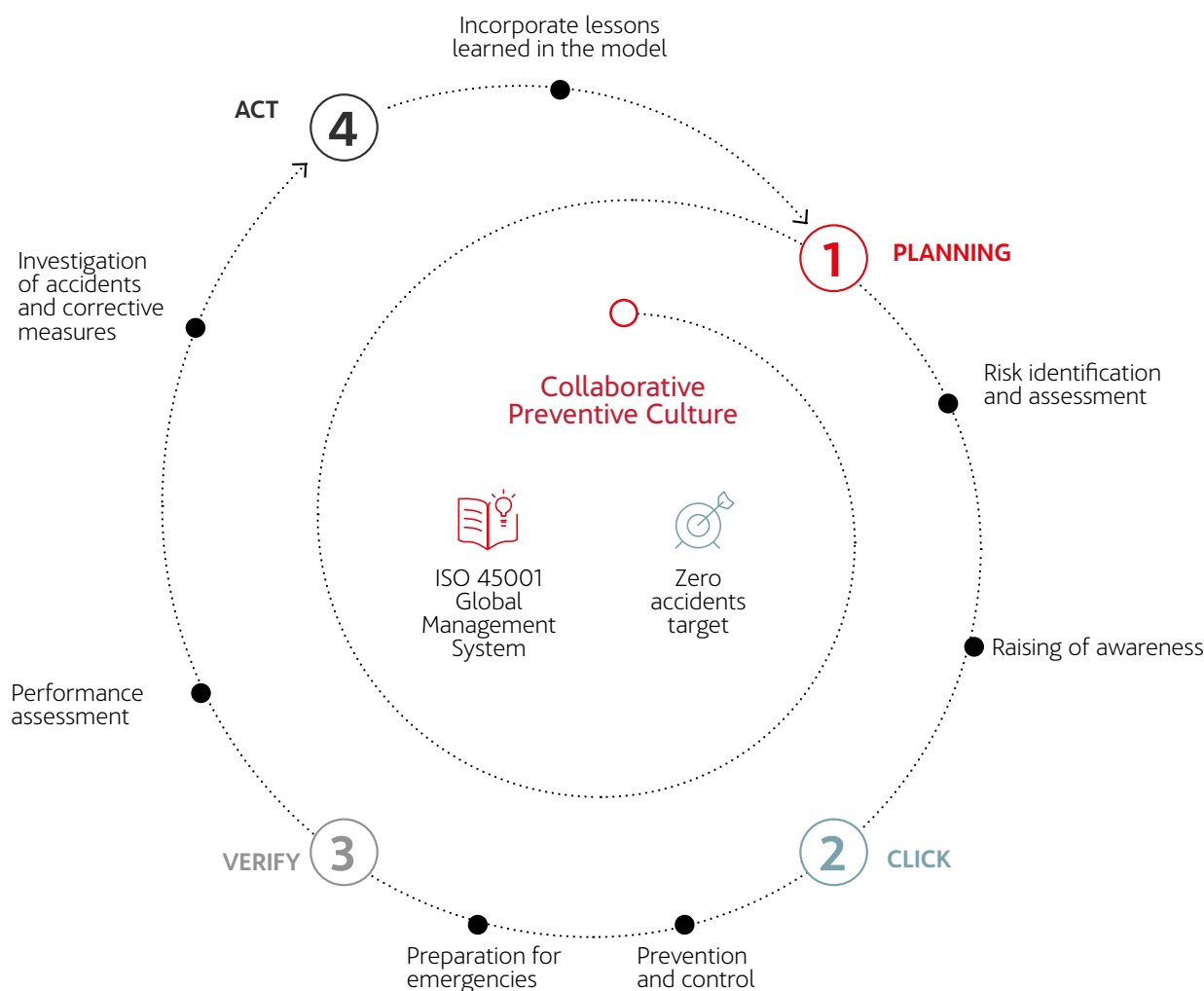
SECURE ENVIRONMENTS

For ACCIONA Energía, internalising a preventive health and safety culture in all operations is crucial to ensure safe working environments.

The Human Resources and Occupational Risk Prevention Policy reflects ACCIONA Energía's commitment to the care and continuous improvement of occupational health and safety, not only for its own workers but also for those of collaborating companies, thus ensuring an optimal working environment for all. The Audit and Sustainability Committee oversees compliance with the principles set out in this policy and the objectives defined in the SMP in the area of Health and Safety.

ACCIONA Energía maintains an Integrated Occupational Risk Management System that establishes the health and safety requirements that must be taken into account in any of its companies and countries and for its entire value chain. In 2023, certification was maintained for all its activities in accordance with the ISO 45001 standard.

⊙ INTEGRATED OHP MANAGEMENT SYSTEM



⊙ EVOLUTION OF THE FREQUENCY INDEX

	OWN				EXTERNAL			
	2020	2021	2022	2023	2020	2021	2022	2023
ACCIONA Energía	0.11	0.31	0.18	0.29	0.69	0.78	0.50	0.45

