

# 2022

SUSTAINABILITY REPORT

EXECUTIVE SUMMARY



# INDEX

<b>01</b>	Letter from the Chairman	5
<b>02</b>	Only in Renewables	8
<b>03</b>	Sustainability and materiality governance	14
<b>04</b>	People-centric	16
<b>05</b>	Planet positive	26
<b>06</b>	Exponential leadership	32
<b>07</b>	Integrate to transform	42



## LETTER FROM THE CHAIRMAN

José Manuel Entrecanales

**Chairman of ACCIONA Energía**

At the present time, the transformation of the energy sector is accelerating, and in this context renewable energies have proven their critical role in confronting two urgent priorities for most countries: namely, fulfilment of climate goals and achieving energy independence.

In spite of the current, unstable geopolitical situation, with the war in Ukraine, the lack of regulatory certainty, inflation and the increase in financing costs, the climate emergency, instead of weakening our resolve, has strengthened our plans to develop renewable energies and made them more ambitious.

In this respect, the track record of ACCIONA Energía, since it began to build its first wind farm in 1993, has demonstrated the success of a unique and differentiated business model, based on the development of solutions to decarbonise the economy, the generation of positive impact on the planet and on people and continuous innovation. This corporate concept has enabled us to conclude one of the best years in terms of economic and operating results, as well as in terms of positive impact and innovation.

Two years after it started trading on the stock market, our customers, investors and other stakeholders have recognised the solidity and solvency of ACCIONA Energía, a fact which has served as backing for its entry into prestigious indexes such as the IBEX 35 and the S&P Global Clean Energy Index. Its commitment to rigorousness and coherency has earned ACCIONA Energía a spot in the Top 100 Green Utilities, complied by Energy Intelligence, for the eighth consecutive year. According to this ranking, ACCIONA Energía is once again the greenest electric power generation company in the world.

**We accelerate the decarbonisation of the economy**

As of year-end 2022, 2,354 people of 46 different nationalities work at ACCIONA Energía, and we have achieved important progress in new geographical areas, such as the investment in an important renewable energy platform in Southeast Asia, The Blue Circle, with 84 MW in operation and a portfolio of 3.8 GW in wind power in Vietnam, Thailand, the Philippines, Cambodia, Indonesia, Laos and Sri Lanka.

In 2022, construction has also begun on the largest wind power complex in Australia, MacIntyre, with more than 1 GW of installed power, the construction of the San Juan de Marcona wind farm, the first renewable energy installation in Peru, with the power of 136 MW and, a few weeks ago, in January 2023, the startup of Extremadura I, II and III, the largest ACCIONA Energía photovoltaic complex in Spain.

On another note, we believe that batteries will enhance the versatility of renewable energy and set in motion the energy revolution of the 21st century. In this respect, ACCIONA Energía has successfully defended its leadership in storage on an industrial scale and as a player in the energy transition in the United States by acquiring a 190 MW battery and a portfolio of 1 GW of storage.

Our ability to innovate also spurs us on to continue the search for solutions for electrification of the economy. In 2022, we launched the Vehicle-To-Grid (V2G) project in the Balearic islands; this was the first network of bidirectional electric vehicle charging, which will make it possible to recover the electricity stored in car batteries for self-consumption or to inject it back into the grid.

**Multiplying positive impacts**

Decarbonisation has become the smartest option for companies. In specific, the year 2022 has been a record year for conclusion of power purchase agreements (PPAs), including 34 new contracts with major customers in Spain, the USA and Australia, among other countries. A special highlight has been the signature of the most important industrial renewable energy PPA in Spain, for the supply of 1 TWh per year of renewable electricity.

During the coming years, this trend will continue to gain ground and is expected to extend to the majority of transportation and industrial operations currently carried out using fossil fuels. A driving force of economic nature that will redirect growth and investment all over the world toward the horizon compatible with the global temperature limit of 1.5°C dictated by science, which will open the door to a future full of opportunities.

At ACCIONA Energía, in addition to preventing the emission of more than 13 million tonnes of CO<sub>2</sub> through renewable energy production, we have continued to accelerate compliance with our targets for reduction by 40% compared to the previous year for our Scope 1 & 2 emissions, thus maintaining a much lower intensity of emissions than our peers in the sector. We have also continued to work on developing nature-based solutions, such as planting more than 160,000 trees. Moreover, 99.9% of our investments continue to be aligned with the EU's taxonomy of sustainable activities, while we have made progress toward circular solutions by recycling 98% of the waste generated.

As for the social component, in addition to expanding our community development programmes to more than 190,000 beneficiaries, the plans for our PEOPLE programme have accomplished important achievements.

This year we have decreased the accident frequency rate among employees and collaborating companies by 36% thanks to the integration of safety as an indispensable component of all business processes and also thanks to ongoing work with our supply chain; and we continue to increase the share of women in management positions, now at 26%, thanks to specific programs for career development and incorporation of talented women.

The solid track record and the genuine commitment of ACCIONA Energía has rapidly cemented our position as a leader in sustainability. Over the course of this year, the company has been recognised with ESG credentials in the 4 most reputable rating systems, which the company has taken part in for the first time as an independent business. In all of those systems, it has been among the 5% of companies in the sector with the highest ratings.

We clearly have an extraordinary future ahead of us, full of great challenges and opportunities, and we are in a solid, privileged position to move forward, thanks to our efforts over the last 25 years.



**MORE THAN 30 YEARS BOOSTING  
THE DECARBONISATION OF THE ECONOMY**

ACCIONA Energía is the largest global energy operator exclusively dedicated to renewable energies, with no ties or legacy related to fossil-fuel technologies.

**Renewal energy for a sustainable planet**

ACCIONA Energía has a consolidated geographical and technological presence and a track record of more than 30 years in renewables alone. With 11.8 GW of total installed capacity that produce 100% clean energy, the company operates in 20 countries on the 5 continents. It has a unique identity as a diversified company integrated into the entire value chain for renewable energy, from the development, financing, engineering and construction, supplying, operation and maintenance, and the marketing and sale of renewable energy and energy-related services.

ACCIONA Energía’s business model enables the integration of solutions with a multifunctional component and a multiplier effect not only to decarbonize the economy, but also to generate positive impacts. This places ACCIONA Energía in an optimal position to continue leading the move towards a decarbonized and electrified economy, based on 100% clean sources.

The company has a platform of renewable electricity generation assets that cannot be replicated, making a total installed capacity of 11,826 MW, of which 74% use wind technology, 16% solar photovoltaic, 7% hydroelectric, and the remaining capacity takes the form of biomass and solar thermal power plants. In addition, the company is a pioneer in storage batteries and green hydrogen. Half of the capacity is in Spain, and the rest internationally, distributed among the United States, Canada, Mexico, Costa Rica, Dominican Republic, Chile, Portugal, Italy, Hungary, Poland, Croatia, Ukraine, South Africa, Egypt, Australia, India and Vietnam.; in addition to operating an energy services company in France and building its first wind farm in Peru.

**New energy solutions**

The company remains very active in the advancement of new models for optimizing renewable energy generation (such as hybridisation or repowering), broadening the offer to customers (such as self-consumption and off-grid generation), and the launching of key technology niches (such as floating wind and solar), in addition to solutions on green hydrogen, storage, electric vehicles and circular economy, following an innovation plan based on studying the most advanced technological trends in the sector.

**Double growth**

The energy sector is witnessing an emergency which combines the existing gap in the attainment of the targets for sustainable development by 2030, and the historic crisis triggered by the Russian invasion of Ukraine.

In this new context, the company continues with the commitment assumed in the IPO to accelerating its growth and plans to multiply its investment in the coming years, from the 12 GW installed in 2022 to 30 GW by 2030.

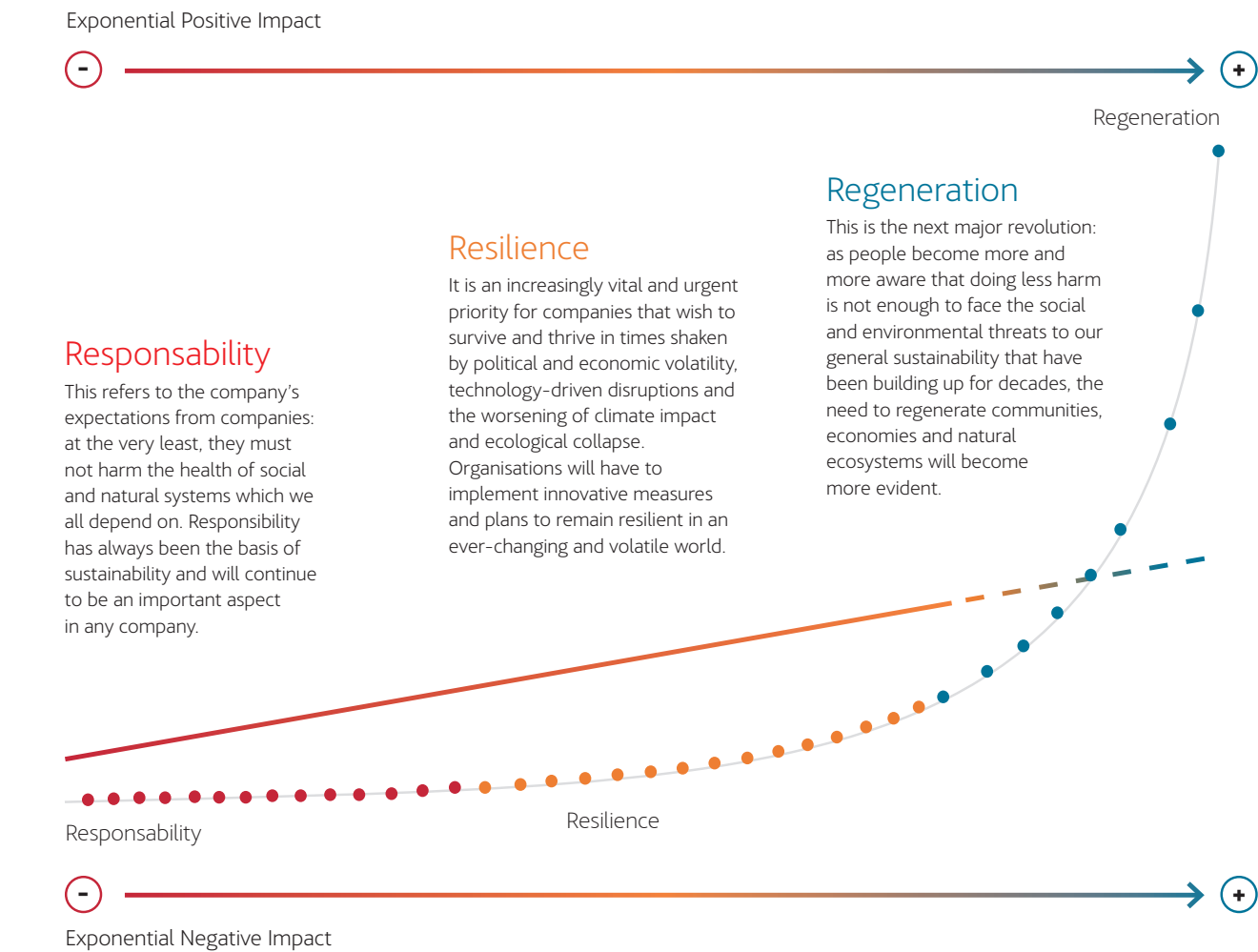
## A new shared purpose

2022 saw the definition and launch of the new ACCIONA purpose of materializing something that the company has been demonstrating over the past 25 years: to change the course of history, things have to be done differently.

