SUSTAINABILITY REPORT 2024

sorgenia
YOUR NEXT ENERGY





WELCOME!

We continue our journey
into the **WORLD OF SUSTAINABILITY.**





CONTENTS

HIGHLIGHTS 2024

ENERGY PERFORMANCE

ELECTRICITY FROM RENEWABLE SOURCES PRODUCED AND SOLD:
1,087 GWh
of which: 510 GWh from wind power
551 GWh from biomass

ELECTRICITY FROM CCGT PRODUCED AND SOLD IN 2024:
6,244 GWh

EMISSIONS AVOIDED:
563,495 tCO_2e
of which: 240,241 tCO_2e - Wind power
177,378 tCO_2e - Biomass

SCOPE 1 EMISSIONS
2,049,761 tCO_2e

SCOPE 2 EMISSIONS (Market-Based):
21,878 tCO_2e

NEW PHOTOVOLTAIC SYSTEMS:
the Grosseto photovoltaic plant (over 32 MW) has entered into operation. Installation work has begun in Licata, Sant'Onofrio, and Collesalvetti for an additional 25 MW of capacity.

EXPENDITURE FOR LOCAL SUPPLIERS IN 2024:
96% of the procurement budget

GREEN-TECH
PHOTOVOLTAIC SYSTEMS INSTALLED IN 2024:
over 15 Mwe
of which: 2 MWe private and 13 MWe industrial

SOCIAL PERFORMANCE

CUSTOMERS:
over 650,000
and 981,000 supply points
+8% customers vs 2023

NUMBER OF EMPLOYEES:
630 of which 34% women

TRAINING HOURS:
over 18,000 hours of training provided to our employees

INJURY FREQUENCY INDEX: 0.0
No injuries attributable to fortuitous events

VALUE DISTRIBUTED TO THE COMMUNITY:
~€ 3 million invested in initiatives with a social and environmental impact

PRIVACY:
3 incidents were recorded, which did not involve risks for the fundamental rights and freedoms of individuals

LETTER TO STAKEHOLDERS

2024 marked a fundamental milestone for Sorgenia: 25 years in business.

The year closed with over 980,000 active supply points serving both individuals and businesses, a total installed capacity of 3,600 MW, and an EBITDA of €302 million. The adjusted net result — excluding accounting items related to the revaluation of asset-based portfolio values — amounted to €98 million. These results are quite significant for a company that was the first new entrant to the free energy market in Italy in 1999, as a private business and without position income, and is now recognised among the major players in the sector.

Electricity generation increased compared to 2023, reaching over 7.3 TWh in total, of which 6.2 TWh from combined cycle gas turbines: almost double compared to the previous year - just as the CO_2 emissions have almost doubled.

At first glance, these figures might seem to indicate a setback in environmental terms. In reality, however, they highlight the strategic value of our production facilities for the national energy system. When we take a broader view of the context in which we operated, the essential role played by our plants becomes clear — both in supporting the system and in advancing the ongoing energy transition. This is made possible by the availability of flexible capacity that complements renewable sources, which by their nature are non-programmable. In 2024, renewables accounted for 31.7% of national energy demand.

The increase in combined cycle production is also related to the end of the regulatory initiatives to maximise the use of coal plants, which was launched in the most critical period of the gas crisis and lasted until the end of September 2023 (with the consequent emission impacts of this type of fuel).

This led to a scenario in which the combined cycles guaranteed the stability of the Italian electricity system, playing the role of an ideal connection between variable energy demand based on its own and often unpredictable logic, and inevitably intermittent renewable generation.

With a number of commissionings, shutdowns and load changes, they confirmed the flexibility which - added to the reduced CO_2 emissions per kWh produced and the smaller surface area - makes combined cycles the best available technology recognised internationally.

Alongside our commitment to providing flexible production that reliably meets system demands, our goal is to actively contribute to the decarbonization process by expanding our renewable generation capacity. Fully aware that maximizing renewable resources is among the most sustainable ways to reduce energy dependence on foreign sources, we remain dedicated both to constructing new plants and to enhancing the efficiency of existing facilities — even in the face of challenging conditions.

Today we are the sixth Italian wind operator thanks to the 300 MW installed, and one of the leaders in the sector of electricity production from biomass, with 70 MW of power.

We developed projects in 2024 for the construction of new wind farms - the most advanced of which in Guagnano (LE), with a capacity of 40 MW - and for the *repowering* of existing ones.

We also completed the construction of a *utility-scale* photovoltaic plant in Grosseto (over 32.6 MW) and started the construction of another three plants: Collesalvetti (LI), for 9.7 MW; Sant'Onofrio (VV), for 8.5 MW; Licata (AG), for 6.6 MW.

In November 2024, the Calabria Region passed a law requiring the reduction of output at our Mercure biomass plant from 130 MW to just 10 MW — a measure that would effectively lead to its closure. We filed an appeal with the Regional Administrative Court, while the Council of Ministers challenged the law before the Constitutional Court, deeming it in conflict with national and European legislation. This has created a situation of uncertainty for the plant, its workers and all those who benefit from its presence, which we hope will soon be resolved.

LETTER TO STAKEHOLDERS

In addition to production, contributing to the Italian energy transition for us naturally means bringing environmentally and economically sustainable supply solutions to our customers, together with a service that represents added value. Born in the era of the free market, we have always placed the customer at the heart of our strategy.

Alongside supplies, the installations of photovoltaic solutions also significantly grew in 2024, especially at the premises of companies and businesses. Although the unfavourable tax environment continued to hinder penetration in the private market, we were able to offer the opportunity for photovoltaic installations without any disbursement to many low-income customers, thanks to what is known as the "energy income" measure, in which we wholeheartedly participated.

Notably, there has been growing interest in shared renewable energy production and consumption models, such as renewable energy communities (REC) and self-consumption groups, which represent key circular economy solutions for the country's future. These are concrete examples of comprehensive sustainable development, with positive social and economic repercussions starting from Company *business* initiatives.

The desire to facilitate transformative awareness processes, which can accompany the cultural evolution necessary for new forms of growth, was expressed in particular in the two initiatives *Rigenera Boschi and #sempre25novembre*.

With *Rigenera Boschi**, we developed a detailed disclosure process on Italian forests in order to monitor their state of health and spread awareness of the value of forests and the importance of their proper environmental and economic management, especially among youth.

Among these initiatives is *#Sempre25novembre***, a campaign to raise awareness and prevent gender-based violence. Expanded in 2023 to include other companies in which F2i holds a stake, the initiative reached its seventh edition in 2024. This initiative made it possible to involve employees and citizens of the areas adjacent to the generation plants, together with 80,000 secondary school students, who participated in meetings dedicated to the recognition of the cultural context that fuels violence and its signs, with indications on how to correctly intervene to prevent it.

For the fourth year running, Sorgenia and its customers also supported the *Spesa Sospesa* [Suspended Expenditure] project which, in addition to the original fight against food waste, has over time added collection and donation measures for other types of educational and material poverty.

2024 was thus a year of consolidation, in which we reaffirmed our role as a reliable reference for a realistic and measurable transition.

Starting next year we will also be called upon to adopt a new reporting model according to the indications contained in the *Corporate Sustainability Reporting Directive* - CSRD, with respect to which we have already launched a series of actions that we are interpreting as important opportunities to improve and strengthen our approach.

Despite an international framework that is at times confused and with pressures that appear to go against a path that has lasted years, we believe that sustainability - understood as balance and mutual protection of environmental, social and economic dimensions - is the only viable way to guarantee stable and lasting well-being, precisely because it is shared and distributed.

Michele Enrico De Censi
Chief Executive Officer

* Regenerate Forests.
** Always November25th.

ABOUT SORGENIA

sorgenia
YOUR NEXT ENERGY

1.1 OUR BUSINESS MODEL

We are active in the generation of electricity from natural gas, renewable sources and bioenergy, managing a network of more than 650,000 customers, for more than 980,000 POD/PDR delivery/redelivery points[1] nationwide.

We manage a flexible, balanced and distributed portfolio of energy-related *assets* that allows us to operate in an integrated manner in key market segments.

ENERGY MANAGEMENT AND TRADING

Procurement activities of:

- gas for the operation of power plants and for our end customers;
- wholesale purchase and sale of energy;
- physical and virtual generation and transport capacity.

COMBINED CYCLE PLANTS WITH NATURAL GAS

(CCGT - Combined Cycle Gas Turbine)

We produce electricity and offer dispatching services and reserve capacity for the security of the national electricity system through four highly efficient CCGT power plants.

With an installed capacity of almost 3.2 GW with high availability, reliability and flexibility, our power plants are always available and are the ideal support for renewable generation.

PLANTS FROM RENEWABLE SOURCES

(RES - Renewable Energy Sources)

We produce energy from renewable sources thanks to an important generation fleet focused on bioenergy and wind power, with a total capacity of over **400** MW destined to grow in the coming years.

1 photovoltaic plant of over 32 MW.

3 biomass plants for a total installed capacity of 70 MW.

7 wind power plants in the portfolio, for a total installed capacity of 300 MW.

1 OFMSW plant[2], with a treatment capacity of approximately 35,000 tonnes/year.

2 mini-hydroelectric plants with an installed capacity of approximately 1 MW.

RETAIL ENERGY AND GREENTECH

Activities include the sale of electricity, gas, and services related to energy efficiency and self-generation for end customers. These offerings include photovoltaic systems, electric vehicle charging stations, condensing boilers, and high-speed fibre-to-the-home (FTTH) installations. Fully digital solutions are available for both residential (B2C) and business (B2B) market segments.

(1) POD (Point of Delivery) and PDR (Point of Redelivery) are the unique codes that identify an electricity user and a gas user, respectively. The POD is associated with the supply of electricity, while the PDR identifies the physical point where the natural gas is delivered to the end customer.
(2) Organic Fraction of Municipal Solid Waste.
(3) FTTH (Fibre to the Home) Direct fibre optic connection to the home, ensuring high speed and stability.

We adopt a flexible and diversified energy production and management model.

Our contribution to the energy transition is achieved through investments in wind and photovoltaic, supplemented by complementary projects such as CCGT and bioenergy plants.

We produce energy efficiently, reliably and constantly, integrating traditional and renewable sources to ensure stability and safety of the energy system.

We promote energy efficiency solutions that not only optimise costs, but also favour a more balanced and innovative production and consumption model, concretely responding to the sustainability and development needs of the energy sector.

We bring sustainable energy and services to our customers, made simple, personal and shared. Digital technologies allow us to interact with customers in a more direct and transparent way, offering tools for the conscious management of consumption.

1.2 25 YEARS OF HISTORY

1999

We were established as Energia SpA, the first new operator entering the free energy market in Italy.

2006–2009

We became Sorgenia.

In 2006 the first combined cycle plant entirely designed and built by Sorgenia was commissioned, located in Termoli.

2010–2012

We commissioned our second CCGT power plant in Modugno in March 2010, a green-field plant designed and built by Sorgenia.

In February 2011, the Lodi CCGT plant was commissioned.

In June 2012, the fourth combined-cycle power plant to be designed and built by Sorgenia began commercial operation in Aprilia.

2015–2019

After a financially critical two-year period, the Company's shareholding structure changed with the acquisition of control by the main creditor banks, and the reorganisation process began.

We were positioned as a digital energy company, launching a full digital acquisition strategy for residential customers.

We acquired ESCo Universal Sun (now Sorgenia Green Solutions) to offer innovative and customised energy efficiency solutions.

Paralympic champion Bebe Vio became our testimonial, contributing to strengthening an increasingly inclusive and future-oriented brand.

We launched the first edition of #sempre25novembre to raise awareness on violence against women.

We obtained Great Place to Work certification for the first time and were included in the "Best Workplaces" Italy list.

We entered the Diversity Brand Index and were the first service company to be honoured with the Diversity Media Award.

2020

A new chapter in our history opened with the entry into the capital of F2i, Italy's main infrastructure fund, and the Spanish fund Asterion Industrial Partners.

We began offering fiber connectivity services, becoming a one-stop provider.

We responded to the pandemic emergency with the Spesa Sospesa initiative.

The new MySorgenia App was launched. We started the Greeners community, which rewards customers' sustainable actions.

We began construction of the innovative plant in Marcallo (MI) for the production of biomethane from OFMSW.

2021

F2i gave Sorgenia a vast portfolio of renewable plants: around 300 MW of wind farms (through the VRG companies) and around 70 MW of biomass plants (through San Marco Bioenergie, now Sorgenia Bioenergie), making us one of the largest renewable energy producers in Italy.

We launched a plan to increase the share of renewable energy, with a pipeline of wind, photovoltaic and mini-hydroelectric plants.

We also explored initiatives for geothermal plants.

We created a new catalogue of energy-efficiency solutions.

We created the number one Renewable Energy Community in Italy for number of participants.

2022

We implemented the Three-Year ESG Plan (2022–2024), formalising our commitment to sustainability.

We continued the development of renewable plants and obtained authorisation for the installation of 45 MW of storage systems at our combined cycle plants and 43 MW of photovoltaic plants.

We expanded our green-tech solutions, offering customers photovoltaic systems, storage systems, high-efficiency electric heat pumps and charging stations for electric vehicles.

We continued our commitment to social initiatives, including Spesa Sospesa, Dono Sospeso, #Sempre25Novembre, Il viaggio di Paolo, Progetto M.A.R.E.

We launched the MyNextMove app, making sustainable mobility more accessible.

We participate in the ARERA auction and are selected as the supplier for the Gradual Protection Service for micro-enterprises, serving approximately 300,000 customers.

1.2 25 YEARS OF HISTORY

2023

We began work to install over 32 MW of photovoltaic plants in Grosseto Park, and we outsourced work on the construction of the Collesalvetti plant of approximately 10 MW.

In order to reduce dependency on gas, replenish storage and maintain sufficient availability for the winter period, the solid biomass plants maximised their production in the period from May to September.

We continued to invest in and maintain our production facilities; we implemented innovative software for monitoring plant performance during the year and we began studies for hydrogen co-firing and for the installation of CO_2 capture and storage (CCS) systems.

Biomethane production activities were started at the plant in Marcallo.

Around 300,000 customers of the Gradual Protection Service became Sorgenia customers through the new dedicated software platform.

We continued to work on numerous social and environmental initiatives to ensure our closeness to the communities in which we operate, such as #Sempre25Novembre, Spesa Sospesa, Dono Sospeso and Generation Carbon.

We trained all our management on ESG issues.

We carried out a GHG emissions assessment of our value chain (Scope 3).

2024

We celebrated an important milestone: Sorgenia's 25th anniversary. This anniversary marked a year of growth and transformation for the Company, with numerous projects that strengthen our commitment to innovation and sustainability.

We successfully completed the merger by incorporation of Sorgenia Puglia into Sorgenia Power, which has managed all CCGT plants since September, thus consolidating our presence in the energy sector. At the same time, we started up the new photovoltaic solar plant in Grosseto with a capacity of more than 32 MW, and work continued on the construction of the Collesalvetti plant, which will reach approximately 10 MW. Moreover, we began work at construction sites for two new photovoltaic plants in Sant'Onofrio (VV) and Licata (AG), with a total capacity of over 15 MW.

Looking to the future of energy storage, we started the preparatory work for the installation of 30 MW/30 MWh of storage systems at our combined cycle plants in Lodi and Termoli. In the wind power sector, we obtained authorisation for a 40 MW plant with six wind turbines in the municipality of Guagnano (LE). We also acquired a minority stake in Agnes S.r.l., a company that owns one of the largest renewable energy production projects in Italy, which involves the construction of an offshore wind farm in the Adriatic Sea.

Our social and environmental commitment continues with initiatives such as #Sempre25Novembre, #Rigeneraboschi, Spesa Sospesa, Tempo Sospeso, Dono Sospeso and Generation Carbon. In addition, we took an active role in the first year of the "Energy Income" measure, which will continue in 2025. We began calculating greenhouse gas emissions along the entire value chain (Scope 3), a further step towards sustainability.

In terms of awards, Sorgenia was recognised by Altroconsumo as a "Recommended Provider" for electricity and natural gas, further confirming consumers' confidence. Lastly, we proudly renewed our partnership with Paralympic champion Bebe Vio, strengthening our commitment to the values of inclusion and determination.

Thanks to these results, we continue our commitment to a more sustainable, innovative and people-friendly future.

1.3 ENERGY BORN FROM VALUES

"Clean and affordable energy" is the seventh of the 17 goals of the 2030 Agenda, positioned between SDG No. 6 on the right of access to water, and SDG No. 8 focusing on decent work and economic growth. Just like water, energy is a primary good, essential for guaranteeing sustainable development and essential services such as health care and education.

On the one hand, energy is a key element for the achievement of almost all the other objectives: it is the driver of sustainable cities and communities, promotes business development, stimulates innovation and enhances infrastructure, contributing to global economic growth

On the other hand, energy production and consumption not only have a decisive impact on climate change and life on our planet, but also on international political relations and democracy.

Over the last ten years, increasing digitalisation has profoundly transformed the energy production chain from production to consumption, accelerating the adoption of more mature and distributed renewable models. We know this evolution well, both as energy producers and as suppliers close to customers, who use it every day in their homes and businesses.

This scenario requires a collective commitment from all of the over 600 people of Sorgenia, united in the goal of guiding the country's energy transition through a flexible generation model and sustainable supply solutions, benefiting the environment and the community.

Our strategy is in keeping with the National Recovery and Resilience Plan [4] and with the European plans (for example *REpowerEU*), oriented towards the development of renewable energies, decarbonisation and the fight against climate change to favour more robust, sustainable and inclusive economic growth.

Our history and size allow us to be protagonists of a global transformation process, directly observing the impacts. It is a great responsibility and a challenge, which we face to with concrete actions, considering the immediate consequences and future effects.

We were among the pioneers of digitalisation in the Italian energy sector and we believe in innovation - of tools, processes and technologies - as a vehicle to guarantee an increasingly efficient service for our customers and to support the energy transition.

Protecting the planet is a global challenge, which we try to share with our customers: conscious consumers, and in some cases self-producers, who form a sustainable and caring community, participating in our environmental education and activism initiatives.

(4) NRRP

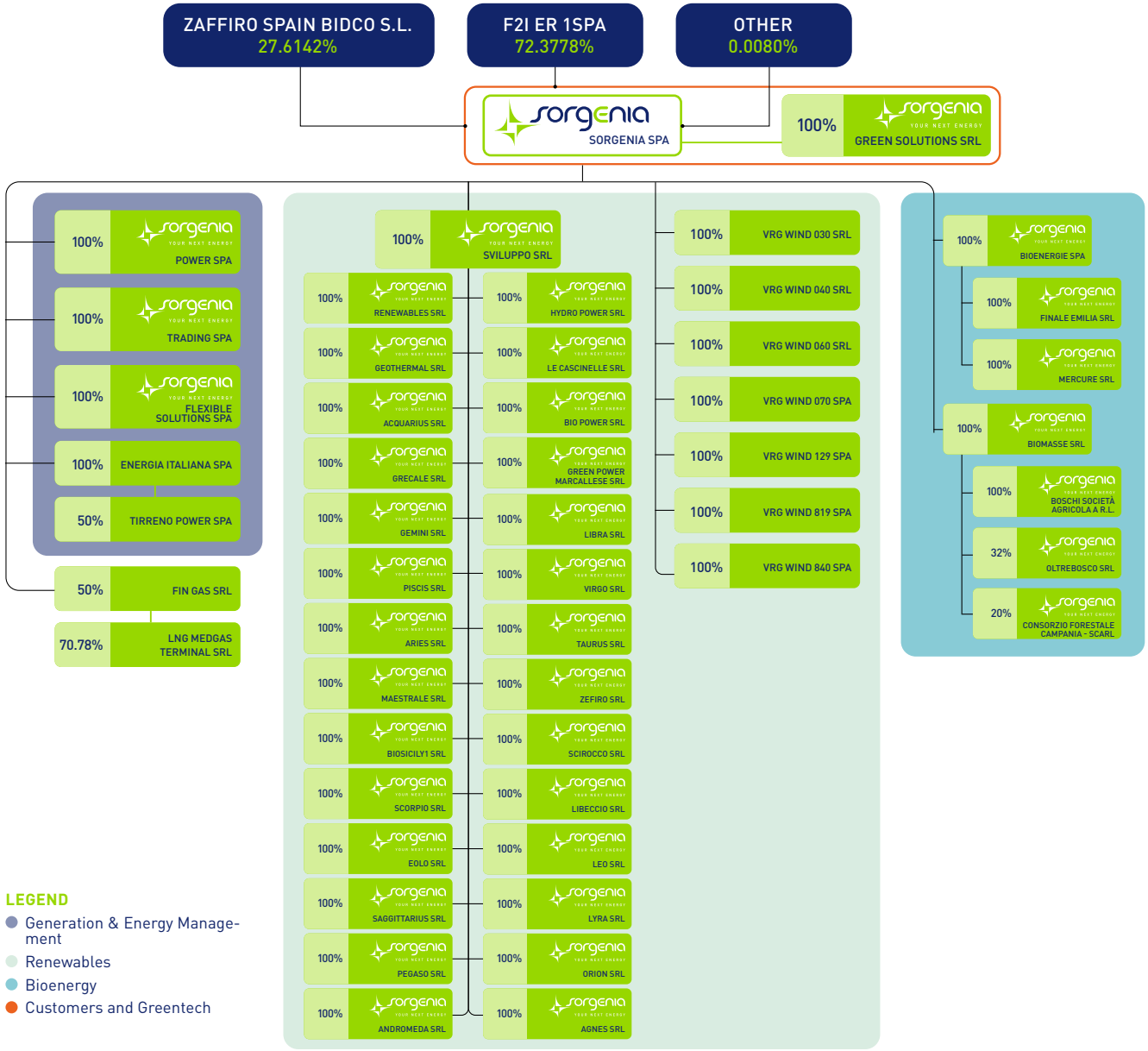
Our aspiration goes beyond the simple role of supplier: we want to be a trusted partner, offering those who choose us support and tools to manage energy in a conscious way. Energy is not merely a commodity, but a precious resource to be preserved and used with intelligence. It is therefore fundamental to make it understandable and accessible, despite its complexity.

Simplicity and transparency are not just values, but concrete principles that guide the way we relate to key stakeholders such as customers, suppliers and colleagues. They are an expression of respect and form the basis for building solid, lasting relationships of trust.

At Sorgenia, trust comes from an inclusive and open work environment where everyone is free to express their identity and passion - the true energy that drives us.

Sorgenia's Purpose and Values find expression in our "Trilobe". We do not consider our values as abstract concepts, but as being inseparable from business behaviours and choices, transforming into concrete principles that guide the work of each one of us.

1.4 OUR CORPORATE STRUCTURE



Sorgenia Power manages the natural gas combined cycle generation plants (CCGT) of Aprilia, Lodi, Termoli and, following the merger by incorporation of Sorgenia Puglia on 20 September 2024, as well as that of Modugno. These facilities use a generation technology internationally recognized as the Best Available Technology (BAT) for thermoelectric power generation, with a total installed capacity of approximately 3,200 MW.

Sorgenia Trading operates in spot markets for the wholesale purchase and sale of electricity and gas, using both physical supplies and financial instruments.

Sorgenia Bioenergie and its subsidiaries are among Italy's largest operators in the production of electricity from plant biomass and represent Italy's leading circular energy company. With the Finale Emilia and Bando d'Argenta plants (in Emilia-Romagna) and the Mercure plant (in Calabria), the total installed capacity is over 70 MW. Sorgenia Bioenergie manages a controlled supply chain based on planned forest maintenance, authorized by the relevant authorities and involving local producers. Biomass energy generation has a low carbon impact in terms of CO_2 emissions, and the non-hazardous process waste (ash) is repurposed in the production of building materials.

Green Power Marcallese manages the Marcallo plant for the generation of advanced biomethane, obtained from the wet fraction of waste or from agricultural by-products, promoting a circular economy model. The plant was commissioned in 2023.

VRG WIND is a group of companies with wind farms in Sicily (Prizzi-Corleone, Marineo, Villafrati-Campofelice, Mineo and Mazara del Vallo) and Calabria (Cortale and Sambuco), for a total installed on-shore capacity of approximately 300 MW. Thanks to these assets, Sorgenia contributes to decarbonising the national energy mix and reducing CO_2 emissions.

Sorgenia Hydro Power manages two run-of-river mini-hydroelectric plants with VLH turbines[5], active since 2023 and located along the Oglio River (Torre Pallavicina) and Dora Riparia (S. Antonino di Susa), with a total installed capacity of 1 MW.

Sorgenia Gemini manages the photovoltaic plant in Grosseto.

Sorgenia Green Solutions (SGS) is an Energy Service Company[6] specialised in energy efficiency solutions for households and businesses. The Company offers advanced and customised technological products, including photovoltaic systems, storage systems, charging stations for electric vehicles, high-efficiency electric heat pumps, thermal systems, lighting and trigeneration and cogeneration systems, both domestic and industrial.

Lastly, Sorgenia holds a 50% stake in Tirreno Power, a jointly controlled company 50% owned by the Sorgenia Group (through the company Energia Italiana) and Engie Italia SpA. Tirreno Power is active in the production of electricity and has combined cycle gas (2.4 GW) and hydroelectric (75 MW) plants[7].

WHERE WE PRODUCE OUR ENERGY

- CCGT PLANTS
- VRG WIND POWER PLANTS
- BIOMASS PLANTS
- TIRRENO POWER
- MINI-HYDROELECTRIC PLANTS
- BIOGAS PLANT
- PHOTOVOLTAIC PLANT

(5) *Very Low Head.*
(6) ESCo.
(7) Tirreno Power is not included in the reporting scope of this Sustainability Report.

1.5 CORPORATE GOVERNANCE AND COMPLIANCE

In order to create sustainable value, we feel it is essential to have a transparent corporate governance system based on balance in the roles of corporate bodies, constant dialogue with stakeholders and internal and external transparency.

The governance structure of Sorgenia SpA includes the following bodies: Shareholders' Meeting, Board of Directors, Board of Statutory Auditors and Supervisory Body.

The Board of Directors[8] of the Parent Company Sorgenia SpA, appointed by resolution of the Shareholders' Meeting of 28 April 2023, has the task of directing and governing the Company, pursuing the objective of creating value for shareholders in compliance with the law, the Articles of Association, ESG principles and correct ethical conduct.

The BoD has all the powers for the ordinary and extraordinary management of the Company, with the ability to take any action deemed necessary to pursue the corporate purpose, except for those reserved exclusively to the Shareholders' Meeting by law and the Articles of Association. The latter also defines the matters reserved to the competence of the BoD and the related resolution quorums, including the attribution and revocation of powers to the directors.

On 28 April 2023, the Board of Directors appointed the Chief Executive Officer and General Manager and granted him specific powers for the office.

The current Board of Directors will remain in office until the Shareholders' Meeting to approve the financial statements as at 31 December 2025 and is composed as follows[9]:

BOARD OF DIRECTORS		
POSITION HELD	**Director**	**Executive member**
CHAIRMAN	Ettore Francesco Sequi	Yes
CHIEF EXECUTIVE OFFICER	Michele Enrico De Censi	Yes
BOARD MEMBERS	Corrado Santini	No
	Alberto Carlandrandrea Ponti	No
	Guido Mitrani	No
	Bice Francesca Di Gregorio	No
	Roberta Neri	No
	Alessandra Moiana	No

(8) The Board of Directors is appointed on the basis of lists submitted by shareholders in accordance with the Articles of Association.

(9) None of the members of the Board of Directors are independent. Of the eight members, three are female (about 40%). In addition, two members (one of whom is female) belong to the age group of 30 to 50, while the remaining six (two of whom are female) are over 50.

The Board of Statutory Auditors (composed of three statutory auditors and two alternate auditors, chosen from among independent professionals) has the task of supervising the activities of the directors and checking that the management and administration of the Company are carried out in accordance with the law and the Articles of Association.

BOARD OF STATUTORY AUDITORS	
CHAIRMAN	Maurizio Di Marcotullio
STANDING AUDITORS	Fabrizio Bonelli Pina Murè
ALTERNATE AUDITORS	Giuseppe Cassinis Davide Martelli

CODE OF ETHICS AND COMPLIANCE

We have formalised and adopted a Code of Ethics[10] that clearly and unambiguously defines the behaviour that must guide the activities of employees, collaborators, suppliers of goods and services, business partners and agents, in compliance with national and international standards and considering the expectations of all stakeholders.

This document applies to the entire Sorgenia Group and serves as a reference point for initiatives and actions related to environmental, social, and community engagement matters. It also guides day-to-day business decisions in alignment with these values.

In order to ensure that all recipients are aware of the principles contained in the Code of Ethics, we have implemented a continuous training and awareness programme, which is available and can be consulted on our website.

The Code of Ethics constitutes the foundation of values of the Organisation, Management and Control Model (OMC, pursuant to Italian Legislative Decree 231/2001), adopted voluntarily by the main Group companies. The OMC defines roles and responsibilities in the prevention of crimes, including those of an environmental nature and relating to safety and health at work, ensuring that business activities are conducted in compliance with fairness, transparency and legality.