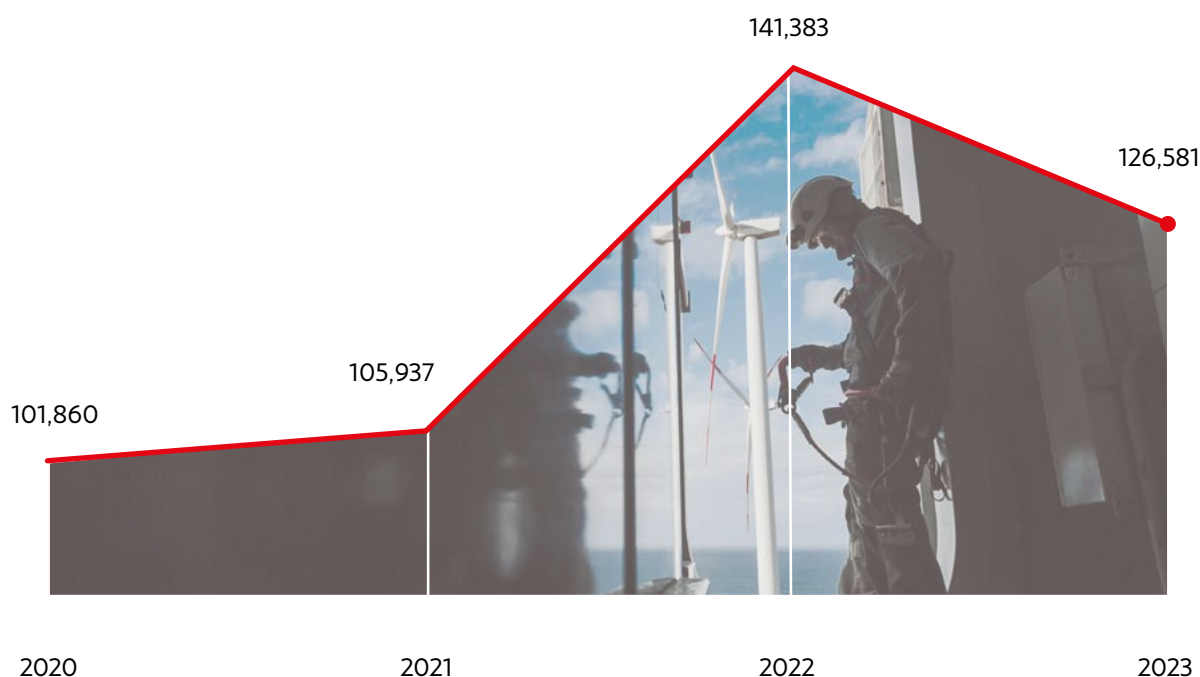
Frequency rate: (no. of lost work accidents/hours worked) x 200,000.

Investment in talent development is essential for the company, which offers different training programs and itineraries for its employees

TRAINING FOR THE CHALLENGES OF THE ENERGY TRANSITION

Investment in talent development to enable the company to remain a key player in the energy transition is essential. Training and development programmes are geared towards the mastery of emerging technologies, technical excellence and the adoption of innovative practices that enable the redesign of energy infrastructures towards more efficient models with a greater positive impact.

⊙ EVOLUTION OF TRAINING RECEIVED BY ACCIONA ENERGÍA EMPLOYEES (HOURS)



ACCIONA UNIVERSITY

ACCIONA University is an internal institution dedicated to the continuous training and development of the entire ACCIONA team, with global reach within the organisation and structured into five main schools:

Business School: Internal Business School, which has several programmes developed and taught together with prestigious universities such as IE Business School or the Polytechnic University of Madrid.

Focused Programs: This school has 4 specialised programs, with different objectives, such as promoting women's careers, fostering leadership skills in managers or improving project management and leadership skills.

Technical Academies: Schools focused on developing employees in key competencies within technical areas and/or critical functions to improve their performance.

Open Programs: These are designed for all employees for continuous development and the creation of an inclusive and enriching work environment.

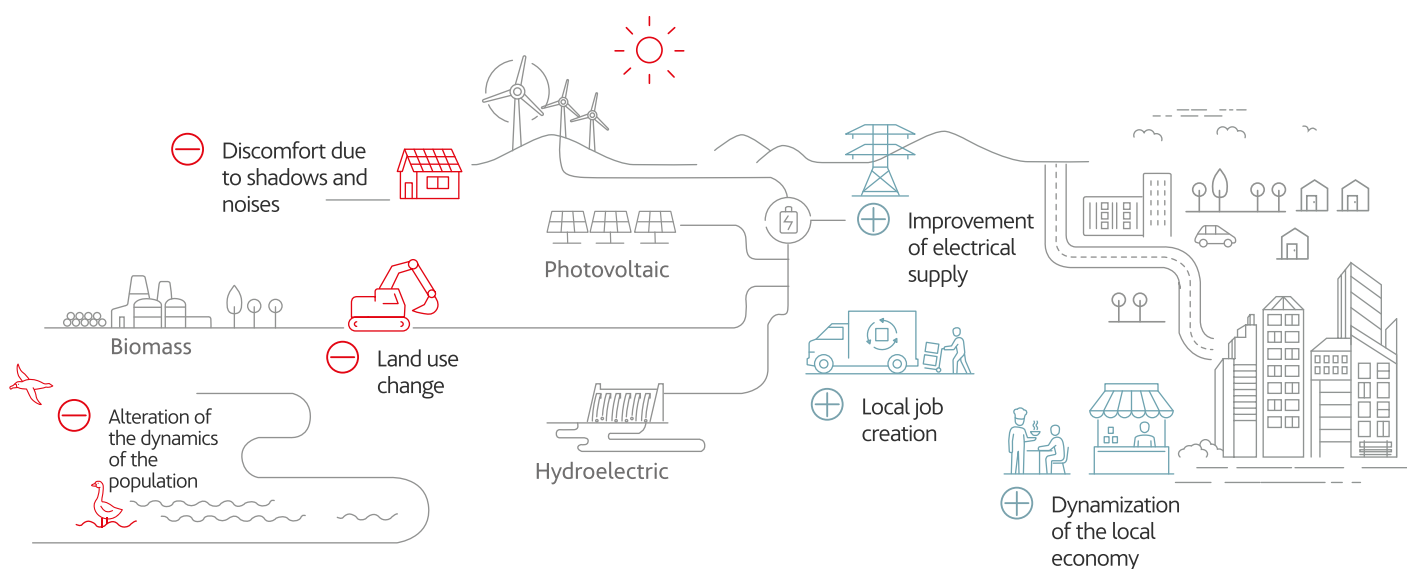
Mandatory Programs: Focused on Code of Conduct, Compliance, Equality, Diversity and Inclusion, Health and Safety, Sustainability and Information Security.