At ACCIONA Energía, **we challenge the present to make the future possible for everyone.** this is the company's purpose and its *raison d' être*.

### From responsibility to regeneration

#### → THE THREE Rs

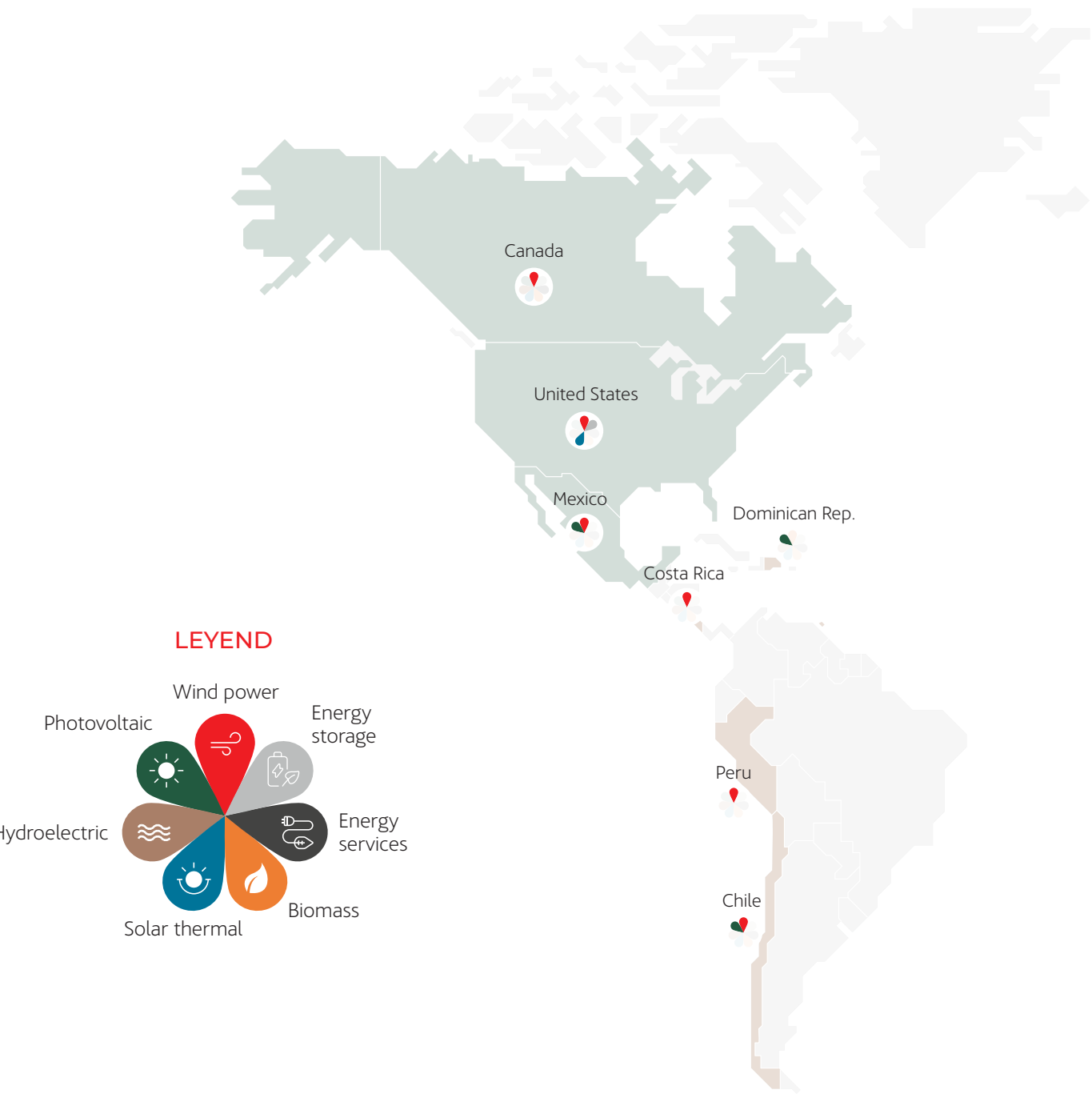


## 2022 at a glance

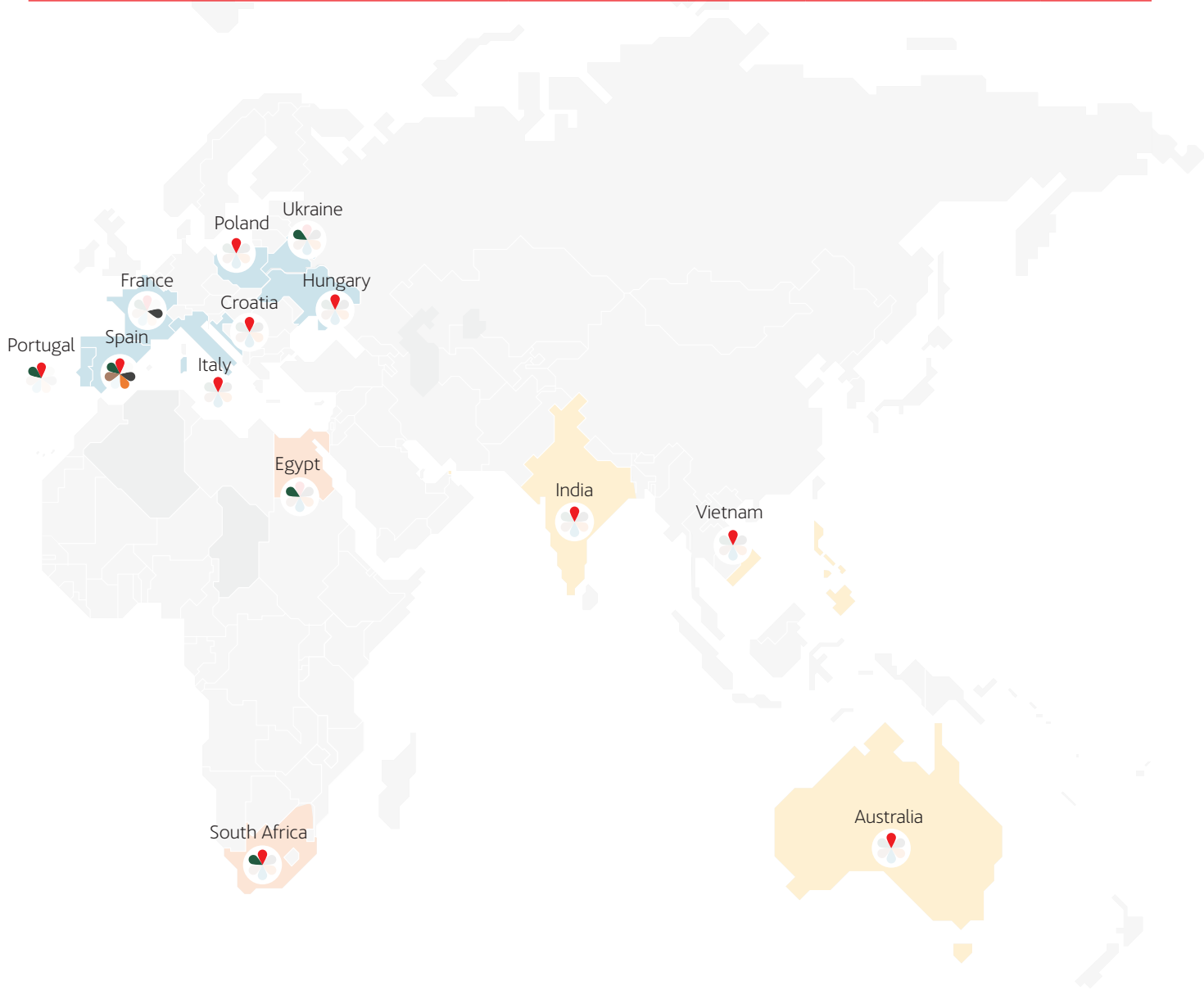
	2021	2022	Δ 2021-2022
<b>ECONOMIC</b>			
Consolidated turnover (million €)	2,472	4,351	76%
Consolidated EBITDA (million €)	1,086	1,653	52%
Total installed capacity (MW)	11,245	11,826	5%
Total production (GWh)	24,541	23,910	-3%
<b>SOCIAL</b>			
Workforce	1,762	2,354	34%
Women in management and executive positions (%)	26.0%	27.2%	1.2pb
People with disabilities in Spain (%)	3.20%	3.62%	13%
Accidents frequency rate – employees and subcontractors	0.61	0.39	-36%
Accidents severity rate – employees and subcontractors	9.85	10.56	7%
Projects with Social Impact Management methods (n.º)	34	114	235%
<b>ENVIRONMENTAL</b>			
CAPEX aligned with the European taxonomy (%)	100%	99.85%	-0.15pb
Renewable energy production (GWh)	24,541	23,910	-3%
Emissions avoided (thousands of tonnes of CO <sub>2</sub> )	13,358	13,219	-1%
GHG emissions Scope 1+2 (thousands of tonnes of CO <sub>2</sub> )	16,640	10,073	-39%
GHG Emissions Scope 3 (tCO <sub>2</sub> )	396,587	732,521	85%
Recycled or renewal resources consumption (%)	8.6%	13.3%	4.7pb
Waste sent to landfill (tonnes)	1274	636	-50%
Waste recovery (%)	97%	98%	1pb
Water consumption (hm <sup>3</sup> )	1,438	1,409	-2%
<b>GOVERNANCE</b>			
Communications through the Ethics Channel on breaches of the Code of Conduct and internal regulations	12	15	25%
Employees completing courses on the Code of Ethics, anti-bribery and anti-corruption (n.º of employees)	1,223	1,276	4%

# ACCIONA Energía in the world

Present in 20 countries around the world.



	NORTH AMERICA	CENTRAL AND SOUTH AMERICA	SPAIN	REST OF EUROPE	ASIA AND OCEANIA	AFRICA
Consolidated sales (million euros)	361.00	280.84	3,198.32	363.53	90.58	56.57
Total installed power (MW)	3,154.4	1,030.1	5,796.2	575.9	851.2	418.3
Total energy produced (total GWh)	6,407	2,363	11,720	1,005	1,496	919
Avoided emissions (thousands of tonnes of CO <sub>2</sub> )	3,518.1	2,013.2	5,118.5	540.5	1,341.6	687.6
Emissions generated (thousands of tonnes of CO <sub>2</sub> )	5.13	0.02	3.93	0.85	0.08	0.06
Workforce (nº employees)	1,211	489	239	208	145	62





# 03 SUSTAINABILITY AND MATERIALITY GOVERNANCE

ACCIONA Energía has a governance model designed to integrate risk management, opportunities, and material impacts into decision-making.

