

DATA AND INDICATORS

PERFORMANCE DATA AND INDICATORS

ECONOMIC AND FINANCIAL RESULTS

	UoM	2023	2022	2021
Revenue from sales and services (adjusted)	Mn€	741	749	601
EBITDA at replacement cost (adjusted)	Mn€	520	537	399
EBIT at replacement cost (adjusted)	Mn€	305	308	198
Profit (adjusted)	Mn€	228	216	127
of which attributable to the owners of the parent (adjusted)	Mn€	219	232	202
Revenue from sales and services (reported)	Mn€	741	714	601
EBITDA at replacement cost (reported)	Mn€	529	499	397
EBIT at replacement cost (reported)	Mn€	304	221	168
Profit (reported)	Mn€	216	89	86
of which attributable to the owners of the parent (reported)	Mn€	179	379	173
Total net financial indebtedness (adjusted)	Mn€	1,445	1,434	2,051
Total net financial indebtedness (reported) ⁽¹⁾	Mn€	1,617	1,592	2,250
Net invested capital (adjusted)	Mn€	3,593	3,357	3,608
Investments ⁽²⁾	Mn€	489	946	617
Financial leverage (reported)	%	43%	44%	59%

(1) Reported indebtedness includes the financial debt linked to the application of IFRS 16 (equal to approximately 172 million in 2023; 157 mn€ 2022; 129 mn€ in 2021)

(2) In tangible and intangible fixed assets and investments in Merger & Acquisition transactions.

Total revenue in 2021 include EUR 48,000 in contributions from Interprofessional funds as co-financing for employee training activities.

ERG Group does not donate to political parties.

ERG SHARES

	UoM	2023	2022	2021
Market capitalisation	Mn€	4,338	4,353	4,275
Year-end reference price	EUR	28.86	28.96	28.44
Maximum price	EUR	29.74	36.04	31.72
Minimum price	EUR	21.00	22.98	22.32
Average price	EUR	26.21	30.13	26.11
Average volume	no.	393,531	224,071	268,310

2023: Maximum price recorded on 03/01/2023, minimum price recorded on 03/10/2023

CUSTOMERS

GRI G4_EU

	UoM	2023	2022
PPA	no.	5	4
Trader & Broker	no.	60	51
Customers operating in the electricity system	no.	21	20
Overall total	no.	86	75

RECLASSIFICATION OF VALUE ADDED

GRI 201-1

	UoM	2023	2022	2021
Production value	Mn€	767	761	601
Economic value distributed	Mn€	(478)	(455)	(382)
Production cost	Mn€	(93)	(141)	(115)
Remuneration of personnel	Mn€	(68)	(62)	(60)
Remuneration of public administration	Mn€	(96)	(82)	(57)
Remuneration of debt capital ⁽¹⁾	Mn€	(63)	(29)	(35)
Remuneration of risk capital ⁽²⁾	Mn€	(154)	(139)	(114)
Remuneration for the community	Mn€	(3)	(2)	(1)
Economic value withheld by the Group	Mn€	289	306	220
Amortisation and depreciation	Mn€	(215)	(229)	(219)
Remuneration of the company	Mn€	74	77	1

(1) Interest paid and other financial expense to service debt.

(2) Dividends distributed by the Group net of extraordinary disbursements.

	UoM	2023	2022	2021
Net value added	Mn€	767	761	601
Production cost	Mn€	(93)	(141)	(115)
Remuneration of personnel	Mn€	(68)	(62)	(60)
Remuneration of public administration	Mn€	(96)	(82)	(57)
Remuneration of debt capital	Mn€	(63)	(29)	(35)
Remuneration for the community	Mn€	(3)	(2)	(1)
Amortisation and depreciation	Mn€	(215)	(229)	(219)
Profit (loss) before non-controlling interests	Mn€	228	216	115
Profit attributable to non-controlling interests	Mn€	(0)	-	-
Profit (loss) attributable to the owners of the parent	Mn€	228	216	115

GRANTS PROVIDED FOR LOBBYING AND TRADE ASSOCIATION ACTIVITIES (PUBLIC AFFAIRS AREA)

GRI 201-1

	UoM	2023	2022	2021
Lobbying activities (PA area)	EUR k	301	329	404
Trade associations (PA area)	EUR k	440	469	494

TAXES COUNTRY BY COUNTRY

GRI 207-4 - Italy

	UoM	2023	2022	2021
Names of resident entities		Refer to the Directors' Report Consolidation Scope on a line-by-line basis		
Main activities of the organisation		Electricity generated from renewable sources - Wind and Solar		
Number of employees ⁽¹⁾	no.	479	449	434
Revenue from sales to third parties	Mn€	932	373	401
Revenue from intra-group transactions with other tax jurisdictions	Mn€	52	-	-
Profit / loss before taxes	Mn€	422	438	57
Property, plant and equipment other than cash and cash equivalents	Mn€	1,099	890	650
Corporate income taxes paid on a cash basis ⁽²⁾	Mn€	23	55	37
Corporate income tax accrued on profits/losses (current year) ⁽³⁾	Mn€	19	48	35
Reasons for the difference between the corporate income tax accrued on profits/losses and the tax due, if the statutory tax rate is applied on pre-tax profits/losses		The main differences are in the economic growth aid deduction and the deduction of non-deductible interest expenses from previous years		

(1) the item number of employees refers to the workforce by company.

(2) Note on cash criterion:

a. 2023: The item includes the refunds of income taxes collected in the current year. The item Corporate income taxes paid in Italy on a cash basis, gross of offsets made with other tax credits (equal to approximately 18.1 million), includes withholding taxes incurred (equal to approximately EUR 5.2 million) and does not include the higher taxes on wind energy production (equal to approximately 1.9 million).

a. 2022: The item includes withholding taxes incurred (about 7.3 million) and taxes paid by the companies of the Siena and Donatello projects in the pre-acquisition year (about EUR 4.5 million).

c. 2021: The item includes withholding taxes incurred (amounting to about EUR 11.3 million) and IRES related to previous years (amounting to about EUR 1.5 million).