While the Code of Ethics is common to all Group companies, the 231 OMC instead applies to the individual companies that adopt it, based on specific organisational needs.

Both the Group Code of Ethics and the 231 Model, where adopted, are available:

- for all employees on the Company intranet;
- for external stakeholders on our website (limited to the General Section).

SUPERVISION AND CONTROL

The task of supervising the functioning, compliance and correct application of the Code of Ethics and the OMC, if adopted, is entrusted to the Supervisory Body (SB), supported by the Internal Audit, Compliance and Risk Control Department. The latter issues periodic reports on the audit activities carried out on business processes.

The SB reports to the Boards of Directors every six months on the results of the control activities, reporting any critical issue[11], while the Internal Audit, Compliance and Risk Control Department reports to the Board of Directors of Sorgenia SpA annually.

(10) For further information: https://www.sorgenia.it/shared/files/editor/codice_etico_sorgenia_06.2021.pdf
(11) No significant critical issues were found in 2024.

WHISTLEBLOWING AND ANTI-CORRUPTION

With the entry into force of Italian Legislative Decree 24/2023, we have updated our internal reporting channels to further strengthen our commitment to transparency and trust. This system guarantees the adoption of conduct compliant with the regulations and ethical values of the Sorgenia Group.

We also regularly provide specific training on anti-corruption policies and procedures, which are among the most sensitive issues included in the Code and the 231 OMC.

In 2024, we recorded:

Whistleblowing

2

Cases managed by the Supervisory Body (OdV) of Sorgenia Power S.p.A., closed and reported to the Board of Directors.

Corruption

0

reports

TAX CONTROL FRAMEWORK

During 2024, the Board of Directors of Sorgenia SpA approved the tax strategy, defining the objectives, principles and guidelines adopted for the management of the tax variable and the risk associated with it, in addition to the request for membership in the collaborative fulfilment regime with the Italian Revenue Agency, pursuant to Italian Legislative Decree no. 128 of 5 August 2015[12].

The tax strategy aims to:

- optimise management of the tax variable through continuous dialogue and collaboration with the competent authorities;
- plan business activities in a tax-efficient manner, to foster growth and sustainability;
- ensure full compliance with tax regulations, minimising the risk of disputes and applicable penalties;
- promote the dissemination of a corporate culture based on the values of honesty, integrity and legality in the tax sphere.

In this regard, the Company has adopted the Tax Control Framework (TCF), which is the set of policies, procedures and internal controls to ensure the proper management of tax obligations and compliance with tax regulations. This system is designed to minimise the risk of tax errors, fraud and penalties by ensuring that the Company takes a proactive approach to managing its tax affairs.

The TCF is characterised by:

1. the definition of clear roles and responsibilities for the people involved in tax management;
2. the adoption of tools and processes to monitor and verify the correct application of tax laws;
3. continuous training and awareness-raising of staff on tax requirements;
4. the regular verification of tax compliance and the review of processes and controls to improve them.

(12) Application sent on 27/12/2024.

ESG POLICY AND SUSTAINABILITY GOVERNANCE

In 2022, we introduced the *ESG Policy*[13], which establishes Sorgenia's commitment to adopting sustainable behaviour and actions in the environmental, social and governance spheres. This document represents a fundamental step in our sustainability strategy, fostering greater awareness both internally (employees and shareholders) and externally (customers, suppliers, contractors, business partners, communities and investors , etc.).

The ESG Policy is inspired by the principles and values in which we recognise ourselves and emphasises the importance of effective governance. To ensure this, we have set up an inter-functional ESG Committee, consisting of:

ESG COMMITTEE
CHIEF EXECUTIVE OFFICER
FIRST MANAGERIAL LINES
ESG DEPARTMENT

This body has the task of disseminating and implementing the Group's sustainability strategy, guaranteeing the informed management of the Company's impacts on the environment, people and the economy.

COMPANY REGULATORY STRUCTURE

Sorgenia implements a regulatory system consistent with its values, based on a structured set of regulatory documents. To support a sustainable transition, we implement Company policies aimed at achieving the set objectives, while the certifications obtained attest to our progress in the right direction.

ESG POLICIES	DE&I Policy Procurement Policy Data Retention Policy Remote Work Policy
CERTIFICATIONS	ISO 45001 - CCGT, Bioenergy and Wind plants ISO 14001 - CCGT, Bioenergy and Wind plants ISO 18295 - Certification of customer care processes EMAS - Eco-Management and Audit Scheme Legality protocol - Sorgenia Bioenergie

(13) Environmental, Social, Governance.

1.6 OUR ECONOMIC PERFORMANCE

€ 302 million
EBITDA 2024

1.25x
NET DEBT/EBITDA RATIO as at 31.12.2024

Our commitment to responsible development is reflected not only in our environmental practices but also in the economic results and financial strength of our Group. This report, which includes key financial indicators, highlights the operational and strategic progress made in 2024. The data demonstrate the effectiveness of the policies implemented to achieve sustainable growth through prudent resource management and a continual focus on innovation and efficiency.

The EBITDA[14] - which represents margin before interest, tax, depreciation and amortisation, i.e., gross operating profit - saw a strong increase this year compared to 2023 (it grew from € 181 million in 2023 to € 302 million in 2024).

This increase is primarily driven by three factors:

- growth in margins in the Generation and Energy Management area, thanks to a more favourable market context characterised, in particular, by an increase in contestable demand for natural gas combined cycles (CCGT) in the summer period;
- increase in margins in renewable generation from biomass, thanks to the introduction of the new incentive system (called "guaranteed minimum prices") aimed at ensuring the economic sustainability of renewable plants that use marginal or residual resources, such as vegetable biomass;
- strong growth in the Customers and Greentech area, with an increase in the end consumer portfolio from 919,000 utilities at the end of 2023 to 981,000 at the end of 2024, and in its margins.

The 2024 results were therefore very positive, both in terms of the income statement with a Group net result which, excluding the accounting effects of write-downs, was equal to € 98 million and in terms of net financial position (gross debt net of available and unrestricted cash), which decreased from € 426 million to € 376 million. This was made possible by operating cash flow, despite the payment of € 78 million in dividends to shareholders in 2024.

The net debt[15] to EBITDA ration, which is one of the most widely used ratios to assess a company's financial strength, stands at 1.25x at the end of 2024, among the best in the industry.

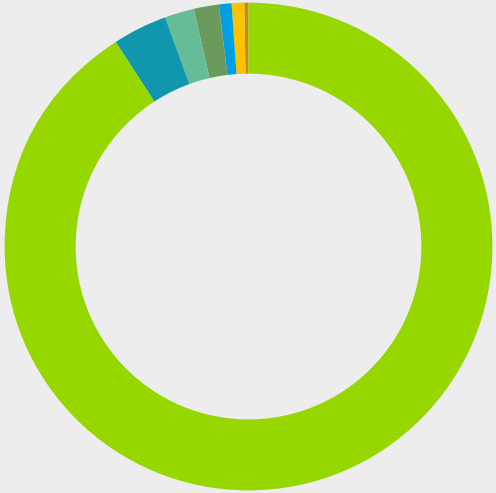
(14) EBITDA (Earnings Before Interest, Taxes, Depreciation, and Amortisation)
(15) Net Debt represents the difference between loans payable and cash and cash equivalents, and is an indicator of the financial soundness of a company.

HOW DO WE USE THE VALUE GENERATED?

Economic responsibility is reflected in the representation of the wealth generated by the Company's activities and in how it is redistributed to stakeholders, i.e. to all those who, in various capacities, are involved in our activities.

In 2024**, the economic value generated amounted to approximately € 4,020 million, of which:**

distributed in the form of remuneration to suppliers of goods and services	91.00%
as value retained by the Group	3.60%
as dividends for our shareholders	2.00%
as employee remuneration	1.50%
as interest and financial charges to financing banks	1.00%
as taxes and fees to the public administration	0.80%
such as disbursements, donations, sponsorships and collaborations	0.10%



Over € 3 million were allocated directly to the territory, in the form of investments for the community and as part of territorial agreements, including disbursements, donations, sponsorships, collaborations, environmental compensation, forestation and the creation of bike paths.

These investments have benefited both the local communities and administrations where our plants are located or where new facilities are being developed, as well as initiatives aimed at fostering a more inclusive, just society that aligns with our core values.

1.7 SORGENIA: SUSTAINABILITY AND INNOVATION

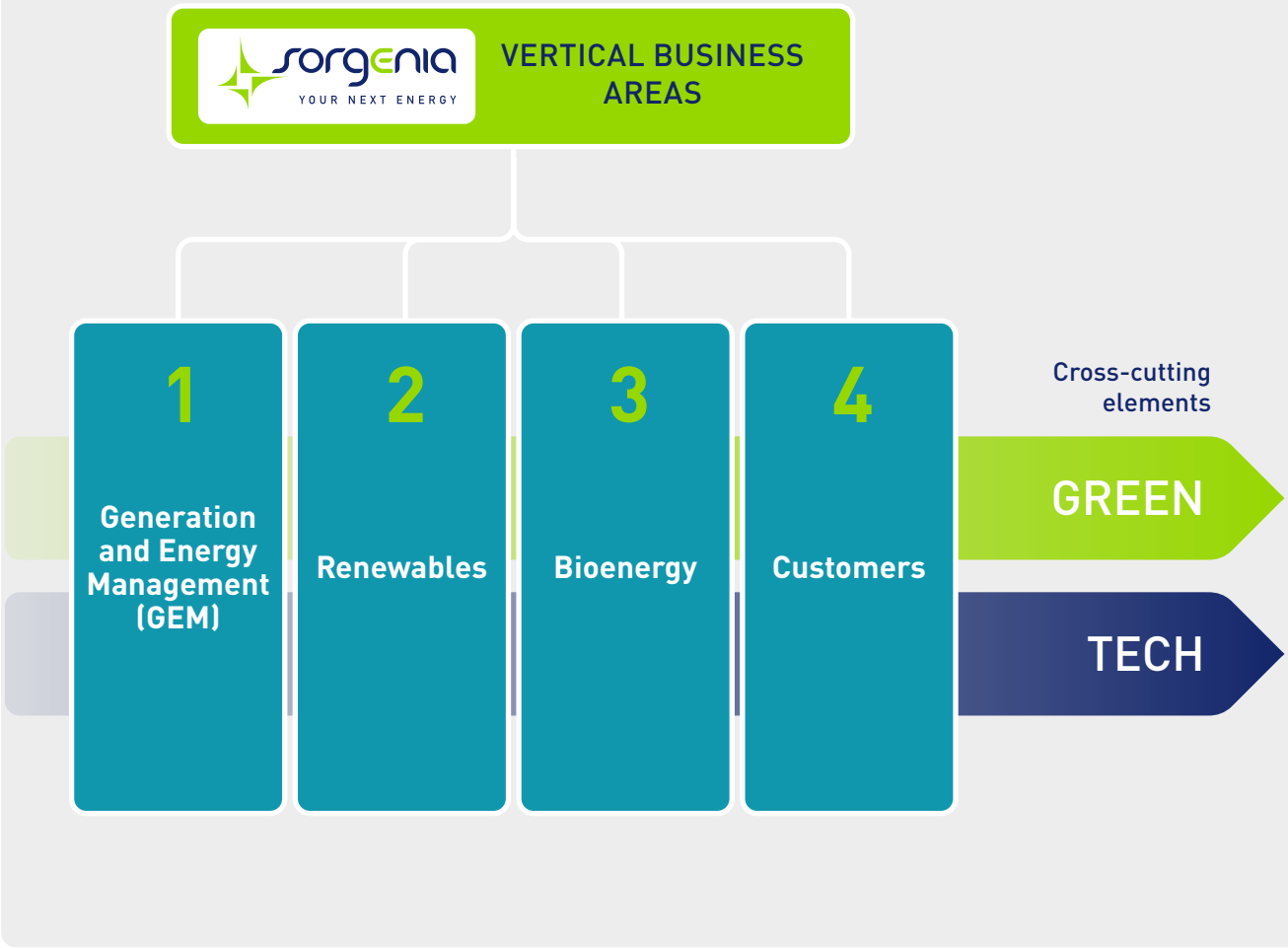
Sustainability, innovation, green and tech are the cornerstones of our strategy, cutting across all business areas in which we operate. While the digital and innovative (tech) component is integrated in the tools we use, in our plants and in the channels of dialogue with our customers, environmental sustainability (green) is the ultimate goal of everything we do.

Already today, our energy is produced using the best available technologies. We are focused on integrating renewable energies into our portfolio more and more in the future through organic development in geographic areas with higher availability of natural resources, particularly sun and wind.

Through digitalisation, we intend to further improve service to customers, simplifying every stage of our relationship, from contract subscription to supply management.

OUR GROWTH STRATEGY

(BUSINESS PLAN 2024-2028)



Our growth strategy was formalised in the **2024–2028 Business Plan**, with the objective of consolidating our position as the leading private energy operator in Italy over the next five years.

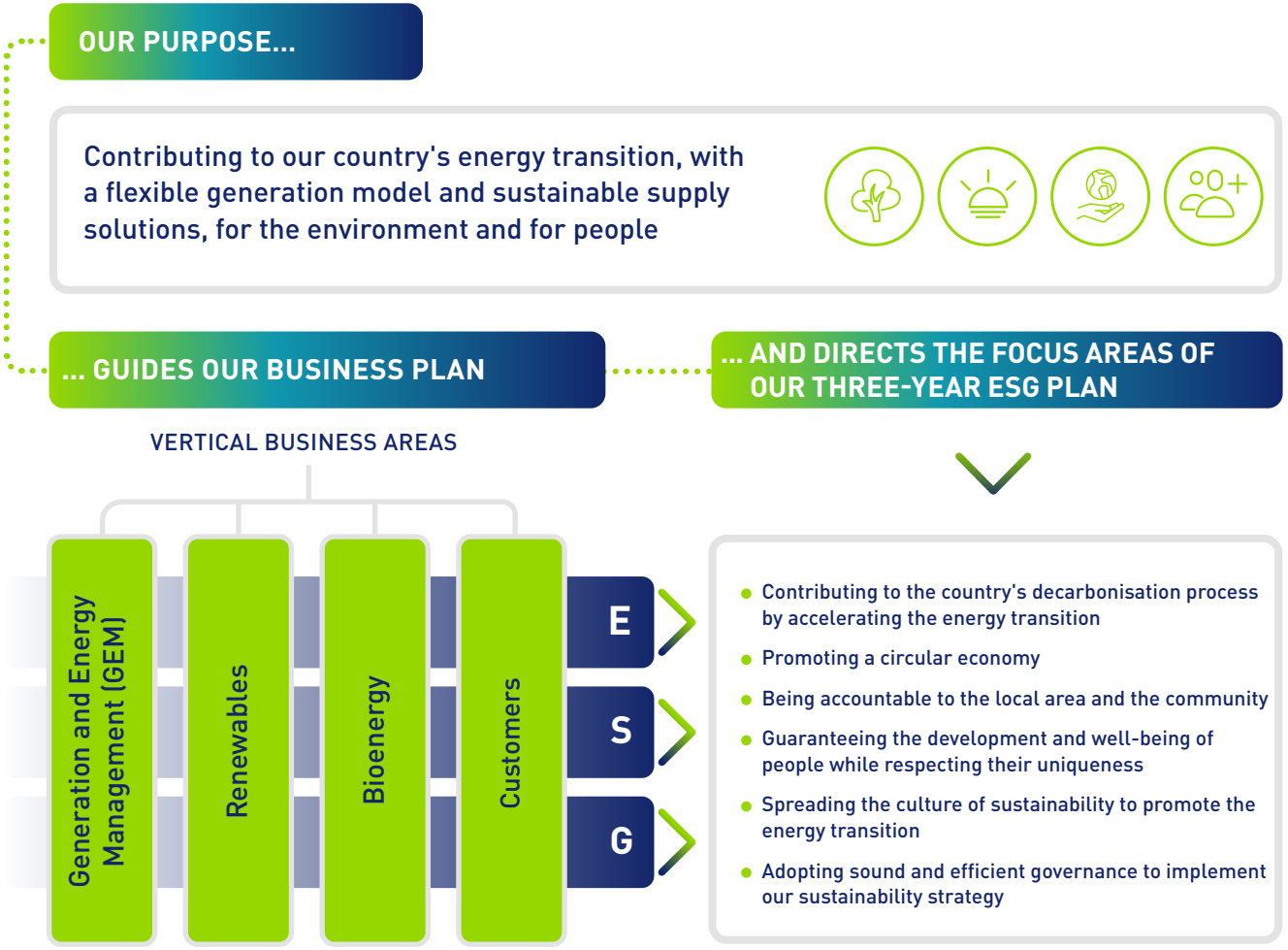
This strategy is taking shape during a period of major transformation for the sector, characterised by processes already underway, such as the electrification of demand, distributed generation and digitalisation, compounded by a constantly evolving regulatory framework, both in Italy (NRRP – National Recovery and Resilience Plan), Europe (European Green Deal) and worldwide (Paris Agreement).

Paris Agreement	The Paris Agreement is an international treaty concluded between the member states of the United Nations Framework Convention on Climate Change. It defines an action plan to limit global warming, setting the goal of keeping the average global temperature rise well below 2 °C compared to pre-industrial levels, with a commitment to limit it to 1.5 °C. The agreement was reached on 12 December 2015 during COP21, and requires countries to communicate their respective action plans every five years, with increasingly ambitious objectives.
European Green Deal	The European Green Deal is a set of policy initiatives proposed by the European Commission with the goal of achieving climate neutrality in Europe by 2050, with the ambitious interim target of reducing greenhouse gas emissions by 55% by 2030.
National Recovery and Resilience Plan - NRRP	The NRRP is a Europe-wide programme with a package of investments and reforms divided into six shared missions: • Digitisation, innovation, competitiveness and culture; • Green revolution and ecological transition; • Infrastructure for sustainable mobility; • Education and research; • Inclusion and cohesion; • Health. This intervention aims to repair the economic and social damage caused by the pandemic crisis, addressing the structural weaknesses of the economy and accompanying the country in the ecological and environmental transition. Moreover, it aims to reduce geographical, generational and gender gaps.

Leveraging our strengths, in the coming years we intend to introduce innovative business models, focusing on those segments of the deregulated market with higher growth and profitability potential. In addition to expanding our customer base, we will invest in green technologies, organically developing renewable and electricity storage systems (BESS, Battery Energy Storage Systems) throughout the country.

The **ESG Plan** approved by the Board of Directors formalises our environmental, social and governance commitments, defining the targets we have set for 2024. It identifies three areas of intervention which apply across all areas of our strategic vision and the Business Plan:

- **Environment:** by boosting generation from renewable sources and maintaining the best available technologies in our CCGT plants, we contribute to the decarbonisation of the country, accelerating the energy transition and combating climate change. Moreover, through the organic development of bioenergy, the we foster the circular economy, enhancing agricultural and forestry by-products and municipal solid waste. We help companies and consumers to become self-producers of energy through photovoltaic systems and storage systems, promoting a more informed and intelligent use of energy.
- **Social:** we are committed to being responsible towards the territories and communities in which we operate; listening to their needs, comparing ourself with their expectations and actively involving them through partnerships and distinctive initiatives such as #Sempre25Novembre, support for Art4sport and Spesa Sospesa. People are at the heart of our strategy: we want to ensure a fair, inclusive and stimulating work environment, which allows everyone to develop skills and grow professionally, maintaining a healthy balance between personal and working life.
- **Governance:** to achieve these objectives, a solid governance system is fundamental, based on the balance in the roles of the corporate bodies, constant dialogue with stakeholders, and internal and external transparency.



We are working to formalise the new ESG Plan, which will include specific objectives and targets, both qualitative and quantitative, which we will focus on over the next three years, with the aim of constantly improving our sustainability performance.

1.8 OUR PROCUREMENT POLICY

We are committed to creating and maintaining a lasting and constructive relationship with our suppliers, based on sharing best practices to improve their performance and identify opportunities for mutual growth.

Shared innovation does not only concern technology, but also processes, environmental and social aspects. This is why we have implemented a structured vendor management system, which allows digital, structured and tracked management of the entire procurement process, from the creation of master data to the tender process (bidder definition, invitation, document sharing, technical assessment, negotiation and awarding) and the ex-post assessment of the supplier's performance, involving all internal and external stakeholders and ensuring the entire procurement cycle is shared with guaranteed data tracking and governance.

The qualification process involves the assessment of the supplier in relation to various areas, including financial reliability, HSE aspects, personnel management, privacy and cyber security aspects and, last but not least, an ESG assessment.

This approach promotes an osmotic process of exchanging knowledge, practices and skills, creating value for all parties involved.

In September 2024, Italian Decree no. 132/2024 was published, with which the Ministry of Labour and Social Policy dictates the procedures for companies and self-employed workers operating in temporary or mobile construction sites to submit a credit licence application. This regulation was introduced in order to strengthen the fight against undeclared work and the supervision of workplace health and safety.

In compliance with this provision, Sorgenia has updated its contractor management methodology (including subcontractors) to thoroughly verify that the companies engaged meet the requirements of the new regulations. In addition to implementing these checks, we have updated the General Conditions for Procurement and Supply Contracts with installation services to introduce a stricter regime than that mandated by the regulation for the suspension or removal of contractors from Sorgenia Group construction sites.

ESG ASSESSMENT OF OUR SUPPLY CHAIN

In 2024, we continued to assess the ESG maturity of our supply chain. The project collects and manages information on the sustainability of our partners through a self-assessment questionnaire administered on a digital platform and focused on the three broad topics Environment, Social and Governance.

Suppliers are an essential partner in achieving our sustainability goals, which is why we involve them right from the qualification phase, designing improvement and cooperation plans together.

LEGALITY PROTOCOL

Group companies active in the bioenergy sector adhere to the legality protocol signed between the Ministry of the Interior and the Italian Confederation of Small Private Industry [16].

Membership in the protocol introduces a voluntary system of controls and checks on the biomass supply procurement chain, strengthening our commitment to guaranteeing legality, transparency and safety. This represents a further measure to create value in the biomass sector and counter any possible interference by organised crime in the management of resources in the territories.

Through this protocol, we confirm our commitment to the protection of the territories in which we operate.

(16) Confapi.

1.9 SORGENIA'S COMMITMENT TO SUSTAINABLE DEVELOPMENT

The Sustainable Development Goals are a set of 17 global goals adopted in 2015 by the 193 member states of the United Nations General Assembly.

These goals are an integral part of the 2030 Agenda, an ambitious programme of action that focuses on four fundamental pillars: people, planet, peace and prosperity. The agenda highlights the common challenges that all countries are called to face, regardless of their level of development.

The SDGs (Sustainable Development Goals) have a universal scope, applying to both developing and advanced countries, and are based on an integrated approach that encompasses the three dimensions of sustainable development: environmental, social and economic.

In line with the material topics identified and the areas of intervention defined by the ESG Plan, we have identified 11 topics that reflect our values and commitments. Among these, we believe we can have a positive impact on seven goals, while our contribution will be particularly significant on four of them.

SIGNIFICANT IMPACT

- 7 AFFORDABLE AND CLEAN ENERGY — Ensure access to affordable, reliable, sustainable and modern energy for all.
- 8 DECENT WORK AND ECONOMIC GROWTH — Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
- 11 SUSTAINABLE CITIES AND COMMUNITIES — Make cities and human settlements inclusive, safe, resilient and sustainable.
- 13 CLIMATE ACTION — Take urgent action to combat climate change and its impacts.

POSITIVE IMPACT

- 3 GOOD HEALTH AND WELL-BEING — Ensure healthy lives and promote well-being for all at all ages.
- 5 GENDER EQUALITY — Achieve gender equality and empower all women and girls.
- 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE — Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation.
- 10 REDUCED INEQUALITIES — Reduce inequality within and among countries.
- 12 RESPONSIBLE CONSUMPTION AND PRODUCTION — Ensure sustainable consumption and production patterns.
- 15 LIFE ON LAND — Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, halt and reverse land degradation, and halt biodiversity loss.
- 16 PEACE, JUSTICE AND STRONG INSTITUTIONS — Promote peaceful and inclusive societies for sustainable development; provide access to justice for all and build effective, accountable and inclusive institutions at all levels.

1.10 STAKEHOLDERS

Identifying Sorgenia's stakeholders, meaning all those who may be significantly affected by the activities and services we offer, or whose actions may conversely affect the Group's ability to achieve its objectives, was the first pillar in structuring our sustainability journey.

Through an in-depth analysis of the Group's activities, the main stakeholders were identified by engaging all the company's front lines and carefully considering the actors with which we interface on a daily basis.

Our relationship with our stakeholders is based on active listening and constant dialogue: an open, inclusive, indispensable approach that helps us to understand their needs and build solid, lasting relationships.

The key stakeholders identified for the Sorgenia Group are listed below.

STAKEHOLDER ENGAGEMENT

Sorgenia has developed a structured and continuous approach for engaging its stakeholders, using different communication channels and engagement methods. Our goal is to foster transparent and constructive dialogue through consultation tools, participation initiatives and strategic collaborations.

Engagement activities vary according to the type of stakeholder and the nature of the interaction. The main instruments adopted include:

- **Satisfaction surveys** to collect feedback from customers and improve the services offered;
- **Corporate climate survey** to collect employee feedback and identify the critical issues and strengths of our organisation, acquiring valuable insights for improvements to implement;
- **Periodic meetings** with local institutions and communities to encourage dialogue on energy development and territorial sustainability;
- **Working groups and periodic meetings** with shareholders and other companies in the portfolio to share new regulations and practices in the ESG area;
- **Discussion tables** with suppliers and partners to promote responsible procurement practices;
- **Listening activities** with associations and non-governmental organisations to integrate social and environmental concerns into corporate strategies;
- **Transparent communication and ESG reporting**, with the regular publication of updates on sustainability and governance issues.

In compliance with the CSRD regulations and with a concrete commitment to sustainability, in 2025 we plan on strengthening stakeholder dialogue by implementing the double materiality analysis process. This will allow us to fully understand their needs, expectations and perceptions, as well as to identify and assess the most material ESG issues, strategically integrating them into our governance and sustainable value creation model.

1.11 MATERIAL TOPICS

The materiality analysis process carried out by Sorgenia is an essential step in identifying and prioritising the most significant ESG issues for the Company and its stakeholders.

We updated our materiality analysis in 2023, in line with the provisions of the new 2021 GRI Standards. In 2024, we chose to maintain continuity with the analysis carried out in the previous year, structured as follows.

The first phase of the process was geared towards understanding the context in which the company operates and was carried out through:

- a benchmark analysis of Sorgenia's main competitors and peers, as well as a selection of possible inspirers;
- a mapping of the main sustainability trends at global level and with specific reference to the sector within which Sorgenia operates;
- an analysis of a selection of articles relating to Sorgenia, aimed at intercepting pressures related to the most recurring sustainability issues from public opinion and the media;
- an analysis of the main sustainability issues arising from the non-financial reporting of the Group's two main shareholders.

The analyses carried out identified the actual and potential, positive and negative impacts that Sorgenia generates on the economy, the environment and people, including those on human rights, throughout its value chain.

Following an assessment of their significance, the impacts were prioritised and those assessed above the materiality threshold guided the identification of the material topics, which were therefore the basis for the preparation of this Sustainability Report.

It should be noted that the assessment and classification of impacts took into account two parameters: severity and probability. The severity of an impact is determined by its scale (how severe the impact is), scope (how widespread it is) and irreparable characteristics.

The following is a non-prioritised list of the material topics identified and the related impacts that emerged after having completed the materiality analysis.

MATERIAL TOPICS AND ASSOCIATED IMPACTS

NO.	MATERIAL TOPIC	SDG	IMPACTS	TYPE OF IMPACT
1	Energy transition and decarbonisation	13	− Contribution to climate change linked to GHG emissions.	ACTUAL
		7	+ Support for the country's energy transition thanks to the production of electricity from renewable sources.	ACTUAL
2	Growth strategy and business ethics	15	− Damage to customers and the economic system due to unfair commercial practices.	POTENTIAL
3	Workers' health and safety	15	− Injuries within the workforce along the entire value chain.	POTENTIAL
4	Circular Economy	15	− Land occupation and pollution due to non-virtuous waste management.	POTENTIAL
		5	+ Contribution to the circular economy and enhancement of waste materials.	ACTUAL
			− Depletion of non-renewable raw materials.	ACTUAL
5	Polluting emissions	5	− Damage to the ecosystem and to people due to the release of pollutants into the air.	POTENTIAL
6	Diversity and equal opportunities	5	− Violation of human rights.	ACTUAL
			− Failure to respect equal opportunities and discrimination.	POTENTIAL
7	Closeness to the local area	9	+ Support and creation of economic value for local communities.	ACTUAL
		9	− Visual impact of production plants and extraction sites.	POTENTIAL
8	Customer intimacy and digital transformation	9	+ Positive contribution to the technological development of the sector.	ACTUAL
			− Breach of privacy and loss of sensitive data.	ACTUAL
9	Employee self-fulfilment	6	+ Development of workers' skills.	ACTUAL
			− Failure to protect the well-being of workers due to the absence of dedicated Company initiatives.	POTENTIAL
10	Supply chain engagement	6	+ Sustainable supply chain management.	ACTUAL
11	Water resource management	6	− Scarcity of water resources, in particular in water-stressed areas, caused by the consumption of water in production processes.	ACTUAL
12	Protecting biodiversity	15	− Loss of biodiversity due to activities in protected areas and land consumption.	ACTUAL

1.12 OUR SUSTAINABILITY STRATEGY

The sustainability strategy, integrated in the business model, the SDGs, the material topics and the needs of our stakeholders, has outlined an approach based on a clear reference framework. This scheme defines the corporate commitments and represents the foundations of the path towards the energy transition defined in our purpose: to contribute to the energy transition of our country, with a flexible generation model and sustainable supply solutions, for the environment and for people.

