



Altea
Green Power



ESG
2022

Sustainability Report

2022

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Letter to the Stakeholders

We are very pleased with this success, however it further increases the responsibility and role that Altea Green Power has in the energy transition—specifically for our country, the people who work in our organization, and the communities and the territory in which we operate.

Altea Green Power's vision merges **development and sustainability into a single goal**. For this reason, we are aware that our growth cannot ignore the adoption of solutions that are able to better society and improve the economic and environmental conditions of the area in which we work. It is for this reason that Altea has begun to develop new lines of business which combine the traditional renewable energies of photovoltaic and wind power by diversifying into the sector of "Storage BESS" plants functional to the needs of the national electricity grid. This work and the expansion of our business proves that we have a strong impact on the environment while maintaining the highest quality and safety that have always distinguished our projects.

The drafting of the first Altea Green Power Sustainability Report in part confirms this, but it also constitutes an important opportunity to highlight not only the economic, social and environmental results, but also the medium-long term strategic guidelines and their consistency with a sustainable development.

A sustainable Business Model that will add value for our Stakeholders has always been our guideline for the achievement of strategic objectives and the daily management of the company. Indeed, a sustainable Business Model requires the coherent development of the social fabric and ecosystems that host us. We believe in a corporate culture that connects and shares a complex intertwining of multiple players and partners who work together to create value over the long term.

We believe that truly sustainable development is based on attention to people and the environment, sharing resources and skills, and always experimenting with innovative solutions. Altea has created many innovative solutions over the years but challenges and continuous improvement are the essence of our development and our results. From here we start a path towards sustainability for the growth of the company and the surrounding area.

Giovanni Di Pascale
Chairman of the Board of Directors and CEO



Methodological Note

This document represents the first Sustainability Report of the Altea Green Power Group (hereinafter Altea Green Power, AGP or the Group).

This document contains information relating to economic, environmental and social issues, useful for ensuring an understanding of the work carried out by AGP, its performance, results and impact.

The Sustainability Report was prepared through the reporting of a selection of the GRI Sustainability Reporting Standards published by the Global Reporting Initiative (GRI 2021), as indicated in the GRI Content Index of this document, according to the reporting option **with reference to the GRI Standards**.

It should be noted that Altea Green Power does not fall within the scope of the Legislative Decree no. 254 declared on December 30, 2016 which, in implementation of Directive 2014/95/EU, established the obligation to prepare a Non-Financial Statement ("NFS") for public interest entities that exceed certain quantitative thresholds. This Sustainability Report is therefore prepared on a voluntary basis and does not represent a NFS.

The general principles applied for the preparation of the Sustainability Report are those established by the GRI Standards: relevance, inclusiveness, sustainability context, completeness, balance between positive and negative aspects, comparability, accuracy, timeliness, reliability, and clarity.

The selected performance indicators are those adopted by the reporting standards. They are representative of the specific areas of sustainability analyzed and consistent with the activity carried out by the Group. These indicators were selected on the basis of an analysis of their relevance, as described in the paragraph "Materiality Analysis". Furthermore, the various sections of the Sustainability Report report the quantitative information for which estimates have been used.

The reporting perimeter of quantitative data and information refers to the performance of Altea Green Power S.p.A. and its subsidiaries as of December 31, 2022. Any perimeter restrictions that have become necessary in the reporting of qualitative and quantitative indicators are appropriately reported in specific notes within the document.

The Sustainability Report is drawn up on an annual basis. In order to allow the comparison of data over time and the assessment of the performance of AGP's work, the data relating to the previous year are presented for comparative purposes.

The process of drafting the sustainability report included the involvement of the managers of the various functions of Altea Green Power.

The Sustainability Report was approved by the Board of Directors of Altea Green Power S.p.A. on July 28, 2023 and has not been audited by an independent auditor.



The Sustainability Report is published on the Company's institutional website at the following address:

www.alteagreenpower.com/about-us/sustainability-ESG

or request further information, please contact the address: esg@alteagreenpower.com

2022 was characterized by Altea's significant growth, which saw the value of production increase by **174%** compared to the prior year. Added to this is an important milestone achieved by Altea Green Power, it is now listed on the **Borsa Italiana (Italian Stock Exchange)**.