(3) Note on Income taxes:

b. 2022: The item does not include higher taxes on wind power generation in Italy (amounting to approximately EUR 37.2 million).

GRI 207-4 - Germany

	UoM	2023	2022	2021
Names of resident entities		Refer to the Directors' Report Consolidation Scope on a line-by-line basis		
Main activities of the organisation		Electricity generated from renewable sources - Wind		
Number of employees ⁽¹⁾	no.	40	33	36
Revenue from sales to third parties	Mn€	74	96	48
Revenue from intra-group transactions with other tax jurisdictions	Mn€	-	-	-
Profit / loss before taxes	Mn€	17	39	(2)
Property, plant and equipment other than cash and cash equivalents	Mn€	115	228	252
Corporate income taxes paid on a cash basis ⁽²⁾	Mn€	7	1	1
Corporate income tax accrued on profits/losses (current year)	Mn€	6	13	3
Reasons for the difference between the corporate income tax accrued on profits/losses and the tax due, if the statutory tax rate is applied on pre-tax profits/losses		No significant differences		

(1) the item number of employees refers to the workforce by company.

(2) The item income taxes of companies paid on a cash basis includes the refunds of income taxes collected in the current year.

GRI 207-4 - France

	UoM	2023	2022	2021
Names of resident entities		Refer to the Directors' Report Consolidation Scope on a line-by-line basis		
Main activities of the organisation		Electricity generated from renewable sources - Wind and Solar		
Number of employees ⁽¹⁾	no.	88	74	68
Revenue from sales to third parties	Mn€	158	105	78
Revenue from intra-group transactions with other tax jurisdictions	Mn€	-	-	-
Profit / loss before taxes	Mn€	63	5	-
Property, plant and equipment other than cash and cash equivalents	Mn€	332	425	455
Corporate income taxes paid on a cash basis ⁽²⁾	Mn€	(1)	(0)	4
Corporate income tax accrued on profits/losses (current year)	Mn€	4	(1)	(1)
Reasons for the difference between the corporate income tax accrued on profits/losses and the tax due, if the statutory tax rate is applied on pre-tax profits/losses		No significant differences		

(1) the item number of employees refers to the workforce by company.

(2) The item income taxes of companies paid on a cash basis includes the refunds of income taxes collected in the current year.

GRI 207-4 - United Kingdom

	UoM	2023	2022	2021
Names of resident entities		Refer to the Directors' Report Consolidation Scope on a line-by-line basis		
Main activities of the organisation		Electricity generated from renewable sources - Wind		
Number of employees ⁽¹⁾	no.	14	9	5
Revenue from sales to third parties	Mn€	104	34	-
Revenue from intra-group transactions with other tax jurisdictions	Mn€	-	-	-
Profit / loss before taxes	Mn€	32	21	1
Property, plant and equipment other than cash and cash equivalents	Mn€	369	340	241
Corporate income taxes paid on a cash basis	Mn€	1	-	-
Corporate income tax accrued on profits/losses (current year)	Mn€	5	4	-
Reasons for the difference between the corporate income tax accrued on profits/losses and the tax due, if the statutory tax rate is applied on pre-tax profits/losses		No significant differences		

(1) the item number of employees refers to the workforce by company.

GRI 207-4 - Bulgaria

	UoM	2023	2022	2021
Names of resident entities		Refer to the Directors' Report Consolidation Scope on a line-by-line basis		
Main activities of the organisation		Electricity generated from renewable sources - Wind		
Number of employees ⁽¹⁾	no.	1	1	1
Revenue from sales to third parties	Mn€	20	38	23
Revenue from intra-group transactions with other tax jurisdictions	Mn€	-	-	-
Profit / loss before taxes	Mn€	9	23	5
Property, plant and equipment other than cash and cash equivalents	Mn€	25	28	32
Corporate income taxes paid on a cash basis	Mn€	2	3	1
Corporate income tax accrued on profits/losses (current year)	Mn€	-	2	1
Reasons for the difference between the corporate income tax accrued on profits/losses and the tax due, if the statutory tax rate is applied on pre-tax profits/losses		No significant differences		

(1) the item number of employees refers to the workforce by company.

GRI 207-4 - Poland

	UoM	2023	2022	2021
Names of resident entities		Refer to the Directors' Report Consolidation Scope on a line-by-line basis		
Main activities of the organisation		Electricity generated from renewable sources - Wind		
Number of employees ⁽¹⁾	no.	4	2	6
Revenue from sales to third parties	Mn€	41	26	22
Revenue from intra-group transactions with other tax jurisdictions	Mn€	-	-	-
Profit / loss before taxes	Mn€	17	11	15
Property, plant and equipment other than cash and cash equivalents	Mn€	166	158	141
Corporate income taxes paid on a cash basis ⁽²⁾	Mn€	2	3	1
Corporate income tax accrued on profits/losses (current year)	Mn€	2	2	1
Reasons for the difference between the corporate income tax accrued on profits/losses and the tax due, if the statutory tax rate is applied on pre-tax profits/losses		No significant differences		

(1) the item number of employees refers to the workforce by company.

(2) The item income taxes of companies paid on a cash basis includes the refunds of income taxes collected in the current year.

GRI 207-4 - Romania

	UoM	2023	2022	2021
Names of resident entities		Refer to the Directors' Report Consolidation Scope on a line-by-line basis		
Main activities of the organisation		Electricity generated from renewable sources - Wind		
Number of employees ⁽¹⁾	no.	4	4	3
Revenue from sales to third parties	Mn€	26	54	29
Revenue from intra-group transactions with other tax jurisdictions	Mn€	-	-	-
Profit / loss before taxes	Mn€	18	24	9
Property, plant and equipment other than cash and cash equivalents	Mn€	45	51	56
Corporate income taxes paid on a cash basis	Mn€	2	-	-
Corporate income tax accrued on profits/losses (current year) ⁽²⁾	Mn€	3	4	-
Reasons for the difference between the corporate income tax accrued on profits/losses and the tax due, if the statutory tax rate is applied on pre-tax profits/losses		No significant differences		

(1) the item number of employees refers to the workforce by company.