Our sustainability purpose and strategy are closely linked to the actions taken to mitigate impacts and guide the sustainability plan.

We have therefore developed the 2024 ESG Sustainability Plan, which highlights our commitment to a concrete and measurable transition, based on the Company's principles and values. Below, we report the targets set for the year and confirm our commitment for 2025 as well, continuing to work on these macro areas.

AREA	SUB-AREA	OBJECTIVE	2024	2025 PLAN[17]
ENERGY TRANSITION FOR THE COUNTRY'S DECARBONISATION	GHG emissions	Reduce our carbon footprint (Scope 1, 2 and 3 emissions)	✓	Confirmed work area
	CCGT	Ensure a high level of efficiency of production plants	✓	Confirmed work area
	Renewables	Ensure and optimise availability and installed capacity.	✓	Confirmed work area
PROMOTING A CIRCULAR ECONOMY	Biomass	Increase the use of biomass from recovery waste/agricultural by-products/forest maintenance	✓	Confirmed work area
	Waste	Enhance the recovery and recycling of waste produced.	✓	Confirmed work area
SPREADING THE CULTURE OF SUSTAINABILITY TO PROMOTE THE ENERGY TRANSITION	Greentech	Increase the energy efficiency services and solutions sold to customers as a tangible and concrete way to contribute to the energy transition	✓	Confirmed work area
	Good practices and customer satisfaction	Increase customer satisfaction, ensuring transparency, fairness and ease of access to our services.	✓	Confirmed work area
BEING ACCOUNTABLE TO THE TERRITORY AND THE COMMUNITY	Community	Increase the value distributed to the areas where our plants are located and the community in general	✓	Confirmed work area
GUARANTEEING THE DEVELOPMENT AND WELL-BEING OF PEOPLE WHILE RESPECTING THEIR UNIQUENESS	DE&I	Implement initiatives in the field of DE&I (Diversity, Equity & Inclusion)	✓	Confirmed work area
	Welfare	Increase welfare initiatives to promote the well-being of our people	✓	Confirmed work area
	Health and safety	Maintain a low injury frequency index	✓	Confirmed work area
ADOPTING SOUND AND EFFICIENT GOVERNANCE TO IMPLEMENT OUR SUSTAINABILITY STRATEGY	CSRD	Update policies and procedures from an ESG perspective	✓	Confirmed work area
	Supply chain	Expand the number of suppliers involved in the ESG qualification pilot project.	✓	Confirmed work area

✓ Achieved ✓ Partially achieved

(17) The Sorgenia Group is developing an action plan for its future commitments. At this stage, we report whether these areas are considered in the new plan.

OUR 4 MEANINGS

INTEGRATE WITH OUR BUSINESS PLAN

SAVE THE ENVIRONMENT → Renewables, Bioenergy, GEM (Generation& Energy Management)

TRANSFORMING THE RELATIONSHIP WITH ENERGY → Green-Tech

GUIDING US EVERY DAY

MAKE THE SOCIETY WE OPERATE IN BETTER → Brand and Development

HELPING THE SELF-FULFILMENT OF THOSE WHO WORK WITH US → Corporate life

DRIVE THE COMMITMENT TO THE MATERIAL TOPICS

- Energy transition and decarbonisation
- Closeness to the local area
- Circular economy
- Supply chain engagement
- Polluting emissions
- Water resource management
- Circular economy

- Energy transition and decarbonisation
- Closeness to the local area
- Customer intimacy and digital transformation

- Closeness to the local area
- Diversity and equal opportunities

- Workers' health and safety
- Employee self-fulfilment
- Diversity and equal opportunities

GROWTH STRATEGY AND BUSINESS ETHICS

AND MEET THE NEEDS OF OUR STAKEHOLDERS

- Local communities and area
- Future generations
- Network operators
- Suppliers and partners

- Future generations
- Present and future customers
- Network operators
- Suppliers and partners

- Local communities and area
- Future generations
- Suppliers and partners

- Employees
- Suppliers and partners

- SHAREHOLDERS
- INVESTORS
- REGULATOR
- INSTITUTIONS
- PUBLIC ADMINISTRATION
- OTHER SECTOR OPERATORS
- MEDIA

CONTRIBUTE TO THE UN SDGs

On 28 November 2022, the European Council gave the final green light to the Corporate Sustainability Reporting Directive (CSRD), a key regulation aimed at strengthening and expanding the scope of sustainability reporting requirements. The CSRD is a significant development compared to the previous EU Directive 2014/95/EU, known as the Non-Financial Disclosure Directive (NFRD), introducing more detailed criteria and a stricter regulatory framework to ensure greater transparency and reliability in the information disclosed by businesses.

Italy has transposed the directive through Italian Legislative Decree no. 125/2024, outlining the new provisions that will gradually come into force. In this scenario, Sorgenia is preparing all the necessary measures to align with the new reporting obligations starting from the 2025 financial statements.

The new regulatory context not only requires companies communicate their environmental, social and governance (ESG) commitment in a more structured and detailed manner, but also calls them to set concrete sustainability objectives and monitor progress in a systematic and measurable manner.

In response to these requirements, Sorgenia is committed to implementing a responsible and compliant approach, adopting advanced tools and methodologies to ensure transparent, solid reporting in line with international best practices.

Through our commitment, we have begun to fulfil the new regulatory obligations, launching the analysis of climate risks and the assessment of minimum safeguards. We see these activities as an opportunity to improve and strengthen our approach to sustainability.

1.13 ECONOMIC DATA

Economic performance | GRI 201-1: Direct economic value generated and distributed

	UoM	2022	2023	2024
Economic value generated	**€ million**	**6,227**	**3,251**	**4,020**
Economic value distributed	**€ million**	**5,935**	**3,143**	**3,874**
Operating costs	€ million	5,666	3,027	3,660
Salaries and employee benefits	€ million	56	58	61
Payments to capital providers	€ million	34	47	119
Payments to Public Administration	€ million	177	10	31
Investments in the community	€ million	2	1	3
Retained economic value	**€ million**	**292**	**108**	**146**

Procurement practices | GRI 204-1: Proportion of spending on local suppliers

	UoM	2022	2023	2024
Percentage of procurement budget spent on local suppliers[18]	**%**	**87%**	**99%**	**96%**

(18) Local suppliers are defined as suppliers based in Italy.

Anti-corruption | GRI 205-2: Communication and training on anti-corruption policies and procedures

Number of training hours on anti-corruption	UoM	2022	2023	2024
Executives	Hours	0	94	9
Middle Managers	Hours	0	312	49
Office staff	Hours	0	1297	232
Blue-collar workers	Hours	0	130	12
Total hours	**Hours**	**0**	**1,833**	**302**

Number of people involved in anti-corruption training	UoM	2022	2023	2024
Executives	Hours	0	33	36
Middle Managers	Hours	0	78	120
Office staff	Hours	0	443	488
Blue-collar workers	Hours	0	43	47
Total	**Hours**	**0**	**597**	**691**

Anti-corruption | GRI 205-3: Confirmed incidents of corruption and actions taken

Cases of corruption and actions taken	UoM	2022	2023	2024
Number of cases of corruption	no.	0	0	0

Socio-economic compliance | GRI 2-27: Compliance with laws and regulations

Fines and non-monetary sanctions for non-compliance with laws and/or regulations	UoM	2022	2023	2024
Total monetary value of significant fines in the social and economic area	€	0	676,956[19]	0
Total number of non-monetary sanctions in the social and economic area	no.	0	0	1[20]
Number of cases in the social and economic area introduced through dispute resolution mechanisms[21]	no.	374	295	303

Supplier social assessment | GRI 414-1: New suppliers that were screened using social criteria

Supplier social assessment	UoM	2022	2023	2024
Percentage of new suppliers assessed using social criteria	%	6%	5%	10%

(19) Following the failure to respond to two requests to exercise rights and seven unlawful promotional phone calls, Sorgenia received a measure with a related administrative sanction, to which it responded within 30 days with the aim of building a fruitful cooperation with the Data Protection Authority for the benefit of consumers. It should be noted that only significant monetary penalties (> € 10,000) were considered.

(20) Incorrect compilation of the waste loading and unloading register at the Modugno site highlighted during the ISPRA ARPA inspection visit.

(21) These cases refer to Sorgenia's settlements with customers.

ENERGY PRODUCED RESPECTING THE ENVIRONMENT

sorgenia
YOUR NEXT ENERGY

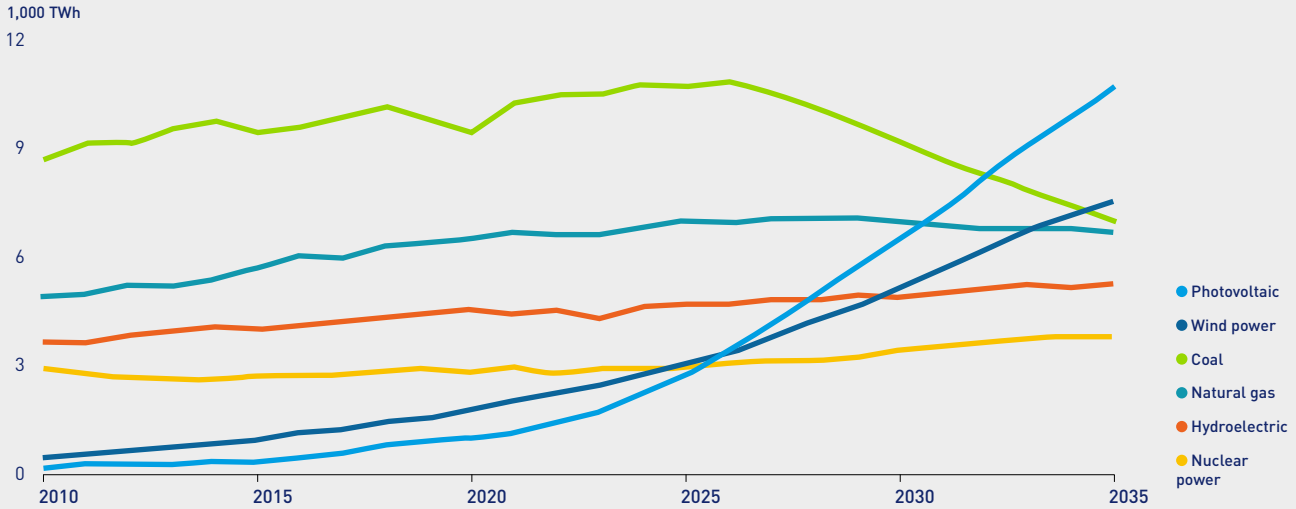
2.1 THE ENERGY MARKET

The global energy landscape is constantly evolving, with several countries and regions taking measures to facilitate the transition to a more sustainable system. The transition to clean energy has accelerated considerably in recent years, driven by government policies and industrial strategies.

With the increase in global demand for electricity, the contours of a new, more electrified energy system are emerging. The demand for electricity has grown at a double rate compared to the overall energy demand in the last ten years, with two thirds of the global increase in electricity needs coming from China. Electricity demand growth is expected to further accelerate in the years to come, driven by light industry consumption, electric mobility, cooling systems, data centres and artificial intelligence[22].

The escalation of the conflict in the Middle East and the ongoing war in Ukraine highlight the persistent risks to energy security that we continue to face. While some of the immediate impacts of the global energy crisis began to ease in 2023, the risk of further disruptions remains high. The experience of recent years has shown how quickly energy dependencies can turn into vulnerabilities.

Global electricity generation 2020-2035 (IEA - World Energy Outlook)



Geopolitical factors have contributed to arousing concerns about possible irregularities in gas flows to Europe and Italy, with significant repercussions on the prices recorded in Italy in the second half of the year. In particular, there was a new tightening of natural gas and electricity prices in 2024, after reaching their lows since 2022.

The demand for electricity was up by 2.2% in Italy, mainly due to climate-related phenomena that had a significant impact in the summer months. Demand for natural gas recovered by 1.6% compared to 2023, influenced by both climate factors and the increase in consumption for thermoelectric use. Finally, it is useful to report that the flow of electricity imports fell by 3.6% in 2024.

Our CCGT plants have responded to the fluctuating performance in electricity demand, as well as to the contribution of various renewable sources, which have seen a significant increase in the contribution of hydroelectric (+30% compared to 2023) and photovoltaic (+8%) and a decrease in wind power (-6%).

The production of our biomass plants had a more regular trend compared to 2023, with slowdowns during maintenance shutdowns.

(22) IEA (2024), *World Energy Outlook* 2024, IEA, Paris https://www.iea.org/reports/world-energy-outlook-2024, Licence: CC BY 4.0 (report); CC BY NC SA 4.0 (Annex A).

HOW WE PRODUCE OUR ENERGY

Sorgenia produces clean energy responsibly, using renewable sources such as wind, water, biomass and OFMSW (Organic Fraction of Municipal Solid Waste). To ensure service continuity and compensate for the natural intermittency of renewable sources, we use natural gas combined cycle generation plants (CCGT). Although these plants use fossil fuels, they currently represent the best technology available for thermoelectric generation.

3,180 MW
Installed
CCGT power

300 MW
Installed
WIND power

70 MW
Installed
BIOENERGY power

1 BIOMETHANE PLANT
using OFMSW with a treatment capacity of approximately 35,000 tonnes/year

32 MWp
Installed
PHOTOVOLTAIC power

About 1 MW
Installed
MINI-HYDROELECTRIC power

Our commitment for the next few years will focus on:

- greenhouse gas emissions, with the aim of reducing the average emission intensity of our generation plants (GHG), investing to further enhance our plants from renewable sources and at the same time preserving the efficiency and reliability of our CCGT plants. Particular attention will be paid to the mapping and quantification of emissions along the entire value chain (Scope 3), an objective present in our ESG Plan and implemented for the first time with reference to the calendar year 2022.
- Positive impacts aligned with the principles of a **circular economy**, with particular focus on the key role of ash, a by-product of biomass energy generation, which is almost entirely recovered. As a non-hazardous material, it fully aligns with the circular economy model.

2.2 COMBINED CYCLE PLANTS

4 MW
CCGT plants

6,244 GWh
Electricity produced and sold in 2024

54%
AVERAGE PERFORMANCE

Our combined cycle green-field plants were built between 2006 and 2012 according to the internationally recognised best available technology in terms of efficiency and environmental compatibility, known as CCGTs, or Combined Cycle Gas Turbines.

The combined cycle produces energy from two turbines powered by natural gas and one turbine powered by steam generated from the exhaust gases of the gas turbines. The use of a transitional fuel such as natural gas, combined with the high efficiency compared to a conventional power plant allows to minimise the emissions of hazardous substances into the atmosphere, limiting the production of dust and land consumption.

In addition, the ability to modulate production, i.e., to start up quickly when needed, and to schedule the amount of energy produced according to the demands of the national grid, make these power plants the ideal support for generation from renewable sources, which by their very nature cannot be programmed.

Our four power plants produced about 6,380 GWh of electricity in 2024, using about 1,184 million m^3 of natural gas, with a very high average electricity generation efficiency, greater than 54%. The increase in energy produced compared to 2023 is mainly attributable to the increase in energy demand that characterised 2024 (The energy market).

To ensure the proper environmental management of production processes, our plants are ISO 14001 certified and EMAS registered[23], and also hold ISO 45001 certification for the proper management of health and safety in the workplace.

The use of advanced digital tools is also a characteristic feature of the management of our generation plants: our HSE (Health Safety Environment) Team has directly developed software to manage the environmental and health and safety management processes on our plants, which are continuously monitored with a view to continuous improvement.

(23) Environmental certification according to the ISO 14001 standard and environmental registration according to the EMAS Regulation are fundamental tools for effective environmental management of production processes. These standards make it possible to achieve significant results in the control and improvement of the environmental impacts related to the organisation's activities, adopting a life cycle approach. ISO 45001 certification instead covers the management system relating to workers' health and safety.

CCGT PLANTS		START OF OPERATIONS	INSTALLED CAPACITY
Termoli (CB)	First plant built by Sorgenia, occupying approximately 40% less land than a conventional power plant of the same capacity.	**2006**	**780 MW**
Modugno (BA)	Plant fed with water taken from the Bari Ovest purification plant, for a reduced impact on local water resources.	**2010**	**810 MW**
Bertonico Turano Lodigiano (LO)	Built on a reclaimed area of a former refinery, it is the third CCGT plant built by Sorgenia, covering an area of 150,000 m^2.	**2011**	**800 MW**
Aprilia (LT)	Low emissions also thanks to the installation of a catalytic system to abate carbon monoxide emissions (also present at the Modugno and Lodi plants).	**2012**	**790 MW**

THE ADVANTAGES OF COMBINED CYCLE

The combined cycle power plant (CCGT) is a very reliable and environmentally-friendly plant that generates electricity from the combustion of natural gas, with high efficiency.

It works by associating a first turbine, powered by gas, with a second turbine driven by the steam generated by the heat produced by the first. A clean fuel, such as ordinary natural gas, is therefore used, and the overall efficiency of the process is maximised. In fact, compared to a traditional thermoelectric plant, a combined cycle plant minimises emissions, does not produce dust and occupies less area than a traditional one, with the same production capacity.

In addition, the ability to modulate production, i.e., to start up quickly when needed, and to schedule the amount of energy produced according to the demands of the national grid, make these power plants the ideal support for generation from renewable sources. To give an example, when it is not possible to produce wind or photovoltaic energy, but there is a need for energy in homes and essential services such as hospitals, a combined cycle power plant comes into operation, providing the energy required by the national electricity grid.

FOCUS

OUR ZERO LIQUID DISCHARGE (ZLD) PLANTS

In order to reduce water consumption, we have equipped our Lodi, Aprilia and Modugno plants with a Zero Liquid Discharge water treatment system.

This technology allows the recovery of water in the final phase of the production cycle, reducing both water consumption and discharges deriving from the plant's production activities, contributing to the achievement of “SDG 6: Ensure availability and sustainable management of water and sanitation for all”. The only residue leaving the plant is non-hazardous solid waste consisting mainly of salts contained in the treated water.

The treatment plant operates through several stages, including clari-flocculation to remove salts and impurities contained in the water through the precipitation of the sludge and a reverse osmosis process for final refinement. Through this treatment, the salt content of the “raw” water is reduced, making it suitable for use as demineralised water for the steam thermal cycle.

Additionally, at our Modugno plant, we further reduced our water footprint by sourcing process water from a lower-quality resource: the outflow from the Bari West wastewater treatment plant.

ENERGY STORAGE

Energy storage has proven to be a resource that is more relevant and necessary than ever to protect the continuity of the electricity system and simultaneously environmental sustainability.

Battery Energy Storage Systems (BESS) function as platforms that combine the energy storage capacity of batteries with the advanced control systems needed to manage consumption.

The batteries can be recharged by exploiting any excess renewable electricity in the grid. The same energy is then released when needed by the grid, especially at times when renewables are not present. Furthermore, thanks to special control systems, charging and discharging cycles can be planned based on energy availability and demand forecasts, thus contributing to the establishment of essential services for supporting the electricity grid.

From a technological standpoint, thanks to some of the highest efficiency, reliability, and flexibility levels in the national and European power grid, as well as control systems that enable fully automated operation, our combined-cycle plants are poised to harness the potential of energy storage. By producing and storing energy, they are increasingly integrating with the needs of a sustainable electricity system.

We have obtained authorisation for the installation of 70 MW of storage systems in our CCGT plants, which will allow us to make our production sites increasingly efficient and flexible, a true example of the energy transition and multi-technological calling.

In 2025, preparatory activities began for the start of storage system installations at the Lodi and Termoli plants, with completion scheduled for 2026.

ENVIRONMENTAL IMPACTS OF CCGTS

With a commitment to continuous improvement our focus on producing clean energy, we are committed to ensuring the adoption of the most up-to-date options available on the market. For this reason, we constantly invest to keep our plants in the best condition, guaranteeing a lower level of specific emissions than the national average for conventional thermoelectric generation.

The most significant environmental aspects for these types of plants are the EMISSIONS into the atmosphere (NOx, CO and CO_2) generated by the combustion of natural gas, and secondarily WASTE, most of which is produced during maintenance activities.

In 2024, the total waste produced was about 880.3t, of which 747.5t non-hazardous, mainly arising from extraordinary maintenance activities (such as packaging or consumable plant parts), mostly destined for recovery or recycling.

In addition to natural gas, these types of plants draw small amounts of electricity from the grid to meet internal self-consumption needs and stand-by maintenance. In addition, negligible quantities of diesel fuel are used to power emergency generators or fire extinguishing systems. In particular, in 2024 approximately 20,000 liters of diesel were consumed (solely for operational testing of the specified plants and not for actual emergency management), along with 43,706 MWh of electricity drawn from the grid.

The natural gas consumption of the CCGT plants makes Sorgenia Power, with its four CCGTs, for 80% of the Group's total energy consumption, and 98.4% of total GHG emissions (Scope 1 + Scope 2 - Market based) of CO_2 - for a total of 2,391,694 tCO_2.

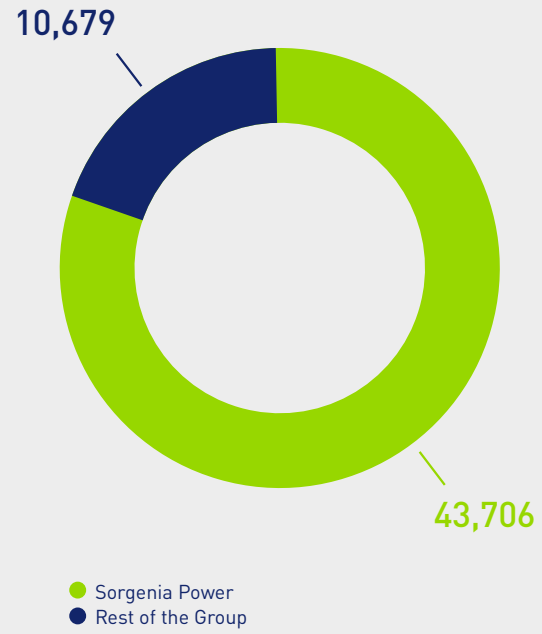
The level of Scope 1 emissions in 2024 increased materially compared to the previous year (+ 86%). The apparently negative figure is actually linked to the higher production (+90%) required from our plants by the national electricity system to meet grid energy demand and ensure its stability.

While waiting for the "energy transition" to occur and for technological advancements to enable the complete replacement of fossil fuel production with renewable sources, a mix of energy sources is necessary, one that has minimal environmental impact and can respond quickly and flexibly to the national electricity grid's demand, especially when renewable generation decreases. Currently, natural gas combined cycle generation technology best meets this need.

2,391,694 tCO_2e

emissions resulting from gas combustion for electricity generation, accounting for 98.4% of the Sorgenia Group's total climate-changing emissions (Scope 1 + Scope 2 - Market-based).

ENERGY CONSUMPTION [MWh]



2.3 GHG EMISSIONS

GHG (Greenhouse Gas) emissions are emissions of heat-trapping gases that contribute to global warming and the so-called "greenhouse effect". The main greenhouse gases are carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulphur hexafluoride (SF_6) and water vapour.

According to the methodology introduced by the GHG Protocol[24], the emissions can be divided into three macro-categories:

Scope 1 emissions: all direct greenhouse gas emissions generated within the organisation's scope, deriving from sources which are owned or controlled by the company. These emissions are due to the use of fossil fuels and the direct release of any greenhouse gases into the atmosphere.

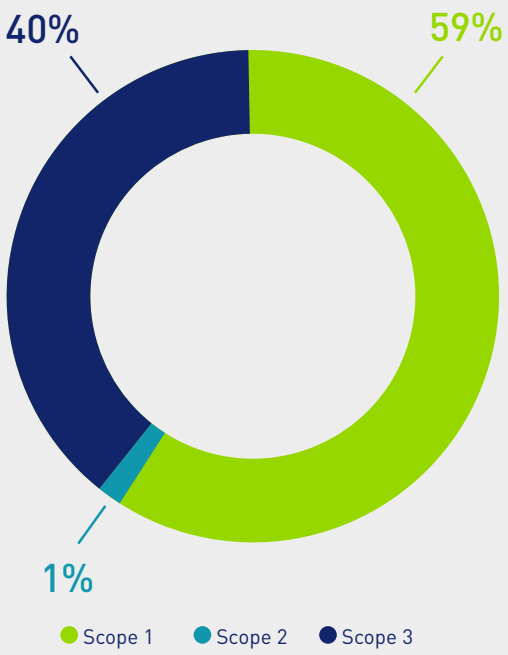
Scope 2 emissions: indirect emissions that arise from the generation of the electricity purchased and consumed by the organisation, including district heating or cooling. This category is divided into two calculation methods:

- **location-based:** considers the energy mix of the country in which the energy is consumed;
- **market-based:** reflects the company's energy supply choices.

Scope 3 emissions: include all indirect emissions not included in Scope 2, originating along the company value chain. Despite being a consequence of its activities, these emissions derive from sources that the company does not own or directly control.

We have developed a complete inventory of GHG emissions that includes all Scope 1, Scope 2 and Scope 3 emissions, with the aim of having a complete view of our carbon footprint and directing our efforts to achieve the sustainability goals we have set ourselves.

GROUP GHG EMISSIONS



(24) Arisen from the collaboration between the World Resources Institute (WRI) and the World Business Council on Sustainable Development (WBCSD), the Greenhouse Gas Protocol (or GHG Protocol) provides companies, governments and organisations in general with the standards and tools they need to measure, manage and report on climate-changing emissions.

OUR SCOPE 3 EMISSIONS

In line with the objectives of our ESG Plan, in 2024 we embarked on a pathway to quantify and monitor the GHG emissions generated along our value chain (indirect Scope 3). This activity is essential to obtain a more accurate and detailed picture of our carbon footprint and is simultaneously a starting point for defining an emissions reduction strategy.

Emission-causing activities were mapped using internationally recognised methodologies and standards: in particular, reference was made to the GHG Protocol[25] guidelines, which identify 15 emission categories divided between upstream and downstream activities.

Sorgenia has identified the most relevant categories on the basis of two factors:

- benchmark with respect to competitors/similar companies;
- relevance to the main business activities carried out by the Group.