The company works with a long-term vision of permanence, maintaining a continuous dialogue with the community to create value in the territory

Creating value for communities

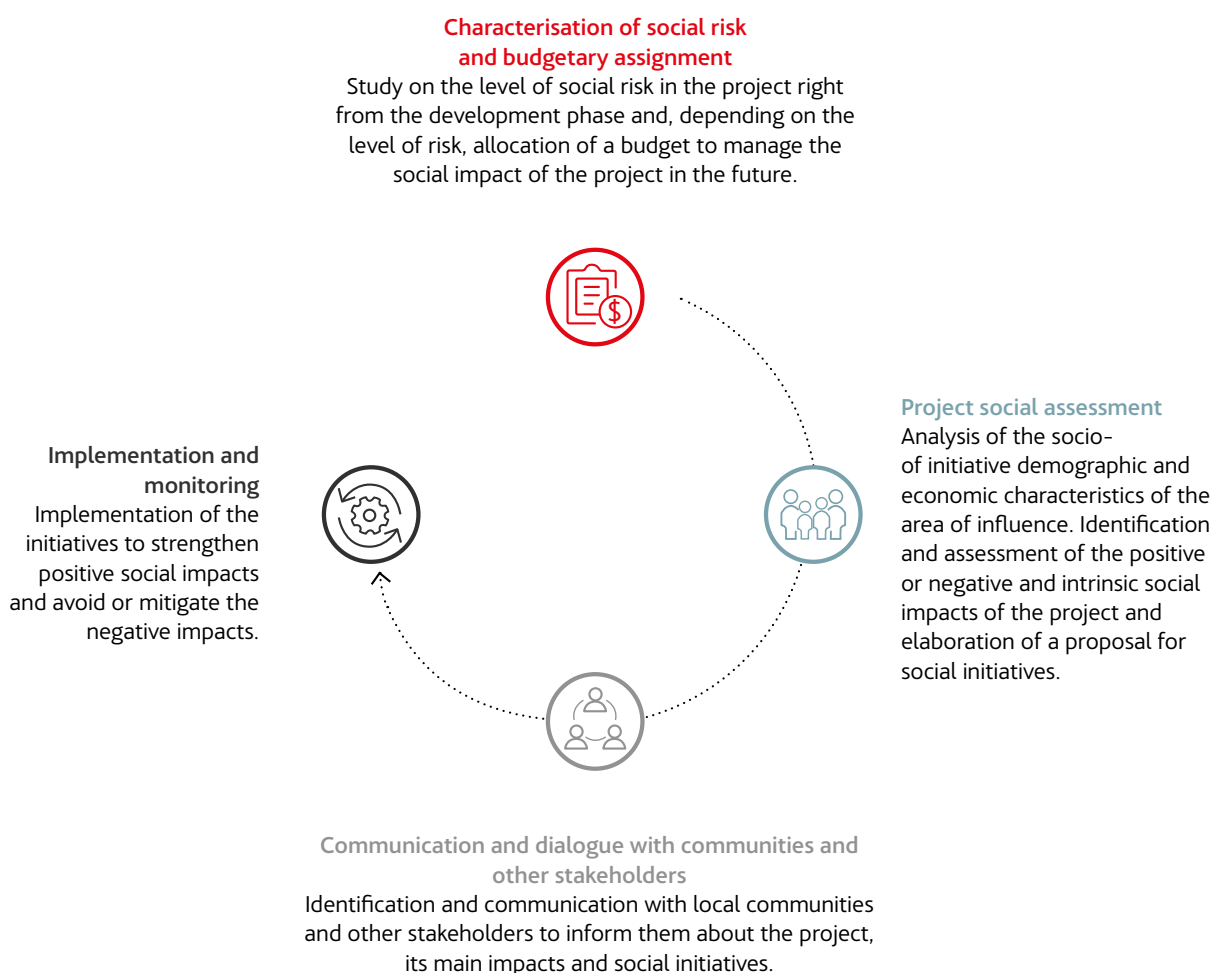
ACCIONA Energía approaches the design, construction and operation of its energy infrastructures with a special emphasis on understanding the local context and the systemic challenges present. The company strives to ensure that its operations are integrated into local environments and communities, seeking to maximise the positive impact of its projects. However, ACCIONA Energía is aware that the communities within the area of influence of its projects and services may experience effects derived from its activities, especially the most vulnerable groups. For this reason, the company considers Social Impact Management as an essential strategic component within its sustainable business model, in order to maximise the positive impact of its activities.

⊕ MAIN POSITIVE AND NEGATIVE IMPACTS ON COMMUNITIES



ACCIONA Energía has had a Social Impact Management methodology in place for more than ten years, which allows for the identification, analysis and management of the social consequences, whether intended or unintended, both negative and positive, derived from the development of a project in a community, as well as the management of the relationship with local communities and other stakeholders.