(2) 2021: Corporate income taxes accrued on profits/losses do not include higher taxes on wind power generation in Romania (amounting to approximately EUR 4.6 million).

GRI 207-4 - Spain

	UoM	2023	2022	2021
Names of resident entities		Refer to the Directors' Report Consolidation Scope on a line-by-line basis		
Main activities of the organisation		Electricity generated from renewable sources - Solar		
Number of employees ⁽¹⁾	no.	6	1	n.a.
Revenue from sales to third parties	Mn€	27	22	n.a.
Revenue from intra-group transactions with other tax jurisdictions	Mn€	-	-	n.a.
Profit / loss before taxes	Mn€	16	13	n.a.
Property, plant and equipment other than cash and cash equivalents	Mn€	196	81	n.a.
Corporate income taxes paid on a cash basis ⁽²⁾	Mn€	5	3	n.a.
Corporate income tax accrued on profits/losses (current year)	Mn€	4	3	n.a.
Reasons for the difference between the corporate income tax accrued on profits/losses and the tax due, if the statutory tax rate is applied on pre-tax profits/losses		No significant differences		

(1) the item number of employees refers to the workforce by company

(2) The item income taxes of companies paid on a cash basis includes the refunds of income taxes collected in the current year.

GRI 207-4 - Sweden

	UoM	2023	2022	2021
Names of resident entities		Refer to the Directors' Report Consolidation Scope on a line-by-line basis		
Main activities of the organisation		Electricity generated from renewable sources - Wind		
Number of employees ⁽¹⁾	no.	-	-	-
Revenue from sales to third parties	Mn€	23	-	-
Revenue from intra-group transactions with other tax jurisdictions	Mn€	-	-	-
Profit / loss before taxes	Mn€	1	(0)	-
Property, plant and equipment other than cash and cash equivalents	Mn€	68	66	25
Corporate income taxes paid on a cash basis	Mn€	-	-	-
Corporate income tax accrued on profits/losses (current year)	Mn€	-	-	-
Reasons for the difference between the corporate income tax accrued on profits/losses and the tax due, if the statutory tax rate is applied on pre-tax profits/losses		No significant differences		

(1) the item number of employees refers to the workforce by company.

POWER OF GROUP PLANTS

GRI G4_EU

	UoM	2023	2022	2021
WIND				
Italy	MW	1,321	1,265	1,093
Germany	MW	327	327	327
France	MW	522	522	502
Poland	MW	142	142	82
Bulgaria	MW	54	54	54
Romania	MW	70	70	70
UK	MW	249	157	70
Sweden	MW	62	62	-
Total Wind	MW	2,747	2,599	2,198
SOLAR				
Italy	MW	175	175	141
France	MW	79	79	79
Spain	MW	266	92	-
Total Solar	MW	519	345	220
TOTAL RENEWABLE SOURCES	MW	3,266	2,944	2,418

PRODUCTION OF GROUP PLANTS

GRI G4_EU

	UoM	2023	2022	2021
WIND				
Italy	GWh	2,528	2,062	2,078
Germany	GWh	629	556	428
France	GWh	1,219	982	865
Poland	GWh	364	256	216
Bulgaria	GWh	163	155	148
Romania	GWh	214	203	181
UK	GWh	399	226	-
Sweden	GWh	56	1	-
Total Wind	GWh	5,574	4,441	3,916
SOLAR				
Italy	GWh	256	250	216
France	GWh	96	94	24
Spain	GWh	213	171	-
Total Solar	GWh	565	515	240
TOTAL RENEWABLE SOURCES	GWh	6,139	4,956	4,156

GROUP PLANT AVAILABILITY

GRI G4_EU

	UoM	2023	2022	2021
WIND				
Italy	%	96.4%	96.7%	96.9%
Germany	%	95.4%	96.1%	96.9%
France	%	96.9%	97.4%	97.3%
Poland	%	98.0%	98.6%	97.7%
Bulgaria	%	97.2%	97.9%	98.2%
Romania	%	98.8%	99.2%	99.1%
UK	%	94.2%	94.3%	n.a.
Sweden	%	n.a.	n.a.	n.a.
Total Wind	%	96.5%	96.9%	97.2%
SOLAR				
Italy	%	79.1%	82.5%	80.6%
France	%	73.9%	73.9%	n.a.
Spain	%	85.2%	85.5%	n.a.
Total Solar	%	80.0%	81.2%	80.6%

STAFF, ORGANISATION OF WORK AND INDUSTRIAL RELATIONS

GRI 405-1

	UoM	2023	2022	2021
Employees at 31/12	no.	636	573	553
Average workforce	no.	611	567	549
Senior Managers	no.	33	33	28
of which at Genoa site	no.	30	30	25
Middle Management	no.	203	180	171
White Collar	no.	254	221	214
Blue Collar	no.	146	139	140
Other collaborators ⁽¹⁾	no.	18	17	5
Female employment (%)	%	30.7%	29.5%	28.8%
of which female employment at Genoa site (%)	%	44.1%	43.1%	42.1%
Average seniority (years)	no.	9.5	10.0	9.9
Average employee age (years)	no.	41.7	42.0	42.0
CEO pay ratio ⁽²⁾	no.	32	33	34
Incidence of part-time work (Italy)	%	5.5%	5.6%	5.5%
Incidence of part-time work (abroad)	%	0.6%	0.8%	1.7%
Incidence of overtime work (Italy)	%	4.1%	3.8%	3.9%
Incidence of overtime work (abroad)	%	1.4%	1.4%	2.0%
Unionisation rate (Italy)	%	25.3%	25.8%	22.4%
Ongoing labour disputes	no.	-	-	-
Strike ⁽³⁾	h	12	6	-
Turnover (inbound staff + outbound staff)/headcount	%	24.1%	21.9%	19.3%
Recruitment Rate	%	17.2%	12.7%	11.8%
Outbound turnover rate	%	6.9%	9.2%	7.1%

(1) The 2023 figure includes 10 men and 8 women, the 2022 figure 11 men and 6 women; the 2021 figure of 2 men and 3 women participating in strikes at national level.