Highliths 2022

The most representative values within each column are summarized below. A color has been assigned which will be reproduced in this document.

Governance

Model231* & Code of Ethics

*Model of organization, management and control Legislative Decree 231/01

Certifications

ISO 37001:2016 (prevention of corruption),
ISO 9001:2015 (quality), ISO 45001:2018 (health
and safety), UNI CEI 11352:2014 (ESCo)



Legality Rating



the 40% is represented
by women

Infrastructural Capital

USA-2GW

to be installed (in pipeline)

ITALY-3GW

to be installed (in pipeline)



Innovative solutions in the process accumulation system and
software for the management of energy efficiency orders/work.

Relation Capital

99%

of suppliers
located in Italy



34%

in Piedmont



Qualification and
selection of the supply
chain based on ESG
criteria

Economic-Financial Capital

16,9 M

economic value generated
in 2022



+174%

compared to 2021

12,7 M

economic value distributed
in 2022



+155%

compared to 2021

Human Capital

+30%

workforce in 2022

~85%

of the staff is employed
on permanent contracts

~40%

of the staff is female

Environmental Capital

28,99 tCO2e

emissions (Scope 1+2) produced in 2022



Started activities to
obtain ISO 14001:2015

Energy is our nature



1

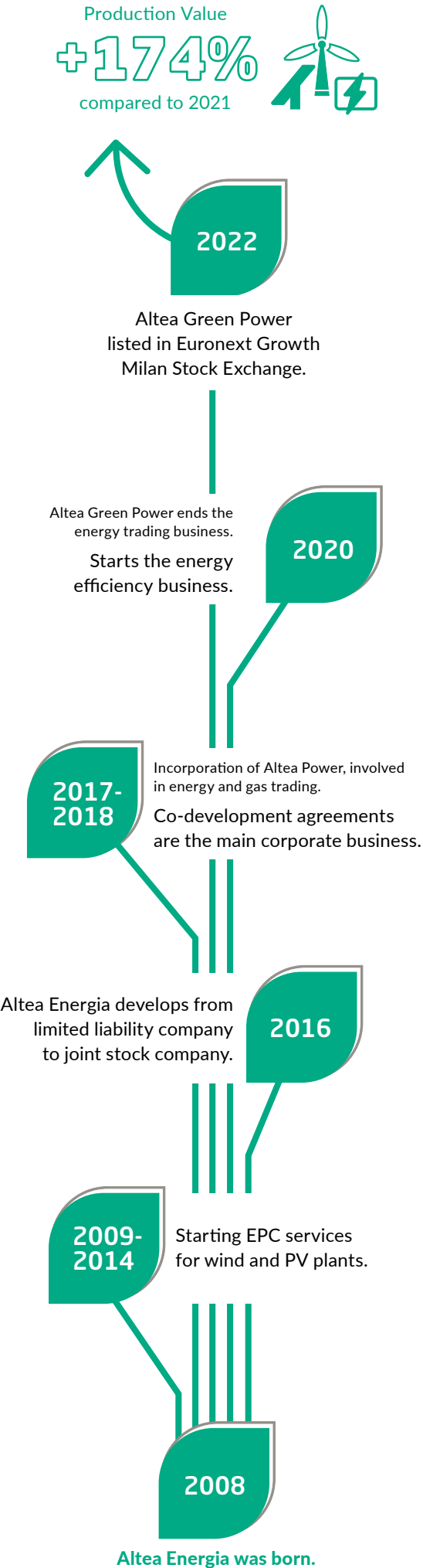
Identity and Strategy

Altea Green Power Group

Altea Green Power (AGP) is a leader in the development of large-scale energy projects (from 10MW to over 450MW) from renewable sources (photovoltaic, wind and storage). It is responsible for following the entire development process: from the analysis of the pre-feasibility of the initiatives, the planning, management of the authorization process, and obtaining the authorization to build. AGP currently also carries out the EPC (Engineering Procurement Construction) activity and offers this solution for customers who prefer a single interlocutor for the management of the authorisation, construction and commissioning of the plant. AGP is also a certified (UNI CEI 11352:2014) ESCo (Energy Service Company) and supported by an important track record of residential installations (condominium systems), industrial, and agri-solar photovoltaic systems. In fact, the company was founded with the dual objective of supplying plants for the production of energy in an environmentally friendly way and as a "service integrator", addressing its capabilities to individuals, companies, organizations and investors who want complete assistance during all phases of construction and management for a vast range of plant types, thus contributing to the reduction of pollution. The Group has its registered office in Turin and its operational headquarters in Rivoli (To), Italy. It operates mainly in Italy, it also operates in the US market through the subsidiary Altea Green Power US Corp. In 2022, AGP achieved a Production Value of Euro 16.12 million (with an increase of 174% compared to the previous year) and has a total workforce of 26 people (62% men and 38% women).

History