The market benchmark showed that in most cases, comparable operators report the categories related to: products/services purchased (Cat. 1), activities related to fuels and energy not included in Scope 1 or 2 (Cat. 3) and the use of the products sold (Cat.11). Moreover, following a detailed analysis of our value chain and the activities we carry out, we identified the following categories as applicable to our business:

3.1 Purchased goods and services

3.2 Capital goods

3.3 Fuel- and Energy-Related Activities (not included in Scope 1 or Scope 2)

3.4 Upstream transport and distribution

3.5 Waste generated in operations

3.6 Business Travel

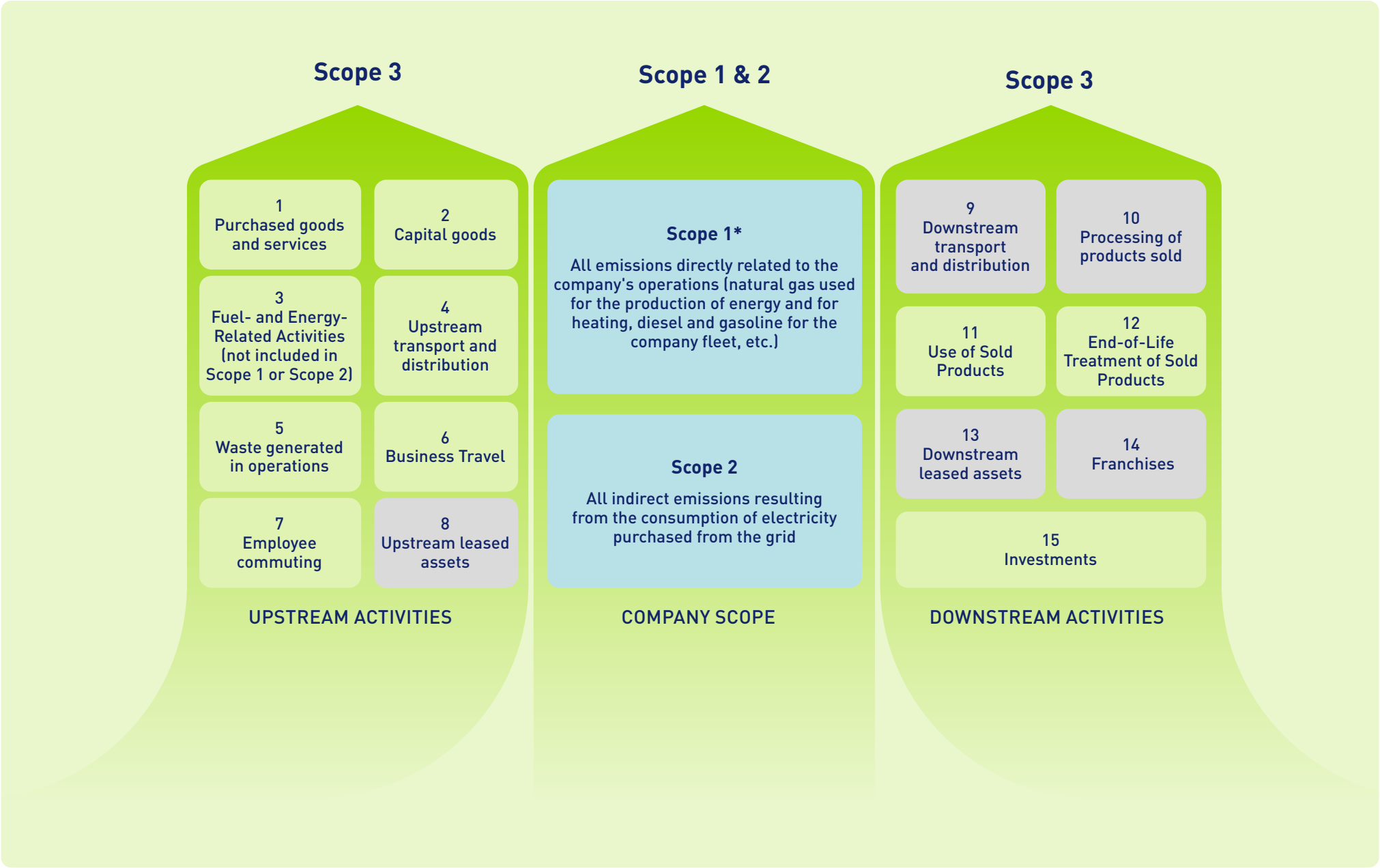
3.7 Employee commuting

3.11 Use of Sold Products

3.12 End-of-Life Treatment of Sold Products

3.15 Investments

(25) Technical Guidance for Calculating *Scope* 3 Emissions


Scope 3
1
Purchased goods and services
2
Capital goods
3
Fuel- and Energy-Related Activities (not included in Scope 1 or Scope 2)
4
Upstream transport and distribution
5
Waste generated in operations
6
Business Travel
7
Employee commuting
8
Upstream leased assets
UPSTREAM ACTIVITIES
Scope 1 & 2
Scope 1*
All emissions directly related to the company's operations (natural gas used for the production of energy and for heating, diesel and gasoline for the company fleet, etc.)
Scope 2
All indirect emissions resulting from the consumption of electricity purchased from the grid
COMPANY SCOPE
Scope 3
9
Downstream transport and distribution
10
Processing of products sold
11
Use of Sold Products
12
End-of-Life Treatment of Sold Products
13
Downstream leased assets
14
Franchises
15
Investments
DOWNSTREAM ACTIVITIES

All the other categories not shown in the list were considered not applicable or not relevant given the nature of Sorgenia and its main activities.

Scope 3 emissions, amounting to 1,620,499 tCO_2e, represent 40% of the Group's total emissions.

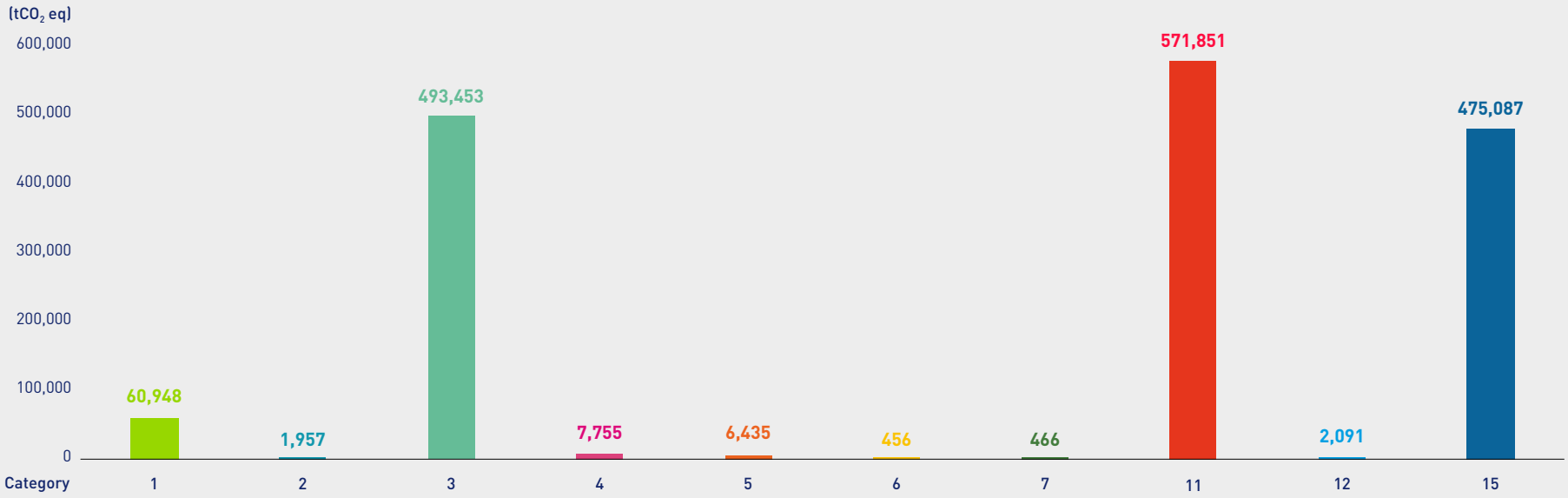
The origin of the emissions from the production chain is strongly biased towards downstream emissions, i.e. those generated after the sale of the company's products and services.

In particular, Category 11 represents 571,851 tonnes CO_2eq, deriving mainly from gas purchased and resold in the retail market.

Category 15, amounting to 475,087 tonnes CO_2eq, consists of 50% of Tirreno Power's Scope 1 and Scope 2 emissions, proportional to Sorgenia's ownership share.

Upstream emissions instead represent 35% of the Scope 3 total and derive mainly from Cat.3 (493,453 tonnes CO_2eq) which reports activities related to fuels and energy, not included in Scopes 1 or 2.

GROUP SCOPE 3 EMISSIONS



OUR COMMITMENT TO NET ZERO

Sorgenia has always been committed to its process of reducing greenhouse gas emissions (GHG), assuming a leading role in the decarbonisation of the country's system with combined cycle plants built according to the best technology in terms of efficiency and environmental compatibility, as well as renewable energy plants.

Together with the other energy companies owned by the F2i Fund, in 2024 Sorgenia carried out an assessment with the aim of defining a Net Zero trajectory as an evolution of the emission intensity[26] by 2050. The reference used for this path is the trajectory indicated by SBTi (Science Based Target initiative) for the global energy generation sector.

The evolution of emission intensity is based on the most efficient technological solutions available, as well as on the research and development of innovative technologies. One of the main short and medium-term decarbonisation levers is the increase in installed renewable capacity, which will make it possible to gradually reduce production from traditional sources.

Long-term decarbonisation may instead require the introduction of new technologies, such as Carbon Capture Storage (CCS) and Co-Firing with hydrogen and biomethane in the grid feed blend, applied to combined cycle plants. These technologies are already being explored, although they are not yet scalable.

FOCUS

WHAT IS NET ZERO

The United Nations defines "Net Zero" as the "reduction of greenhouse gas emissions as close as possible to zero, with the reabsorption of remaining emissions from the atmosphere, oceans and forests"[27]. The objective of Net Zero is to achieve net zero greenhouse gas emissions to limit global warming, in line with the Paris Agreement, a legally binding treaty signed by 196 countries. The objective of this treaty is to limit global warming to + 1.5 °C by the end of the century.

In order not to exceed 1.5 °C of warming, a threshold beyond which climate change could make certain parts of the planet uninhabitable, emissions must be reduced by 45% by 2030 and reach net zero by 2050.

(26) Emission intensity means *tCO_2 Scope 1 and 2 / GWh produced by the companies operating in the energy generation of the F2i Fund.*

(27) United Nation states, *"net zero means cutting carbon emissions to a small amount of residual emissions that can be absorbed and durably stored by nature and other carbon dioxide removal measures, leaving zero in the atmosphere".* https://www.un.org/pt/node/134483

2.4 PLANTS FROM RENEWABLE SOURCES

14 Plants from renewable sources	**3** Plants using vegetable biomass	**7** Wind power plants for over 200 turbines	**1** Biomethane plant	**2** Mini-hydroelectric plants	**1** Photovoltaic plant
856,000t of biomass used in 2024	**551GWh** produced and sold in 2024 by vegetable biomass plants	**510 GWh** of energy produced and sold in 2024 from wind farms	**13.7 GWh** deriving from the biomethane produced	**3.7 GWh** of energy produced and sold in 2024 from wind farms	**9.5GWh** of energy produced and sold in 2024 from photovoltaic plants

BIOENERGY PLANTS

In the context of the energy transition, bioenergy plays a fundamental role in diversifying renewable sources and in the promotion of an efficient energy model. Sorgenia Bioenergie stands out as an industry leader in Italy, developing solutions that combine energy efficiency, circular economy and the enhancement of local resources. The plants are powered by local forest biomass which comes from forest maintenance and cleaning, as well as from local agricultural by-products. This approach contributes to responsible forest management, reducing hydrogeological and fire risk and supporting the wood supply production chain.

Energy generation from biomass, and more generally bioenergy, is an important form of circular economy with advantages for the country's economic system, as it reduces the dependence on fossil fuels, as well as for the areas involved thanks to the enhancement of by-products otherwise destined to be treated as waste.

We also strive to optimise the reuse of our processing waste, mainly combustion ash.

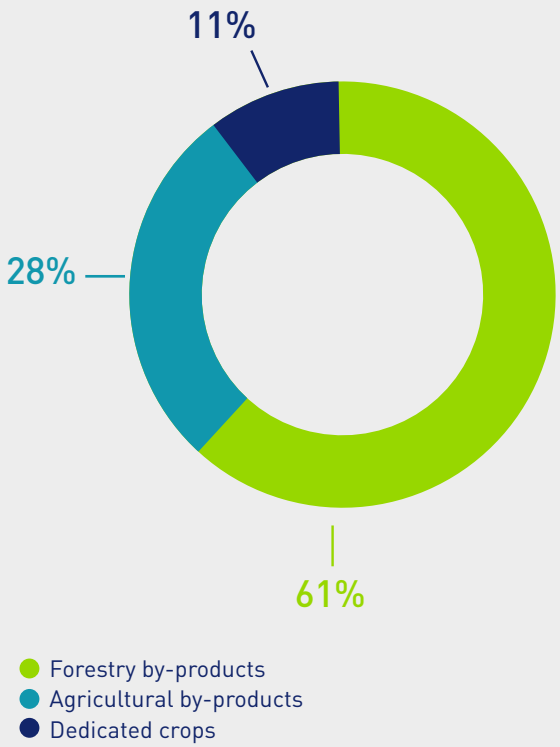
Sorgenia Bioenergie has an ISO 14001-45001 certified Integrated Environment and Safety Management System.

BIOMASS POWER PLANTS		START OF OPERATIONS	INSTALLED CAPACITY
Bando d'Argenta (FE)	One of the largest solid biomass plants in northern and central Italy and one of the most efficient plants in its category. The solid biomass used as fuel comes from forest and agricultural maintenance, from dedicated crops and from agricultural and industrial by-products.	2005	22 MW
Finale Emilia (MO)	The plant converts approximately 135,000 tonnes of biomass per year into energy, almost half of which is processed in the plant using a mechanical chopping process. The solid biomass used comes mainly from local residual crops (within 70 km of the plant), deriving from the agri-food production chain.	2016	12.5 MW
Mercure	The plant converts approximately 135,000 tonnes of biomass per year into energy, almost half of which is processed in the plant using a mechanical chopping process. The solid biomass used comes mainly from local residual crops (within 70 km of the plant), deriving from the agri-food production chain.	2016	36 MW

During 2024, 835,835 tonnes were consumed for energy production. 90% of the supply comes from circular paths for the enhancement of forest, agricultural and agri-food by-products.

ORIGIN OF THE BIOMASS USED

Solid biomass, made up of plant-based waste, represents an efficient and renewable energy source. What was once a disposal cost is now transformed into an opportunity for electricity generation within a circular economy system, supported by an integrated local supply chain.



The raw biomass is processed through cutting and shredding operations, obtaining a more refined and homogeneous product with a much higher calorific value than the original material and which facilitates combustion in plant boilers.

Through an automated storage and transport system, the biomass feeds grate or fluidised bed boilers, where combustion takes place. The heat generated produces pressurised steam which, expanding in a steam turbine, then generates electricity. The resulting flue gases are treated using an advanced purification process, reducing pollutant emissions into the atmosphere to well below legal limits.

The main by-product of the combustion is ash, divided into bottom ash, which accumulates in the boiler sub-grate, and fly ash, deriving from the fume purification process. As they are inert and stabilised materials, therefore non-hazardous, the ash is valued as a secondary raw material for the construction sector, in particular in cement production.

We work daily to identify new recovery applications, further increasing the value of the ash with a view to the circular economy.

The procurement of biomass is a crucial aspect of energy generation from renewable sources and is regulated by stringent regulations, both for the land of origin and for the collection and treatment methods.

Our goal is to favour forest and agricultural by-products, as well as the use of biomass from short supply chains, purchasing biomass from suppliers located within 70 km of our plants. To ensure compliance with high standards of traceability and compliance, we use advanced digital systems to monitor the origin and characteristics of the biomass used.

During 2024, the company benefited from the introduction of the new incentive system (known as **“guaranteed minimum prices”**) aimed at ensuring adequate economic returns to renewable plants that exploit marginal or residual resources, such as vegetable biomass, which as such, could not be used otherwise.

THE SUPPLY CHAIN OF A BIOMASS PLANT

Three main elements can be identified in the biomass energy production cycle:

- **biomass**, which represents the cycle input;
- **the electricity produced and the ash generated by the combustion process**, which constitute the two outputs.

The supply chains vary according to the territory where the plant operates and the technology used for its operation. We can currently distinguish three main supply chains that we use to source our raw material:

1. Waste from **FRUIT ARBORICULTURE** processing, such as using uprooting and pruning of end-of-life fruit trees.
2. Waste from **FORESTRY MAINTENANCE**, from which we mainly procure wood chips.
3. Waste from **WOOD ARBORICULTURE** processing, from which poplar wood and by-products of its processing, such as branches and logs, are obtained.

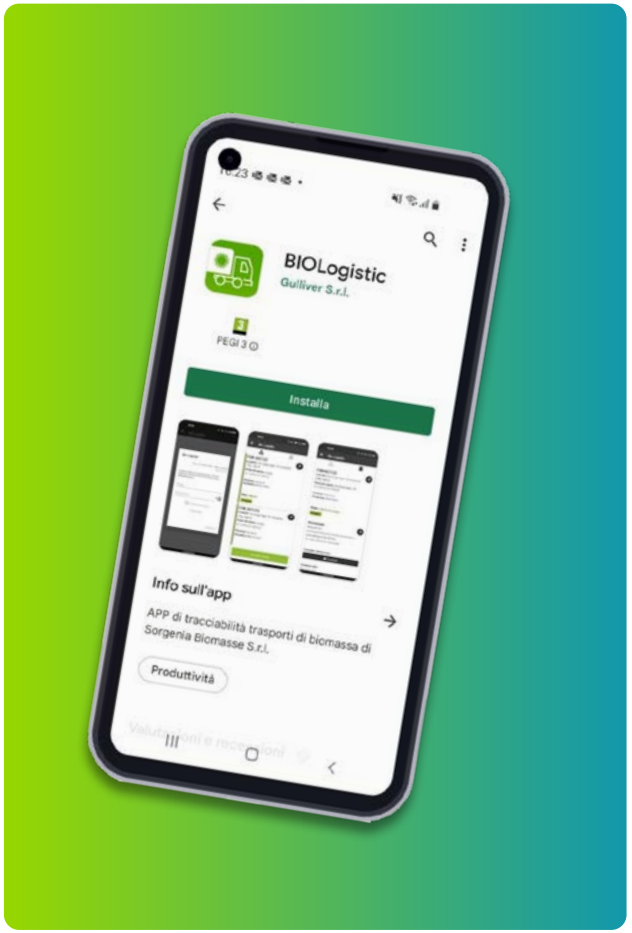
TRACEABILITY OF BIOMASS WITH "SORGENIA BIOTRACK"

Sorgenia BioTrack is an advanced solution for biomass tracking, developed by Sorgenia Bioenergie to support the traceability of the biomass used in its energy production plants.

This innovative platform guarantees the traceability of biomass from its origin to its final use and consequently the transparency of the supply chain.

Transport drivers will be able to check the conformity of the material pick-up point, record the loading operations and provide the destination plant staff with an estimated time of arrival for the delivery. In addition, the App detects the loading point and allows to confirm arrival at the plant.

BioTrack is part of the Group's digital transformation strategy; it guarantees end-to-end chain traceability and fully supports the internal functions dealing with raw material procurement and purchasing.



CARING FOR THE FOREST HERITAGE

Sustainable forest management involves various care and protection actions. Proper maintenance of the forest prevents its abandonment and carries out an important protection function, contributing to:

- mitigating fire risk;
- counteracting hydrogeological instability;
- supporting the management of agroforestry emergencies, using woody material that cannot be used for other purposes to produce energy, such as that resulting from the storm in the Vaia area or from trees damaged by pathogens such as bark beetles and xylella.

For example, controlled thinning promotes the absorption of CO_2, contributes to the preservation of biodiversity and allows young plants to grow healthily.

FOCUS

MATERIAL ARISING FROM EMERGENCIES

The use of forest materials from the Vaia storm for energy production is a concrete example of circular economy and environmental benefit. In fact, it allowed the removal of dead trees (known as "necromass"), which constitute an ideal habitat for the proliferation of bark beetles, a naturally occurring beetle in forest ecosystems, but it can spread uncontrollably in the presence of large quantities of uprooted plants, which it feeds on, also endangering the surviving plants.

Also in the case of the Apulian olive groves affected by xylella, which caused serious economic losses to local oil companies, the energy enhancement made it possible to reuse all the material that could not be sourced to normal markets, already saturated due to excessive availability.

THE ENVIRONMENTAL IMPACTS AND BENEFITS OF BIOMASS

Biomass is a strategic energy resource in the context of ecological transition, contributing to the reduction of dependence on fossil fuels and the enhancement of organic residues. Their use for energy production makes it possible to exploit materials of plant origin and agroforestry waste. Thanks to modern combustion technologies and advanced emission control systems, biomass plants offer an effective solution for the generation of renewable energy, while ensuring respect for ecosystems and local communities.

Our biomass power plants use the best available technology to limit emissions, which are constantly monitored through certified systems.

Given the particular geographical location of the Mercure plant, located in Pollino National Park, we pay special attention to its environmental management. To this end, we have set up an extensive and widespread monitoring network with ten air quality control stations, which record the measurements taken on a daily basis.

The main environmental impacts of biomass power plants are atmospheric emissions and the waste generated. In 2024, more than half of the waste produced, and in particular 60% of the total waste generated by the Sorgenia Group, consisted of ash from the combustion process, for a total amount of 35,426 tonnes.

Currently, the ash is already reused as recovery material in cement factories and for the production of conglomerate and construction products. However, we continue to explore new channels of reuse, with a view to an increasingly circular economy.

During 2024, the CO_2 emissions from biomass electricity production amounted to 36,610 tCO_2e. Added to this are approximately 3,042 tCO_2e linked to the consumption of natural gas required in certain operational phases of the plants, the use of diesel to power biomass handling and processing equipment, and electricity purchased from the grid (calculated according to the market-based methodology).

It is essential to highlight the emissions avoided thanks to energy production from biomass power plants: with the same amount of energy produced, compared to traditional thermoelectric generation, in 2024, we avoided the release of a total of 308,415 tCO_2e into the atmosphere.

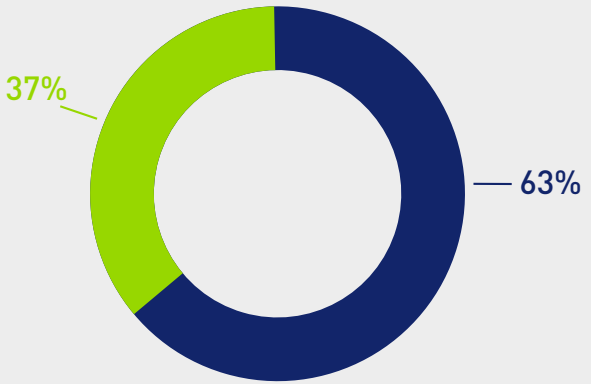
Lastly, the Sorgenia Bioenergie Group places a particular focus on the issue of biodiversity. For this reason, the area surrounding the Mercure plant, located within Pollino National Park, underwent biomonitoring to assess any impacts on the surrounding local biodiversity.

Biogenic emissions derive from the combustion of biomass and other renewable sources of biological origin. They do not contribute to the increase of greenhouse gases, since the carbon released is the same previously absorbed by the vegetation during its growth cycle, maintaining a neutral balance of CO_2 in the atmosphere. Sorgenia has calculated its own biogenic emissions, which amount to 1,116,433 tonnes of organic CO_2.

35,744
emissions produced (tCO_2e)

308,415
emissions avoided (tCO_2e)

WASTE GENERATED



GREEN BIOMETHANE: ENERGY FROM WASTE

The new power plant in **Marcallo con Casone (MI)** was commissioned in 2023 and contributes to Italy's energy by producing green biomethane from OFMSW and other organic waste, one of the main renewable sources at the heart of the European transition. The process combines different technologies - biodigestion, biomass and photovoltaics - allowing to enhance all the materials introduced, in a circular economy logic.

During 2024, the plant started the production of renewable gas with the aim of bringing the plant up to speed by 2025 and implementing technical solutions aimed at improving its performance.

In 2024, the plant transformed 13,947 tonnes of urban organic waste and other biodegradable materials into about 1,307,000 Scm of green biomethane in gaseous form, directly fed into the national grid managed by Snam. The OFMSW thereby generates 100% environmentally sustainable, emission-free biomethane and a completely pollutant-free fertiliser.

The project generates environmental benefits in the area, favouring the implementation of hydrogeological risk mitigation works and the use of biomass obtained from the maintenance of the surrounding forests.

FOCUS

WHAT IS BIOMETHANE?

Biomethane is methane gas produced organically and 100% from renewable sources; in fact, it derives from the purification process (upgrading) of the biogas (mixture of methane and carbon dioxide) obtained from the anaerobic digestion of the organic fraction of domestic waste or from agricultural and agro-industrial waste.

The anaerobic digestion process is nothing more than the replication on an industrial scale of the digestion process that occurs inside the digestive system of a cow which, in fact, produces energy (the energy necessary for the animal to live), methane and soil fertiliser at the end of the reaction.

At regulatory level, biomethane is defined by Article 2 of Italian Legislative Decree 28/2011 as “gas obtained from renewable sources with characteristics and conditions of use corresponding to those of methane gas and suitable for injecting into the natural gas network”.

Biomethane is methane gas obtained sustainably and is a product of the territory with characteristics completely similar to that of fossil origin.

Anaerobic digestion produces an important by-product: digestate, a natural fertiliser that increases organic matter when used on agricultural land, reducing the use of chemical fertilisers.

WIND ENERGY

In a global context, the World Energy Outlook 2024[28] showed that, in the last four years, the additional global wind energy capacity has increased by more than 50%, reaching 116 GW and surpassing the previous record of 2020. Onshore wind projects accounted for 107 GW, equal to 92% of new installations.

In the last two years, the European Union recorded a 15% increase in installed wind capacity compared to the previous year. According to the International Energy Agency (IEA)[29], wind energy will become a significant part of the EU's energy mix in the coming years, contributing to more than 40% of total annual electricity production, compared to the current coverage of approximately 20% of demand.

We therefore confirm our commitment to the energy transition, thanks in part to our wind farms, which harness the inexhaustible energy of the wind to produce fully renewable electricity (509,585 MWh in 2024) without generating any greenhouse gas emissions. These plants currently represent our most important contribution to the decarbonisation of the energy mix.

Over the year, we continued studies for *repowering* plants, with the aim of extending their useful operating life and enhancing their production capacity.

All the wind farms have an Integrated Safety and Environmental Management System and are ISO 14001 and ISO 45001 certified.

WIND FARM		START OF OPERATIONS	INSTALLED CAPACITY
Villafrati Campofelice (PA)	Consisting of 35 wind turbines, the wind farm is located on the route connecting Palermo and Agrigento.	**2008**	**30 MW**
Marineo (PA)	Located in the central area of the province of Palermo, the park consists of 26 turbines.	**2009**	**22.1 MW**
Prizzi – Corleone (PA)	Wind farm located about 1,000 metres above sea level and consisting of 30 wind turbines.	**2009**	**60 MW**
Mazara del Vallo (TP)	Divided into two units, the Mazara del Vallo wind farm is capable of producing energy equivalent to the annual needs of almost 40,000 households.	**2008 (Mazara)** **2020 (Mazara new)**	**48 MW** **18 MW**
Mineo (CT)	Consisting of 50 wind turbines, the Mineo wind farm is located on the north-western slopes of the Hyblaean Mountains.	**2011**	**42.5 MW**
Sambuco (CZ)	Located in the Calabrian highlands, the park consists of ten turbines.	**2012**	**20 MW**
Cortale (CZ)	Consisting of 30 wind turbines, the Cortale plant is located in a strategic, hilly area of Calabria, at the narrowest point of the region.	**2011**	**60 MW**

(28) IEA (2024), World Energy Outlook 2024, IEA, Paris https://www.iea.org/reports/world-energy-outlook-2024, Licence: CC BY 4.0 (report); CC BY NC SA 4.0 (Annex A).
(29) EU Energy in Figures 2024, https://energy.ec.europa.eu/news/eu-energy-figures-statistical-data-eu-energy-sector-2024-10-14_en.

THE ENVIRONMENTAL BENEFITS OF WIND FARMS

Wind farms have a minimal environmental impact: their operation does not generate emissions and water discharges are limited exclusively to those of civil origin.

In **2024**, energy consumption was mainly linked to the use of diesel fuel for testing the emergency generator, plus 21,022 litres of petrol used by the company's hybrid cars.

The contribution of our VRG Wind farms to the Group's CO_2 emissions is less than 0.002% of the Group total.

A particularly material aspect concerns the **emissions avoided:** by comparing the production of wind energy with that of a traditional thermoelectric power plant; in 2024, 255,081 tCO_2e were avoided thanks to the energy generated by our wind farms.

Even in terms of waste production, wind turbines are essentially neutral: most of the waste is generated during maintenance activities, always opting for recovery or recycling where possible.

In 2024, the main waste generated by our plants consisted of approximately 55 tonnes of rainwater potentially containing oily residues. This water was collected in specially designed impermeable tanks located beneath the electrical transformer cabins and subsequently disposed of in compliance with current regulations.

54
emissions produced (tCO_2e)

255,081
emissions avoided (tCO_2e)

WIND ENERGY IS A RENEWABLE RESOURCE BASED ON THE CONVERSION OF KINETIC ENERGY FROM WIND INTO ELECTRICITY, WITH DIRECT EMISSIONS CLOSE TO ZERO AND A LOW ENVIRONMENTAL IMPACT COMPARED TO CONVENTIONAL SOURCES.

FOCUS

WHAT IS WIND ENERGY?

Wind energy is an energy source that exploits the kinetic energy of the wind, transforming it first into mechanical energy and then into electricity. In fact, wind is the movement of air on the Earth's surface, generated by the pressure differences between high and low pressure areas.

Wind farms are power plants where towers, i.e., very high wind turbines, produce and transform wind energy into electricity. The operation of a wind farm is ensured by the presence of a medium voltage connection and a remote monitoring system. The transformation of wind energy into electrical energy takes place through the action of a transformer located in a substation.