## Sustainability governance

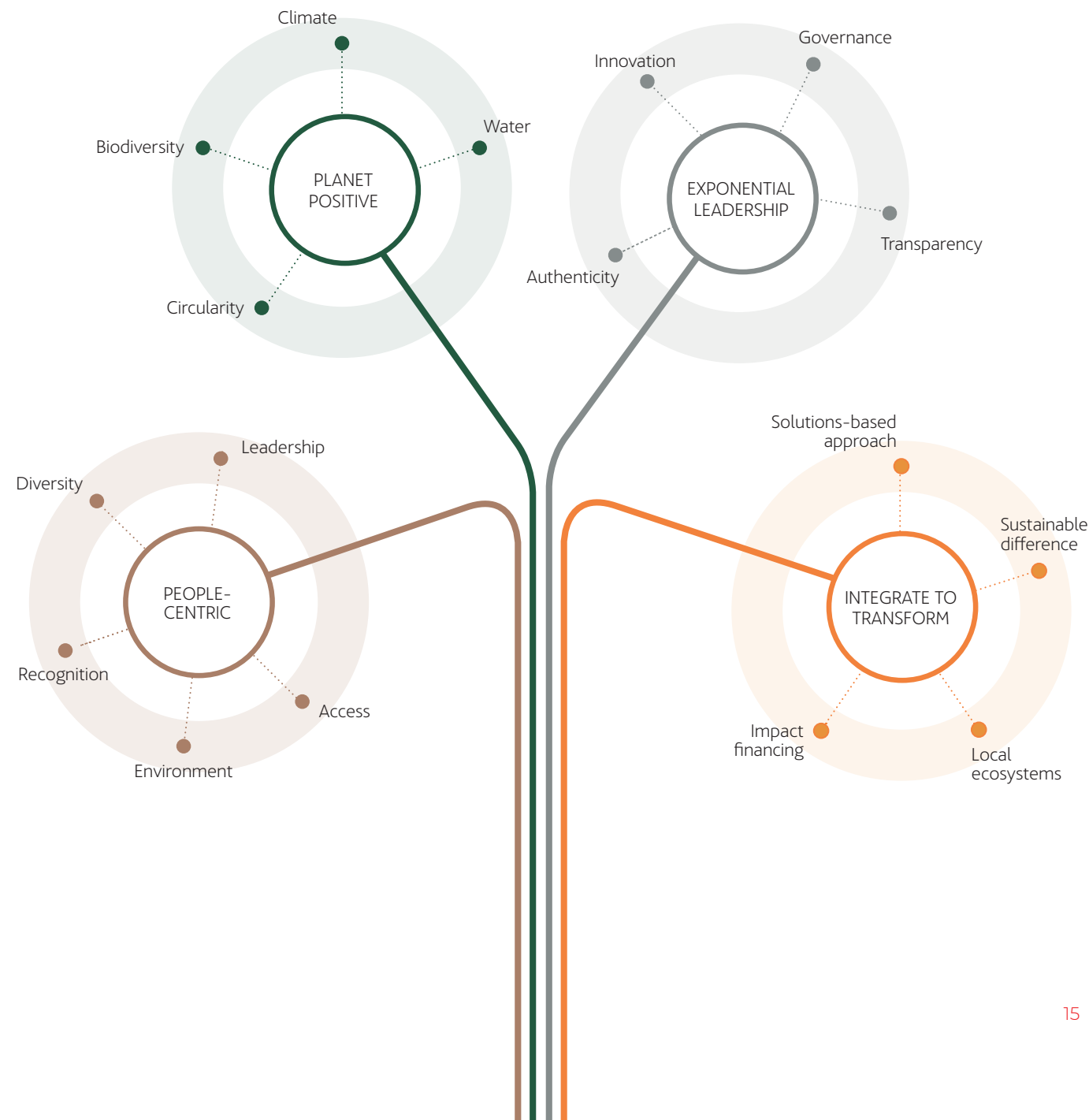
ACCIONA Energía created in 2021 the Audit and Sustainability Committee that serves as an instrument and provides support to the Board of Directors in the supervision of accounting, financial and non-financial information, the best practices in sustainability, the internal and external Audit services and risk management.

ACCIONA Energía's sustainability strategy is based on five-year Sustainability Master Plans (SMPs) that fulfill the purpose of re-imagine energy infrastructures.

The Sustainability Management is the area that organises and promotes the initiatives and commitments of the 2025 SMP. This area directly reports to the Audit and Sustainability Committee and to the Chief Financial and Sustainability Officer (CFSO). The purpose of the corporate sustainability function is to maximise the impact of the company's solutions and make ACCIONA Energía's leadership on nonfinancial matters visible.

Each of the four 2025 SMP pillars has several areas of action and a marked path for being able to generate a regenerative impact by the end of the period established. Those pillars are reflected below:

## → ACTION AREAS OF THE 2025 SMP PILLARS





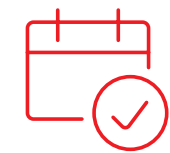
# 04 PEOPLE-CENTRIC

## OUR ADVANTAGE COMES FROM PEOPLE

ACCIONA Energía seeks to develop a business proposal centred around people

KEY MILESTONES

### 2022



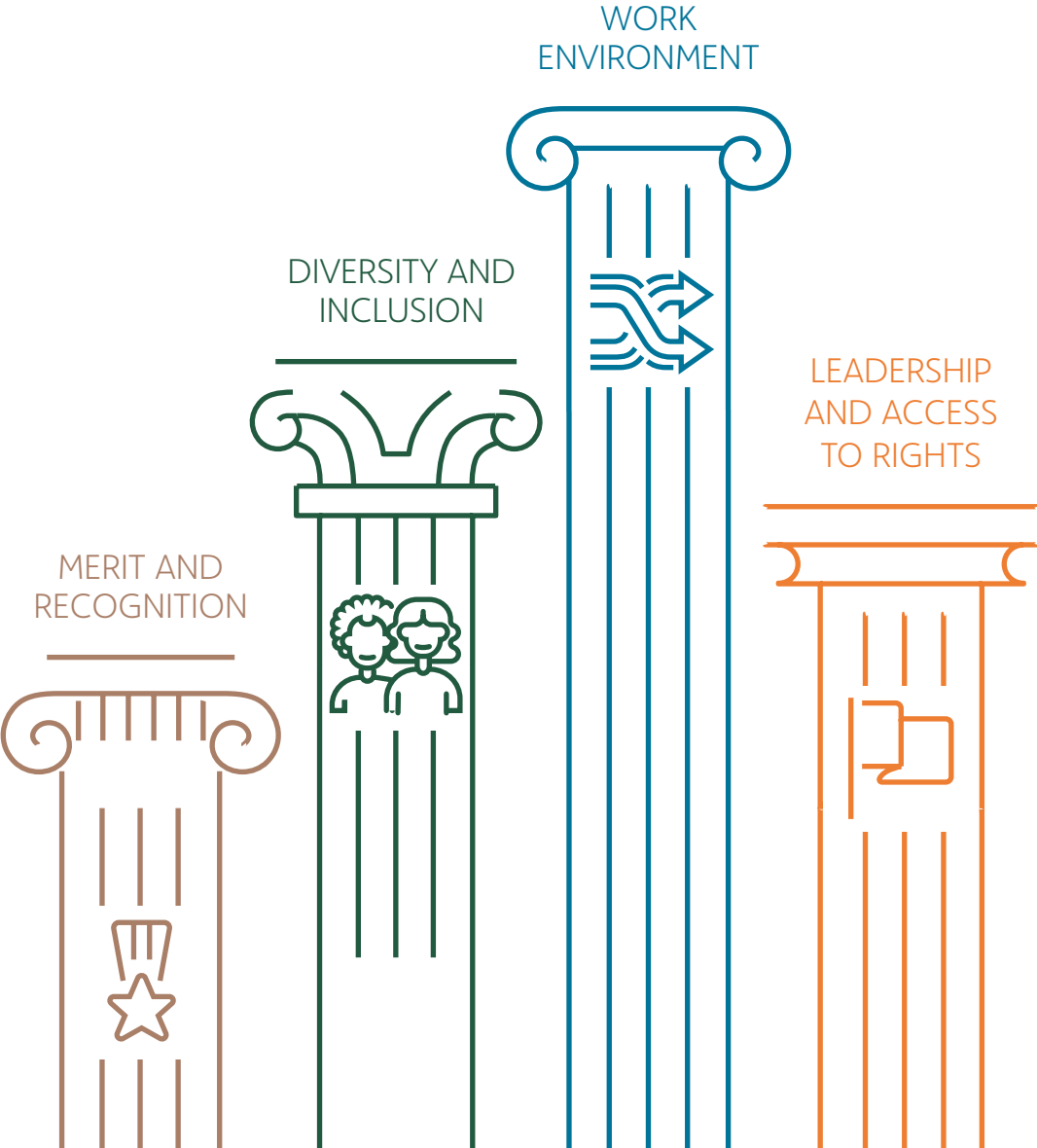
Data processing in selection procedures at international level that enable optimization and management of the selection (Workday and LinkedIn)
Signing equality plans in Spain in ACCIONA Energía and in the Energy Services, generating new initiatives that promote gender diversity in each activity making up our business.
Getting WIRE (Women In Renewable Energy) off the ground, a meeting point for contributing to the development of key leadership skills.
Advancement of a programme to promote gender diversity (IWAT) and increase the percentage of women in executive and management positions.
Collective negotiation and signing an agreement to achieve the effective integration of the EROM group of workers (operation and maintenance of renewable energy assets) in Spain.
Expanding the business into new territories, bringing in people with the necessary skills (Brazil, France and South-East Asia).

## PEOPLE

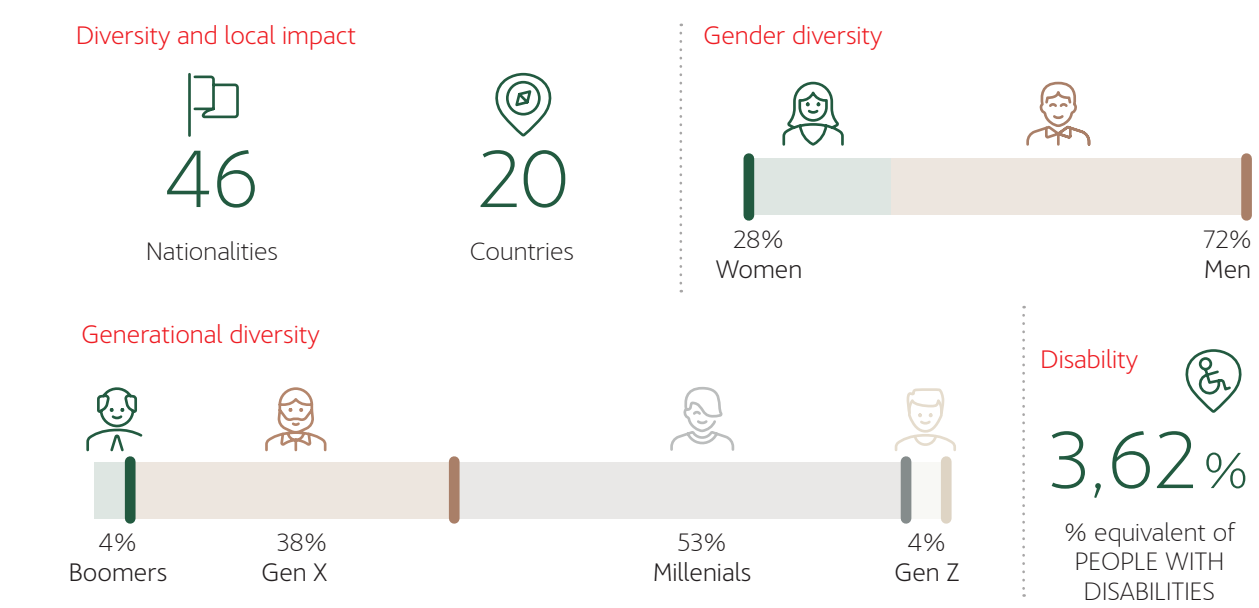
PEOPLE is the global strategy mapped out to put people at the centre through five fundamental pillars: recognition of merit, diversity and inclusion, a transformative workplace, leadership and access to rights - with clearly defined objectives and on the same level as those for the economic and environmental aspects.