Altea Green Power was born in 2008 with the name **Altea Energia**, from the integration of financial, technical and industrial professionals to operate in the energy market. Initially the business activity was concentrated in the EPC services, for the "turnkey" construction of small photovoltaic and wind power plants and subsequently the activity of carrying out co-development and energy efficiency projects was started. In 2017, with the aim of diversifying the business, **Altea Power** was established for energy and gas trading services. Activity carried out until 2020. The company, renamed **Altea Green Power** in 2022, was admitted to trading on the **Euronext Growth Milan (EGM)** market, now listed on the Borsa Italiana (Italian Stock Market) and began, in the same year, the expansion of its business activities in the US market.



Offices

The Group is made up of 21 companies located in Italy and North America, of which only Altea Green Power S.p.A. and the US company Altea Green Power US Corp. are actually operational. The remaining companies take the form of special purpose vehicles, functional to the implementation of co-development projects: each company, in fact, represents a project in progress.

COMPANY (al 31/12/2022)	Office	Participation	% Share owned
Altea Green Power S.p.A.	Italy	Parent Company	-
Brindisi Solar Energy S.r.l.	Italy	Direct	100%
IBE Guglionesi Wind S.r.l.	Italy	Direct	100%
Yellow BESS S.r.l.	Italy	Direct	100%
IBE Genzano S.r.l.	Italy	Direct	100%
IBE Manieri S.r.l.	Italy	Direct	100%
IBE Montecilfone S.r.l.	Italy	Direct	100%
IBE Alessandria S.r.l.	Italy	Direct	100%
IBE Venosa S.r.l.	Italy	Direct	100%
Crumiere Energia S.r.l.	Italy	Direct	100%
Montenero Green Energy S.r.l.	Italy	Direct	100%
Padula Green Energy S.r.l.	Italy	Direct	100%
A Mesagne S.r.l.	Italy	Direct	100%
Black BESS S.r.l.	Italy	Direct	100%
Blue BESS S.r.l.	Italy	Direct	100%
Green BESS S.r.l.	Italy	Direct	100%
Altea Green Power US Corp.	USA	Direct	100%
Cuyler Green Energy LLC	USA	Indirect	100%
Quitman Green Energy LLC	USA	Indirect	100%
RAL Green Energy Corp	USA	Indirect	50%
BESS Corp.	USA	Indirect	32.5%

In 2022, the Parent Company acquired the stakes owned by third-party shareholders of **Brindisi Solar Energy S.r.l.** (1%) and **Pomarico Solar Energy S.r.l.** (1%). The following companies were established: **Blue BESS S.r.l.**, **Green BESS S.r.l.**, **A Mesagne S.r.l.** and **Zefiro Sea Wind S.r.l.** All the newly-established companies are under Italian law and are 100% directly held by Altea Green Power. **Cuyler Green Energy LLC** and **Quitman Green Energy LLC** were established in June 2022 by Altea Green Energy US Corp., which has 100% direct control. In August 2022, **RAL Green Energy Corporation** was established; the company was incorporated under U.S. law, and is owned 50% by Altea Green Energy US Corp. and the remaining 50% by Redelfi Corporation. In the second half of 2022, RAL Green Energy Corporation acquired a 65% stake in the share capital of the U.S. company **BESS Corp.** AS Storage S.r.l. was sold to a third party on July 1, 2022. Botrugno Green Energy S.r.l. was sold to a third party on September 16, 2022.