(2) The rate is calculated as the 'Ratio between the total annual remuneration of the highest paid individual and the total annual median remuneration of all employees excluding the highest paid employee'.

(3) Hours of Italy-wide strikes.

PENSION FUND

GRI 201-3

	UoM	2023	2022	2021
Contractual pension funds	no.	329	307	290
Other funds	no.	14	20	21
Non-registered	no.	293	246	242
Overall total	no.	636	573	553

TRAINING HOURS

GRI 404-1

	UoM	2023	2022	2021
Total training	h	29,367	28,262	27,058
Average workforce	no.	611	567	549
Average training per employee	days/emp	6.0	6.2	6.2

TRAINING TYPE

GRI 404-1

	UoM	2023		2022		2021	
		Total Hours	Total Hours %	Total Hours	Total Hours %	Total Hours	Total Hours %
Health and safety training	no./%	9,724	33%	7,815	28%	4,657	17%
Employee language training	no./%	4,320	15%	5,743	20%	4,290	16%
Technical specialised employee training	no./%	7,685	26%	7,177	25%	9,361	35%
On the Job Training	no./%	64	0%	-	-	-	-
Managerial training	no./%	7,102	24%	7,477	26%	8,225	30%
231 Anti-Corruption Training	no./%	473	2%	51	0%	526	2%
Overall total ⁽¹⁾	no./%	29,367	100%	28,262	100%	27,058	100%

(1) Total training also includes courses provided to staff who left the company during the year.

TRAINING BY EMPLOYEE CATEGORY AND GENDER

GRI 404-1

	UoM	2023						2022						2021					
		Hours Men	Average hours Men	Hours Women	Average hours Women	Total Hours	Total average hours	Hours Men	Average hours Men	Hours Women	Average hours Women	Total Hours	Total average hours	Hours Men	Average hours Men	Hours Women	Average hours Women	Total Hours	Total average hours
Senior Managers	no.	730	26	246	49	976	30	786	27	301	75	1,087	33	752	30	108	36	860	31
Middle Management	no.	4,774	35	2,997	44	7,771	38	5,171	43	2,995	49	8,166	45	5,309	46	3,281	59	8,590	50
White Collar	no.	6,924	52	4,546	37	11,470	45	5,943	51	4,868	47	10,811	49	6,022	53	4,015	40	10,038	47
Blue Collar	no.	9,148	63	1	-	9,149	63	8,197	59	-	-	8,197	59	7,571	54	-	-	7,571	54
Total	no.	21,576	49	7,791	40	29,367	46	20,098	50	8,164	48	28,262	49	19,654	50	7,404	47	27,058	49

Average calculated on staff by employee category and gender in force at 31/12.

STAFF ANALYSIS

TYPE OF CONTRACT AND GENDER

GRI 2-7

	UoM	2023				2022				2021			
		Men	Women	Other (gender specified by the employee)	Total	Men	Women	Other (gender specified by the employee)	Total	Men	Women	Other (gender specified by the employee)	Total
Total contract employees	no.	441	195	-	636	404	169	-	573	394	159	-	553
Permanent contract	no.	434	194	-	628	400	164	-	564	388	156	-	544
Temporay contract	no.	7	1	-	8	4	5	-	9	6	3	-	9
Non-guaranteed hours (e.g., on-call, occasional)	no.	-	-	-	-	-	-	-	-	-	-	-	-
Total full time + part time employees	no.	441	195	-	636	404	169	-	573	394	159	-	553
Full-time	no.	441	168	-	609	403	144	-	547	392	135	-	527
Part-time	no.	0	27	-	27	1	25	-	26	2	24	-	26

TYPE OF CONTRACT AND COUNTRY
GRI 2-7

	UoM	2023									
		Italy	France	Germany	UK	Bulgaria	Poland	Romania	Sweden	Spain	Total
Total contract employees	no.	474	90	40	15	1	4	4	-	8	636
Permanent contract	no.	467	90	40	14	1	4	4	-	8	628
Temporary contract	no.	7	-	-	1	-	-	-	-	-	8
Non-guaranteed hours (e.g., on-call, occasional)	no.	-	-	-	-	-	-	-	-	-	-
Total full time + part time employees	no.	474	90	40	15	1	4	4	-	8	636
Full-time	no.	448	90	39	15	1	4	4	-	8	609
Part-time	no.	26	-	1	-	-	-	-	-	-	27
	UoM	2022									
		Italy	France	Germany	UK	Bulgaria	Poland	Romania	Sweden	Spain	Total
Total contract employees	no.	444	76	33	10	1	2	4	-	3	573
Permanent contract	no.	437	75	33	9	1	2	4	-	3	564
Temporary contract	no.	7	1	-	1	-	-	-	-	-	9
Non-guaranteed hours (e.g., on-call, occasional)	no.	-	-	-	-	-	-	-	-	-	-
Total full time + part time employees	no.	444	76	33	10	1	2	4	-	3	573
Full-time	no.	419	76	32	10	1	2	4	-	3	547
Part-time	no.	25	-	1	-	-	-	-	-	-	26
	UoM	2021									
		Italy	France	Germany	UK	Bulgaria	Poland	Romania	Sweden	Spain	Total
Total contract employees	no.	433	68	37	5	1	6	3	-	-	553
Permanent contract	no.	428	66	35	5	1	6	3	-	-	544
Temporary contract	no.	5	2	2	-	-	-	-	-	-	9
Non-guaranteed hours (e.g., on-call, occasional)	no.	-	-	-	-	-	-	-	-	-	-
Total full time + part time employees	no.	433	68	37	5	1	6	3	-	-	553
Full-time	no.	409	67	36	5	1	6	3	-	-	527
Part-time	no.	24	1	1	-	-	-	-	-	-	26