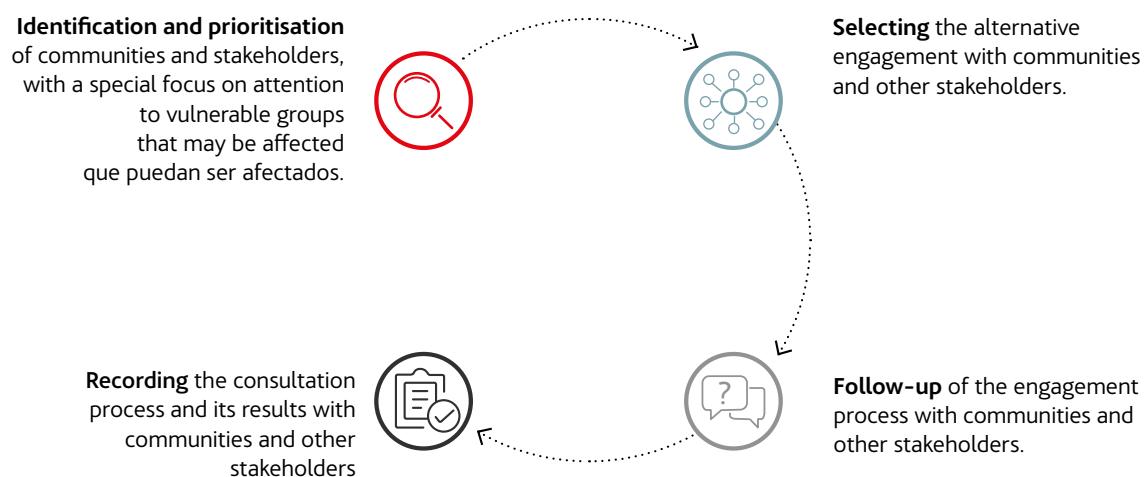
© SOCIAL IMPACT MANAGEMENT METHODOLOGY (SIM)



This methodology includes tools to establish a continuous process of communication and dialogue with stakeholders, respecting the applicable legislation in each country and the International Labour Organisation's Convention 169 on Indigenous and Tribal Peoples on the right to a process of free, prior and informed consultation.

This process of communication and dialogue is structured in 4 phases:

COMMUNICATION AND DIALOGUE PROCESS



During 2023, the Social Impact Management methodology has been implemented in 133 projects in 19 countries, including, among others, the following initiatives:

COMMUNITY CARE OFFICES. PERU AND AUSTRALIA

ACCIONA Energía has promoted the creation of Community Attention Offices in different countries where it operates. The purpose of these spaces is to guarantee the right of people in the community in the area of influence of the projects to be informed, suggest and/or complain about activities that may have a positive or negative impact on the dynamics of the community. In this way, neighbours are invited to participate in the life of the project, generating shared value. These experiences have enabled better communication with the community, as well as identifying priority issues and finding common ground. During 2023, Community Care Offices have been set up in Peru and Australia.

NORTHERN CAPE HONEY FARMER INCUBATOR, SHISHEN PHOTOVOLTAIC PLANT, SOUTH AFRICA

Through the implementation of the Social Impact Management methodology in the Shishen Photovoltaic Plant project, ACCIONA Energía has developed the Northern Cape Honey Farmer Incubator Business Development Programme. This initiative aims to promote sustainable development in the historically disadvantaged communities of Olifantshoek, Kathu and Dibeng, providing them with tools to start as entrepreneurs in the beekeeping sector and accompanying them so that in the medium term they can operate independently as SMEs. This initiative aims to make local entrepreneurship projects self-sustainable in the long term. The programme plans to create 50 jobs, 10 main agricultural cooperatives, a warehouse and a bottling facility. It is expected to contribute 2 million South African rand per year (approximately €100,000) to the local economy through honey sales. In 2023, the programme had 54 direct participants and has also broadened its impact targets to include expansion into other condiments, such as jams and chakalaka, which are also derived from honey production.

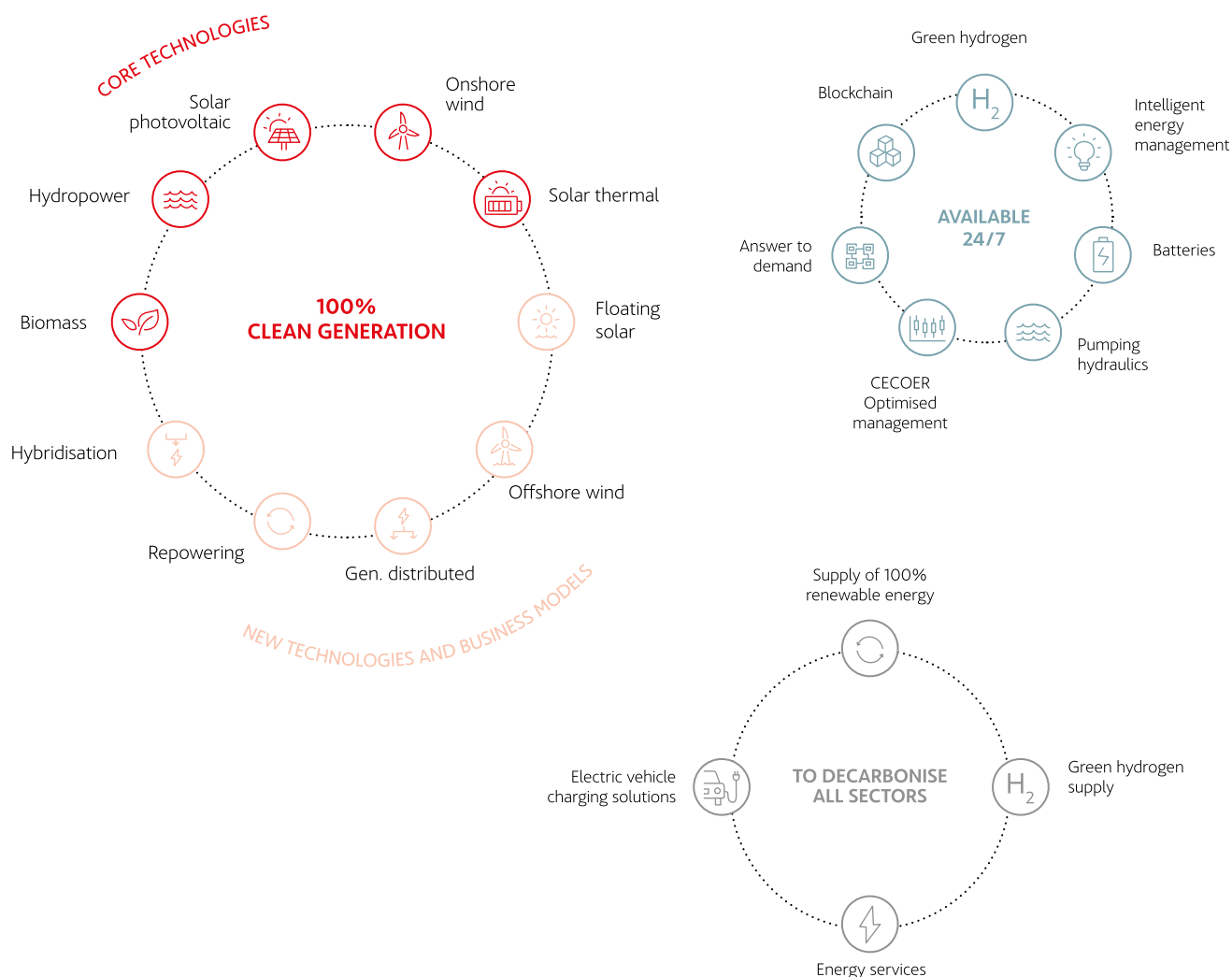
ACCIONA Energía has been offering its customers solutions for the decarbonisation of their activities for more than 30 years. Its technical excellence and customer focus aim to achieve maximum satisfaction with the services and products offered by the company