The PEOPLE strategy links the company’s purpose with people, activating it so that it forms part of the employees’ experience and investing to include and advance the best diverse talent. With this, the organisation becomes stronger and more streamlined to face the challenges and opportunities that entail achieving real change and leading the transformation toward a sustainable future.

→ THE BEST VALUE PROPOSAL FOR PEOPLE



→ ACCIONA ENERGÍA HAS 2,354 PEOPLE



Recognition of merit

Means being able to attract, develop and retain the best talent through policies and procedures that enable our employees to excel personally and professionally. We encourage excellence and reward outstanding performance and potential.

SELECTION POLICY

The selection function is intended to attract the best talent at the right moment, creating innovative and competitive strategies to position ACCIONA Energía as a reference employer and offer a differentiating experience to our candidates.

→ EVOLUTION OF NEW HIRES  
No. of employees

2020			2021			2022		
Men	Women	TOTAL	Men	Women	TOTAL	Men	Women	TOTAL
152	53	205	264	128	392	308	159	467

DEVELOPMENT AND PROMOTION OF TALENT

ACCIONA Energía’s people management is supplemented by policies and initiatives designed to optimise employee performance, enhance their professional development in the company and manage objective-based compensation. The ACCIONA Energía Performance Management Model is based on two tools: My Development and Performance Status.

→ EMPLOYEES SUBJECT TO THE PERFORMANCE STATUS  
PROCESS BY GENDER AND PROFESSIONAL CATEGORY

	WOMEN	MEN	TOTAL
Executives and Managers	153	428	581
Technical staff	365	733	1,098
Support staff	36	4	40
Operators	18	506	524
TOTAL	572	1,671	2,243

MANAGING KNOWLEDGE

ACCIONA Energía’s people management model is based on the definition of roles as basic organisational units in which jobs that share a mission, responsibilities, knowledge and skills are grouped together.

→ INVESTMENT IN TRAINING IN ACCIONA Energía (euros)

	EXECUTIVES AND MANAGERS	TECHNICAL STAFF	SUPPORT STAFF	OPERATORS	TOTAL
Total investment	1,192,586	1,521,730	45,579	430,332	<b>3,190,226</b>
Investment per employee/year	2,144.63	1,334.11	512,93	756,53	<b>1,355.01</b>

COMPENSATION POLICY

ACCIONA Energía considers remuneration as an element having an impact on the development and wellbeing of the societies where it operates. ACCIONA Energía engages in its business in 20 countries and in all of them it rewards its employees according to the following criteria: sectoral and geographical competitiveness, internal equity and merit.

Variable remuneration plan: ACCIONA bonus

The programme for employees with variable remuneration is based on objective, pre-established metrics. The programme has been in operation since 2012 and depends on the company’s financial results, its results in sustainability and the individual goals of each employee.

→ ACCIONA BONUS IN FIGURES

No. of employees benefitted	1,917
% of executives	2.5%
% of managers and technical and support staff	71.6%
No. of countries	16

→ STANDARDISED STRUCTURE OF OBJECTIVES THAT MAKE UP THE BONUS

ACCIONA ENERGÍA'S OVERALL RESULTS	SPECIFIC TARGETS	INDIVIDUAL TARGETS	CRITERIA LINKED TO SUSTAINABILITY
Represent 5% for all employees and 10% for directors.	Relative to the country, or business unit with its own income statement.	The basis is the individual assessment of performance.	They represent 10% of the targets. The weight of this indicator on the company (not individual) targets was 8% in 2021 and the aim is to increase it to 12.5 % in 2023.

Diversity and inclusion

Means fostering an environment in which everyone feels able to participate and reach their potential, enabling organizations to effectively increase employee engagement and achieve increased productivity and cohesion.

Gender diversity

ACCIONA Energía promotes the full inclusion of women and their leadership. The company therefore promotes an inclusive culture based on conduct that contributes to removing barriers to equal opportunities.

→ WOMEN IN ACCIONA ENERGÍA

	2022
% Women in the workforce of the total workforce	<b>27.68%</b>
% Women in executive and management positions out of the total executive and management positions	<b>25.96%</b>
• Female executives	<b>19.18%</b>
• Female managers	<b>26.72%</b>
% Female junior managers out of total junior managers	<b>28.46%</b>
% Female executives and managers in business-generating positions (Areas of production and business development)	<b>19.47%</b>
% STEM women out of the total STEM people	<b>24.11%</b>
% Women in technical positions out of the total technical positions	<b>34%</b>
% Women out of the total qualified employees	<b>31.4%</b>

Analysis of salary equality

In 2022, ACCIONA Energía reported a gender pay gap between men and women of 1.58% at global level.

→ GENDER PAY GAP ANALYSIS

2021	2022
-1.8%	1.58%

Inclusion of people with disabilities

ACCIONA Energía offers energy transition solutions with value for all people; the company is committed to creating inclusive and barrier-free environments that facilitate participation and equal opportunities for people with disabilities.

Evolution of hiring people with disabilities

There were 36 employees in Spain, both directly and indirectly employed, with 33% or more of disability, compared to 27 in 2021.

→ % EVOLUTION DISCAPACITY



Transformative environments

Means creating safe and flexible work environments that facilitate the well-being of professionals and contribute positively to our immediate environment.

CAMPUS ACCIONA

In 2022, ACCIONA opened its new offices in Madrid named CAMPUS ACCIONA MADRID. All the main buildings have been awarded at least the LEED Gold and WELL Gold certificates, but in most cases their ratings are as high as platinum for both certificates. These were obtained through an environmental and social-holistic management that considers aspects related to: heating/cooling, building materials, healthy diet, sufficient lighting, outdoor views, mental health, thermal comfort, water, suitable acoustics, physical health and exercise, community support, innovation and sound.

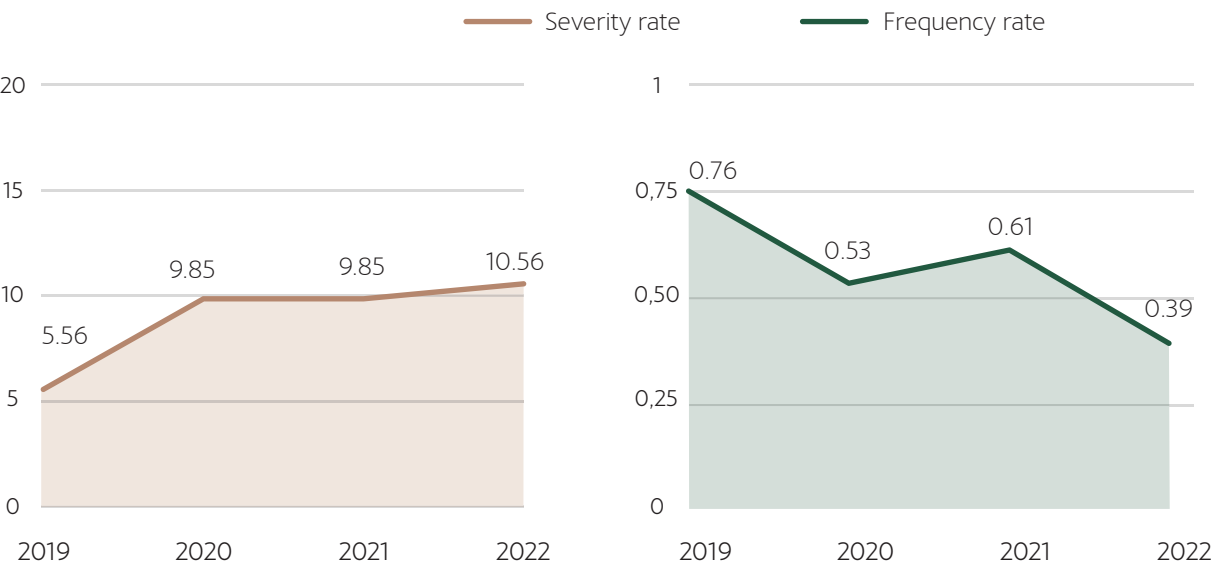
The ACCIONA MESENA MADRID CAMPUS provides healthy and environmentally friendly workspaces that foster a sense of well-being among all those who work there.

HEALTH AND SAFETY

The possible risks for ACCIONA Energía involving health and safety arise from the activities it carries out in the construction and operation and maintenance of its facilities. For this reason, the company considers it essential to maintain a preventive culture conducive to generating confidence and well-being among all its workers.

→ EVOLUTION OF THE ACCIDENT RATE INDICATORS FOR OWN EMPLOYEES AND SUBCONTRACTORS

Severity rate\* and Frequency rate\*\*



\* Severity rate: (no. of working days lost due to work accident/hours worked) x 200,000.  
\*\* Frequency rate: (no. of accidents with work loss/hours worked) x 200,000.

Access to rights

Means that the rights of the people who are part of our value systems are fulfilled. It implies not being complicit in any form of abuse or violation of these rights, among workers, suppliers, contractors, collaborators, partners, competitors, customers, local communities, and society, in all our activities and geographic areas where we are present.

RESPECT FOR HUMAN RIGHTS

ACCIONA Energía is committed to identify, assess, prevent, mitigate, stop, monitor, report, account for, address, remedy and account for actual or potential adverse human rights impacts of its activities and business relationships through a due diligence process. The Human Rights Policy outlines the company’s due diligence strategy for responsible business conduct.

→ INTERNAL CONTROL SYSTEM FOR SOCIAL SAFEGUARDS (ICSSS)



Based on the principles and good practices of the reports published by the Committee of Sponsoring Organisations of the Treadway Commission (COSO) I: Internal control

# 05

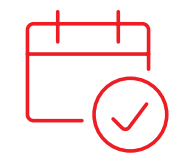
## PLANET POSITIVE

### INVEST TO REGENERATE THE PLANET

ACCIONA Energía’s projects look for a positive impact on the planet through business models, based on decarbonisation, conservation of ecosystems and the circular use of resources.

KEY MILESTONES

## 2022



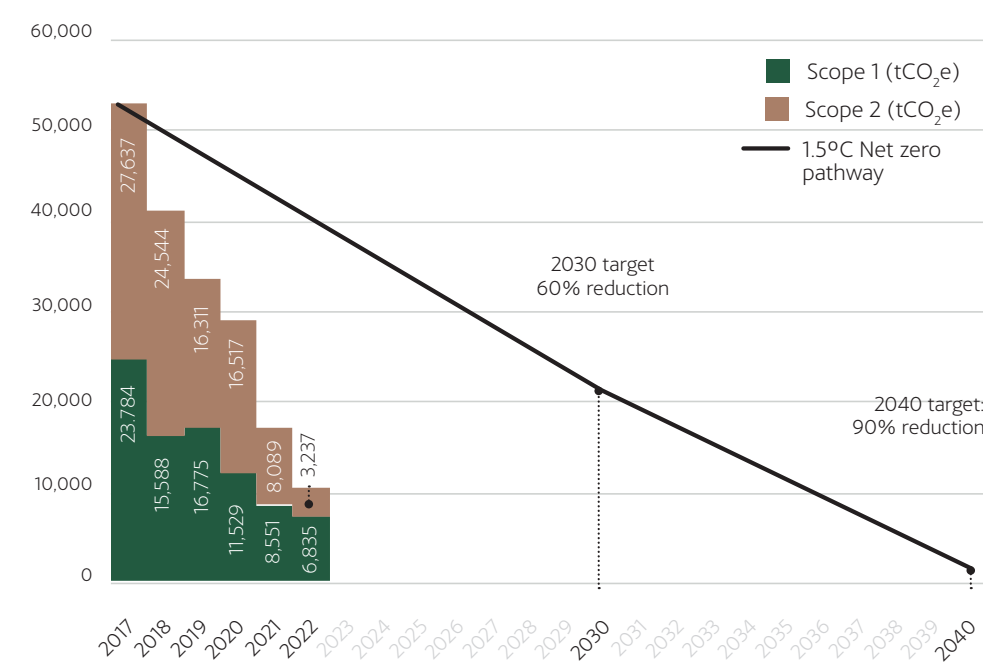
Reduce GHG emissions by 80% (Scopes 1 and 2) compared to 2017, in line with the 2030 SBT target of a 1.5°C reduction. The emissions generated were offset to achieve neutrality.
More than 99 % of eligible CapEx is aligned with the European taxonomy of low-carbon activities.
Voluntary planting of a total of 198,081 trees (2021-2022).
98% of waste generation reused and 13% consumption of resources from renewable or recycled sources.
First pilot phase implemented for quantifying nature-related risks- TNFD.
Consumption of surface water, groundwater and municipal water in water-stressed areas decreased by 45% compared to 2020.