Wind farms can be on-shore or off-shore:

- **On-shore wind farms (such as those of Sorgenia):** located on the mainland, they are usually built in areas with significant windiness, such as inland plains, mountainous areas or coasts, which are naturally beaten by sea currents.
- **Off-shore wind farms:** built far from the coast, directly on the sea, they are able to generate much of the electricity that can be obtained from wind power thanks to the greater stability of the wind. However, construction and maintenance costs are significantly higher than **on-shoreplants**.

MINI-HYDROELECTRIC

In 2023, two new mini-hydroelectric plants were commissioned: Dora (0.37 MW) and Torre Pallavicina (0.59 MW) came into operation. These highly environmentally friendly plants harness the power of water to produce energy and incorporate innovative solutions for protecting the water ecosystem. In 2024, these plants produced 3,668 MWh of electricity from renewable sources, contributing to avoiding the emission of 1,874.27 tonnes of CO_2 into the atmosphere.

MINI-HYDRO		ACTIVITY START	INSTALLED CAPACITY
Dora a S. Antonino (TO)	The plant uses an innovative turbine, called VLH[30], designed for low heads, which allows the production of electricity with good yields even for height differences less than 2 m.	2023	0.37 MW
Torre Pallavicina (BG)	Located in the protected area of Parco Oglio Nord, the plant uses a VLH turbine and a fully submerged generator, ensuring total noise abatement and a significant reduction in volumetric footprint, with almost no visual impact.	2023	0.59MW

PHOTOVOLTAIC

In 2024, the photovoltaic plant in "Le Strillaie", Grossetto, became operational. It represents the first grounded plant in a challenging pipeline that envisages the installation of over 250 MW of new plants by 2030, designed with cutting-edge technological solutions (such as high efficiency and power modules and the use of solar tracking systems) to increase the overall return and reduce the occupied land.

PHOTOVOLTAIC		ACTIVITY START	INSTALLED CAPACITY
Grosseto - Le Strillaie (GR)	The photovoltaic plant is located in the Municipality of Grosseto, in "Le Strillaie", adjacent to the waste management plant of the same name, in an area suitable for renewable energy plants. The park consists of two-face photovoltaic modules, in single portrait configuration and with a mono-axial tracking system, in order to maximise the production of renewable energy.	2024	32.6 MWp

(30) Very Low Head Turbine.

PHOTOVOLTAIC PLANTS UNDER CONSTRUCTION

Construction activities continued in 2024 on the photovoltaic plant located in the Municipality of Collesalvetti (LI), with an installed capacity of approximately 10 MWp, for which the assembly activities of the main components were completed.

Work was also started on two additional solar photovoltaic plants developed by the Group, located in the Municipality of Sant'Onofrio (VV), in Calabria and the Municipality of Licata (AG) in Sicily, for over 15 MWp.

The Sant'Onofrio plant, with a capacity of over 8.5 MWp, will be built in the industrial area of the municipality of the same name. As with the Group's entire development portfolio, state-of-the-art technology will be used for this plant, with single-axis double-sided photovoltaic tracker modules, which allow the sun to be tracked throughout the day, obtaining optimal radiation and maximising energy production. The subscription of an agreement with the Municipal Administration is being finalised with the aim of identifying environmental and energy recovery interventions, bringing important benefits for the territory.

The Licata plant, with a capacity of 6.6 MWp, will be built in the territory of the same Municipality. The double-sided modules and the single-axis trackers will make it possible to make the most of the local solar radiation, which is particularly high compared to our country's average.

FOCUS

SOLAR TRACKER

The solar tracker is an automatic mechanical device whose purpose is to orient the photovoltaic panel or solar thermodynamic system in the direction of the sun's rays. This tool makes it possible to tilt the solar panels towards the sun so as to maintain an angle of incidence between the panel and the sun's rays of approximately 90°, in order to optimise the production of solar energy throughout the day and thus improve the overall efficiency of the system.

There are two main solar tracking systems:

- **single-axis solar trackers** track the sun's radiation, rotating around their own axis in order to follow the sun from sunrise to sunset, achieving higher performance in electricity production than a traditional fixed photovoltaic system. They are particularly effective in regions where the amount of sunlight varies significantly throughout the day.
- **biaxial solar trackers** have two rotation axes perpendicular to each other, which use a sophisticated electrical system to maximise the capture of sunlight, as they can follow the sun in every direction throughout the day and year.

NEXT CHALLENGES

- **Our commitment is to continue to provide services for the stability of the national electricity system, with flexible production that supports the growth of renewables, while maintaining the high efficiency of our plants.**
- **The expansion of renewable energy sources is a key pillar of our long-term growth strategy. We are committed to significantly increasing our renewable energy production, taking proactive responsibility for supporting national energy resilience—particularly in light of evolving global dynamics and their implications for Italy's and Europe's energy security. With a robust pipeline of new renewable projects, including several already authorized, we are also focused on upgrading and extending the operational life of our existing assets to maximize their long-term contribution.**

WHAT WE HAVE DONE IN 2024

- The Grossetto photovoltaic plant has begun feeding energy into the grid.
- We started work on the photovoltaic plants of Collesalvetti, Sant'Onofrio and Licata, for an additional 25 MWp.
- We obtained authorisation for three new photovoltaic plants for a total of approximately 23 MW, and five new authorisation applications were submit for an additional 130 MWp.
- We decided to forgo development initiatives in geothermal energy due to an inadequate incentive system to make the initiatives profitable, long and complicated permitting procedures and the absence of an industrial partner with which to develop the initiatives.
- We continued studies for repowering plants, with the aim of extending their useful operating life and enhancing their production capacity.
- The biomethane plant of Marcallo transformed 13,947 tonnes of urban organic waste and other biodegradable materials into about 1,307,000 Scm of green biomethane in gaseous form, directly fed into the national grid managed by Snam.
- We started the preparatory work for the installation of 30 MW of storage systems at our combined cycle plants in Lodi and Termoli.
- Together with the F2i Fund, we carried out an assessment aimed at defining a Net Zero trajectory as the evolution of emission intensity by 2050.

OUR GOALS BY 2030

- Install approximately 260 MW of photovoltaic capacity, using the best available technologies.
- Install approximately 170 MW of new wind capacity in addition to repowering our existing wind farms, with the aim of extending their useful operating life and boosting their production capacity from 300 to 380 MW.
- Build 70 MW of storage systems at our CCTG plants.
- Bring the Marcallo biomethane plant up to speed by implementing technical solutions aimed at improving its performance.
- Maintain high availability of our CCGT plants, minimising unplanned unavailability[31], including through preventive and predictive maintenance programmes.

(31) Forced unavailability.

2.5 ENVIRONMENTAL DATA

Energy | GRI 302-1: Energy consumption within the organization

Fuel consumption from non-renewable sources		UoM	2022	2023	2024
Natural gas used for heating and power generation at CCGT plants		m^3/000	1,183,755	628,396	1,183,732
Diesel used for heating, generator set operation and biomass handling		l	259,667	180,336	184,631
Fuel consumption for the fleet	Diesel	l	29,714	19,594	16,136
	Petrol	l	114,059	128,548	134,703
Biomass (including wood chips)		tonnes	746,062	575,114	856,074

Indirect energy consumption	UoM	2022	2023	2024
Purchased electricity consumption	MWh	46,216	48,640	54,385
Of which with certification from renewable sources (GO)	MWh	0	44,698	10,679

Electricity produced	UoM	2022	2023	2024
Electricity from renewable sources produced and sold	MWh	1,138,252	919,184	1,087,186
of which from photovoltaics	MWh	135	531	9,497
of which from wind power	MWh	512,511	522,994	509,585
of which from biomass	MWh	625,606	391,462	550,752
of which from hydroelectric	MWh	-	1,193	3,688
of which from FORSU	MWh	-	3,004	13,665
Electricity from renewable sources produced and consumed	MWh	64,751	48,307[32]	65,410
of which from photovoltaics	MWh	37	38	29
of which from wind power	MWh	-	-[33]	-
of which from biomass	MWh	64,714	48,269	65,381
Electricity from other sources produced and sold (CCGT)	MWh	6,321,000	3,289,255	6,244,006
Electricity from other sources produced and consumed (CCGT)	MWh	81,361	77,458	135,742
Total electricity produced	MWh	7,605,365	4,336,728	7,532,345
of which from CCGT	MWh	6,402,361	3,366,713	6,379,749
of which from photovoltaics	MWh	172	569	9,527
of which from wind power	MWh	512,512	525,519	509,585
of which from biomass	MWh	690,320	439,731	616,133
of which from hydroelectric	MWh	-	1,192	3,688
of which from FORSU	MWh	-	3,004	13,665

(32) In this reporting, a restatement was made of the data relating to electricity from renewable sources produced and consumed, following an error in the compilation of the 2023 data. The previously reported value was 50,831 MWh, while the updated value is 48,307 MWh.

(33) In this reporting, a restatement was made of the data relating to electricity from renewable sources produced and consumed, of which from wind power, following an error in the compilation of the 2023 data. The previously reported value was 2,554 MWh, while the updated value is 0 MWh.

Energy consumed		UoM	2022	2023	2024
Natural gas used for heating and power generation at CCGT plants		GJ	41,830,336	22,281,044	42,121,929
Diesel used for heating, generator set operation and biomass handling		GJ	9,364	6,416	6,574
Fuel for the fleet	Diesel	GJ	1,071	697	575
	Petrol	GJ	3,649	4,122	4,335
Electricity purchased from the grid		GJ	166,378	175,105	195,785
Biomass used for energy production		GJ	2,485,152	1,583,030	2,218,138
of which for self-consumption		GJ	232,970	173,767	235,370
Electricity from self-consumed renewable sources		GJ	133	9,224	106
Total		GJ	**44,496,083**	**24,059,638**	**44,547,443**

Emissions | GRI 305-1: Direct (Scope 1) GHG emissions

Scope 1		UoM	2022	2023	2024
Natural gas used for heating and power generation at CCGT plants		tCO_2e	2,356,855	1,277,016	2,372,199
Diesel used for heating, generator set operation and biomass handling		tCO_2e	692	474	486
Fuel for the fleet	Diesel	tCO_2e	79	52	42
	Petrol	tCO_2e	267	301	317
Biomass used for energy production		tCO_2e	29,685	23,645	36,610
Refrigerant gas leaks		tCO_2e	951	26	106
Total emissions Scope 1		tCO_2e	**2,388,529**	**1,301,514**	**2,409,761**

Emissions | GRI 305-2: Energy indirect (Scope 2) GHG emissions

Scope 2	UoM	2022	2023	2024
Purchased Electricity - Location-Based Method[34]	tCO_2e	14,558	15,322	14,314
Purchased Electricity - Market-Based Method[35/36]	tCO_2e	21,101	1,802	21,878

Emissions | GRI 305-3[37]**:** Other indirect (Scope 3) GHG emissions

Scope 3		UoM	2024
Cat.1	**Purchased goods and services**	tCO_2e	60,948
Cat. 2	**Capital goods**	tCO_2e	1,957
Cat. 3	**Fuel- and Energy-Related Activities (not included in Scope 1 or Scope 2)**	tCO_2e	493,453
Cat. 4	**Upstream transport and distribution**	tCO_2e	7,755
Cat. 5	**Waste generated by operations**	tCO_2e	6,435
Cat. 6	**Business Travel**	tCO_2e	456
Cat. 7	**Employee commuting**	tCO_2e	466
Cat. 11	**Use of Sold Products**	tCO_2e	571,851
Cat. 12	**End-of-Life Treatment of Sold Products**	tCO_2e	2,091
Cat. 15	**Investments**	tCO_2e	475,087
Total emissions Scope 3		tCO_2e	**1,620,499**

(34) The location-based method considers a factor reflecting the energy mix of the country where the energy consumption takes place.
(35) The market-based method reflects procurement choices (e.g., use of instruments such as Renewable Energy Certificates (RECs) and Guarantees of Origin (GOs).
(36) For the year 2024, it is no longer possible to compensate plant auxiliaries.
(37) Since the Scope 3 emissions were not calculated for the years 2022 and 2023, only the emissions for the year 2024 are reported.

Emissions | GRI 305-7: Nitrogen oxides (NOx), sulphur oxides (SOx) and other significant air emissions

Other emissions	UoM	2022	2023	2024
NOx	kg	1,321,084	764,167	1,196,964
SOx	kg	23,503	21,252	25,457
PM	kg	6,984	3,435	5,796

Waste | GRI 306-3, 4, 5: Waste generated, Waste diverted from disposal and Waste directed to disposal

Type of waste	UoM	2022	2023	2024
Of which hazardous	t	937	855	638
Of which non-hazardous	t	38,868	35,060	58,658
Of which sent for recovery/recycled	t	36,608	31,309	42,959
Of which sent to landfill or incineration	t	3,197	4,606	16,337
Total	t	**39,805**	**35,915**	**59,296**

Water Resources | GRI 303-3: Water withdrawal

Withdrawals by source	UoM	2022	2023	2024
Surface water	m^3	3,371,247	2,126,196	3,372,655
Groundwater (wells)	m^3	106,572	89,772	83,666
Third-party water (aqueduct)	m^3	72,806	42,695	91,135
Total water withdrawn	**m^3**	**3,550,625**	**2,258,663**	**3,547,455**

Water resources | GRI 303-4: Water discharged

Direct emissions in water	UoM	2022	2023	2024
Number of water samplings during the year	no.	6	12	12
Total amount of water discharge	m^3 [38]	1,247,297	965,154	1,280,420

Supplier environmental assessment | GRI 308-1: New suppliers that were screened using environmental criteria

Supplier social assessment	UoM	2022	2023	2024
Percentage of new suppliers assessed using environmental criteria	%	6%	5%	10%

(38) The unit of measurement was changed from litres to cubic metres.

CONSCIENTIOUS AND INCREASINGLY EFFICIENT CUSTOMERS

sorgenia
YOUR NEXT ENERGY

3.1 EXPERTISE, TRUST, AND PROXIMITY

650,000
Customers
(+8% vs. 2023)

Approximately
981,000
supply points
(+7% vs. 2023)

8.3 (out of 10)
customer satisfaction level

In recent years, we have combined the supply of energy and connectivity with green-tech solutions: photovoltaic systems, storage systems, heat pumps, charging stations for electric cars and digital tools for monitoring and optimising consumption. These technologies guarantee economic benefits for customers, making them protagonists of the energy transition, and contribute to the security of national supply.

We offer sustainable energy and simple, personalised and transparent services based on a clear principle: respect. Those who choose Sorgenia do so in total freedom, without pressure or phone calls, with the possibility of simulating costs online and calmly assessing offers.

Moreover, we protect customer data and privacy with strict, up-to-date policies and procedures. "Putting the customer at the centre" means listening, continuously improving our services and supporting users to build a more sustainable future.

HOW OUR CUSTOMERS EVALUATE US

CUSTOMER SATISFACTION[39]

8.3 out of 10

vs. energy sector average = 7.7 and aligned with the top players of other markets

Source: SWG

NPS (Net Promoter Score)[40]

28

vs energy sector average <0

Source: GFK

OUR PREFERRED TOUCHPOINTS: Call Centre, Chat, WhatsApp, APP, Website

OUR SOCIAL NETWORKS:

SORGENIA IS A "RECOMMENDED PROVIDER" BY ALTROCONSUMO

In October 2024, an Altroconsumo survey on the global quality of electricity and gas providers recognised us as a **"Recommended Provider"** with a rating of **"Excellent quality"** for customer service, second place among the 19 competitors analysed.

The assessment is based on criteria such as contractual documentation, pre-contractual information, billing transparency, customer service quality and problem management.

TRUSTPILOT "EXCELLENT" OPERATOR

Trustpilot

Sorgenia was rated an "Excellent" operator by TrustPilot, ranking first among the best companies in the "gas supplier" category and second in the "electricity supplier" category.

CONSUMERISMO RATING

ECCELLENTE consumerismo RATING ★★★

Consumerismo No Profit APS confirmed the rating as an **"excellent operator",** recognising our commitment to customer service quality, contractual transparency and employee protection.

CREDIT RISK MANAGEMENT SYSTEM CERTIFICATION

Again in 2024, DNV[41] renewed the certification for credit management, with a commendation for the robustness and oversight of our processes. Our ongoing objective remains to ensure the highest level of care and support for customers facing financial difficulties.

CERTIFICATION OF CUSTOMER CARE PROCESSES (ISO 18295)

SERVIZIO CERTIFICATO DNV·GL ISO 18295

In 2015, we were among the first operators in the free energy market to obtain DNV international certification for the quality of customer assistance processes, confirmed in all subsequent years.

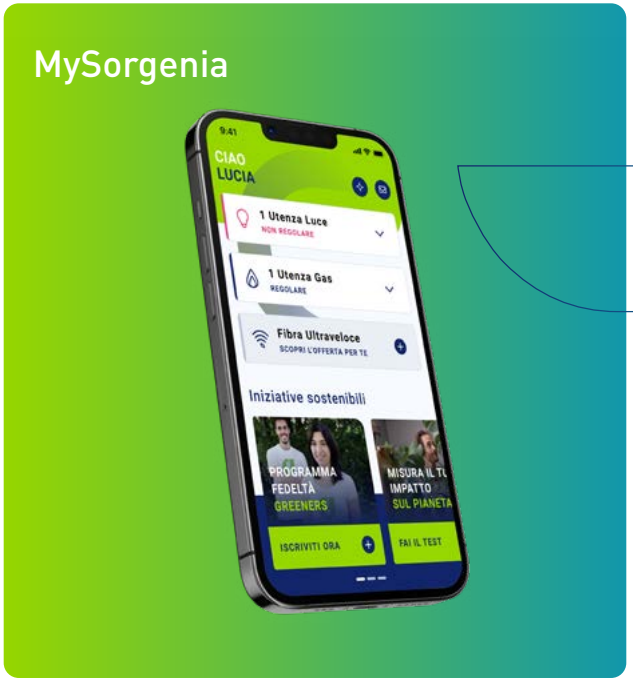
The certification certifies the transparency, accuracy and quality of telephone customer care, in compliance with the UNI EN 18295: 2017 standard, which defines the best practices for improving customer satisfaction.

(39) Customer satisfaction measures customers' overall satisfaction with their relationship and contact experience with Sorgenia on a scale of 1 to 10.
(40) NPS is an index ranging from -100 to 100 that measures customers' willingness to recommend a company's products or services to others.
(41) DNV is a worldwide leading certification body in the assessment and certification of accredited management systems, with a focus on quality, safety and sustainability.

THE INTERACTIVE DIMENSION OF ENERGY

We are committed to transforming the classic customer-supplier relationship, ensuring transparency and building authentic dialogue. Energy is no longer a simple commodity, but a primary asset, the correct management of which can contribute to improving the world in which we live.

- **Energy Corner:** offers customers a single view of their bill for all supplies and services active with Sorgenia. In a single document, it provides a clear overview of spending, information on supplies and new additions, as well as access to the customer area and useful guides to better understand consumption and manage it efficiently, in addition to tips for adopting a more sustainable lifestyle.
- **MySorgenia APP:** the meeting point between Sorgenia and customers, a user-friendly space designed to simplify interactions. Constantly updated according to the principles of collaborative design and thanks to the feedback received, the app allows customers to autonomously manage their utilities, with tools to monitor consumption, assess the environmental impact and receive advice for a more eco-friendly life.
- **Energy Check Up**: a digital service that helps to identify the most suitable energy efficiency solutions for the home, both reducing environmental impact and lowering energy bills.
- **Beyond Energy**: available in MySorgenia, it allows to monitor consumption down to individual appliances and offers suggestions for saving energy.
- **MyNextMove:** launched in October 2022, this is the Sorgenia App dedicated to electric mobility; it allows to identify the nearest charging points, select the charging stations, view their details (including the energy source) and choose those that only offer green energy, starting the charging process.



GRADUAL PROTECTION

In November 2022, Sorgenia participated in the tender managed by ARERA[42] and was selected as the supplier of the micro-enterprise Gradual Protection Service for customer lots in Lombardy, Veneto, Emilia-Romagna and Piedmont.

This Service was designed to accompany customers with an electricity supply contract in the protected market in the transition to the free market. These customers entered into supply with us starting from 1 April 2023 and their management process was consolidated in 2024, offering those who want our simple, personal and shared services of the free market.

(42) Regulatory Authority for Energy, Networks and Environment

GREENERS

A true community established in 2020 as a loyalty programme inspired by the principles of sustainability. Over the years it has expanded its scope, opening up to all people who care about the environment and are committed to environmental and social activism.

Greeners get involved by tackling our "missions", putting into practice green advice and challenging each other every day to improve the planet. Through interactive videos, questionnaires or tests, Greeners accumulate green coins with which they can request certified sustainable products or donate to social causes guaranteed by recognised NGOs or promoted by Sorgenia.

The community was also extremely receptive in 2024, with over 50% of green coins going to sustainable projects.

OBJECTIVES ACHIEVED IN 2024 THANKS TO GREENERS' DONATIONS:

Protection of women

Provision of training courses for three women who are victims of violence, with the aim of improving their skills and supporting work autonomy.

Health support

Over 2,000 medical examinations donated to individuals and families in situations of economic fragility with "Tempo Sospeso" - within the context of the Lab00 project.

Protection of the environment and biodiversity

Tree planting at the Sebino Torbiere Nature Reserve (Lake Iseo) to promote the regeneration of wetlands and protect animal species and priority habitats.

Energy transition

Installation of solar street lights in a Malawian village to improve security, combat energy poverty and offer new social and economic opportunities.

3.2 RENEWABLE ENERGY COMMUNITIES (REC)

WHAT ARE RENEWABLE ENERGY COMMUNITIES

A renewable energy community is a legal entity that allows those who are part of it (local public bodies, companies, businesses or private citizens) to consume the energy produced by their renewable energy systems.

Energy communities are one of the key tools of the European strategy for the energy transition, an innovative way of sharing energy produced from renewable sources by putting people at the centre and making everyone a protagonist of the energy they produce and consume.

ENVIRONMENTAL BENEFITS	ECONOMIC BENEFITS	SOCIAL BENEFITS
Being part of an energy community means reducing one's environmental impact and dependence on the electricity grid, thus contributing to a more efficient system thanks to the use of renewable sources.	The self-production and internal distribution of renewable energy leads to significant reductions in bill costs. Energy communities also benefit from many incentives, which can be combined with other concessions, such as the Ecobonus and Home Bonus.	Renewable communities not only reduce energy costs, but also contribute to reducing energy poverty. In fact, excess energy is made available to those who need it most, promoting models of inclusion and social collaboration.

OUR RECS AND DEVELOPMENT PIPELINES

Institutions are paying greater attention to the topic of energy communities, but it is still an experimental period with a constantly evolving regulatory framework and there is still a limited number of projects completed at national level.

After our first Renewable Energy Community SOLISCA was authorised in Turano Lodigiano in 2022, in 2023 we obtained authorisation from the GSE[43] for a new REC a few kilometres away, in the municipality of Bentonico.

The REC in Turano was established as an initiative that unites public management and the local community to generate environmental and social benefits and economic savings. Today it is well-established, capable of producing approximately 50,000 kWh/year of renewable energy thanks to two photovoltaic systems with a total power of 45 kW, installed on the covered areas of the sports field and gym. It involves 23 families, one parish and nine municipal utilities.

The REC of Bertonico, called SONGROEN, consists of two photovoltaic plants, one for 25kW installed on the roofs of the school canteen and another for 9kW placed on the civil protection headquarters. Launched in 2021 with the installation of photovoltaic panels, the project became a real REC in 2023. It involves five families and two municipal utilities.

Thanks to the support of the VALLARSA Foundation in the province of Trento, active in supporting initiatives to improve of its territorial community, a photovoltaic system was built in collaboration with Sorgenia for the production of 100% renewable energy with a power of 400 kW installed on the roof of Conceria della Vallarsa s.r.l. which will be able to benefit, through a PPA agreement, from a significant optimisation of energy costs, thanks to the production of GREEN energy at ZERO km, with a consequent reduction in CO_2 emissions.

The energy produced by the plant and not consumed by the tannery will be shared throughout the community thanks to the widespread self-consumption mechanism of the renewable energy communities. The community of Vallarsa collected about 250 memberships for participation in the REC as consumer members between the municipality of Vallarsa and the neighbouring municipalities.

Already built and functioning, the system is awaiting the last authorisations from the Customs Agency to be able to formally enter into operation and create the REC.

Estimate of the main operating data:

- Annual production: 420 MWh/year
- Real self-consumption: 265 MWh/year
- Energy fed into the grid: 155 MWh/year
- CO_2 emissions avoided: 210 tonnes CO_2/year (considering 0.5 $KgCO_2$/ kWh)

In recent years we have developed a pipeline for the development of new initiatives, offering support to around 30 different municipalities mainly located in the Lombardy Region which, since February 2022, has promoted the availability of non-repayable grants (up to a maximum of 40% of the total investment) for PAs that intend to develop REC projects by building new systems for the production of green energy. By May 2025, interested parties will have to submit a request through the portal of the Region in order to access a total amount of € 47.5 million.

The Sorgenia development pipeline could potentially lead to the creation of a new production capacity by the aided Lombardy municipalities for a total of approximately 3.3 MWp.

(43) Energy Services Manager.

In addition, with the publication of the new decree of the Ministry for the Environment and Energy Safety (MASE) on 24 January 2024, it will be possible to establish larger RECs, with larger systems, to produce renewable energy at zero kilometres and share it locally. This will make it possible to adopt more efficient tools to achieve the objectives of the Integrated National Energy and Climate Plan (INECP), and facilitate the transition to a distributed energy generation model.

The MASE Decree also established the terms and rules for accessing the funds of Mission 2 NRRP, intended for public and private initiatives for the construction of renewable production plants in municipalities with a population less than 5,000 inhabitants, which are destined for REC configurations.

During 2024, we offered our system creation services for enabling new RECs and submitted the application to the GSE for the aforementioned contributions relating to 14 new private initiatives and a total of approximately 4 MWp of new green production capacity.

This is an important opportunity to develop new projects and consolidate our positioning as one of the first operators to have believed in the potential of RECs. The construction of new green systems is also part of our growth strategy, with an additional pipeline of seven projects (in different stages of progress) for the construction of systems on the ground to be included in REC configurations.

Therefore, if it were possible to successfully complete all the ongoing initiatives, the result of a consistent number of new REC projects could be achieved for a total new renewable production of about 15 MWp.

3.3 THE VALUE OF EFFICIENCY

Sorgenia Green Solutions also offered a wide range of energy efficiency solutions to private and industrial customers in 2024; however, the green-tech market has followed different trends between the residential and industrial sectors.

In the residential sector, the significant tightening of tax incentives (February 2023) reinforced the downward trend in demand for photovoltaic systems, a decline already evident from the second half of 2023. Partially offsetting this trend was the first year of the "energy income" measure, in which we played an active role that will continue in 2025. Through this subsidy, it was possible to offer many low-income customers the opportunity to build photovoltaic systems without any outlay.

The industrial segment instead saw further growth in sales of systems and the power to be installed. Traditional sales models with turnkey solutions or leasing have been confirmed, while demand for systems with investments at our expense (with the on-site Power Purchase Agreement formula and transfer of surface rights) is growing. We have been working hard, together with our partners, to manage various subsidised financing opportunities for our customers, including the Parco Agrisolare call for proposals, the NRRP for energy community systems in small municipalities, the Transizione 5.0 call for proposals, and regional subsidy measures. This scenario produced results especially in the second part of the year, with the consequent transfer to 2025 of a significant volume of installations.

Whether for private or industrial customers, our commitment is always to spread a virtuous approach to energy consumption based on the digitalisation of processes and conscious actions, so that everyone does their part for the planet:

1 **PRODUCING OUR OWN ENERGY**

2 **SAVING MONEY**

3 **REDUCING OUR CARBON FOOTPRINT**

In the course of 2024 alone, thanks to a network of specialised professionals in the area that constantly ensure an efficient and sustainable service, we have installed:

~15 MWe of photovoltaic systems of which

~ 2 MWe private individuals

~ 13 MWe industrial

3 MWh of storage batteries

From the birth of Sorgenia Green Solution in 2020 to today, we can boast:

more than 4,900 photovoltaic systems, of which

over 4,700 private individuals

over 180 industrial

more than 100 MW installed capacity of which

~ 25 MW private individuals

~ 40 MW industrial

~36 MWh of storage capacity installed

THE ENVIRONMENTAL IMPACTS OF SORGENIA GREEN SOLUTIONS

As an ESCo (Energy Service Company), with Sorgenia Green Solutions (SGS) we offer customers energy efficiency services and solutions that represent a concrete contribution to the energy transition. These solutions allow households and businesses to choose and self-produce clean energy from renewable sources, efficiently manage their consumption and reduce their carbon footprint.

SGS's energy consumption and impacts are negligible and minor compared to those of the entire Group. The main consumption is related to the maintenance of the offices, in particular the electricity purchased and used for heating, lighting and the operation of computers.

Sorgenia Green Solutions over 4,900 photovoltaic systems to its credit, for a total of more than 100 MW of installed power.