COUNTRY AND GENDER
GRI 2-7

	UoM	2023									
		Italy	France	Germany	UK	Bulgaria	Poland	Romania	Sweden	Spain	Total
Men	no.	334	61	27	7	1	2	2	-	7	441
Women	no.	140	29	13	8	-	2	2	-	1	195
Total	no.	474	90	40	15	1	4	4	-	8	636
	UoM	2022									
		Italy	France	Germany	UK	Bulgaria	Poland	Romania	Sweden	Spain	Total
Men	no.	317	55	23	3	1	-	2	-	3	404
Women	no.	127	21	10	7	-	2	2	-	-	169
Total	no.	444	76	33	10	1	2	4	-	3	573
	UoM	2021									
		Italy	France	Germany	UK	Bulgaria	Poland	Romania	Sweden	Spain	Total
Men	no.	312	52	24	-	1	3	2	-	-	394
Women	no.	121	16	13	5	-	3	1	-	-	159
Total	no.	433	68	37	5	1	6	3	-	-	553

TYPE OF CONTRACT

GRI 2-30

	UoM	2023	2022	2021
Number of employees covered by collective bargaining agreements	no.	573	523	502
Total number of employees	no.	636	573	553
Percentage of employees covered by collective bargaining agreements	%	90%	91%	91%

STAFF ANALYSIS BY EMPLOYEE CATEGORY AND GENDER

GRI 405-1

	UoM	2023			2022			2021		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
Senior Managers	no.	28	5	33	29	4	33	25	3	28
Middle Management	no.	135	68	203	119	61	180	115	56	171
Managers	no.	28	7	35	20	7	27	22	7	29
Professionals	no.	107	61	168	99	54	153	93	49	142
White Collar	no.	132	122	254	117	104	221	114	100	214
Blue Collar	no.	146	-	146	139	-	139	140	-	140
Total	no.	441	195	636	404	169	573	394	159	553

STAFF ANALYSIS BY EMPLOYEE CATEGORY AND GENDER %

GRI 405-1

	UoM	2023			2022			2021		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
Senior Managers	%	85%	15%	5%	88%	12%	6%	89%	11%	5%
Middle Management	%	67%	33%	32%	66%	34%	31%	67%	33%	31%
Managers	%	80%	20%	6%	74%	26%	5%	76%	24%	5%
Professionals	%	64%	36%	26%	65%	35%	27%	65%	35%	26%
White Collar	%	52%	48%	40%	53%	47%	39%	53%	47%	39%
Blue Collar	%	100%	-	23%	100%	-	24%	100%	-	25%
Total	%	69%	31%	100%	71%	29%	100%	71%	29%	100%

STAFF ANALYSIS BY AGE GROUP

GRI 405-1

	UoM	2023				2022				2021			
		<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
Men	no.	65	293	83	441	48	277	79	404	36	286	72	394
Women	no.	24	124	47	195	24	106	39	169	22	106	31	159
Total	no.	89	417	130	636	72	383	118	573	58	392	103	553
Men	%	15%	66%	19%	69%	12%	69%	20%	71%	9%	73%	18%	71%
Women	%	12%	64%	24%	31%	14%	63%	23%	29%	14%	67%	19%	29%
Total	%	14%	66%	20%	100%	13%	67%	21%	100%	10%	71%	19%	100%

GRI405-1

	UoM	2023				2022				2021			
		<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
Senior Managers	no.	-	22	11	33	-	20	13	33	-	18	10	28
Middle Management	no.	4	154	45	203	5	138	37	180	3	138	30	171
White Collar	no.	59	149	46	254	49	133	39	221	41	140	33	214
Blue Collar	no.	26	92	28	146	18	92	29	139	14	96	30	140
Total	no.	89	417	130	636	72	383	118	573	58	392	103	553
Senior Managers	%	-	67%	33%	100%	-	61%	39%	100%	-	64%	36%	100%
Middle Management	%	2%	76%	22%	100%	3%	77%	21%	100%	2%	81%	18%	100%
White Collar	%	23%	59%	18%	100%	22%	60%	18%	100%	19%	65%	15%	100%
Blue Collar	%	18%	63%	19%	100%	13%	66%	21%	100%	10%	69%	21%	100%

DIFFERENCE BETWEEN AVERAGE ERG GROUP ITALY PAY AND APPLICABLE NATIONAL COLLECTIVE LABOUR AGREEMENTS

GRI 2-19

	UoM	2023		2022		Change in 2023 vs 2022	
		Men	Women	Men	Women	Men	Women
Key Managers	%	254%	-	242%	-	12%	-
Senior Managers ⁽¹⁾	%	143%	135%	143%	126%	-	9%
Middle Management	%	122%	121%	131%	128%	-9%	-7%
White Collar	%	114%	115%	116%	117%	-2%	-2%
Blue Collar	%	110%	-	110%	-	-	-

(1) Senior Managers without strategic responsibilities

DIFFERENCE BETWEEN MINIMUM ERG GROUP ITALY PAY AND APPLICABLE NATIONAL

GRI 2-19

	UoM	2023		2022		Change in 2023 vs 2022	
		Men	Women	Men	Women	Men	Women
Key Managers	%	225%	-	188%	-	37%	-
Senior Managers ⁽¹⁾	%	112%	112%	110%	112%	2%	-
Middle Management	%	100%	102%	106%	108%	-6%	-6%
White Collar	%	106%	110%	113%	111%	-7%	-1%
Blue Collar	%	100%	-	100%	-	-	-