### Climate

ACCIONA Energía’s climate agenda is embodied in the objectives established in the five-year Sustainability Master Plan (SMP). The key climate change goals and principles set out in the 2025 SMP are the following:

- Fulfilling the path for reducing the emissions generated, both company and supply chain emissions for the 2017-2030 period, in line with Science-Based Targets Initiative (SBTi) goals to limit global temperature rise to 1.5°C and net-zero CO<sub>2</sub> emissions by 2040 (Scopes 1 and 2; 2050 Scope 3).
- Align the investment strategy to activities of mitigation and adaptation to climate change so that 95% of the CAPEX is classified within the European taxonomy in relation to these two environmental targets.

→ EVOLUTION OF SCOPE 1 AND 2 EMISSIONS GENERATED (tCO<sub>2</sub>e)



The previous years’ figures have been recalculated to include the EROM business line which became part of ACCIONA Energía in 2022

PRINCIPAL TAXONOMY FIGURES

ACCIONA Energía’s sustainable activities are significantly aligned with European taxonomy requirements and are focussed particularly on mitigation and adaptation to climate change.

The proportion of eligible economic activities according to the taxonomy in 2022 was:

- Business Turnover: 56.42% eligible.
- OpEx: 86.85% eligible.
- CAPEX 98.34% eligible.

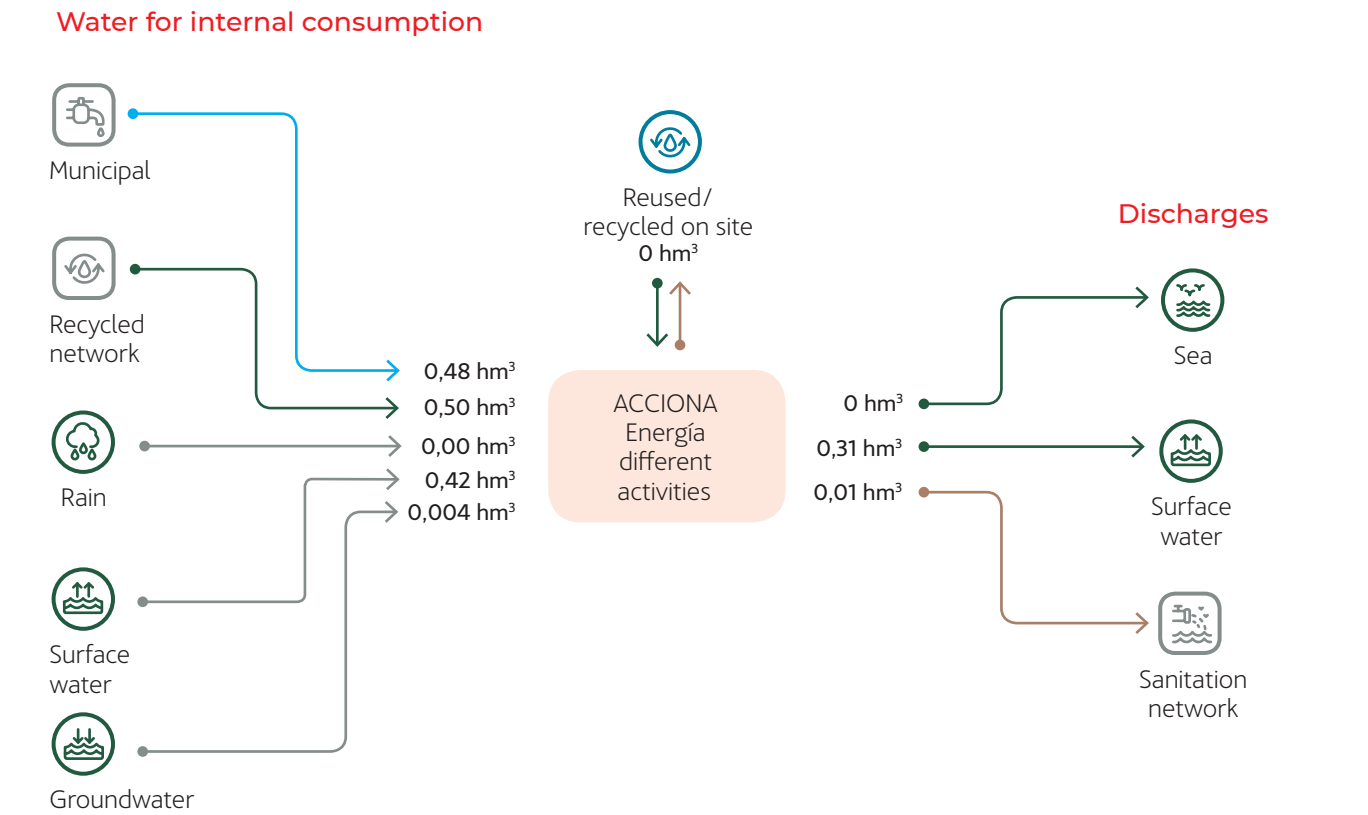
Conversely, the taxonomy-aligned percentage of the eligible figure for ACCIONA Energía activities in 2022 was as follows:

- Business Turnover: 96.58 % of alignment of the eligible figure.
- OpEx: 96.77 % of alignment of the eligible figure.
- CAPEX 99.85 % of alignment of the eligible figure.

Water

Water is a limited and irreplaceable natural resource. ACCIONA Energía implements its water management strategy based on the availability of the resource, its quality and the balance in the ecosystems in which it is present.

→ WATER USAGE IN 2022



The calculation of totals consumption was made taking into account all the decimals for each of lines on the chart, so the sum of the individual amounts might differ slightly from the total shown in the following paragraph.



## Circular economy

A circular economy model seeks to extend the value of products and materials for the longest possible time, minimizing waste and conserving resources within the economy once a product has reached the end of its useful life so that it can be reused repeatedly and continue to create value.

→ WASTE GENERATION AND MANAGEMENT

	2018	2019	2020	2021	2022
TOTAL NON-HAZARDOUS WASTE (tonnes)	36,048	31,645	34,546	36,004	34,202
Non-hazardous waste to landfill (tonnes)	8,265	3,474	2,335	1,188	402
% of non-hazardous waste to landfill	23%	11%	7%	3%	1%
Non-hazardous waste recovered (tonnes)	27,783	28,171	32,211	34,816	33,800
% Non-hazardous waste recovered	77%	89%	93%	97%	99%
TOTAL HAZARDOUS WASTE (tonnes)	7,126	836	749	634	815
Hazardous waste to landfill (tonnes)	-	-	164	86	234
% of hazardous waste to landfill	-	-	22%	14%	29%
Hazardous waste recovered (tonnes)	-	-	585	548	581
% Hazardous waste recovered	-	-	78%	86%	71%

The previous years' figures have been recalculated to include the EROM business line.

## Biodiversity

The Sustainability Master Plan underlines ACCIONA Energía's commitment to the protection and restoration of biodiversity and the target of achieving Net Positive Impact in all of the company's projects through the application of the mitigation hierarchy and nature-based solutions.

The actions carried out in 2022 for restoring habitats, as well as other work in landscape integration or reforestation in degraded areas or where vegetation is scarce led to a total of 163,888 plantations, of which 123,134<sup>1</sup> were voluntary tree plantations, (in addition to the 74,947 planted in 2021).

All ACCIONA Energía centres that represent a possible effect on protected areas and the adjacent biodiversity have specific environmental impact plans and environmental surveillance plans. 152 centres were counted in protected areas in 2022 occupying a total area of 2,936 hectares.

ACCIONA Energía identifies and assesses the most significant impacts of 100% of the company's operating assets. The most significant impacts were identified in the fauna (55%) and the water (43%), and, to a lesser extent, the habitat (2%).

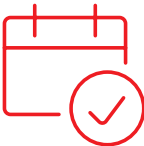
<sup>1</sup>An item for 17,508 trees planted between October and November 2021 in Michoacán (Mexico), is considered as voluntary plantation applicable to 2022 as it was not counted as voluntary plantation in 2021.

06

EXPONENTIAL LEADERSHIP

WE PURSUE A PURPOSE

ACCIONA Energía is not neutral. It has a deep leadership vocation in the sustainable transformation of this decade.

KEY MILESTONES 2022 	Approval of the new corporate purpose: Challenge the present to make the future possible.
	94% of contracts with local suppliers.
	Obtaining the UNE 19601 and ISO 37001 certifications for the Criminal and Anti-Bribery Compliance Management System in Spain
	Obtaining the UNE 19601 Tax Compliance certification and creation of the Tax Compliance Department.
	Development of the first network for bidirectional charging of electric vehicles which will be operative in Spain: "Vehicle to Grid" (V2G) innovation project.
	Participation and dialogue in the international climate debate, participating in the COP 27 and in associations such as CLG Europe or the WBCSD.

Governance

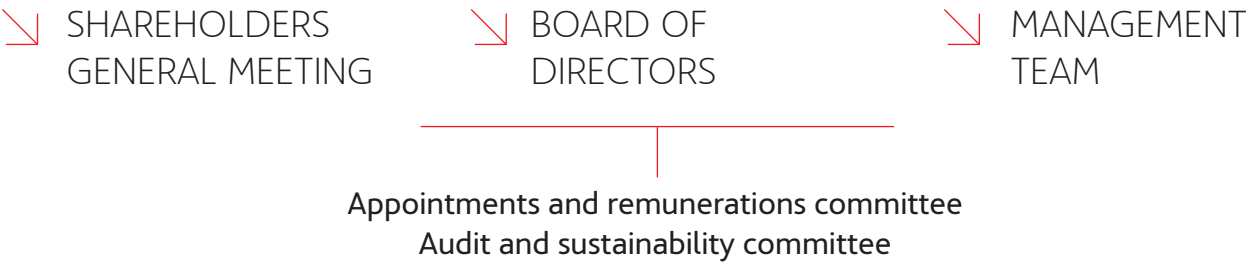
Means that the company's governance and management systems are evolving to incorporate into their tasks the articulation of mechanisms that allow the company to promote its purpose with authenticity, assuming new responsibilities, evolving incentive systems and leading by example.