For the installation and maintenance of our systems, as well as for the various services we offer, we rely on a network of qualified installers based in the area where the installation is to take place. This approach guarantees efficient, customer-focused service and reduces fuel consumption for travel. In addition, the presence of a network of professionals distributed throughout the country makes it possible to improve service efficiency, significantly reducing the need to travel from the headquarters to the sites of end customers.

Our standard service includes photovoltaic systems, storage batteries to optimise the energy produced, electric car charging stations, domestic water treatment systems and heating systems with hybrid or fully electric heat pumps.

Photovoltaic storage batteries enable more flexible management of the energy produced and allow energy that is not consumed during the day to be stored for use at other times or to partially recharge electric cars, for example in the evening.

3.4 TRANSPARENCY AND PROTECTION OF PRIVACY

CUSTOMER PROTECTION

We want customers to choose Sorgenia freely. To ensure maximum transparency, we have adopted a clear and sustainable business model for years, based on secure channels.

We are aware that the deregulation of the energy market has led to an increase in scams, often aimed at less experienced people in the digital world: for this reason, we raise awareness among our customers through all the main touch points, providing useful information and guides to combat this phenomenon. Since 2021, we have also had a form available on our website which is specifically for reporting suspicious phone calls, thereby facilitating communication with us and with the Competition and Market Guarantor: this tool allows us to fight an increasingly aggressive phenomenon together with consumers.

THE PROTECTION OF PRIVACY

All Sorgenia Group companies adopt specific privacy policies that define general principles, organisational models, roles and responsibilities, as well as a Privacy by Design and by Default approach, which guarantees data protection from the design stage and by default.

Personal data is processed in accordance with applicable laws and in particular the General Data Protection Regulation 2016/679 (GDPR). In addition, we can count on:

- a Data Retention Policy that establishes the rules and times for storing personal data;
- a procedure for the management of personal data breaches, to address any critical issues;
- a procedure for exercising rights related to the management of privacy complaints, with formalised operating practices to effectively respond to the reports of data subjects.

- Our "typical customers" are progressive families and businesses that care about the environment and sustainability, are open to the continuous advances offered by digitalisation and, at the same time, are extremely practical in their awareness of the impact that energy has on their lives and on the entire planet.
- This awareness has been made even stronger by the extremely complex international situation. In fact, today more than ever, energy is a primary asset that must be managed responsibly, guaranteed to all and protected from waste.
- This ideal vision is put into practice in our industrial action and our daily customer relations, and is at the root of our 2024-2028 Business Plan.

WHAT WE HAVE DONE IN 2024

- We installed more 15 MW of photovoltaic systems with private and industrial customers.
- We have reached over 980,000 electricity, gas and fibre utilities.
- We are committed to ensuring quality service to meet the needs of our customers.
- Sorgenia NPS (Net Promoter Score): 28 (vs. energy sector average <0).
- *Customer satisfaction*: 8.3 out of 10 (vs. energy sector average = 7.7).
- We have been recognised by Trustpilot as an "Excellent" operator.

OUR GOALS BY 2030

- Install over 400 MW of photovoltaic systems with private customers, industrial customers and energy communities.
- Serve 1.6 million electricity, gas and fibre utilities.
- Provide customers with greater awareness and tools to actively participate in the energy transition, contributing to the reduction of their carbon footprint through our energy efficiency services and solutions.
- Maintain a high level of customer satisfaction, above the industry average.
- Ensure the highest standards of data and information security management of our customers.

3.5 CUSTOMER DATA

Customer privacy | GRI 418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data

Complaints[44]	UoM	2022	2023	2024
Total number of documented complaints received for potential breaches of customer privacy	no.	223	275	348
of which received from external parties	no.	223	275	348
of which from control bodies	no.	0	0	0

Theft or loss	UoM	2022	2023	2024
Total number of identified customer data thefts or losses	no.	0	1	3[45]

(43) The number shown refers to the total number of complaints received, regardless of their validity. The increase is attributable to the growth of the Sorgenia customer base.
(45) The data breaches did not involve risks to the fundamental rights and freedoms of individuals.

VALUE TO PEOPLE

sorgenia
YOUR NEXT ENERGY

4.1 OVER 600 COLLEAGUES, ONLY ONE ENERGY

630
employees

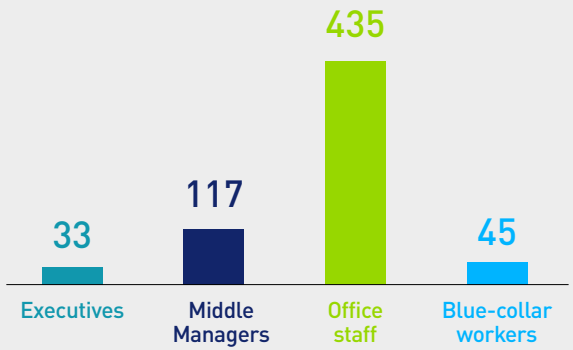
442
hours of training on ESG topics for all employees

Sorgenia is committed on a daily basis to creating a working environment based on trust and sharing, in which people can feel free to express themselves and passionately and enthusiastically contribute to the achievement of common objectives.

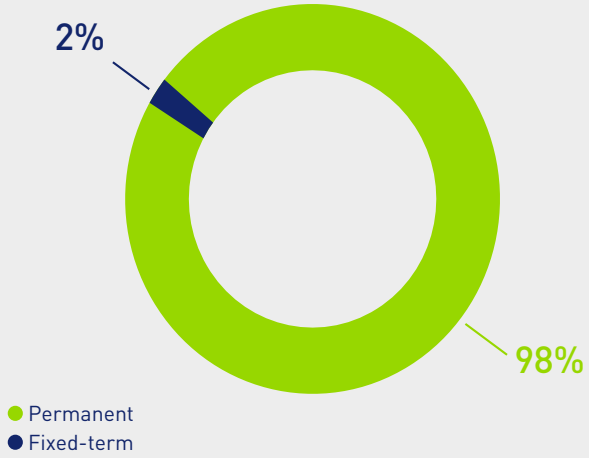
As at 31 December 2024, our workforce consisted of 630 employees, plus 17 interns, five temporary and one self-employed collaborator.

Compared to the previous year, the total number of employees remained stable, with a slight decrease of 2%. The hiring rate stood at 11%, with 69 new employees joining the company: 21 women and 48 men. Of these, 30 were under the age of 30, while 32 were between 30 and 50 years old. The turnover rate was 13%.

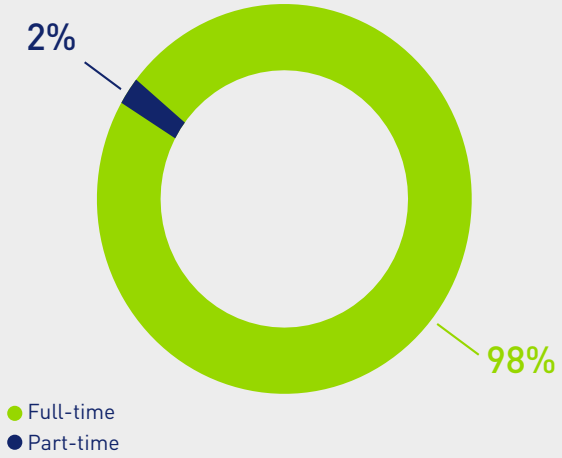
People by professional category



Fixed-term and permanent



Full-time and part-time



4.2 DIVERSITY AND INCLUSION

At Sorgenia, everyone is free to be themselves, with their own history and background, passions and life experiences. For us, inclusion means above all creating an environment in which everyone feels comfortable and freely expresses their ideas, encouraging discussions among those with different points of view and enriching the dialogue with the contamination of new experiences and knowledge.

We value diversity through company practices that guarantee representation and protection for every individual, without distinction, prejudice or cultural bias, thereby promoting fairness.

All this finds expression in our Diversity, Equity and Inclusion Policy (hereinafter DE&I), which follows the path already outlined in the Code of Ethics: we believe in the centrality of the person and in listening to individual needs, promoting inclusiveness while respecting the differences and identities of each individual.

Sorgenia's DE&I Policy and corresponding action plan are structured around the following key pillars:

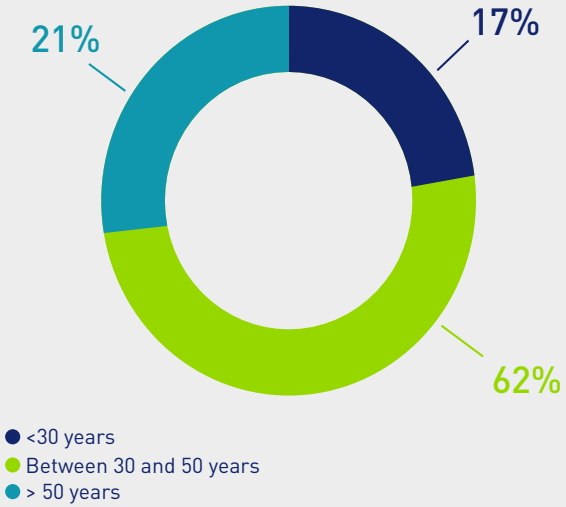
- **Training and awareness-raising:** conducting training and awareness-raising sessions on diversity and inclusion issues for employees;
- **Policy review:** updating of company policies and processes to ensure full compliance with inclusiveness and parity standards, making changes where necessary;
- **Monitoring and evaluation:** monitoring and evaluation system to measure the progress achieved and identify any areas for improvement;
- **Promotion of diversity:** active promotion of diversity and inclusion through internal and external initiatives, collaborations and programmes in support of these values.

Thanks to the implementation of our Policy, 2024 was a significant year that allowed us to work and implement all the actions necessary to ensure and develop the working environment we want to achieve.

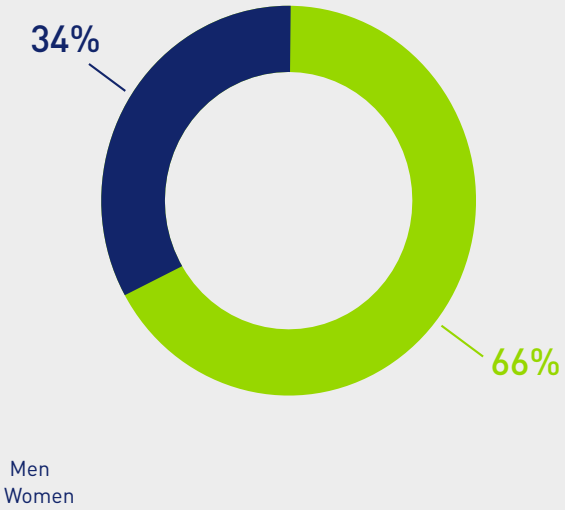
ACTIVITIES CARRIED OUT IN 2024 AS PART OF DE&I

- Policy sharing and DE&I Plan within the organisation
- Assignment of DE&I-related tasks to the ESG Committee already established
- Drafting of a Sorgenia DE&I Manifesto
- Provision of training in the DE&I area
- Promotion of the establishment of corporate ERGs
- Update of HR policies/procedures with a view to DE&I

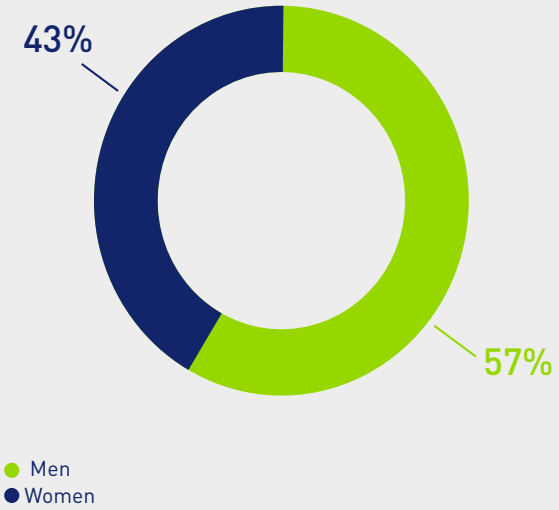
People by age group



Gender Mix (Total employees)



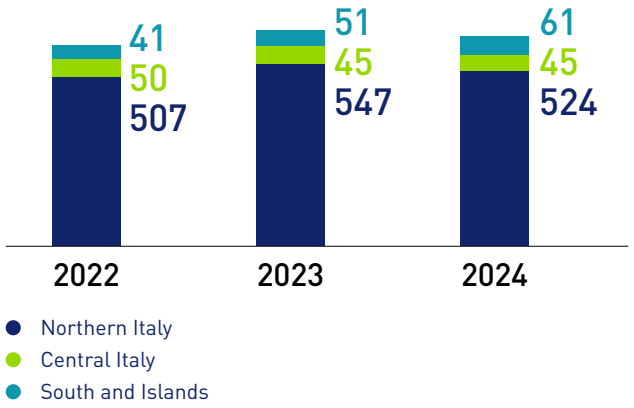
Gender Mix (excluding production plants)



Most employees are between 30 and 50 years old, and 46% of the new colleagues recruited in 2024 were under 30.

The gender gap highlighted by the data is largely attributable to the industrial sector in which we operate and to the technical-engineering skills required by our core business, which are traditionally and culturally male-dominated fields. The presence of female personnel in the Sorgenia Group is equal to 34% which, net of plants, rises to 43%. We are actively committed to promoting equal opportunities, also to reduce the gender gap and increase the presence of women, even in traditionally less represented sectors.

People by geographical area



Respect for workers' rights and their recognition are fundamental principles for us. We do not tolerate any form of irregular employment, and we guarantee that the relationship with employees and collaborators is always governed by fair and decent employment contracts that comply with the relevant regulations and national collective bargaining agreements.

We strongly reject any form of discrimination and are committed to protecting the physical, cultural and moral integrity of every person, ensuring working conditions that respect individual dignity. We oppose any discriminatory, harmful or violent attitude, behaviour or act, from a physical and psychological point of view.

4.3 TALENT MANAGEMENT

We are a young organisation that has put people at the centre: their energy and passion, but also their well-being and involvement, so that they can recognise themselves in the principles and values expressed by the company.

We are looking for people who are eager to get involved and try new ways of working, who have vision, autonomy but also practicality and a sense of responsibility, to build a fertile and collaborative environment capable of facing the many challenges of a constantly evolving sector.

We offer the opportunity to face ever new challenges, within an organisational context that tends to enhance the talent of each person.

Our search for new talent is driven by a commitment to supporting and promoting diversity and inclusion, through fair selection processes that do not merely evaluate professional skills. Our searches for new talent are driven by a commitment to support and promote diversity and inclusion, through fair selection processes that evaluate not only professional skills and soft skills, but also the authentic sharing of our principles and values.

During 2024, the Sorgenia Group confirmed its commitment to promoting its corporate culture and establishing itself as an attractive company for professionals and young talents, further strengthening the development of Employer Branding policies. In this regard, the company has maintained existing partnerships and has signed new ones with the most prestigious universities and post-graduate training schools in the area. In addition, the company participated in the Codemotion Conference for the second consecutive year; it is the most important event in Europe dedicated to the tech world.

GREAT PLACE TO WORK

SORGENIA HAS BEEN RECOGNISED AS A "GREAT PLACE TO WORK ITALY" SINCE 2018

Our commitment has enabled us to obtain the prestigious award Best Workplace Italia from Great Place to Work over the last few years.

We have been awarded the Great Place to Work® Italia certification for the year 2024-2025 in the category "companies with 500+ employees", confirming our position among the best Italian companies to work for.

Awards obtained:

- From 2018 to 2024: Great Place to Work Italia certified
- From 2019 to 2023: Best Workplaces Italia for Women
- 2019 and 2022: Best Workplaces for Millennials
- 2021: Best Workplaces for Innovation
- 2022: Best Workplaces for Diversity, Equity & Inclusion
- 2023: Best Place to Work Italy 2023 for Women and Best Workplaces Europe 2023
- 2024: Great Place to Work Italia certificates in the category “companies with 500+ employees”

4.4 TRAINING AS A COMPETITIVE ADVANTAGE

Training makes us grow as people and improve as a company: it is a strategic factor, an engine of development and value generator.

Precisely in order to foster talent development and to have a reference framework - also applied in the selection process of new colleagues - we developed a leadership model called "CAICEI," which stands for the six core skills needed for our work: Collaboration, Agility, Insight, Customer intimacy, Energy, Innovation.

CAICEI also applies to our Performance Management (MBO) system, which in addition to the evaluation by one's own manager, includes both a self-assessment phase and the support of a peer/co-worker assessment. The Performance Management system is applied to all the Group's employees.

There are multiple training opportunities: in addition to all legally required courses, e.g., related to health and safety, we offer various skills development programmes, for example talent management programmes and mentoring and coaching courses.

The learning paths take place both in-person and online and in mixed mode, depending on the methodology and training content and relate to various contexts, including:

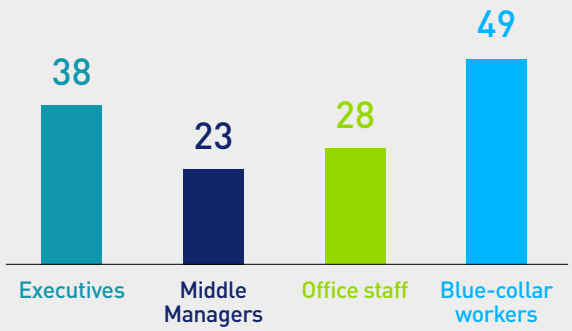
- Onboarding new recruits;
- Compulsory training (e.g., environment, health and safety, compliance with regulation 231, Code of Ethics, GDPR, cybersecurity and others);
- hard skills (specific technical skills);
- soft skills (cross-cutting skills).

We provided a total of 18,299 hours of training in 2024. The training offer focused on both hard skills and soft skills such as Excel, Power Point, ThinkCell, project management, foreign languages (English, French, Spanish, German and Italian for foreigners), occupational health and safety, digital skills (data modelling, programming language Python for data science, Qlik Sense, MS Copilot and more), cyber security, sustainable remote working, management skills, leadership courses, communication and public speaking, emotional intelligence and many others.

In 2024, we involved management in specific ESG training to raise awareness of sustainability issues and to share the strategy and challenges that await us with the entry into force of the CSRD (Corporate Sustainability Reporting Directive) legislation.

As far as professional categories are concerned, blue-collar workers received an average of 49 hours of training each in 2024, followed by middle managers with 38 hours, office staff with 28 and Executives with 23 hours.

Average hours of training per capita by professional category (2024)



DIGITAL COMPETENCE CENTRE PROJECT

The Digital Competence Centre Project is a cross-functional training that aims to empower people to use company data assets efficiently and consciously.

Training and information activities were organised during the year, targeted according to the capabilities to be strengthened for each role/activity, in general aimed at strengthening digital awareness and skills in the field of data analysis, processing, planning, manipulation and organisation, with a view to continuous technological evolution. In addition to these initiatives, a specular training course is provided to Sorgenia's management that is aimed at strengthening digital skills and acquiring all the levers needed to push the business towards robust digital innovation.

COACHING PROJECT

We believe that coaching is a professional and personal development tool not only for managers, but for all people who face challenging objectives, such as a change of role, new responsibilities, new projects or new ways of working.

We have therefore combined our individual coaching paths with the implementation of a digital coaching platform - CoachHub - to support individual, collective and organisational transformation.

In 2024, the *Sorgenia-CoachHub* project involved 20 people, including People Managers and Individual Contributors, for a total of 102 coaching hours provided through the platform. The most significant result of this project is the generation of a positive and systemic impact on the entire organisation.

Coaching moments foster more transparent dialogue between colleagues at all levels, with both positive and constructive shared feedback, aimed at stimulating the assumption of responsibility and awareness of one's own capabilities.

INTRODUCTION OF AI TOOLS ON A LARGE SCALE

We are aware of the fact that Artificial Intelligence is one of the greatest revolutions of our times, which will influence how we work and that people's skills must go hand in hand with technological evolution.

During 2024, we launched a pilot project for the adoption of *Microsoft 365 Copilot*, involving about two thirds of the company population. A dedicated training programme was organised to ensure effective use of this artificial intelligence tool, allowing employees to experience its potential in improving productivity and automating daily activities.

ENHANCEMENT OF LANGUAGE TRAINING WITH SPEEXX

Inclusion and enhancement of diversity also pass through the relationship and exchange between people belong to different backgrounds and cultures. For this reason, Sorgenia encourages learning foreign languages and participating in intercompany and multicultural conversation groups.

The Speexx digital platform has been confirmed as the main tool for learning foreign languages, offering 24/7 access. A distinctive element of the initiative is the extension of the service to friends and family members of employees, allowing to expand the positive impact of language training beyond the working environment.

LAUNCH OF THE GOODHABITZ PLATFORM

Soft skills, also known as cross-cutting skills, are personal skills that transcend specific work environments, influence the business climate, productivity and, ultimately, the success of an organisation. Recognising their value can make a real difference in an increasingly competitive working environment.

In February 2024, Sorgenia introduced *GoodHabitz*, a new digital platform available to all personnel, focused to continuous soft skills training. This innovative tool offers flexible learning spaces to support the personal and professional development of employees, allowing them to increase their skills in an interactive and personalised way.

CROSS-CUTTING SKILL

MAPPING TECHNICAL AND SOFT SKILLS

The company has launched a pilot project for mapping technical and soft skills on a perimeter of about 60 people. The objective is to structure targeted training courses and define skills development plans based on the specific needs of each role.

SOFT SKILLS TRAINING FOR BIOMASS POWER PLANTS

The entire population of the biomass power plants was involved in training focused on soft skills such as communication, change management, team work, leadership, time and priority management. This programme follows the path already undertaken by the colleagues of the combined cycle plants, thereby ensuring an alignment of skills throughout the territory.

4.5 WELLBEING FOR ALL

Over the years, we have developed various corporate welfare programmes, such as the ***WELFARE 4U*** service, which was launched in 2019 and has been gradually enriched with new services. The plan is the result of an inclusive project that involved the entire company population and allowing to build a range of proposals in line with the actual needs of our people. These are added to the first initiatives carried out in cooperation with the Department for Family Policies, with the aim of favouring work-life balance through activities for all our employees.

We also launched the ***Wellbeing at Work*** project with the aim of promoting corporate well-being and creating an increasingly healthy, inclusive and gratifying work environment. The project was further developed in 2024 through workshops dedicated to managing anxiety and stress, creating a balance between private and professional life, as well as meetings on parenting and how to address change. The project continues in 2025 with a calendar of workshops and other initiatives aimed at individual and organisational well-being, in addition to the Employee Assistance Program (EAP) service offer.

We believe in the importance of face-to-face work interaction, which encourages discussions, the continuous and direct exchange of information between colleagues, the strengthening of team spirit, collaboration, the contamination of ideas, the stimulation of innovation and the inclusion of all people. For this reason, we have updated the *Remote Work Policy* by adjusting the number of days in which it is possible to work remotely, in balance with company and individual needs.

WELLBEING@WORK PROJECT

In collaboration with Stimulus Italia (a consultancy company specialising in the field of mental health at work), Wellbeing@Work is a project that has accompanied us over the past two years and will continue to do so, helping us to understand what well-being in an organisation really means and how we can take care of our own psychological health and that of our colleagues.

Through the Employee Assistance Program (EAP), we offer our employees (and one family member) free access to psychological, legal/tax and social support sessions, as well as the opportunity to pursue a path of psychotherapy in the local area, with the first eight sessions paid for in full by Sorgenia. This service provides concrete help in resolving everyday issues, both personal (family, relationships, social, legal, fiscal) and professional (workload management, stress, interpersonal relationships, etc.).

A better working environment can be created by working on situations of personal discomfort, stress, anxiety or anger, addressing these difficulties through dedicated channels and fostering a climate of greater trust and satisfaction.

EMPLOYEE VALUE PROPOSITION: CORPORATE WELFARE

The Corporate Welfare Plan launched in June 2020 was again confirmed for 2024 and enriched with new services. We recall that the Welfare Plan is designed to be "on top" of the remuneration of each employee and boasts a catalogue of services that can be tailored to allow each person to choose based on their needs.

The plan is the result of an inclusive project that involved the entire company population and allowed us to build a range of proposals in line with the actual needs of our people.

The initiatives financed in 2024 concern:

- contributions to support childcare expenses, summer camps and study holidays
- repayment of school expenses
- purchase of public transport passes
- personal psychological support services
- support for caregivers who take care of elderly or frail family members
- medical check-up services.

4.6 SAFE AT WORK

0
injury frequency index 2024

0
injuries attributable to fortuitous events

A strong culture of workplace safety is an essential prerequisite.

- All our facilities boast an ISO 45001 certified Health and Safety Management System (HSMS), the most recognised international standard in this field.
- The sites of the companies to which our production plants belong (Sorgenia Power, Sorgenia Bioenergie and VRG Wind) also have an ISO 14001-45001 certified Integrated Environment and Safety Management System.
- We have specific procedures to guarantee the health and safety of everyone, with a defined system of roles and responsibilities for identifying risks and intervening when necessary.
- We apply strict qualification procedures aimed at assessing the technical-professional suitability of suppliers who must access our plants.
- Protecting the health and safety of people is an integral part of our corporate culture. This is why we encourage employees and contractors to adopt responsible behaviour, promoting greater risk awareness and working towards continuous improvement of health and safety standards.

Safety at work, training and professional development, internal climate and corporate welfare have been focuses of our commitment, especially in these years characterised by a complex socio-economic context. We have procedures and models in place to ensure employee safety and health, in full compliance with current legislation, adopting international standards based on industry best practices and often going even further than the minimum requirements to ensure reduced risk levels and increasingly safe working conditions.

Supervision of the safety measures is entrusted to the various corporate functions, whose updating is ensured by dedicated training programmes.

In accordance with the law, the risk assessment is carried out by the Employers with the support of the Health and Safety Officer (RSPP), the Prevention and Protection Service and department heads through inspections and consultations with employees and their Safety Representatives (RLS).

As described in the Group's Risk Assessment Document (DVR), there is a protocol to be applied in the case of accidents at work, depending on the severity of the event. In addition, in compliance with legal obligations, we have appointed competent doctors, who collaborate in the risk assessment and guarantee the confidentiality of the information collected in periodic visits, in full compliance with privacy regulations.

Part of our attention to people is dedicated to the work environment, where they spend most of the day. We strive to continuously improve the space, putting safety first and creating an efficient, homely and aesthetically pleasing environment for everyone to feel at ease.

Our main office in Milan was designed with clear objectives:

- energy savings;
- creation of flexible, dynamic, digital and innovative spaces;
- well-being and safety of the environment;
- healthy and welcoming environment.

Innovation and safety in our plants

We have implemented a digital control and management system in the CCGT power plants. Thanks to specific applications designed by Sorgenia engineers, it is possible to manage all health and safety processes related to the power plants from smartphones and tablets:

- procurement management;
- control of environmental and safety preparations;
- analysis and sharing of accidents and near misses;
- work permit for contractors;
- waste cycle management;
- personnel training.

The use of these solutions has allowed to improve the quality of work, the control of individual processes, the dematerialisation of paper documents, as well as achieving high safety standards.

Also in the area of safety, we developed a project to drastically reduce the response time of the emergency team in the event of a worker being injured. Thanks to:

- a dedicated App;
- rugged smartphones for personnel (devices resistant to shocks, water, dust and extreme temperatures);
- indoor and outdoor geo-referencing systems in plants;
- an innovative communications management system. In this way, the emergency team is now able to intervene in the shortest possible time, knowing exactly the position of the worker in difficulty.

These interventions have increased the efficiency, reliability and safety of the plants, allowing new working methods, such as remote intervention, for any type of need. We want our plants to be a model of excellence and a source of pride for the host territories as well.

Safety in construction sites and new projects

In recent years we have worked to improve the quality of our photovoltaic systems and customer satisfaction, we have conducted an in-depth analysis of the health and safety of construction sites. This has led us to review the safety management process by equating the levels of safety in retail construction sites with those of the business, guaranteeing high standards for facilities of all sizes. We have also strengthened monitoring inspections to:

- supervise the work of subcontractors;
- collect objective data for the assessment of installers.

At our construction sites for new photovoltaic plants under construction, we have adopted best practices and advanced safety management systems, which have contributed to zero negative occupational health and safety events.

NEXT CHALLENGES

WHAT WE HAVE DONE IN 2024

- We have also been certified as Great Place to Work® Italy for the year 2024-2025 in the "companies with 500+ employees" category.
- We continued to invest in excellent safety levels: we did not record any injuries.
- We have defined the Diversity, Equity & Inclusion Policy dedicated to creating and maintaining a work environment that promotes equity and inclusiveness, and we have carried out training and awareness-raising sessions starting with Sorgenia management.
- We have continued to invest in the well-being of our employees, promoting training and welfare initiatives for our people and their families.