Quality and excellence

At the heart of ACCIONA Energía's strategy is an unwavering commitment to sustainability and operational excellence, ensuring that the company's activities are aligned with the Quality Policy and following the ISO 9001 certified quality management system, avoiding negative material impacts on people and the environment.

ACCIONA Energía serves a wide range of customers, covering both the business-to-business (B2B) and business-to-consumer (B2C) segments, to whom it offers a complete set of solutions for their decarbonisation, ranging from the supply of renewable energy to energy services and electric mobility.

⊙ DECARBONISATION SOLUTIONS



CUSTOMER SATISFACTION

ACCIONA Energía considers customer satisfaction as a key element in its business proposition and employs various strategies to assess it and improve the customer experience. Satisfaction indicators are derived from both direct measures, such as asking customers about their overall satisfaction or satisfaction with specific processes, and indirect measures, which include performance indicators, compliance with service levels, contracted terms and renewal rates.

⊙ EVOLUTION OF SATISFIED CUSTOMERS (%)

	2020	2021	2022	2023
Satisfied customers	99 %	100 %	100 %	99.6 %

ACCIONA Energía's customer satisfaction reports have demonstrated stable and high levels in recent years

During 2023, ACCIONA Energía significantly increased the scope of its customer feedback collection, sending out a total of 7,500 surveys compared to 1,850 in 2022. The most commonly used methodology was the direct call from Customer Services, followed by online forms sent by email, although the latter showed lower response rates.

ACCIONA Energía's satisfaction reports have shown stable and high levels in recent years, with average ratings above 8 out of 10. In 2023, due to diversification towards B2C customers, a higher number of satisfaction survey responses were obtained, with ratings ranging between 8 and 9 for B2C customers.

05



GOVERNANCE

ACCIONA Energía has a governance structure that promotes an ethical and honest business culture, promoting exemplary performance in its operations, including its entire value chain

Standards that make a difference

BOARD OF DIRECTORS

The mission of the Board of Directors is to perform its duties with unity of purpose and independence of judgement, to treat all shareholders in the same position equally and to be guided by the corporate interest, understood as the achievement of a profitable and sustainable business in the long term, which promotes its continuity and the maximisation of the economic value of the company for the benefit of shareholders, seeking to reconcile this with the legitimate interests of its employees, suppliers, customers and other stakeholders.

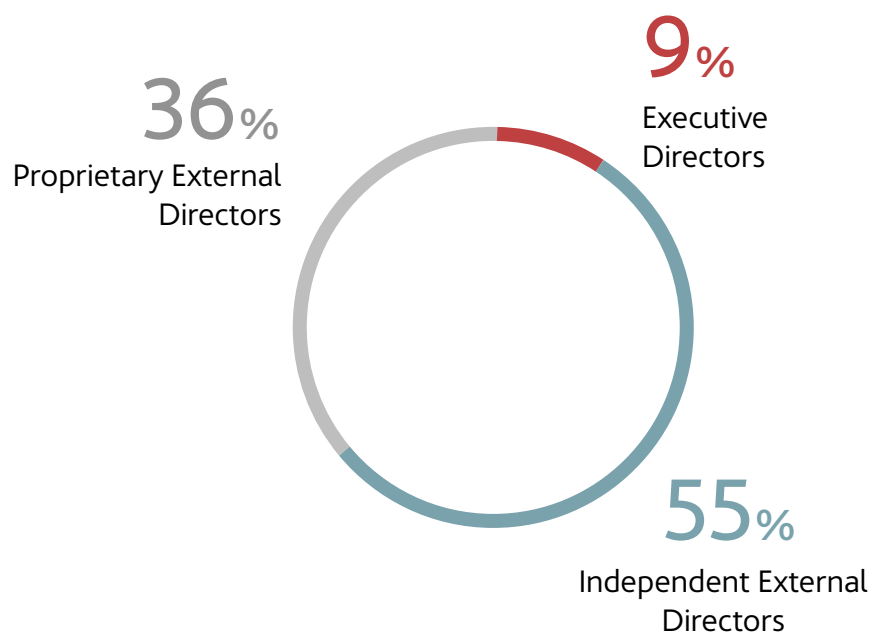
⊙ BOARD OF DIRECTORS AS AT 31 DECEMBER 2023