CORPORATE GOVERNANCE

ACCIONA Energía has new governance bodies created in 2021 when it started trading on the stock market. The Board of Directors and its Committees are firmly committed to promoting good governance and social and environmental sustainability, ensuring creation of value for all of its stakeholders.

The Board of Directors of ACCIONA Energía is composed of eleven members, five women and six which means that 45% of the total number of members corresponds to female executives.

→ ACCIONA ENERGÍA'S GOVERNANCE STRUCTURE



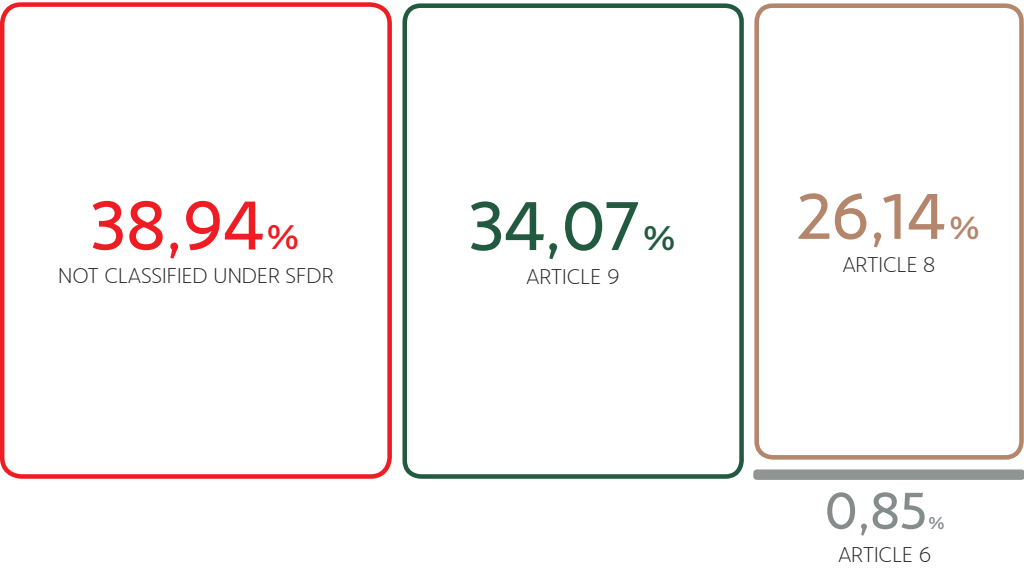
→ SHAREHOLDINGS AS OF THE DATE OF PREPARATION OF THIS REPORT



Participation of ESG funds in the share structure, according to the new SFDR regulation

Of the total free float (the portion of capital not held by ACCIONA, S.A.) of ACCIONA Energía, 62% is held by ESG-type funds, a mark of investor confidence in the company’s sustainable strategy. 34% of those ESG funds are classified under article 9 of the SFDR, the strictest classification. This is defined as “a Fund whose objective is sustainable investment or the reduction of carbon emissions”.

→ PARTICIPATION OF ESG FUNDS IN THE SHARE STRUCTURE ACCORDING TO SFDR CLASSIFICATION



ETHICS AND ANTI-CORRUPTION

During the 2022 fiscal year, the Corporate Standard for Selection of Partners and Contracting Business Consultants was updated, and the process of reviewing and updating the Code of Conduct was initiated, which is expected to be completed in 2023.

ACCIONA ENERGÍA'S ANTI-CORRUPTION STANDARDS

The company expressly forbids:

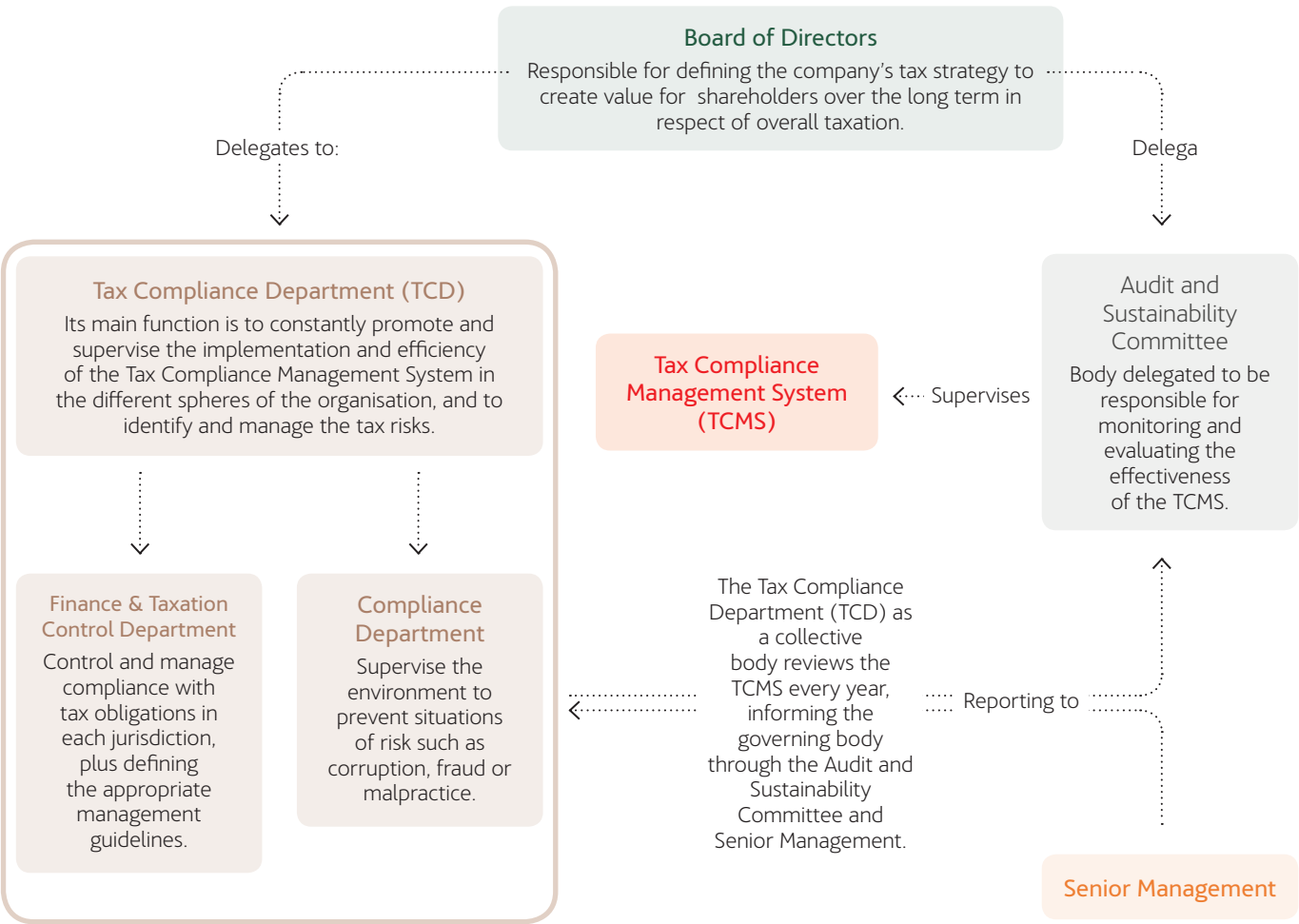
- 01 Offering or accepting bribes to/from public officials or private individuals.
- 02 Offering or accepting payment for starting or speeding up any administrative procedures.
- 03 Offering or accepting gifts and hospitality to/from public officials or third parties that are contrary to the provisions of these Standards.
- 04 Making contributions for political purposes on behalf of the group.
- 05 Obtaining preferential treatment by using sponsorship or donation as a means for obtaining it.
- 06 Using the company’s business relations and contacts in one’s own benefit or that of a third party.
- 07 Establishing business relations with third parties without conducting the minimum due diligence required for knowing those third parties.

TAX INFORMATION

ACCIONA Energía believes that tax systems play a fundamental role in ensuring progress and social wellbeing in any given country, and also serve to maintain macroeconomic stability. The global reach of the company’s operations provides an opportunity to contribute to the development of public services and combat inequality in societies around the world.

The company’s commitment to responsible taxation is reflected in its Tax Policy, which sets out the group’s strategy, and was adapted to successfully meet UNE 19602 certification standards in 2022.

→ TAX COMPLIANCE MANAGEMENT SYSTEM (TCMS)



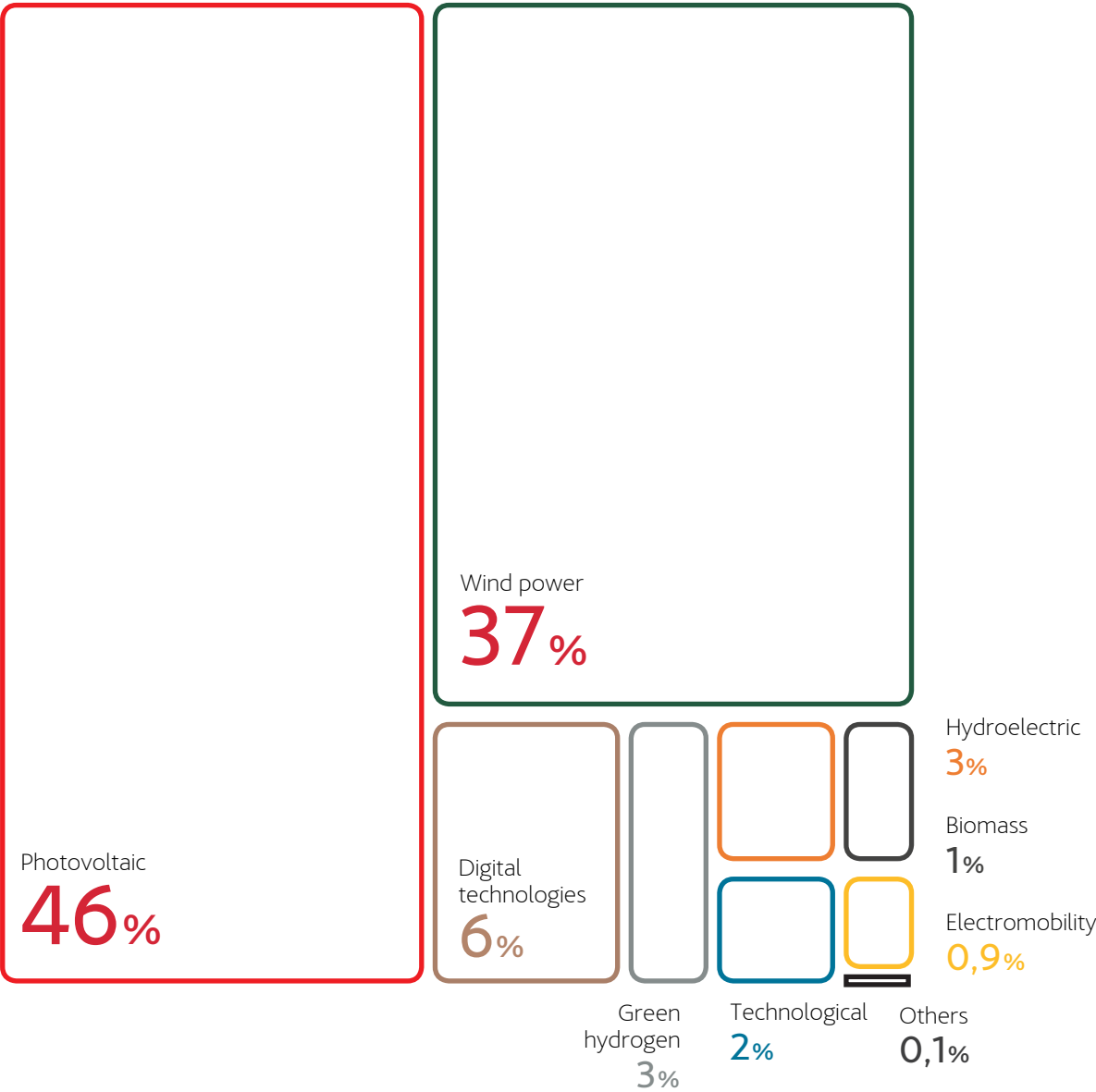
Sustainable transformative innovation

Means evolving the innovative focus to connect the innovation strategy to ACCIONA's regenerative purpose. We want to be a reference in the development of new and better operational business solutions, more digital and capable of increasing the sustainable productivity of our projects.