(1) Senior Managers without strategic responsibilities

DETAILED ANALYSIS OF TURNOVER BY AGE AND GENDER

GRI 401-1

	UoM	2023				2022				2021				
		<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total	
New recruits	Men	no.	32	32	-	64	25	22	1	48	16	20	2	38
	Women	no.	15	24	2	41	10	12	2	24	12	15	-	27
	Total	no.	47	56	2	105	35	34	3	72	29	35	2	65
Inbound turnover rate	Men	%	5.2%	5.2%	-	10.5%	4.4%	3.9%	0.2%	8.5%	2.9%	3.6%	0.4%	6.9%
	Women	%	2.5%	3.9%	0.3%	6.7%	1.8%	2.1%	0.4%	4.2%	2.2%	2.7%	-	4.9%
	Total	%	7.7%	9.2%	0.3%	17.2%	6.2%	6.0%	0.5%	12.7%	5.3%	6.4%	0.4%	11.8%
New out-bound	Men	no.	7	16	4	27	7	25	6	38	1	20	5	26
	Women	no.	6	7	2	15	4	7	3	14	2	8	3	13
	Total	no.	13	23	6	42	11	32	9	52	3	28	8	39
Outbound turnover rate	Men	%	1.1%	2.6%	0.7%	4.4%	1.2%	4.4%	1.1%	6.7%	0.2%	3.6%	0.9%	4.7%
	Women	%	1.0%	1.1%	0.3%	2.5%	0.7%	1.2%	0.5%	2.5%	0.4%	1.5%	0.5%	2.4%
	Total	%	2.1%	3.8%	1.0%	6.9%	1.9%	5.6%	1.6%	9.2%	0.5%	5.1%	1.5%	7.1%

STAFF ANALYSIS BY CONTRACT TYPE

GRI 401-1

	UoM	2023			2022			2021		
		Italy	Abroad	Total	Italy	Abroad	Total	Italy	Abroad	Total
Company acquisitions	no.	-	3	3	-	-	-	-	8	8
Permanent contract	no.	42	53	95	32	33	65	22	29	51
Temporary contract	no.	6	1	7	5	2	7	3	3	6
Apprenticeship	no.	-	-	-	-	-	-	-	-	-
Total	no.	48	57	105	37	35	72	25	40	65

OPEN POSITIONS HELD BY INTERNAL CANDIDATES

GRI 401-1

	UoM	2023	2022
Open positions held by internal candidates	no.	9%	14%

OUTBOUND BY MODE

GRI 401-1

	UoM	2023			2022			2021		
		Italy	Abroad	Total	Italy	Abroad	Total	Italy	Abroad	Total
Resignation	no.	13	21	34	13	28	41	18	13	31
End of temporary contract	no.	-	-	-	1	1	2	1	-	1
Mutual termination	no.	4	-	4	6	1	7	6	-	6
Failure to pass the probationary period	no.	-	3	3	-	-	-	-	-	-
Dismissal	no.	1	-	1	-	1	1	-	-	-
Death	no.	-	-	-	1	-	1	1	-	1
Company divestiture	no.	-	-	-	-	-	-	-	-	-
Total	no.	18	24	42	21	31	52	26	13	39

NEW RECRUITMENTS AND TURNOVER BY COUNTRY

GRI 401-1

	UoM	2023				2022				2021			
		New recruits	New outbound	Recruitment Rate	Turnover rate	New recruits	New outbound	Recruitment Rate	Turnover rate	New recruits	New outbound	Recruitment Rate	Turnover rate
Italy	no.	48	18	7.9%	2.9%	37	21	6.5%	3.7%	25	26	4.6%	4.7%
France	no.	31	18	5.1%	2.9%	20	15	3.5%	2.6%	20	9	3.6%	1.6%
Germany	no.	12	4	2.0%	0.7%	8	11	1.4%	1.9%	16	4	2.9%	0.7%
UK	no.	6	1	1.0%	0.2%	4	-	0.7%	-	1	-	0.2%	0.0%
Bulgaria	no.	-	-	-	-	-	-	-	-	-	-	-	-
Poland	no.	2	-	0.3%	-	1	5	0.2%	0.9%	3	-	0.5%	-
Romania	no.	-	-	-	-	1	-	0.2%	-	-	-	-	-
Sweden	no.	-	-	-	-	-	-	-	-	-	-	-	-
Spain	no.	6	1	1.0%	0.2%	1	-	0.2%	-	-	-	-	-
Total	no.	105	42	17.2%	6.9%	72	52	12.7%	9.2%	65	39	11.8%	7.1%

HIRING COST

GRI 2-7

	UoM	2023	2022	2021
Average hiring cost per FTE	EUR k	4.6	4.5	4.2

OTHER COLLABORATORS

GRI 2-8

	UoM	2023	2022	2021
Fellows	no.	13	7	5
Agency workers	no.	5	10	-
Other collaborators	no.	18	17	5

ABSENTEEISM INDEX

GRI 403-10

	UoM	2023			2022			2021		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
Cases of occupational disease	no.	-	-	-	-	-	-	-	-	-
Occupational disease rate	%	-	-	-	-	-	-	-	-	-
Work-related deaths	no.	-	-	-	-	-	-	-	-	-
Absenteeism index ⁽¹⁾	%	2%	2%	2%	2%	3%	2%	2%	1%	2%

The safety indicators do not count the 'other external collaborators'.

(1) Sick leave rate refers to Italian employees only (no. of days absence / workable days).

SAFETY

INJURIES IN THE WORKPLACE

GRI 403-9

	UoM	2023			2022			2021		
		Men	Women	Total	Men	Women	Total	Men	Women	Total
Working days lost	no.	181	-	181	213	-	213	22	-	22
Number of injuries	no.	5	-	5	2	-	2	2	-	2
Hours worked	no.	703,541	287,381	990,922	689,611	261,157	950,768	670,931	247,752	918,683
Frequency index ⁽¹⁾		7.1	-	5.0	2.9	-	2.1	3.0	-	2.2
Severity index ⁽²⁾		0.3	-	0.2	0.3	-	0.2	0.0	-	0.0

(1) Frequency index calculated as (no. of injuries x 1,000,000)/no. hours worked.