MEMBER	Profile	1st appointment (year)	Committees of the Board of Directors of which it is a member
Mr. José Manuel Entrecanales Domecq	Chairman and Proprietary Director	2021	
Mr. Rafael Mateo Alcalá	Executive Director	2021	
Mr. Juan Ignacio Entrecanales Franco	Proprietary Director	2021	
Ms. Sonia Dulá	Proprietary Director	2021	Audit and Sustainability Committee (member)
Mr. Juan Luis López Cardenete	Independent Director	2021	Nomination and Remuneration Committee (Chairman)
Ms. Karen Christiana Figueres Olsen	Independent Director	2021	Appointments and Remuneration Committee (member)
Mr. Alejandro Mariano Werner Wainfeld	Independent Director	2021	Audit and Sustainability Committee (member)

MEMBER	Profile	1st appointment (year)	Committees of the Board of Directors of which it is a member
Ms. María Salgado Madriñán	Proprietary Director	2021	Appointments and Remuneration Committee (member)
Mr. Rosauro Varo Rodríguez	Independent Director	2021	Appointments and Remuneration Committee (member)
Ms. María Fanjul Suárez	Independent Director	2021	Audit and Sustainability Committee (Chair)
Ms. Teresa Quirós Álvarez	Independent Director	2023	Audit and Sustainability Committee (member)
Mr. Jorge Vega-Penichet López	Non-director Secretary	2021	Secretary of the Audit and Sustainability Committee and of the Appointments and Remuneration Committee

⊙ DISTRIBUTION OF THE BOARD

ACCORDING TO THE NATURE OF THE POSITION



ACCIONA Energía's Compliance Model aims to foster a culture of ethics and responsibility in the organisation

CORPORATE CULTURE

ACCIONA Energía's Compliance Model aims to foster a culture of ethics and responsibility in the organisation, establishing parameters of conduct, as well as mechanisms to detect, prevent and, where appropriate, mitigate potential risks, including those related to criminal matters.

The company has an Ethics and Compliance Model whose cornerstone is the Code of Conduct and the Anti-Corruption Performance Standards; the model is structured to mitigate the ethics and integrity risks identified annually, defining controls to mitigate these risks, which include due diligence processes in any transaction with third parties and in the hiring of persons with responsibility in decision-making. Specifically, 172 third parties were assessed in 2023.

CODE OF CONDUCT

ACCIONA Energía has a [Code of Conduct](#), common to the entire ACCIONA Group, which establishes the principles, values and commitments that all the Group's directors, executives and employees, as well as third parties related to the Group, must comply with and respect in the exercise of their activities. The Code of Conduct is the starting point for the development of corporate policies and rules on compliance, which have a cross-cutting scope.

FIGHTING CORRUPTION, BRIBERY AND MONEY LAUNDERING

Within the Ethics and Compliance Model, ACCIONA Energía has specific policies that reflect its commitment to prevent and fight corruption and bribery, money laundering and anti-competitive practices. These policies are included in the Company's Policy Book, in the "Economic and Good Governance" section.

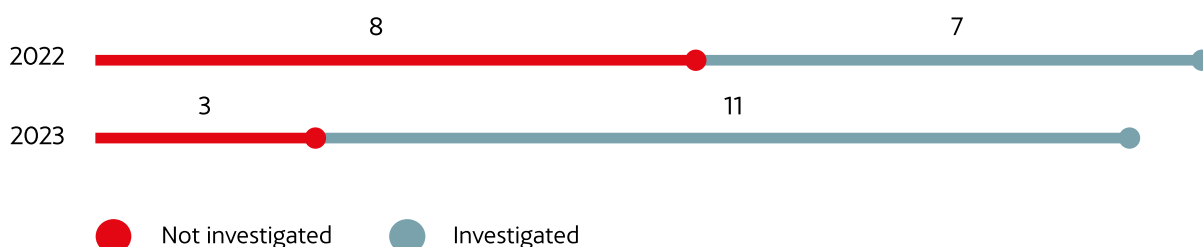
ETHICAL CHANNEL

ACCIONA Energía has an internal information system, known as the Ethics Channel, available to anyone who wishes to report to the Ethics Channel Committee any irregularities, breaches or conduct that may be considered to be contrary to the legal framework in force, the Code of Conduct and/or the Company's ethical values in the context of ACCIONA Energía's activities.

In 2023, 14 communications were received, of which:

- 29 % are related to discrimination or harassment in the workplace.
- 7 % are related to other labour issues
- 21 % are related to financial issues.
- 43 % are related to other matters.

⊙ COMMUNICATIONS PROCESSING IN 2023



ACCIONA Energía has a training and communication programme managed by the Compliance function itself, the aim of which is to reinforce a culture of ethics and integrity in the company. This programme includes training in areas such as anti-corruption, competition, criminal risk prevention and sanctions, among others, and is complemented by awareness-raising plans in other areas of Compliance coordinated with other areas of the organisation.

© TRAINING BY COUNTRY ON THE CODE OF CONDUCT
AND ANTI-CORRUPTION COURSE (NO. EMPLOYEES)

CODE OF CONDUCT	ANTI-CORRUPTION COURSE	COURSE "THE GOOD WAY TO WORK"
689	246	341

The company recognizes that integrating sustainability and responsibility into each link of its supply chain is crucial

SUSTAINABLE SUPPLY CHAIN

Within the framework of corporate governance, ACCIONA Energía focuses its strategy on ensuring a supply chain that is both sustainable and responsible, highlighting the importance of this management in mitigating risks and promoting ethical practices. This commitment goes beyond legal compliance, positioning suppliers as essential strategic partners in building a resilient and ethical business ecosystem. The company recognises that integrating sustainability and responsibility into every link of its supply chain is crucial for long-term viability and positive impact on society and the environment.