ACCIONA Energía's strategy, put into effect through the Sustainability Master Plan provides an impetus to:

- 01 **Regenerative innovation**, with particular emphasis on the promotion of social and environmental components.
- 02 **Internal open innovation**, establishing alliances with new social economy partners that are capable of providing answers to the regenerative challenge.
- 03 Strengthening the development of processes and tools that drive **digital transformation**, with particular focus on efficiency and resource management.

→ INNOVATION FIGURE PER TECHNOLOGY (%)



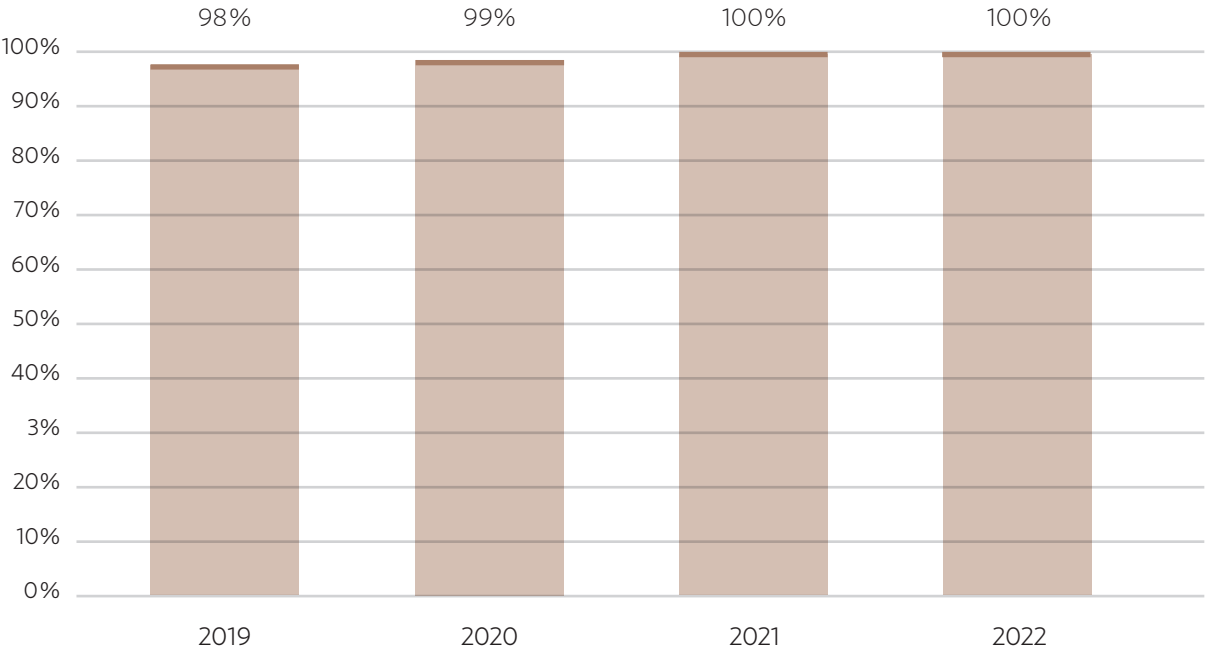
\* Others: Storage (0,1), Demand management (0,02) y Circular economy (0,004).

Authenticity

Means that our commitment is authentic and that ACCIONA Energy’s people know and share it. We live values that are recognizable and present in what we do.

The prime objective of ACCIONA Energía is satisfying the needs and expectations of customers and users. Which is why the company’s Quality Policy includes ensuring the health and safety of customers and users among its principles.

→ EVOLUTION OF CUSTOMER SATISFACTION (%)



Transparency

Means creating spaces to discuss the complex challenges and decisions facing business and society, and the credibility challenges of our promise in the marketplace, offering a drive for truth and trust.

DIALOGUE AND SUSTAINABLE LEADERSHIP

ACCIONA Energía has participated in multiple platforms supporting the energy transition and contributing its experience as a private company. In 2022, the participation of several members of ACCIONA Energy in COP 27 held in Sharm El-Sheikh and its membership in associations such as CLG Europe, WBCSD, The Climate Pledge or UNGC stand out. Pledge or UNGC.

Supply chain

ACCIONA Energía is committed to leading the development, knowledge and control of its supply chain, focusing particularly on social responsibility, ethics and transparency of the procurement process. Market requirements and regulations create the need for a traceability system throughout the supply chain.

→ DISTRIBUTION OF SUPPLIERS BY TYPE

	TOTAL NO.	STRATEGIC	NATIONAL/LOCAL	INTERNATIONAL
Suppliers	3,222	256	2,960	262

STRATEGIC SUPPLIERS

A strategic supplier is defined as being one whose annual commercial relationship worth more than €400,000. 7.95% of the supply chain has been estimated as falling within this category, accounting for 93.97% of contracting.

NATIONAL/LOCAL SUPPLIERS

Working with national suppliers has a positive effect on the economic development of the communities and minimises operating risk as delivery and execution times are reduced. 91.87% of the companies or means of distribution contracted are national and account for 75% of the expense in 2022.

HUMAN RIGHTS IN THE SUPPLY CHAIN

The Ethical Principles for Suppliers, Associates and Contractors establish principles of responsible business conduct aligned with the commitments acquired by ACCIONA Energía in its Human Rights Policy.

ACCIONA Energía ensures that human rights due diligence is carried out in the supply chain, through actions to identify and evaluate risks on real or potential impacts, in addition to multiple controls throughout the chain.

ACCIONA Energía, together with suppliers, resolves Serious Nonconformities (SNCs) detected in audits through action plans. In case of not being able to do it, the provider is considered as No Go.

Audits and No-Go Suppliers



NON-CONFORMITIES 2022

132 suppliers audited in 2022.

Focussing on the Non-Conformities of the 132 suppliers audited in 2022, the following is worth noting:

- **62%** had 0 SNCs.
- The **remaining 38%** signed up for the various action plans. Of this percentage, 23% have totally resolved their SNCs and the rest have not yet reached the deadline.

Only 2 suppliers were moved to No-Go status.

07

INTEGRATE  
TO TRANSFORM

DIFFERENCE IN EVERY PROJECT

ACCIONA Energía has the capacity to create a unique sustainable difference as it has a portfolio of solutions aligned with sustainable transformation.

KEY  
MILESTONES  
2022

235% increase in the number of projects with Social Impact Management.
Creation of a “Regenerative playbook” (manual) to standardize the process of developing regenerative differences in all the company’s activities.
Closing the MacIntyre financing, worth more than €1,000M. Two “green” and one “Sustainability Linked” financing instruments were combined to create a single local impact objective.
ACCIONA Energía is ranked as the second best company in the electricity sector in Standard & Poor’s Corporate Sustainability Assessment (CSA).

Solutions based approach

Means that the different competencies of the company work together to design and deliver solutions that make a more significant contribution to achieving the sustainable development objectives of our customers’ societies.

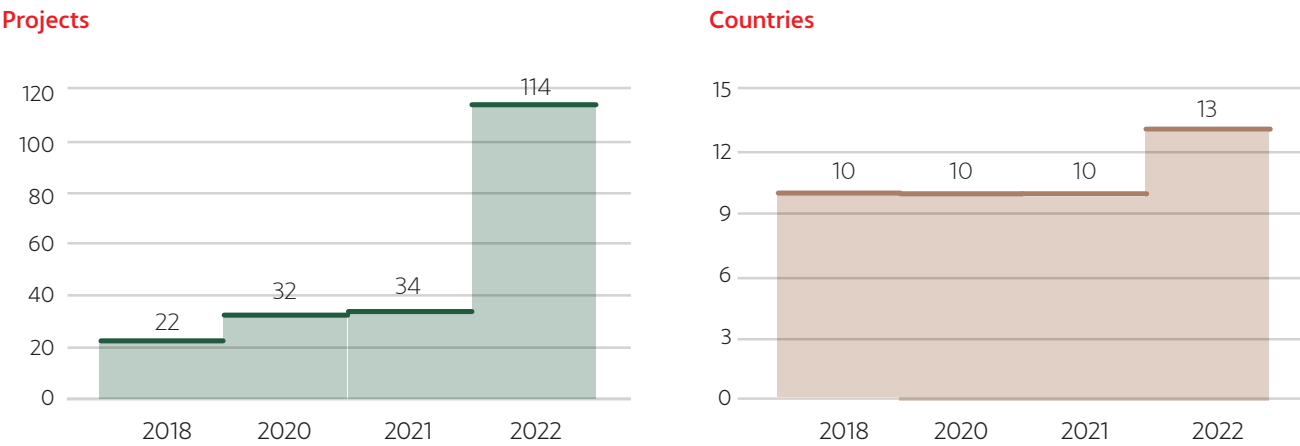
SOCIAL IMPACT MANAGEMENT AND  
RELATIONS WITH STAKEHOLDERS

The company has its own methodology called Social Impact Management (SIM), which serves as a process for identifying, analyzing and managing the social consequences, whether intended or unintended, both negative and positive, derived from the development of a project or service in a community.

Human rights in the communities

The GIS methodology ensures respect for the human rights of communities at the project level. In its analysis phase, the company studies the characteristics of the communities and evaluates the impact of its operations on social and human rights aspects. If high impacts are identified, the company establishes prevention and mitigation activities, and undertakes to develop remediation mechanisms if necessary.