ESG PLAN TARGETS:

- Confirm Great Place To Work certification.
- "Job Architecture" project aimed at ensuring the consistency of all talent management processes and guaranteeing the fairness of management and reward processes.
- Strengthen culture and governance in the area of Diversity, Equity and Inclusion.
- Ensure workers' safety with a view to continuous improvement.
- Further promote training and skills development.
- Continue to invest in welfare activities to improve employee well-being.

4.7 SOCIAL DATA

General disclosure | GRI 2-7, 2-8: Information on employees and other workers

Number of employees by employment contract and gender				
Type of employment contract[46]	**Gender**	**2022**	**2023**	**2024**
Permanent	Women	183	207	209
	Men	403	426	410
	Total	586	633	619
Fixed-term	Women	12	10	5
	Men	0	0	6
	Total	12	10	11
Total		**598**	**643**	**630**

Number of employees by type of employment and gender				
Type of employment	**Gender**	**2022**	**2023**	**2024**
Full-time	Women	183	207	204
	Men	403	426	415
	Total	586	633	619
Part-time	Women	12	10	10
	Men	0	0	1
	Total	12	10	11
Total		**598**	**643**	**630**

46 There are no non-guaranteed hourly workers present

Number of employees by employment contract and geographical area				
Type of employment contract	**Geographical area**	**2022**	**2023**	**2024**
Permanent	Northern Italy	489	535	513
	Central Italy	50	45	45
	South and Islands	41	49	61
	Total	580	629	619
Fixed-term	Northern Italy	18	12	11
	Central Italy	0	0	0
	South and Islands	0	2	0
	Total	18	14	11
Total		**598**	**643**	**630**

Non-employee workers	UoM	2022	2023	2024
Trainees/interns	no.	21	15	17
Temporary workers	no.	4	5	5
Self-employed workers	no.	2	1	8

Full-Time Equivalent (FTE) workforce	UoM	2022	2023	2024
Permanent employees in FTE	FTE	550	585	591
Fixed-term employees in FTE	FTE	11	12	11
Total Employees in FTE	**FTE**	**561**	**597**	**602**

General disclosure | GRI 2-30: Collective Bargaining Agreements

Collective Bargaining Agreements	UoM	2022	2023	2024
Percentage of employees covered by collective bargaining agreements	%	100%	96%	100%

Employment | GRI 401-1: New employee hires and employee turnover

Number of hires by gender and age				
Gender	**Age**	**2022**	**2023**	**2024**
Women	< 30 years	28	23	8
	Between 30 and 50 years	13	19	12
	> 50 years	0	2	1
	Total no. of hires - women	41	44	21
Men	< 30 years	26	21	22
	Between 30 and 50 years	27	27	20
	> 50 years	5	2	6
	Total no. of hires - men	58	50	48
Total number of hires		**99**	**94**	**69**

Number of hires by geographical area			
Geographical area	**2022**	**2023**	**2024**
Northern Italy	95	92	64
Central Italy	1	0	1
South and Islands	3	2	4
Total number of hires	**99**	**94**	**69**

Number of terminations by gender and age				
Gender	**Age**	**2022**	**2023**	**2024**
Women	< 30 years	6	9	8
	Between 30 and 50 years	12	11	12
	> 50 years	0	2	4
	Total no. of new recruits - women	**18**	**22**	**24**
Men	< 30 years	6	5	10
	Between 30 and 50 years	13	15	36
	> 50 years	8	7	12
	Total no. of new hires - men	**27**	**27**	**58**
Total number of terminations		**45**	**49**	**82**

Number of terminations by geographical area			
Geographical area	**2022**	**2023**	**2024**
Northern Italy	45	47	78
Central Italy	0	1	2
South and Islands	0	1	2
Total number of terminations	**45**	**49**	**82**

Occupational Health and Safety | GRI 403-9: Work-related injuries

Employees	UoM	2022	2023	2024
Hours worked	Hours	997,248	1,041,799	1,041,769
Total number of recordable work-related injuries, including fatalities	no.	3	3	0
of which commuting accidents (only if the transport was organised by the company and the commute took place within working hours)	no.	1	0[47]	0
of which work-related injuries with serious consequences (>6 months' absence), excluding fatalities	no.	0	0	0
of which fatalities	no.	0	0	0
Rate of recordable work-related injuries	-	**0.6**	**0.6**	**0.0**
Rate of work-related injuries with serious consequences	-	**0.0**	**0.0**	**0.0**
Fatality rate	-	**0.0**	**0.0**	**0.0**

Non-employed workers[48]	UoM	2022	2023[49]	2024
Hours worked	Hours	390,515	433,927	377,480
Total number of recordable work-related injuries, including fatalities	no.	5	1	2
of which commuting accidents (only if the transport was organised by the company and the commute took place within working hours)	no.	0	0	0
of which work-related injuries with serious consequences (>6 months' absence), excluding fatalities	no.	0	0	0
of which fatalities	no.	1	0	0
Rate of recordable work-related injuries	-	**2.6**	**0.46**	**1.06**
Rate of work-related injuries with serious consequences	-	**0.0**	**0.0**	**0.0**
Fatality rate	-	**0.5**	**0.0**	**0.0**

47 According to the GRI Standards, only those incidents occurring on journeys organised by Sorgenia are considered commuting accidents.
48 In this reporting, a restatement was made of the data related to workplace injuries of non-employees for the years 2022 and 2023, specifically for the total hours worked and injuries. Previously, the data of the Bioenergie Group were not available. As a result, the rates also changed, as the change in hours worked influenced the calculation.
49 The figure does not include Green Power Marcallese and Sorgenia Hydropower.

Training and education | GRI 404-1: Average hours of training per year per employee

Training hours by employment category	UoM	2022	2023	2024
Average hours of training provided to executives	Hours	48	20.6	37.8
Average hours of training provided to managers	Hours	41.3	18.8	22.8
Average hours of training provided to office workers	Hours	36.7	28.6	28.1
Average hours of training provided to Blue-collar workers	Hours	28.1	92.5	49.4
Total average hours of training provided to employees	Hours	**37.5**	**29.5**	**29.1**

Average hours of training by gender	UoM	2022	2023	2024
Average hours of training provided to women	Hours	36.8	22.2	26.6
Average hours of training provided to men	Hours	36.0	33.4	30.3
Total average hours of training provided to employees	Hours	**36.3**	**29.5**	**29.1**

Hours of compulsory training (excluding anti-corruption/231) by professional category	UoM	2022	2023	2024
Executives	Hours	n.a.	34	104
Middle Managers	Hours	n.a.	487	822
Office staff	Hours	n.a.	3,731	4,290
Blue-collar workers	Hours	n.a.	259	1,375
Total	Hours	**n.a.**	**4,511**	**6,591**

Hours of voluntary training by professional category[50]	UoM	2022	2023	2024
Executives	Hours	1,488	708	1,143
Middle Managers	Hours	4,419	1,600	1,796
Office staff	Hours	14,439	9,148	7,968
Blue-collar workers	Hours	1,349	2,610	800
Total	Hours	**21,695**	**14,066**	**11,707**

Number of employees involved in training (compulsory and voluntary) by professional category	UoM	2022	2023	2024
Executives	Hours	31	36	33
Middle Managers	Hours	107	111	115
Office staff	Hours	393	451	437
Blue-collar workers	Hours	48	31	44
Total	Hours	**579**	**629**	**629**

50 The training hours of 2022 also include compulsory training.

Diversity and equal opportunity | GRI 405-1: Diversity in governing bodies[51] and employees

Professional category and gender	2022		2023		2024	
	no.	%	no.	%	no.	%
Executives	**32**	**5.4**	**33**	**5.1**	**33**	**5.2**
Women	4	0.7	6	0.9	8	1.3
Men	28	4.7	27	4.2	25	4.0
Middle Managers	**109**	**18.2**	**113**	**17.6**	**117**	**18.6**
Women	37	6.2	36	5.6	38	6.0
Men	72	12.0	77	12.0	79	12.5
Office staff	**410**	**68.4**	**450**	**70.0**	**435**	**69.0**
Women	153	25.6	174	27.1	167	26.5
Men	257	42.8	276	42.9	268	42.5
Blue-collar workers	**47**	**8.0**	**47**	**7.3**	**45**	**7.1**
Women	1	0.2%	1	0.2	1	0.2
Men	46	7.9%	46	7.2	44	7.0

51 Please refer to Chapter 1 for the diversity of the governing bodies (Board of Directors).

Age group and gender	2022		2023		2024	
	no.	%	no.	%	no.	%
< 30 years	**112**	**18.7**	**121**	**18.8**	**104**	**16.5**
Executives	0	0.0	0	0	0	0
Middle Managers	0	0.0	0	0	0	0
Office staff	101	16.9	110	17.1	95	15.1
Blue-collar workers	11	1.8	11	1.7	9	1.4
Between 30 and 50 years	**370**	**61.9**	**398**	**61.9**	**391**	**62.1**
Executives	12	2.0	12	1.9	11	1.7
Middle Managers	81	13.5	79	12.3	82	13
Office staff	251	42.0	279	43.4	268	42.5
Blue-collar workers	25	4.3	28	4.4	30	4.8
> 50 years	**116**	**19.4**	**124**	**19.3**	**135**	**21.4**
Executives	20	3.3	21	3.3	22	3.5
Middle Managers	28	4.7	34	5.3	35	5.6
Office staff	57	9.5	61	9.5	72	11.4
Blue-collar workers	11	1.8	8	1.2	6	1.0

Gender pay gap[52]	UoM	2022	2023	2024
Executives[53]	%	**5%**	**22%**	**47%**
Number of women	no.	4	6	8
Number of men	no.	28	27	25
Middle Managers[54]	%	**2%**	**2%**	**8%**
Number of women	no.	37	36	38
Number of men	no.	72	77	79
Office staff	%	**5%**	**6%**	**8%**
Number of women	no.	153	174	167
Number of men	no.	257	276	268
Blue-collar workers[55]	%	**-**	**-**	**-**
Number of women	no.	1	1	1
Number of men	no.	46	46	44

52 The gender pay gap is calculated according to ESRS standards, defined by the difference between the average pay levels received by female and male workers, expressed as a percentage of the average pay level of male workers.
53 Although the percentage of women in the "executives" cluster grew in absolute terms in 2024, the increase in the gap is due to the exit of a female top management figure and the fact that newly appointed female executives have a lower RGA to the cluster average, due to the difference in seniority in the role.
54 This category recorded an increase in the pay gap, as a result of the growth in the presence of women in the cluster of executives. The female figures promoted from managerial level to managerial level had an RGA in the range above the average of the "middle managers" cluster and their transition negatively influenced the overall average of the remuneration level of women in the cluster.
55 Not stated, as the female population is not significant.

RESPONSIBILITY TOWARDS THE COMMUNITY

sorgenia
YOUR NEXT ENERGY

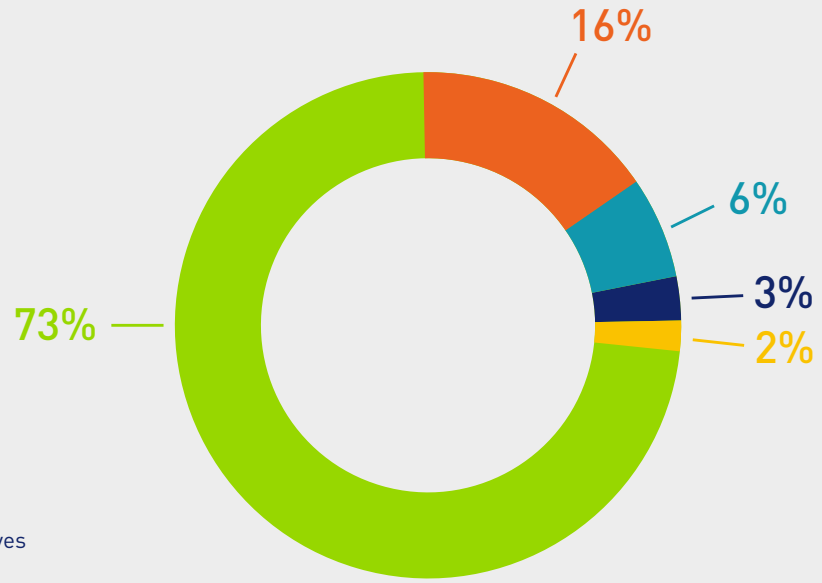
over € 3 million
invested in initiatives with a social and environmental impact

Many initiatives
focused on inclusion and engagement

Our strategic industrial growth is strongly supported by the desire to concretely contribute to the energy transition, generating benefits for customers and all stakeholders, starting with local communities. We develop the infrastructure while consulting the communities involved, ensuring positive spillover effects on the territory in a circular economy logic.

We have chosen to commit ourselves to a more sustainable world, and this means thinking about the people who live there and trying to create profitable relationships with our stakeholders that allow us to build credible and lasting projects together.

Investments for the community



5.1 DIALOGUE WITH LOCAL COMMUNITIES

The communities in the areas where our production plants are located or will be built are key stakeholders. Their point of view and expectations deserve careful listening and discussion.

Our growth plan includes the development of new renewable energy plants, guided by key criteria such as the adoption of environmentally and socially compatible technologies, the protection of local ecosystems, and early engagement with local communities throughout the permitting process. Particular attention is given to the characteristics of each site, ensuring that all installations are carefully designed to integrate harmoniously with the surrounding environment.

The commitment to the sustainable development of territories continues once the plants have been commissioned, strengthened by the direct knowledge of local needs and the direct participation of those who work with us. A significant example is the Energy Communities of Turano Lodigiano and Bertonico, both places hosting one of our CCGT plants.

As part of the agreement that accompanied the inclusion of the photovoltaic plant in Grosseto, Sorgenia financed a lighting project on the bike path that connects the city to the Marina district. The works will be completed in 2025 and have already led to the lighting of about four and a half kilometres. A total of about 400 lights will be installed, with LED systems, and which will be activated exclusively when pedestrians or cyclists pass. The work confirms Sorgenia's attention to soft mobility and energy savings issues, as well as the company's attention to relations with the areas in which it is present.

Over the years, collaboration with local communities has taken shape through numerous initiatives that go beyond standard compensatory measures, delivering tangible support to both the territory and its people.

KEY STEPS FOR COMMUNITY ENGAGEMENT:

- **1 Identify stakeholders**

  Local administrations, companies, farmers, environmental and cultural associations.

- **Communicate transparently**

  Explaining the characteristics of our plants and their impact to stakeholders.

- **Defining concrete actions for local growth**

  For example energy efficiency measures for public buildings, creation of infrastructure, promotion of youth and female entrepreneurship, and initiatives for social inclusion.

CONTRIBUTING TO THE GROWTH OF THE LODI PLANT'S LOCAL COMMUNITY

FORESTATION

We have carried out reforestation works for over 22 hectares in the province of Lodi. In 2024, all the work sites were launched for the creation of 28 hectares, fulfilling our commitment to create a real forest of trees and plants covering approximately 50 hectares. The commitment will continue with the maintenance of our works for the next ten years after their completion.

BIKE PATHS

We have created a bike path in the municipality of Bertonico (in 2014) and one in the municipality of Casalpusterlengo (in 2022). The construction site for the Turano Lodigiano bike path was also opened in 2024.

PHOTOVOLTAIC SYSTEMS

Photovoltaic systems on the roofs of public buildings in Turano Lodigiano and Bertonico were completed in 2020, for a total of 91.33 kWp.

FINANCIAL CONTRIBUTIONS FOR ENERGY-SAVING AND SUSTAINABLE MOBILITY

In 2022, grants were awarded for the purchase of two school buses to serve the municipalities of Turano Lodigiano and Bertonico.

CONTRIBUTING TO THE GROWTH OF THE MERCURE PLANT'S LOCAL COMMUNITY

According to the compensation agreement established during the plant's authorization, the Mercure Power Plant supports:

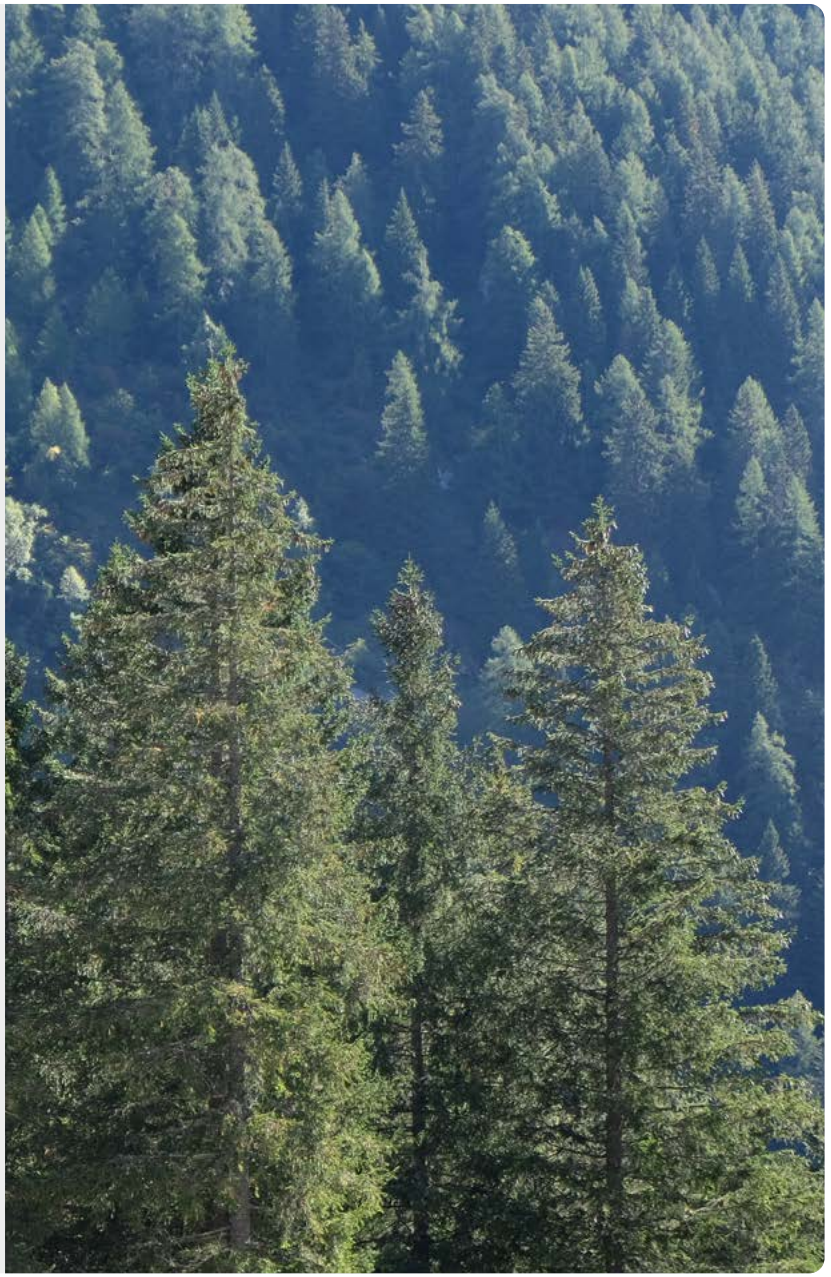
- the "Osservatorio Ambientale Valle del Mercure" Association, for the environmental monitoring of the "Mercure" Biomass Plant, the operations of the association and the promotion of research and studies in the environmental field;
- the Body Parco del Pollino for the implementation of projects dedicated to the agricultural and tourism development of the area;
- the municipalities of Valle del Mercure for environmental compensation initiatives to benefit local communities.

OLTREBOSCO PROJECT

OltreBosco was established in 2023 with the goal of creating a new entity that addresses forest management in Italy sustainably. The company is formed by CAI - Consorzi Agrari d'Italia, B.F. SpA, Sorgenia Biomasse and Federforeste - which deals with the maintenance and renewal of Italian forests, contributing to the prevention of hydrogeological risk and fires, which are increasingly significant due to climate change.

OltreBosco also aims to enhance the entire forest-wood production chain, from the furniture sector, which today imports most of its noble wood from abroad, to the production of renewable energy. Sustainable forest management can become a driver of development for inland areas, generating economic and employment opportunities.

In the first phase of the project, in collaboration with Federforeste, cleaning activities were launched and the most suitable species to be planted were selected in synergy with local universities. In the first few years, selective felling, forest replanting and the recreation of a forest with noble essence species will be carried out. Moreover, in compliance with European standards, the forests will be catalogued and certified by internationally accredited bodies.



5.2 SOCIAL INITIATIVES

The synergy among the values we believe in and the partners with which we collaborate are an added value for us, a concrete demonstration of how "doing things together" and "acting as a community" enables us to achieve results which would otherwise be unthinkable if approached individually.

We are convinced that only bonds based on authentic relationships and shared values can give rise to credible, lasting projects capable of achieving a real impact on the public.

COMMITMENT TO A MORE INCLUSIVE WORLD

In 2024, we continued our collaboration with **Bebe Vio**, the Paralympic fencing champion who has embodied Sorgenia's values since 2017. As a symbol of positive energy and determination, Bebe has embraced the cause of environmental protection along with us, participating in numerous awareness-raising initiatives.

This year, environmental, social and business sustainability were intertwined through communication activities that highlighted how, in the energy sector, experience and specialisation are fundamental elements not only for growth in the market, but also for responsible development.

In the spirit of the reciprocity guiding our relationship with Bebe, we supported **Art4sport**, the association created to help children with amputations rediscover the joy of living through sport, founded 15 years ago by the Vio-Grandis family and of which we are among the most loyal supporters.

Alongside the traditional challenges of the **Wembrace Games** and the Awards to reward stories and people who have contributed to a more inclusive world, 2024 was the year of **Fly2Paris**, a path that accompanied a selection of young people from the association to qualification at the Paris Paralympics. Seven of them told their story and the challenges they faced through our social channels, where we emphasised the "normality" of the competitive life of people with significant forms of physical disability.

The focus on people and the commitment to a freer society have been the premise of **#sempre25novembre** since 2018, a Sorgenia project to awareness-raising and action against gender-based violence, also extended since 2023 to some companies of the F2i Group to which we belong.

It is also thanks to the credibility and consistency of our commitment that we have been included in the Diversity Brand Index since 2019 and were the first service company in Italy to receive the Diversity Media Award.

Lastly, aware of how fundamental energy is in daily life and how its accessibility can make a difference for the most vulnerable people, in 2024 we chose to support the **Housing CRI project of the Milan Committee of the Italian Red Cross,** guaranteeing the supply of electricity and gas for two years free of charge to four apartments for those experiencing a housing emergency. These solutions, obtained from properties confiscated from organised crime and then assigned to the Municipality of Milan, offer a safe haven to homeless people and families, helping them to rebuild their future.

#SEMPRE25NOVEMBRE

AN AWARENESS-RAISING ACTION AGAINST VIOLENCE AGAINST WOMEN

In 2024, the people of Sorgenia were offered a series of meetings with representatives of **Differenza Donna**, a benchmark association in the fight against gender-based violence and which is entrusted with the management of *1522*, the national anti-violence and anti-stalking hotline number. The priority objective of the meetings was the development of widespread self-awareness of the cultural context that fuels violence and the ability to recognise its signals in order to intervene correctly.

The approach of various meetings with the population, including schools, in areas adjacent to our generation plants is similar, confirming the strong desire to be real agents of social change starting from the closest stakeholders and the territories in which we operate.

As a natural evolution of the testimonies collected from women who have emerged from situations of violence and of people close to them in recent years, in 2024 we published stories representative of the different forms that gender-based violence can take, entrusting the reader with the choice of the ending: a way to concretely perceive the consequences of our choices, even those that are apparently insignificant. Published on the autonomous and specially created website sempre25novembre.it, they reached 32,000 interactions in less than two months, with a projection close to 150,000 by the end of 2025.

Further expanding the scope of our intervention, we have reached about 80,000 students of Italian secondary schools, thanks to the distribution of specific material through the partnership with **Parole Ostili** - a collaboration that has been renewed for years, confirming our desire to create a network of truly capable relationships to contribute to change.

SPESA SOSPESA

LAUNCHED IN APRIL 2020, DURING THE HEIGHT OF THE PANDEMIC, THE "SPESA SOSPESA" INITIATIVE STRENGTHENED INTERNAL COHESION AND RECEIVED STRONG SUPPORT FROM OUR CUSTOMERS.

Launched to address the Covid-19 emergency, the project promoted by the Lab00 Foundation has transformed over time, expanding its objective to respond to current challenges. Today it simultaneously addresses two major issues: poverty and food waste.

By joining forces with our community of customers, colleagues and partners, we support the many families experiencing economic hardships and at the same time help to reduce waste.

We have activated numerous fundraising campaigns since 2020, transforming the energy consumed into a donation intended for the purchase and distribution of basic necessities, both food and non-food.

The project uses blockchain technology to ensure transparency in the management of food and commodity flows, destination tracking and donation traceability. Donations are distributed through a network of non-profit partners throughout the country, under the patronage of 26 Italian municipalities.

We support the project in several ways:

- involving the community of "Greeners" through our App.
- offering our business customers the opportunity to donate or sell goods on the platform or to become a sponsor of the initiative.
- activating the contribution of our colleagues, who over time have participated with donations of basic necessities.

Participants 2020–2024

74,000
customers

+90,000
donations

Contributions collected

over **€ 140,000**
in 2024

€ 1.4 million
total donations between 2020 and 2024

TEMPO SOSPESO

SINCE 2022, WE HAVE SUPPORTED THIS INITIATIVE TOGETHER WITH OUR COMMUNITY OF COLLEAGUES AND CUSTOMERS TO PROVIDE FREE MEDICAL VISITS AND SPECIALIST EXAMS TO THOSE FACING ECONOMIC HARDSHIP.

This solidarity project promoted by the Lab00 Foundation is focused on combating what is known as "health poverty", which forces many people in economic difficulty to give up medical care due to long waiting times for appointments and specialist examinations. Already critical, this phenomenon worsened with the COVID-19 pandemic and has significantly grown in recent years.

We support the initiative through our App, involving the community of "Greeners" in raising funds to finance free medical examinations. Thanks to the collaboration with local non-profit organisations, Lab00 guarantees access to these treatments, especially for women and children in situations of economic and social hardship, even temporarily.

The project also involves our colleagues, who over time have contributed with donations of educational and recreational material to support the therapeutic courses for children of the *Welcomed* centre, a Milanese partner of theinitiative, through the Dono Sospeso programme.

TEMPO SOSPESO.ORG

Participants 2020–2024

+25,000
customers

+30,000
donations

Contributions collected

over € 150,000
in 2024

over € 150,000
total donations
between 2022 and 2024

DONO SOSPESO

SUPPORT FOR THOSE IN NEED, TO BRING A BIT OF PEACE OF MIND TO CHILDREN AND THEIR FAMILIES.

The "Dono Sospeso" solidarity initiative was again promoted at Christmas time in 2024; it allows all Sorgenia people to donate educational games and their time to children and young people in difficult psychological and/or socio-economic situations.

This year, the projects supported through this initiative were:

- "Tempo Sospeso" carried out in cooperation with Welcomed Milan;
- ilsentiero.org with the Kirikù project in Cavenago and Arsenale dell'Accoglienza in Borghetto Lodigiano, in the province of Lodi, which offer reception and support services to young mothers and their children;
- the Orsa Minore educational community, in collaboration with Cidas-Cooperativa Sociale: a residential facility for minors temporarily in need of a home, as decided by judicial authorities, operating in the province of Ferrara.

5.3 ENVIRONMENTAL INITIATIVES

#RIGENERABOSCHI

We launched the **#RigeneraBoschi** project, a two-year initiative aimed at promoting the sustainable management of Italian forests and raising awareness of the importance of forest heritage in the fight against climate change.

The initiative combines scientific activities and environmental education, with the aim of protecting and enhancing forest ecosystems.

Main project components:

1. Scientific monitoring: In collaboration with Professor Giorgio Vacchiano of the University of Milan, IoT sensors, aka "tree-talkers", were installed in five Italian forests to analyse, in real time and for two years, the state of health of plants, their ability to photosynthesise and grow, as well as their resilience to extreme weather events.

2. Environmental education: Educational activities for primary and secondary school students with lessons in the field, awareness-raising of biodiversity and environmental care practices, such as plogging.[56]

Main objectives:

- increase awareness of the role of forests in climate mitigation and environmental protection;
- assess the effectiveness of sustainable forest management;
- promote virtuous practices and certifications for responsible forest management.

Key elements of the project:

- **Tree Talkers installed:** 36
- **Schools involved:** 7
- **Participating students:** 340

Project partners:

- PEFC
- University of Milan
- E.R.I.C.A. Cooperative
- Sorella Natura Foundation

The 2024 edition involved six Italian regions (Lombardy, Emilia-Romagna, Tuscany, Puglia, Basilicata and Calabria) and was sponsored by the Ministry of Agriculture, Food Sovereignty and Forests.

Expected results: generate useful data to improve the protection of forests and their biodiversity and promote a sustainable ecological transition, integrating research, technological innovation and community awareness-raising.