SECTORAL CHARACTERISTICS OF THE SUPPLY CHAIN

The purchase categories with the highest volume of expenditure are wind turbine components, photovoltaic panels and structures and maintenance services for operating installations.

Specialised services can only be provided by technologists, although ACCIONA Energía promotes their localisation. With regard to supplies, both large components and some small spare parts can only be manufactured by offshore companies due to their specificity.

© DISTRIBUTION OF SUPPLIERS BY TYPOLOGY

	TOTAL NO.	STRATEGIC	NATIONAL/ LOCAL	INTERNATIONAL
Suppliers	3,409	318	3,213	330

Supply chain controls are defined by levels of criticality, that is, they become more comprehensive as risks of any nature increase

CONTROL SYSTEMS IN THE SUPPLY CHAIN

Supply chain controls are defined by criticality levels, i.e. they become more comprehensive as risks of any nature increase: economic, country, activity, corporate responsibility and sustainability. In 2023, the ESG variable is added as a criticality criterion beyond the classic economic variable.

The Risk Map is the main tool for control and management of ACCIONA's supply chain risk, which was implemented in PROCUR-e.

Since 2022, ACCIONA Energía has been incorporating GoSupply as a platform for validating and calculating the risk map of all suppliers, regardless of their level of contracting, so that knowledge of the supply chain is much broader in different areas and, especially in ESG. It applies the different parameters defined by ACCIONA Energía to ascertain the supplier's global risk, compiling data directly from various external sources, studying both suppliers and their partners, the parent company - if any - subsidiaries, majority owners and related companies, and analysing the questionnaire answered by the supplier to ascertain compliance in the matters analysed.

Currently, the scores that form part of the risk map according to the supplier's strategic level are the following: financial, compliance, cybersecurity (if applicable to the supplier analysed), ESG, operational and geopolitical. The ESG score includes aspects related to human rights, employment quality and environmental impact, among others. The Compliance score analyses the supplier's position on issues such as money laundering, corruption, activity in tax havens, list of international sanctions, etc. The geopolitical score is constructed from various indices extracted from Maplecroft and GoSupply.

Supply chain controls are defined by levels of criticality, i.e. they become more comprehensive as risks of any nature increase. They are structured in the following levels:

1. The supplier must accept the company's **Self-Declaration** document, which includes its commitment to the United Nations Global Compact, the ACCIONA Energía Ethical Principles for Suppliers and Contractors, ACCIONA Energía Policies, Personal Data Protection, as well as ACCIONA Energía's minimum requirements in terms of integrity, quality, environment, human rights, health and safety. This self-declaration is accepted by all suppliers when they access GoSupply and is also accessible and published in the [Contractor Profile](#) for consultation prior to registration.
2. **Self-assessment questionnaire** that allows ACCIONA Energía to calculate the variables or scorings of different areas and is essential to be able to bid.
3. Strategic suppliers (awarded more than €400,000 accumulated in the last twelve months) require an additional control: **approval**, which verifies compliance with international standards on human rights, the supplier's integrity, financial solvency, up-to-date payments to the State, etc. The minimum requirements for strategic suppliers are as follows:

Geopolitical risk	Low or Medium
Compliance	> 60 points
ESG	> 40 points

**ACCIONA Energía's
No Go policies apply
to all suppliers,
regardless of their
level of risk**

4. The highest level is required of strategic suppliers in at-risk countries that are **audited** in order to be approved, carried out by third parties using the ACCIONA Energía Audit Protocol.
5. In addition, audits have been established for **tier 2** suppliers of major equipment suppliers with contracts exceeding €5M. They are asked to provide a list of suppliers that account for 80-90 % of the total expenditure of the supply contract with ACCIONA Energía, to be audited by third parties.
6. In the event that the supply of goods or services is considered critical, as indicated in the section of the documentation regarding the technical qualification of suppliers within the Contractor Profile, the supplier must pass a qualification process carried out through GoSupply and supervised by the QHSE department.

Finally, ACCIONA Energía's No Go policies are used at all levels, regardless of their criticality. Non-compliance by any supplier means that they will be barred from working for ACCIONA Energía.

06



SUSTAINABLE
FINANCING

In 2023, ACCIONA and ACCIONA Energía have published a new and innovative sustainable financing framework with a 'Double Impact' structure

Sustainable Impact Financing Framework

In 2023, ACCIONA and ACCIONA Energía have made significant progress in their financing strategy through the publication and consolidation of the Sustainable Impact Financing Framework, encompassing green finance and sustainability-linked instruments. This Framework introduces an innovative Local Impact accelerator which, when integrated with the aforementioned instruments, creates a "Double Impact" structure.








⊙ FINANCE OPERATIONS 2023 GREEN AND SUSTAINABLE

TYPE OF FINANCING	LIVE INSTRUMENTS	OPERATIONS IN 2023	TOTAL AMOUNT (€M)*
Green finance (type I)	7	4	2,307
Green Finance with Local Impact (type II)	3	1	1,671
Corporate finance with sustainable commitments (type III)	0	0	0
Corporate financing with sustainable commitments, with Local Impact (type IV)	2	0	950
TOTAL	12	5	4,928

* Total amount of instruments outstanding at year-end 2023. For transactions in currencies other than EUR, the amount is considered at the exchange rate prevailing at year-end 2023.