The investees shown are almost all Special Purpose Vehicles (SPVs) used to support co development projects: each company represents an ongoing project to which all contractual costs are reversed. Subsidiaries include Altea Green Power Corporation, a company under U.S. law, established in May 2021 as an L.L.C. and then transformed into a Corporation in August 2022. In first quarter 2023, AGP S.p.A. acquired a 100% stake in GF Green Energy S.r.l., concurrently changing its name to Altea Independent Power Producer S.r.l., which will include, among its activities, the initiatives that will remain the property of Altea Green Power.

Vision e Mission

The corporate Mission and Vision, approved by the Board of Directors, represent the short and medium-long term objectives that AGP has set itself to achieve.

The **Vision** represents the expression of the ideals of Altea Green Power and is the guide for defining the company's medium-long term objectives and the direction it will take.

The **Mission** represents the corporate purpose, in particular for AGP, the enhancement of sustainable development through the commitment to spread a culture that promotes respect for the environment.

To support the corporate vision and strategy, the will to become an IPP (Independent Power Producer) by 2024.



Our Vision

Let's imagine a future in which every single family and every single company is able to be energy independent and self-sufficient. A world where they could produce all the energy they need, in a fully sustainable way.



Our Mission

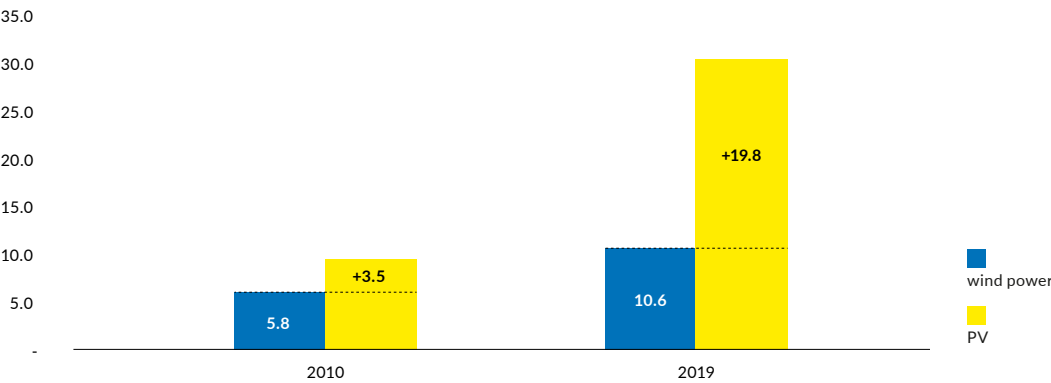
We work to spread a culture that values and uses natural resources, such as the sun and the wind, which are inexhaustible sources of energy. Using these resources will allow our children to live in a better world.

Target Market

During 2022, the **Italian energy market** saw a significant recovery in demand with a leap of over +6.2% against an offer of just over 3%. The Italian renewable energy market has experienced strong growth: in the period 2010-2019 it went from an installed power of 9.3 GW to a power of 30.4 GW (Figure 1) while for the period 2019-2030 it is expected to exceed 70 GW (Figure 2).