→ EVOLUTION OF THE IMPLEMENTATION OF SOCIAL  
IMPACT MANAGEMENT (SIM) METHODS

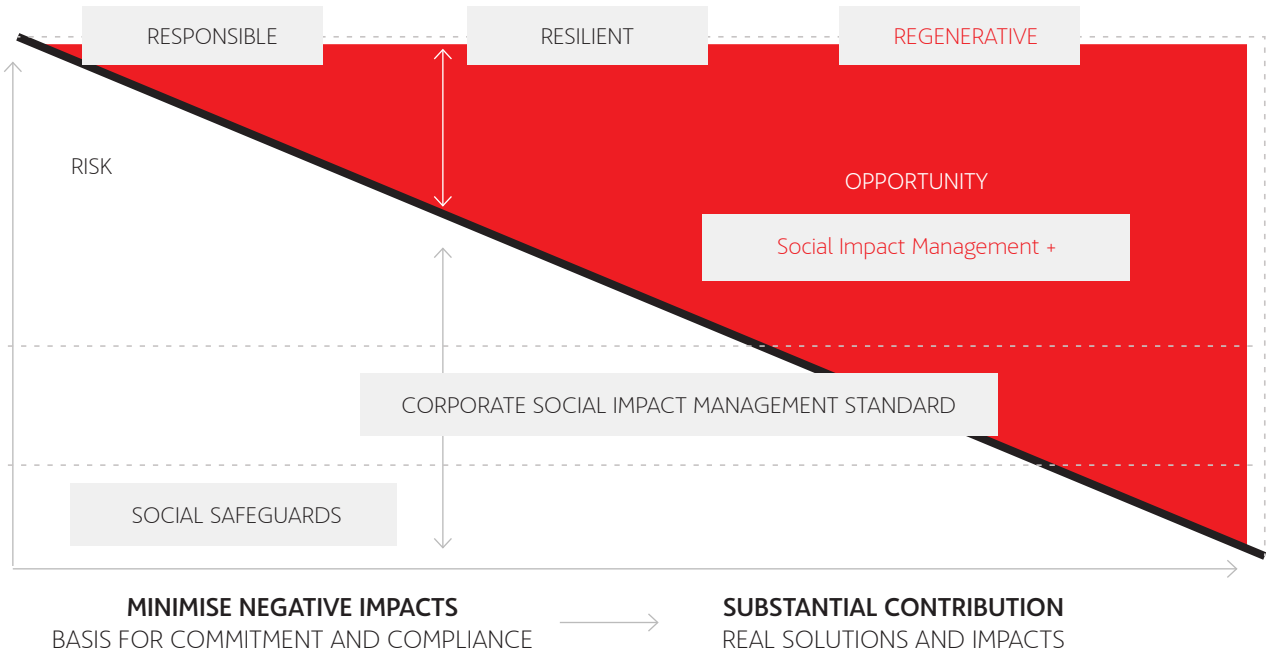




SOCIAL IMPACT MANAGEMENT +

In 2022, the company worked on updating the Social Impact Management methodology and as a result of this review, the Social Impact Management + methodology was developed and will be implemented in 2023. This new methodology was created with the aim of developing differential actions for the efficient mitigation of risks and the enhancement of the regenerative impact of projects.

→ SOCIAL MANAGEMENT EVOLVING TOWARDS A REGENERATIVE APPROACH



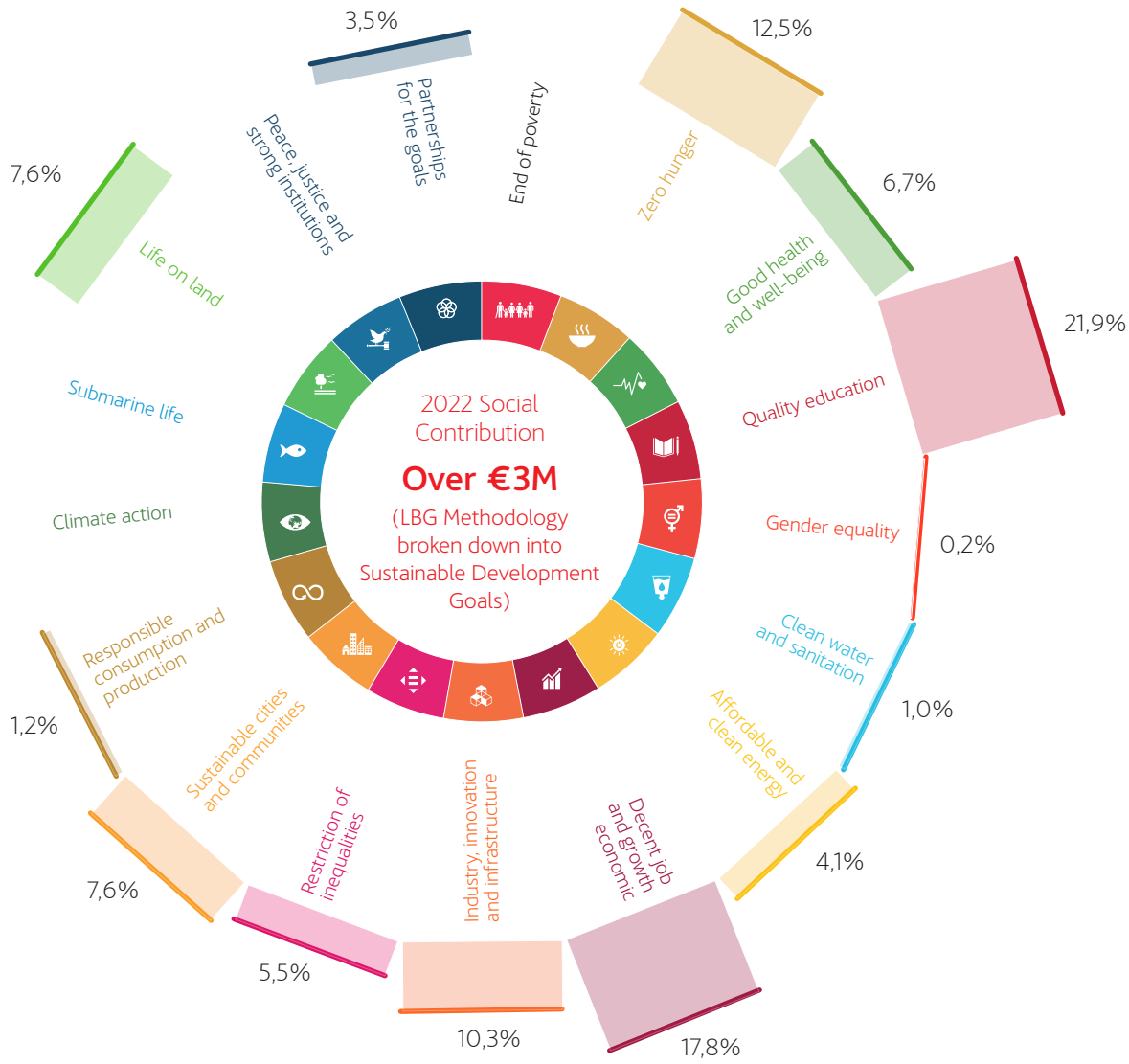
Local ecosystems

Means that we will develop conversations with the agents of ACCIONA Energía's value system by implementing work programs, initiatives and collaboration projects that will multiply our company's capacity to develop or improve regenerative solutions with the aim of accelerating the achievement of the Sustainable Development Goals.

COMMITMENT WITH THE COMMUNITY

ACCIONA Energía understands its main role in the economic development of the communities in the countries in which it operates, as well as its role as a driving force for improving people's quality of life.

→ CONTRIBUTION TO THE SDGS



More than 300,000 people benefited (direct and indirect) from the different social initiatives impulsed

Sustainable financing

ACCIONA Energía uses two mechanisms of sustainable financing: one aimed at financing projects in line with taxonomy (green financing or green use of proceeds), and the other for funding general corporate requirements involving undertakings to improve the ESG performance of the whole company (*sustainability linked financing*).

→ SUSTAINABLE FINANCING OPERATIONS

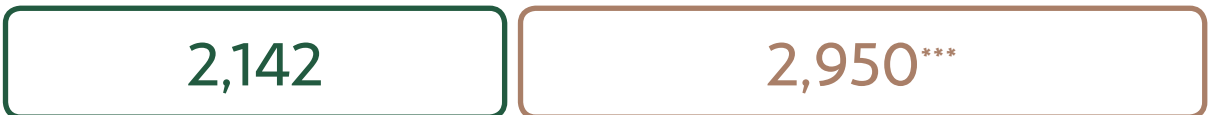
Total outstanding financing instruments



Financing operations closed in 2022



Total sales (€M) \*



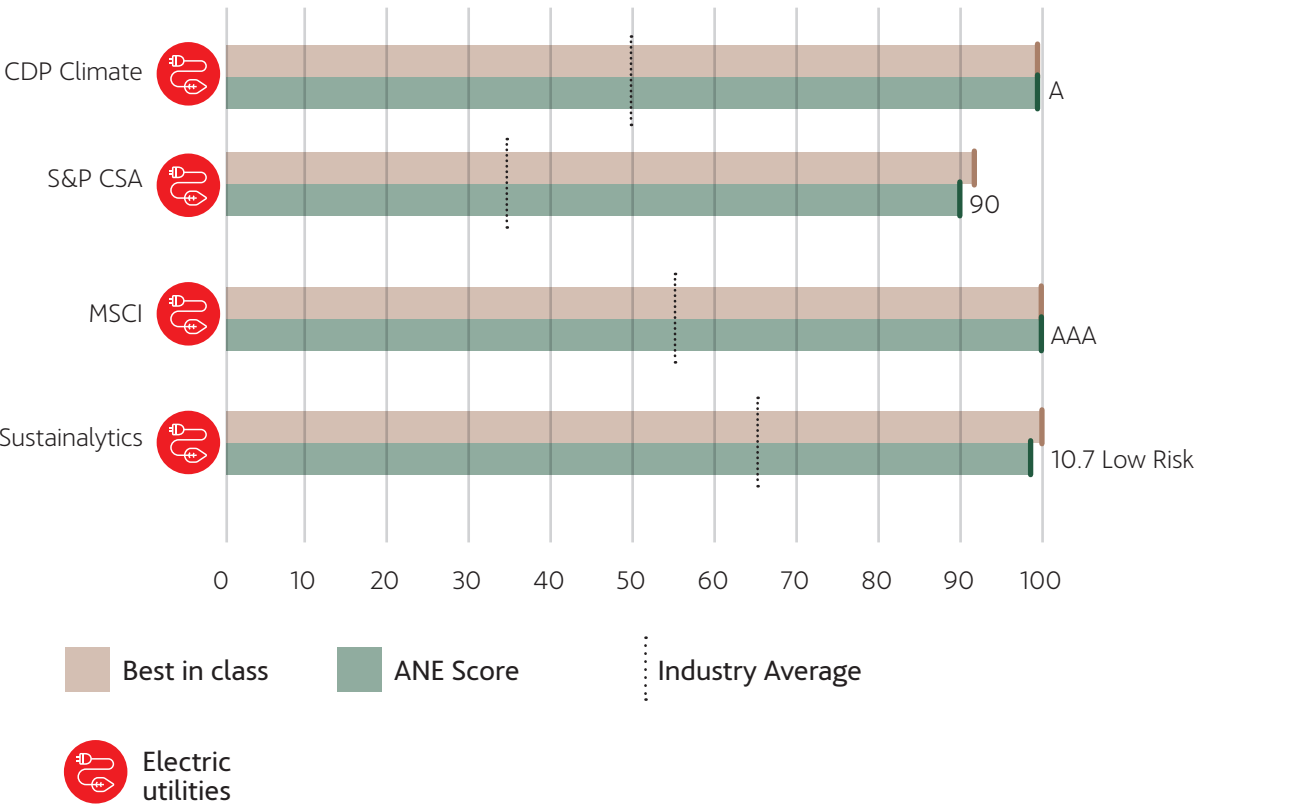
☒ Green Funding      ☐ Sustainability-linked funding

\* For operations in currency other than the EUR, the amount is considered using the exchange rate in force at the close of 2022.  
\*\* Includes "taps"  
\*\*\* Includes the principal of the bonds issued and the initial amount of the loans and credit facilities. The outstanding amount at 31/12/2022 corresponds to €2,142 million of green financing and €1,700 million of sustainability-linked financing.

External ESG rating

Different ESG analysts, amongst which MSCI, Sustainalytics, and CP., have analysed ACCIONA Energía for the first time in 2022. ACCIONA Energía has demonstrated unprecedented leadership in the sector where its position stands out as leader in the main ratings.

→ ESG ANALYST RATINGS



# 2022

SUSTAINABILITY REPORT  
EXECUTIVE SUMMARY