ESG RATINGS

ACCIONA Energía is regularly assessed by multiple ESG rating agencies, ranking among the best in its sector. At the end of the 2023 financial year, the current ratings of the main rating agencies are as follows:

RATING AGENCY	Rating Scale	Score 2023	Score 2022	Ind Average	Industry
 S&P Global	0 a 100	87	90	34	Elec. Utilities
 CDP	D- a A	A	A	C	Elec. Utilities
 SUSTAINALYTICS	100 a 0	10.7 Low Risk	10.7 Low Risk	25 Med Risk	Renewable Power
 MSCI	CCC a AAA	AAA	No rating	A	Utilities
 ISS ESG	D- a A+	A- Prime	No rating	B	Renewable Electricity
 ecovadis	0 a 100	82	73	No aplica	Electricity, gas, steam and air-conditioning supply
 FTSE4Good	0 a 5	4,1	No rating	2,7	Utilities

ACCIONA ENERGÍA MEMBER OF THE DOW JONES SUSTAINABILITY EUROPE INDEX

The index is composed of european sustainability leaders identified by S&P Global through its Corporate Sustainability Assessment or "CSA". It represents the top 20 % of the 600 largest companies in the S&P Global Broad Market Index, according to economic, environmental and social criteria. ACCIONA Energía will be part of this index from 18 December 2023.

For all these reasons, S&P Global has included ACCIONA Energía in the top 5 % of its Sustainability Yearbook Award 2023, a distinction that places it on the podium of the world's best *utilities in terms* of sustainability.

07



COMMUNITY
ENGAGEMENT

ACCIONA Energía plays an important role in promoting sustainable development and improving the quality of life of the communities

Local ecosystems

ACCIONA Energía plays an important role in promoting sustainable development and improving the quality of life of the communities in the area of influence of its projects, with the capacity to deploy projects that accelerate the achievement of the Sustainable Development Goals.

MEASURING COMMUNITY INVESTMENT

ACCIONA Energía measures and evaluates its investment in the community and the degree to which it contributes to the 17 Sustainable Development Goals, allowing an overview and a comparison of results with other companies.

© MOTIVATION OF THE INITIATIVES



During 2023, 826 ACCIONA Energía volunteers have participated in various initiatives, in which they have dedicated 7,008 hours to work in the community, benefiting more than 17,900 people

ACCIONA VOLUNTEERS

WORKING TOWARDS MORE LOCAL VOLUNTEERING

The Volunteering Programme promotes the participation of employees, as well as collaborators and family members, in initiatives promoted either by the company or by themselves. The aim is to encourage local volunteering and support for the communities where ACCIONA Energía carries out its projects, with the idea of increasing the positive impact on society and its environment. The ultimate aim is to gain greater knowledge of the local reality and to reinforce the objective of being recognised as a valuable player in society.

During 2023, 826 ACCIONA Energía volunteers took part in various initiatives, dedicating 7,008 hours to work in the community, benefiting more than 17,900 people, with a wide variety of objectives: collaborating in projects for access to energy, water and sanitation led by the acciona.org Foundation, promoting the careers of young university students, facilitating the integration of women with disabilities, victims of gender violence, with family responsibilities or unemployed women in vulnerable situations, teaching children about the Sustainable Development Goals (SDGs) in schools in 17 countries. Activities have also been carried out to clean up beaches, recycling, reforestation, donations and collections for disadvantaged groups, mainly children, as well as online challenges and awareness-raising sessions.

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ANNUAL OVERVIEW
OF DATA

⊙ MAIN INDICATORS

	2022	2023	Δ 2022-2023
ECONOMIC			
Consolidated turnover (million €)	4,351	3,547	- 18 %
Consolidated EBITDA (million €)	1,653	1,285	- 22 %
Total installed capacity (MW)	11,826	13,521	14 %
Total production (GWh)	23,910	24,894	4 %
SOCIAL			
Template (FTE)	2,354	3,099	32 %
Women in management and executive positions (%)	26,0 %	27,4 %	1,4pp
People with disabilities in Spain (%) ⁵	3,5 %	4 %	0,5pp
Wage gap (%)	1,58 %	1,29 %	-0,3pp
Frequency rate - employees and subcontractors	0,39	0,39	--
Deaths - own employees (no.)	0	1	n.a.
Projects with Social Impact Management (no.)	114	133	17 %
Employee volunteer hours	1.432	7.008	389 %
ENVIRONMENTAL			
CapEx aligned with EU Taxonomy - mitigation and adaptation (%)	100 %	100 %	--
Avoided emissions (million tCO ₂ e)	13.2	13.6	3 %
GHG emissions scope 1+2 (tCO ₂ e)	11,799	10,079	17 %
GHG emissions intensity (tCO ₂ e/GWh)	0.42	0.47	13 %
Waste recovery (%)	98 %	97 %	-1 pp
Waste to landfill (kt)	0.64	0.92	44 %
Water consumption (hm ³)	1.1	1.08	-2 %
Voluntary plantings (no. of trees)	123,134	118,738	-3.6 %
GOVERNANCE			
Total suppliers (no.)	3,222	3,409	6 %
Suppliers audited (%) ⁶	100 %	100 %	--
No Go Suppliers (no.)	32	34	6 %
Communications in ethical channel (no.)	15	14	-7 %
Third party due diligence process (no.)	104	172	65 %
Sustainable financing (%) ⁷	64 %	98 %	34 pp
Open controversies	0	0	--

5. Direct and indirect recruitment

6. Audited suppliers / Total suppliers to be audited (strategic suppliers)

7. Sustainable financing / total debt at end of period in the company's main financing vehicles (AEFF, AEFFA)

Executive summary

SUSTAINABILITY REPORT

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