(2) Severity index calculated as (no. of days lost x 1,000)/no. hours

INJURIES IN THE WORKPLACE BY THIRD PARTIES

GRI 403-9

	UoM	2023	2022	2021
Third party companies lost days	no.	42	155	136
Third party companies number of injuries	no.	1	6	3
Third party companies hours worked	no.	950,346	991,943	727,274
Frequency index – third party companies ⁽¹⁾		1.1	6.0	4.1
Severity index – third party companies ⁽²⁾		0.0	0.2	0.2

(1) Frequency index calculated as (no. of injuries x 1,000,000)/no. hours worked.

(2) Severity index calculated as (no. of days lost x 1,000)/no. hours

TOTAL INJURIES IN THE WORKPLACE

GRI 403-9

	UoM	2023	2022	2021
Working days lost	no.	223	368	158
Number of injuries	no.	6	8	5
Hours worked	no.	1,941,268	1,942,711	1,645,957
Frequency index ⁽¹⁾		3.1	4.1	3.0
Severity index ⁽²⁾		0.1	0.2	0.1

(1) Frequency index calculated as (no. of injuries x 1,000,000)/no. hours worked.

(2) Severity index calculated as (no. of days lost x 1,000)/no. hours

FIELD INSPECTIONS/AUDITS

GRI 403-9

	UoM	2023	2022	2021
Field inspections on construction sites	no.	1,916	574	1,169
Field inspections on contractors	no.	191	135	-
Internal field inspections	no.	468	474	-
Management system audits	no.	29	25	19
Total field inspections/Audits	no.	2604	1,208	1,188

SUPPLIERS

GRI 204-1

	UoM	2023	2022	2021
Suppliers (level 1) with at least 1 order in the year	no.	1,577	1,625	1,731
Strategic suppliers (level 1) with at least 1 order in the year	no.	150	165	164
Percentage of spending by strategic suppliers	%	78%	80%	80%
Strategic suppliers in level 2 level 3	%	-	-	-
Suppliers with at least 1 order in the year with registered office or invoicing address in Italy	no.	701	790	1004
Suppliers with at least 1 order in the year with registered office or billing address in the Italian regions of presence of our plants	no.	33%	34%	35%
expenditure local suppliers (Italy/total)	%	48%	83%	49%
Number of qualified suppliers on vendor list	no.	1,067	1,072	1,086
Number of suppliers on vendor list qualified according to environmental parameters	no.	321	336	334
Number of suppliers on vendor list qualified according to social parameters	no.	281	200	0
Number of newly qualified suppliers in the year	no.	194	225	210
Number of newly qualified suppliers in the year qualified according to environmental parameters	%	52	82	95
Number of newly qualified suppliers in the year qualified according to social parameters	%	81	77	0
Average qualification time number of days	%	31	49	58
Value of tenders/total value of orders issued	%	78%	86%	72%
Number of tenders/total number of orders issued	%	26%	30%	21%
New suppliers that were screened using social criteria	no.	81	77	-
No. of audits	no.	18	27	48
of which No. of field audits	no.	-	2	8

ENVIRONMENT AND TERRITORY - WIND POWER

Consumption and emissions	UoM	2023	2022	2021
Production	GWh	5,574	4,441	3,916
Technical availability plants	%	96.5%	96.9%	97.2%
CO ₂ avoided ⁽¹⁾	kt	1,890	1,508	1,327
Indirect energy consumption ⁽¹⁾	GWh	16.61	14.89	13.54
Indirect green energy consumption	%	98%	98%	100%
Scope 2 emissions (market based) ⁽²⁾	kt	0.04	0.06	0.03
Scope 2 emissions (location based) ⁽³⁾	kt	4.60	4.20	3.80
SF6 top ups	kg	1.5	2.0	5.2
Equivalents to tCO ₂	t	35	47	122
F-GAS top ups	kg	59	39	-
Equivalents to tCO ₂	t	94	63	-

(1) The increase in consumption is caused by the increase in the plants running.

(2) The figures take into consideration the supplies of electricity from renewable production which does not generate emissions; the indirect emissions are calculated on the basis of the conversion factor referring to the residual national mix of each country published by AIB (Association of Issuing Bodies) according to a Market-Based approach. The 2022 and 2021 figures were re-formed using these factors (replacing the Terna factor used in the previous version).

(3) The figure takes into account all energy supplies, including green ones, even if they do not generate emissions. Indirect emissions are calculated on the basis of the conversion factor referring to the national residual mix of each country published by AIB (Association of Issuing Bodies) according to a Location Based approach. The 2022 and 2021 figures were re-formed using these factors (replacing the Terna factor used in the previous version).

Waste	UoM	2023	2022	2021
Total waste OUTPUT - tonnes	t	216	513	754
Total waste RECOVERED	t	186	409	550
HAZARDOUS waste PRODUCED	t	82	132	196
Hazardous waste recovered	t	56	85	149
Hazardous waste for disposal	t	26	47	47
NON-HAZARDOUS waste PRODUCED	t	134	381	558
Non-hazardous waste recovered	t	130	325	402
Non-hazardous waste for disposal	t	4	57	156

ENVIRONMENT AND TERRITORY - SOLAR

Consumption and emissions	UoM	2023	2022	2021
Production	GWh	565	515	240
Technical availability plants	%	80.0%	81.2%	80.6%
CO ₂ avoided	kt	198	180	84
Indirect energy consumption ⁽¹⁾	GWh	4	4	2
Indirect green energy consumption	%	83%	84%	33%
Scope 2 emissions (market based) ⁽²⁾	kt	0.17	0.13	-
Scope 2 emissions (location based) ⁽³⁾	kt	0.92	0.78	0.59
SF6 top ups	kg	-	-	0.4
Equivalents to tCO ₂	t	-	-	8.9
F-GAS top ups	kg	11	5	13
Equivalents to tCO ₂	t	17	9	21
Square metres of panels	m ²	2,770,151	2,084,566	891,706
Water used for panel cleaning	m ³	1,176	1,276	1,083

(1) The increase in consumption is caused by the increase in the plants running.