(56) Plogging is a sporting activity from Sweden that combines running (or walking) with the collection of waste along the way. The term derives from the combination of the Swedish words *plocka upp* (to collect) and jogging. In addition to promoting physical well-being, it contributes to environmental protection.

GENERATION CARBON

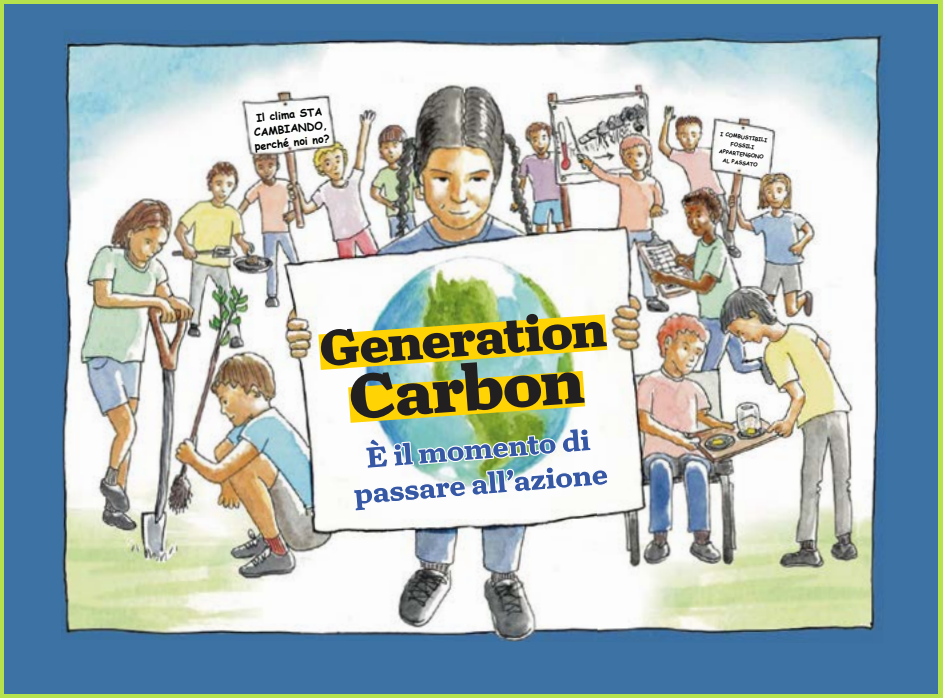
The pilot project launched in cooperation with The Carbon Almanac Network to bring the educational campaign "Generation Carbon, a guide to climate change" into classrooms, in line with the UN 2030 Agenda Goals, came to an end in 2024.

Implemented on a national scale, the initiative involved about 1,000 and 19,000 students between seven and ten years old in primary schools throughout Italy. The regions with the most participation were Campania, Lombardy (where most staff are concentrated) and Sicily, where there has been positive word of mouth due to the presence of wind farms.

With the aim of raising awareness among young people on the issue of the climate and renewable energy, Sorgenia organised classroom meetings in Sicily and visits to wind farms in the provinces of Palermo (Villafrati, Ciminna) and Trapani (Mazara del Vallo) involving over 90 elementary and middle school students.

Students had the opportunity to learn about how carbon, fossil fuels and the greenhouse effect impact the climate, enriching their knowledge and awareness of environmental challenges and possible solutions to combat climate change.

Thanks to the great enthusiasm and appreciation received from schools, a second edition was launched for the 2024–2025 school year, with an even broader range of action: the number of classes involved has risen to 1,500, and the project has also been extended to lower secondary schools, to reach around 33,000 students aged 7 to 14 throughout Italy.



BEEKEEPING IN OUR CCGT AND BIOMASS PLANTS

In collaboration with Apicoltura Urbana, we have developed an environmental monitoring programme with the installation of hives at our production plants, with the aim of protecting biodiversity and reducing environmental impact. Launched in 2023 and confirmed for 2024, the initiative was expanded to include new company sites.

Project details:

- installation of ten hives at five Sorgenia plants, including four combined cycle plants and the Mercure biomass plant;
- chemical monitoring of bees, honey, wax and bee bread, which highlighted the healthiness of the insects, products and surrounding environment;
- production of 70 kg of zero-kilometre honey, distributed to employees and partners.

Environmental and social impact:

With an average of 18 million micro-samples per day, bees act as fundamental bioindicators for assessing the quality of the air and the ecosystem. In line with the objectives of the 2030 Agenda, the project promotes awareness-raising on the protection of biodiversity and actively involves employees and local communities through educational activities and workshops.

Expected results:

Strengthen our commitment to sustainable management of the territories where we operate, integrating technological innovation and sustainability to contribute to the global objectives of environmental protection.

- Attention to people is therefore a fundamental value for Sorgenia, and translates into concrete actions in our daily work: from relations with stakeholders to communication, up to industrial choices.
- This approach is also reflected in the commitment we dedicate to the community.

WHAT WE HAVE DONE IN 2024

- We invested over € 3 million in initiatives with social and environmental impact.
- We have supported many inclusion and engagementinitiatives, with positive repercussions on the territory and the community in general, such as: #sempre25novembre, Spesa Sospesa, Tempo Sospeso and Dono Sospeso, #rigeneraboschi, Generation Carbon.

OUR GOALS BY 2030

- We continue to locally support the initiatives we believe in that have a positive impact on the community.
- We want to better structure the qualification and selection process of the initiatives to be supported, in line with Sorgenia's proposal and values.
- Improve the evaluation and planning process of investments in renewables by including ESG logics, such as impacts on biodiversity, water resources and waste.

METHODOLOGICAL NOTE

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METHODOLOGICAL NOTE

This document is the Sorgenia Group's fourth Sustainability Report and covers the year 2024 (1 January to 31 December). The reporting scope was defined according to a materiality principle relating to the sites considered and the sustainability impacts generated during the course of operations.

The reporting concerns the parent company Sorgenia S.p.A. and all companies consolidated on a line-by-line basis. The companies Tirreno Power S.p.A., Fin Gas S.r.l. and LNG Med Gas Terminal S.r.l. are therefore excluded. Any other exceptions are clearly identifiable in the text.

The document highlights both strengths and areas for improvement, offering a balanced view of the Group's performance. The data collection and reporting process is structured to ensure the correct interpretation of information by the main stakeholders involved.

It contains performance data for the three-year period 2022-2024, where available, in order to provide a comparison with previous years.

The Sustainability Report is published annually and prepared in accordance with the GRI - Global Reporting Initiative Sustainability Reporting Standards 2021, as defined by the Global Reporting Initiative (GRI), using the in accordance option. The principles used for defining the content and quality assurance of this Report are the Reporting Principles defined by GRI Standard 1: Foundation (completeness, sustainability context, accuracy, verifiability, clarity, comparability, balance, timeliness).

This document was audited by an independent third party.

As of the date of this Report's publication, there are no known significant events that occurred in 2024 relevant to sustainability reporting.

REPORTING PROCESS AND CALCULATION METHODOLOGIES

The contents of this Sustainability Report were defined based on the results of the materiality analysis performed. Qualitative and quantitative data of a social, environmental and economic-financial nature were collected on an annual basis through special data collection forms and interviews with the active involvement of both the departments of the parent company Sorgenia SpA and the individual subsidiaries within the reporting scope.

Below are the main calculation methodologies and performance indicators given in the document, in addition to what is already indicated in the text:

- The conversion to Net Calorific Value (NCV) of the energy sources used by the Group (natural gas, diesel fuel and gasoline) was carried out using the ISPRA conversion factors contained in the Table of National Standard Parameters published annually. With regard to the conversion of biomass, the conversion factor of the "Department for Environment, Food and Rural Affairs" (DEFRA) was adopted.
- Greenhouse gas emissions are reported according to the guidelines defined by the main internationally recognised standards; in particular, reference is made to the GHG Protocol Corporate Accounting and Reporting Standard developed by the World Resources Institute (WRI) and the World Business Council on Sustainable Development (WBCSD). The calculation was made by multiplying the activity data (m^3 of natural gas, litres of diesel, litres of petrol, kWh of purchased electricity) by the respective emission factor. In particular:
  - Indirect Scope 2 emissions - Location-based emissions were calculated by multiplying the electricity purchased from the national grid by the "energy mix" emission factor taken from ISPRA.
  - Indirect Scope 2 emissions - Market-based emissions were calculated by multiplying the electricity purchased from the national electricity grid by the "residual mix" emission factor taken from European Residual Mixes, Association of Issuing Bodies (AIB).

- The GWPs (Global Warming Potential) for the refrigerant gases (R-32, R-417A, R-410A, R407-C, R-134, HCFC-227) are taken from the tables prepared by the UK government's DEFRA in the document "Greenhouse gas reporting: conversion factors" and based on the latest available Assessment Report prepared by the Intergovernmental Panel on Climate Change (IPCC, AR5).

The emission factors used to calculate GHG emissions are as follows:

Scope 1 emissions					
Activity data	**Emission factor**			**Unit of measurement**	**Source**
	2022	**2023**	**2024**		
Natural gas	1.991	2.004	2.004	$tCO_2/1000Stdm^3$	ISPRA Table of national standard metrics
Diesel	3.169	3.169	3.169	tCO_2/t	
Petrol	3.152	3.152	3.152	tCO_2/t	
Electricity production from biomass	39.7883	40.58	42.76	$kgCO_2e/t$	DEFRA 2024

Emissions Scope 2 – Location-Based					
Activity data	**Emission factor**			**Unit of measurement**	**Source**
	2022	**2023**	**2024**		
Electricity purchased from the national grid	315	315	263.2 [56]	gCO_2e/kWh	ISPRA

Emissions Scope 2 - Market-Based					
Activity data	**Emission factor**			**Unit of measurement**	**Source**
	2022	**2023**	**2024**		
Electricity purchased from the national grid	456.57	457.15	500.57	gCO_2e/kWh	AIB

- The avoided emissions were calculated by multiplying the kWh of electricity produced from renewable sources by the Italian residual mix published by the Association of Issuing Bodies (AIB).

(56) For the calculation of the year 2024, the emission factor database was changed from Terna to ISPRA.

Scope 3

For the Scope 3 calculation, the methodologies and the assessment of the required data are based on the report of the GHG Protocol "Technical Guidance for Calculating Scope 3 Emissions". The GHG Protocol recommends adopting the methodology for calculating Scope 3 greenhouse gas emissions that guarantees the highest possible accuracy, compatibly with the level of detail of the data available. Consequently, for the calculation of the Scope 3 categories it was decided to use the following methodological approaches:

Scope 3 – Category 1

In compliance with the Greenhouse Gas Protocol (GHGP), to estimate the emissions deriving from the purchase of goods, where data relating to the unit weight were available, the average-data method was adopted, using the databases for the conversions respectively of Ecoinvent 3.9.11 and the Department for Environment, Food & Rural Affairs (DEFRA 2024). For the less significant items, or in cases where information on the unit weight was not available, the Spend-Based methodology was applied, in which the EEIO emission factors by NACE code were used for the conversion of the monetary value into emissions.

To estimate the emissions deriving from the purchase of services, the spend-based methodology was used, using the EEIO coefficients by NACE code as a conversion factor.

Scope 3 – Category 2

To estimate the emissions deriving from the purchase of capital goods in the reporting year, a spend-based methodology was adopted. The amounts of purchases recorded in the 2024 fixed assets journal and expressed in monetary terms were converted into emissions using the reference EEIO emission factors relating to the type of purchase classified on the basis of NACE codes.

Scope 3 – Category 3

The data relating to fuel consumption and the purchase of electricity, used to calculate Scope 1 and Scope 2 emissions, were multiplied by the respective emission factors. These factors include the impact generated by the production of the energy vector and the losses associated with transport and distribution.

For fuels and non-renewable electricity, the Department for Environment, Food & Rural Affairs (DEFRA 2024) databases were used.

Scope 3 – Category 4

Emissions from transport and distribution activities along the entire value chain were calculated using the distance-based method.

The kilometres travelled were then multiplied by the relative emission factor of the DEFRA 2024 Database, taking into consideration the weight transported, the transport methodology carried out and considering both the contribution linked to the Tank-to-Wheel share (TTW) and that linked to the Well-to-Tank (WTT) contribution.

Scope 3 – Category 5

For the calculation of emissions, the "average datamethod" was adopted, in which the data collected for the various sites were converted into emissions using the DEFRA 2024 database. The conversion was carried out based on the type of waste treatment, distinguishing between recovery and disposal.

Scope 3 – Category 6

A distance-based methodology was adopted to calculate the emissions deriving from business travel by personnel, generated by the use of transport to travel to customers, suppliers or events.

The kilometres travelled for each type of transport were considered, and the data collected were multiplied by the related emission factors of the DEFRA 2024 database. These factors include both the Tank-to-Wheel (TTW) and the Well-to-Tank (WTT) component. Where it was not possible to use the distance methodology, the spend-based methodology was considered through the EEIO emission factors classified on the basis of NACE codes.

Scope 3 – Category 7

Emissions deriving from home-work commutes were calculated starting from data relating to the distance travelled by employees to reach their workplace, based on the means of transport used.

The methodology adopted is based on the distance travelled and the type of transport used to reach the workplace. The company provided the data of the home-work travel plan for the employees of the Milan office. Based on this information, the percentage of use of the various means of transport (car, bicycle, etc.) was calculated and an assumption was applied to estimate the average value of consumption. The category calculation was limited to employees of the Milan office only.

Emissions were calculated by applying the reference emission factors, considering both the Tank-to-Wheel (TTW) and the Well-to-Tank (WTT) component. The emission factors used come from the Defra 2024 database.

Scope 3 – Category 11

The methodology adopted for calculating the direct emissions associated with the use phase of the products sold by Sorgenia was based on an analysis that considers the entire useful life cycle of the energy efficiency devices (such as heat pumps, photovoltaic panels and wall boxes), taking into account their energy consumption and the resulting emission impact. In addition, the emissions deriving from the combustion of natural gas sold by Sorgenia in the retail market were considered.

Scope 3 – Category 12

For the calculation of the emissions deriving from the end-of-life treatment of the products sold by Sorgenia, the mass-based method was adopted. For each component of the product, the percentage destined for recovery or disposal was estimated and, based on this breakdown, specific emission factors taken from the Ecoinvent database were applied.

Scope 3 – Category 15

To calculate the emissions deriving from investments in other companies not included in the perimeter of Scope 1 and 2 emissions and on which there is no type of control, only the Scope 1 and 2 emissions of the company Tirreno Power were considered, applying a share of the 50%, based on the percentage of participation. Tirreno Power does not monitor its Scope 3 emissions.

The additional main methodologies used in the calculations are given below:

- the injury rate is calculated as the ratio between the total number of recordable work-related injuries (including commuting accidents - only if transport was organised by the company) and the total number of hours worked, multiplied by 200,000;
- the work-related injury rate with serious consequences (excluding fatalities) is calculated as the ratio of the number of injuries involving absences of more than six months to the total number of hours worked, multiplied by 200,000;
- the fatal injury rate is calculated as the ratio of the total number of fatal work-related injuries to the total number of hours worked, multiplied by 200,000.

GRI CONTENT INDEX

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YOUR NEXT ENERGY

GRI CONTENT INDEX

The material in this Sustainability Report refers to the following GRI Disclosures. Unless otherwise specified, the above-mentioned Disclosures have been used in their entirety.

Declaration of use	Sorgenia SpA submitted a report in accordance with GRI Standards for the period 1 January 2024 – 31 December 2024.
Used GRI 1	GRI 1 - Fundamental Principles - Version 2021
Relevant GRI sector standards	Not applicable

Disclosure	Description	Reference	Omissions-Notes	Page
GRI 2 - General Disclosures - Version 2021				
2-1	Organizational details	About Sorgenia - Our corporate structure Energy produced respecting the environment	Via Algardi 4, Milan	14
2-2	Entities included in the organisation's sustainability reporting	Methodological note		118
2-3	Reporting period, frequency and contact point	Methodological note	Annual periodicity	118
2-4	Restatements of information	Methodological note	GRI 302-1 - Electricity produced and sold, of which wind power GRI 403-9 - Workplace injuries, of which non-employees	118
2-5	External assurance	Methodological note		133
2-6	Activities, value chain and other business relationships	About Sorgenia - Our business model - Economic performance - Energy produced respecting the environment - Value for people - Conscious and increasingly efficient customers - GRI Content Index		8
2-7	Employees	Value to people		81

Disclosure	Description	Reference	Omissions-Notes	Page
GRI 2 - General Disclosures - Version 2021				
2-8	Workers who are not employees	Value to people		81
2-9	Governance structure and composition	About Sorgenia - Corporate Governance and Compliance		16
2-10	Nomination and selection of the highest governance body	About Sorgenia - Corporate Governance and Compliance Annual Report 2024		7
2-11	Chair of the highest governance body	About Sorgenia - Corporate Governance and Compliance	It should be noted that the Chairman of the Board is not also a senior executive of the organisation.	16
2-12	Role of the highest governance body in overseeing the management of impacts	About Sorgenia - Corporate Governance and Compliance - Methodological Note		16
2-13	Delegation of responsibility for managing impacts	About Sorgenia - Corporate Governance and Compliance - Methodological Note		7
2-14	Role of the highest governance body in sustainability reporting	Methodological note	The Sustainability Report is approved by the Board of Directors	118
2-15	Conflicts of interest			
2-16	Communication of critical concerns	About Sorgenia - Corporate Governance and Compliance		16
2-17	Collective knowledge of the highest governance body	Value to people		81
2-18	Evaluation of the performance of the highest governance body	Annual Report 2024		
2-19	Remuneration policies	Annual Report 2024		
2-20	Process to determine remuneration	Annual Report 2024		
2-21	Annual total remuneration ratio			

Disclosure	Description	Reference	Omissions-Notes	Page
2-22	Statement on sustainable development strategy	Letter to Stakeholders		5
2-23	Policy commitments	About Sorgenia - Energy born from values - An Corporate Governance and Compliance		19
2-24	Embedding policy commitments	About Sorgenia - Energy born from values - Corporate Governance and Compliance - Methodological Note		19
2-25	Processes to remediate negative impacts	About Sorgenia - Economic Performance - Methodological Note		7
2-26	Mechanisms for seeking advice and raising concerns	About Sorgenia - Corporate Governance and Compliance		16
2-27	Compliance with laws and regulations	About Sorgenia - Corporate Governance and Compliance		16
2-28	Membership associations	Responsibility towards the community		104
2-29	Approach to stakeholder engagement	About Sorgenia - Stakeholders - Methodological Note		27
2-30	Collective bargaining agreements	Social Data		94
Material Topics				
GRI 3 - Material Topics - version 2021				
3-1	Process to determine material topics	Material topics - Methodological note		29
3-2	List of material topics	Material topics - Methodological note		29
Circular economy				
GRI 3 - Material Topics - version 2021				
3-3	Management of material topics	Energy produced respecting the environment- Methodological Note		37

Disclosure	Description	Reference	Omissions-Notes	Page
Circular economy				
GRI 306 – Waste 2020				
306-1	Waste generation and significant waste-related impacts	Energy produced respecting the environment		37
306-2	Management of significant waste-related impacts	Energy produced respecting the environment		37
306-3	Waste generated	Energy produced respecting the environment - Appendix		37
306-4	Waste diverted from disposal	Energy produced respecting the environment - Appendix		37
306-5	Waste directed to disposal	Energy produced respecting the environment - Appendix		37
GRI 204 - Procurement Practices 2016				
204-1	Proportion of spending on local suppliers	About Sorgenia		7
Energy transition and decarbonisation				
GRI 3 - Material Topics - version 2021				
3-3	Management of material topics	Energy produced respecting the environment – Conscious and increasingly efficient customers - Methodological Note		37
GRI 302 - Energy 2016				
302-1	Energy consumed within the organisation	Energy produced respecting the environment - Conscious and increasingly efficient customers		37
GRI 305 - Emissions 2016				
305-1	Direct GHG emissions (Scope 1)	Energy produced respecting the environment - Conscious and increasingly efficient customers		45
305-2	Indirect GHG emissions from energy consumption (Scope 2)	Energy produced respecting the environment - Conscious and increasingly efficient customers		45
305-3	Indirect emissions from the value chain (Scope 3)	Energy produced respecting the environment		45

Disclosure	Description	Reference	Omissions-Notes	Page
Supply chain engagement				
GRI 3 - Material Topics - version 2021				
3-3	Management of material topics	Energy produced respecting the environment – Conscious and increasingly efficient customers - Methodological Note		37
GRI 308 - Supplier Environmental Assessment 2016				
308-1	New suppliers assessed using environmental criteria	Energy produced respecting the environment		37
GRI 414 - Supplier Social Assessment 2016				
414-1	New suppliers that were screened using social criteria	Economic Data		34
Employee self-fulfilment				
GRI 3 - Material Topics - version 2021				
3-3	Management of material topics	Value to people - Methodological note		81
GRI 3 - Material Topics - version 2021				
401-1	New employee hires and employee turnover	Value to people		81
GRI 402 - Labour/Management Relations 2016				
402-1	Minimum notice periods regarding operational changes		The Sorgenia Group complies with national legislation and the applicable national collective bargaining agreements	
GRI 404 - Training and Education 2016				
404-1	Average hours of training per year per employee	Value to people - Training as a competitive advantage		86

Disclosure	Description	Reference	Omissions-Notes	Page
Customer intimacy and digital transformation				
GRI 3 - Material Topics - version 2021				
3-3	Management of material topics	Conscious and increasingly efficient customers - Transparency and protection of privacy - Methodological note		68
GRI 416 – Customer health and safety 2016				
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		No cases of health and safety non-compliance reported in 2024	
GRI 418 – Customer Privacy 2016				
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Value to people		81
Diversity and equal opportunities				
GRI 3 - Material Topics - version 2021				
3-3	Management of material topics	About Sorgenia - Corporate Governance and Compliance - Value to people - Diversity and Inclusion - Methodological Note		83
GRI 405 - Diversity and Equal Opportunity 2016				
405-1	Diversity of governance bodies and employees	About Sorgenia - Corporate Governance and Compliance - Value to people - Diversity and Inclusion - Appendix		83

Disclosure	Description	Reference	Omissions-Notes	Page
Workers' health and safety				
GRI 3 - Material Topics - version 2021				
3-3	Management of material topics	Value to people - Safe at work - Methodological Note		91
GRI 403 - Occupational Health and Safety 2018				
403-1	Occupational health and safety management system	Value for people - Safe at work		91
403-2	Hazard identification, risk assessment and incident investigation	Value for people - Safe at work		91
403-3	Occupational health services	Value for people - Safe at work		91
403-4	Worker participation, and consultation and communication on occupational health and safety	Value for people - Safe at work		91
403-5	Worker training on occupational health and safety	Value for people - Safe at work		91
403-6	Promotion of worker health	Value for people - Safe at work		91
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Value for people - Safe at work		91
403-9	Work-related injuries	Value for people - Safe at work		91
403-10	Work-related ill health	Value for people - Safe at work		91

Disclosure	Description	Reference	Omissions-Notes	Page
Water resource management				
GRI 3 - Material Topics - version 2021				
3-3	Management of material topics	Energy produced respecting the environment		37
GRI 303 - Water withdrawn by source				
303-1	Interactions with water as a shared resource	Energy produced respecting the environment		37
303-2	Management of water discharge-related impacts	Energy produced respecting the environment		37
303-3	Water withdrawal	Energy produced respecting the environment		37
303-4	Water discharge	Energy produced respecting the environment		37
Growth strategy and business ethics				
GRI 3 - Material Topics - version 2021				
3-3	Management of material topics	About Sorgenia - Corporate Governance and Compliance - Value to people - Diversity and Inclusion - Methodological Note		7
GRI 201 - Economic Performance 2016				
201-1	Direct economic value generated and distributed	About Sorgenia - Economic Performance		20
GRI 205 - Anti-Corruption 2016				
205-3	Confirmed incidents of corruption and actions taken	About Sorgenia - Corporate Governance and Compliance		16
GRI 406 - Non-discrimination 2016				
406-1	Incidents of discrimination and corrective actions taken		There were no cases of discrimination during the three-year reporting period (2022–2024)	

Disclosure	Description	Reference	Omissions-Notes	Page
Polluting emissions				
GRI 3 - Material Topics - version 2021				
3-3	Management of material topics	Energy produced respecting the environment		37
GRI 305 - Emissions				
305-7	Nitrogen oxides (NOx), sulphur oxides (SOx) and other significant air emissions	Energy produced respecting the environment		37
Other non-GRI topics				
Closeness to the local area				
3-3	Management of material topics	Conscious and increasingly efficient customers - responsibility towards the community - Methodological note		68
Materials				
3-3	Management of material topics	Energy produced respecting the environment - Bioenergy plants		37
Protecting biodiversity				
3-3	Management of material topics	Energy produced respecting the environment		37

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Independent auditors' report on the Sustainability Report 2024 (Translation from the original Italian text)

To the board of Directors of
Sorgenia S.p.A.

We have been appointed to perform a limited assurance engagement on the Sustainability Report of Sorgenia Group (hereinafter the "Group") for the year ended on December 31, 2024.

Directors' responsibility on the Sustainability Report

The Directors of Sorgenia S.p.A. are responsible for the preparation of the Sustainability Report in accordance with the "*Global Reporting Initiative Sustainability Reporting Standards*" issued by GRI - *Global Reporting Initiative* ("GRI Standards"), as described in the section "Methodological Note" of the Sustainability Report.

The Directors are also responsible for that part of internal control that they consider necessary to allow the preparation of a Sustainability Report that is free from material misstatements caused by fraud or not intentional behaviors or events.

The Directors are also responsible for defining the commitments of Sorgenia S.p.A. regarding the sustainability performance, as well as for the identification of the stakeholders and of the significant matters to report.

Auditors' independence and quality control

We are independent in accordance with the ethics and independence principles of the *International Code of Ethics for Professional Accountants (including International Independence Standards) (IESBA Code)* issued by the *International Ethics Standards Board for Accountants*, based on fundamental principles of integrity, objectivity, professional competence and diligence, confidentiality and professional behavior.

Our audit firm applies the *International Standard on Quality Management 1 (ISQM Italy 1)* and, as a result, maintains a quality control system that includes documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable laws and regulations.

Auditors' responsibility

It is our responsibility to express, based on the procedures performed, a conclusion about the compliance of the Sustainability Report with the requirements of the GRI Standards. Our work has been performed in accordance with the principle "*International Standard on Assurance Engagements ISAE 3000 (Revised) - Assurance Engagements Other than Audits or Reviews of Historical Financial Information*" (hereinafter "*ISAE 3000 Revised*"), issued by the *International Auditing and Assurance Standards Board (IAASB)* for limited assurance engagements. This principle requires the planning and execution of procedures to obtain a limited assurance that the Sustainability Report is free from material misstatements.

Therefore, the extent of work performed in our examination was lower than that required for a full examination according to the *ISAE 3000 Revised* ("*reasonable assurance engagement*") and, hence, it does not provide assurance that we have become aware of all significant matters and events that would be identified during a reasonable assurance engagement.

The procedures performed on the Sustainability Report were based on our professional judgment and included inquiries, primarily with the Group's personnel responsible for the preparation of the information included in the Sustainability Report, documents analysis, recalculations and other procedures to obtain evidence considered appropriate.

In particular, we have performed the following procedures:

1. analysis of the process relating to definition of material aspects relevant to the Group's included in the Sustainability Report, in order to assess the reasonableness of the selection process followed, bearing in mind the reporting standard used;

2. understanding of the processes that lead to the generation, detection and management of significant qualitative and quantitative information included in the Sustainability Report. In particular, we have conducted interviews and discussions with the management of Sorgenia S.p.A. and we have performed limited documentary evidence procedures, in order to collect information about the processes and procedures that support the collection, aggregation, processing and transmission of non-financial data and information to the management responsible for the preparation of the Sustainability Report.

   Furthermore, for significant information, considering the Group's activities and characteristics:
   - at Group level:
     a) with reference to the qualitative information included in the Sustainability Report, we carried out inquiries and acquired supporting documentation to verify its consistency with the available evidences;
     b) with reference to quantitative information, we have performed both analytical procedures and limited assurance procedures to ascertain on a sample basis the correct aggregation of data.
   - For the Lodi plant of Sorgenia Power S.p.A., that we have selected based on its activities, its relevance to the consolidated performance indicators and location, we have carried out site visit during which we had discussions with management and have obtained documentary evidence on a sample basis regarding the appropriate application of the procedures and calculation methods used to determine the indicators.

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Conclusion

Based on the procedures performed, nothing has come to our attention that causes us to believe that the Sustainability Report of the Group for the year ended on December 31, 2024 has not been prepared, in all material aspects, in accordance with the requirements of the GRI Standards, as described under paragraph "Methodological Note" of the Sustainability Report.

Milan, 1 April 2025

EY S.p.A.

Massimiliano Vercellotti
(Auditor)

This report has been translated into the English language solely for the convenience of international readers.

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