(2) The figures take into consideration the supplies of electricity from renewable production which does not generate emissions; the indirect emissions are calculated on the basis of the conversion factor referring to the residual national mix of each country published by AIB (Association of Issuing Bodies) according to a Market-Based approach. The 2022 and 2021 figures were re-formed using these factors (replacing the Terna factor used in the previous version)

(3) The figure takes into account all energy supplies, including green ones, even if they do not generate emissions. Indirect emissions are calculated on the basis of the conversion factor referring to the national residual mix of each country published by AIB (Association of Issuing Bodies) according to a Location Based approach. The 2022 and 2021 figures were re-formed using these factors (replacing the Terna factor used in the previous version)

Waste	UoM	2023	2022	2021
Total waste OUTPUT - tonnes	t	136	-	-
Total waste RECOVERED	t	136	-	-
HAZARDOUS waste PRODUCED	t	-	-	-
Hazardous waste recovered	t	-	-	-
Hazardous waste for disposal	t	-	-	-
NON-HAZARDOUS waste PRODUCED	t	136	-	-
Non-hazardous waste recovered	t	136	-	-
Non-hazardous waste for disposal	t	-	-	-

HEADQUARTERS AND OFFICES

Consumption and emissions	UoM	2023	2022	2021
Indirect energy consumption	MWh	884	1,029	1,104
Indirect green energy consumption ⁽¹⁾	%	100%	41%	34%
Scope 2 emissions (market based) ⁽²⁾	tCO ₂ e	-	279	332
Scope 2 emissions (location based) ⁽³⁾	tCO ₂ e	249	290	311

Waste: waste produced in offices are disposed of as municipal waste and therefore quantities are not accounted for.

Water consumption: the consumption of water in the offices refers exclusively to uses for sanitary purposes and are part of the condominium services, therefore are not accounted. They are non-material with respect to the business.

(1) The change is attributable to the coverage with renewable supply contracts.

(2) The figures take into consideration the supplies of electricity from renewable production which does not generate emissions; the indirect emissions are calculated on the basis of the conversion factor referring to the residual national mix of each country published by AIB (Association of Issuing Bodies) according to a Market-Based approach. The 2022 and 2021 figures were re-formed using these factors (replacing the Terna factor used in the previous version).

(3) The figure takes into account all energy supplies, including green ones, even if they do not generate emissions. The 2022 and 2021 figures were re-formed using these factors (replacing the Terna factor used in the previous version).

GROUP

Consumption and emissions	UoM	2023	2022	2021
Total installed power	MW	3,266	2,945	2,418
Total electricity production	GWh	6,139	4,956	4,156
of which from renewable energy sources	GWh	6,139	4,956	4,156
Total electricity sales	GWh	6,139	4,956	4,156
Indirect energy consumption	GWh	21.74	19.51	16.73
of which electricity from green sources	GWh	20.81	18.12	15.95
of which electricity from non-green sources	GWh	0.93	1.39	0.78
Electricity consumption from green sources	%	96%	93%	95%
CO ₂ avoided	kt	2,087	1,688	1,411
Emission Intensity	gCO ₂ /kWh	28.35	9.56	8.32
Scope 1 emissions	kt	1.1	1.0	0.2
Scope 2 emissions (market based) ⁽¹⁾	kt	0.2	0.5	0.4
Scope 2 emissions (location based) ⁽²⁾	kt	5.8	5.3	4.7
Scope 3 Emissions ⁽³⁾	kt	172.7	45.9	34.0

(1) The figures take into consideration the supplies of electricity from renewable production which does not generate emissions; the indirect emissions are calculated on the basis of the conversion factor referring to the residual national mix of each country published by AIB (Association of Issuing Bodies) according to a Market-Based approach. The 2022 and 2021 figures were re-formed using these factors (replacing the Terna factor used in the previous version).

(2) The figure takes into account all energy supplies, including green ones, even if they do not generate emissions. The 2022 and 2021 figures were re-formed using these factors (replacing the Terna factor used in the previous version).

(3) The figure was calculated with reference to all 8 categories applicable to the Group with respect to only category 2 considered in 2022 and 2021. The category was adapted to the standards with reference to 2023.

Waste	UoM	2023	2022	2021
Total waste OUTPUT - tonnes	t	352	513	754
Total waste RECOVERED	t	322	409	550
Total waste recovered	%	91%	80%	73%
HAZARDOUS waste PRODUCED	t	82	132	196
Hazardous waste recovered	t	56	85	149
Hazardous waste for disposal	t	26	47	47
NON-HAZARDOUS waste PRODUCED	t	270	381	558
Non-hazardous waste recovered	t	266	325	402
Non-hazardous waste for disposal	t	4	57	156

Other indicators	UoM	2023	2022	2021
NOx emissions	t	n.a.	n.a.	n.a.
SOx emissions	t	n.a.	n.a.	n.a.
Water withdrawals in the production process	m ³	n.a.	n.a.	n.a.
Water discharges downstream of the production process	m ³	n.a.	n.a.	n.a.
Areas subject to water stress	m ²	n.a.	n.a.	n.a.
Direct energy consumption (GWh)	GWh	0	0	0

Compliance with laws and regulations	2023
Number of significant cases of non-compliance with laws and regulations	0
of which number of cases for which fines were incurred	0
of which number of cases for which non-monetary sanctions were incurred	0
Number of fines for cases of non-compliance with laws and regulations paid during the reporting period	0
of which fines received in the current reporting period	0
of which fines received in previous reporting periods	0
Monetary value of fines for cases of non-compliance with laws and regulations paid during the reporting period	0
of which value of fines received in the current reporting period	0
of which value of fines received in previous reporting periods	0
Number of data breaches recorded in the year	0
Number of data breaches registered to date	0
Numbers of environmental violations during the year	0
Monetary value of fines for environmental non-compliance cases	0

Recorded cases	2023
Cases of discrimination and actions taken	0
Cases of occupational disease	0
Proven cases of corruption and actions taken	0
Cases of human rights violations	0