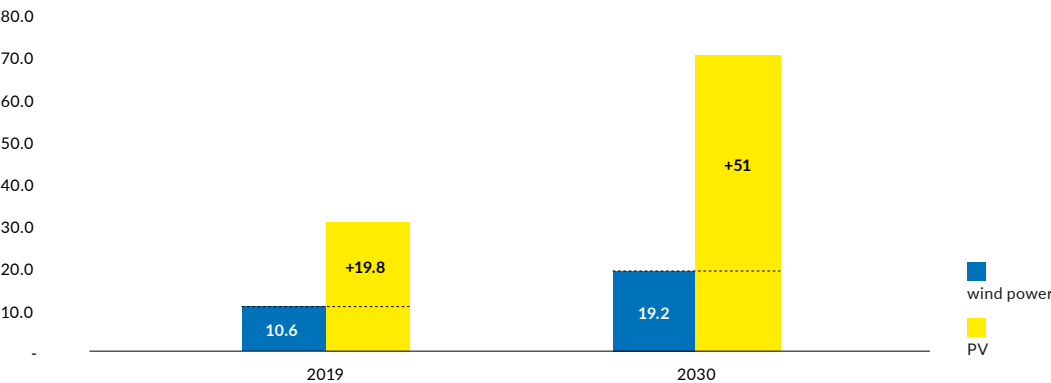
ITALIAN MARKET GROWTH 2010-2019

Figure 1 - Source PoliMi



EXPECTED ITALIAN MARKET GROWTH 2019-2030

Figure 2 - Source PoliMi



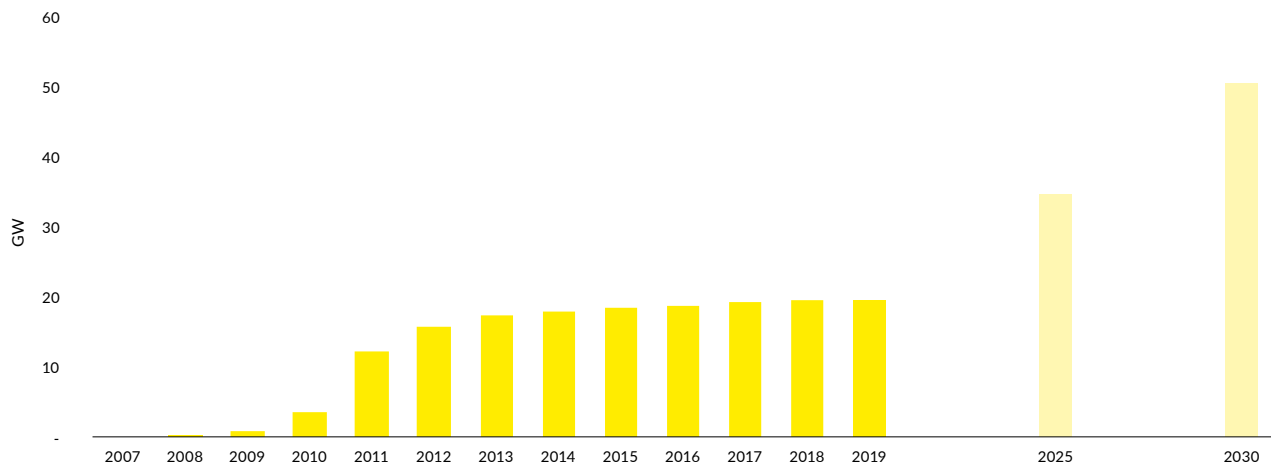
Over the next decade, wind and photovoltaic power installed in Italy is set to go from the current 30.4 GW to 70 GW by 2030. 940 MW were installed in 2022 - source GSE. These forecasts are endorsed by a favorable regulatory climate in relation to the RES decree, the Recovery Plan and the National Recovery and Resilience Plan.

The stimulus to market growth is determined both by stringent regulatory profiles on European objectives for reducing CO2 emissions, and by the need to stimulate the economy that stalled after the pandemic crisis. The financial intervention plan introduced by the U.E. amounts to 750 billion euros and is known as the Recovery Fund. The absolute priority of these financial resources is given to the digital transformation and the ecological transition, recipients of a minimum ceiling, in the national plans, respectively equal to at least 20% and 37% of the expenditure.

Solar Power in Italy

In Italy, 2020 saw the highest annual output for photovoltaics (+9.6%); 25.5 TWh covered 8.4% of the country's electricity demand (7.6% in 2019 - source Terna). Since 2009, 20 GW of photovoltaics have been installed. Over the next 10 years, these investments are set to increase to (+152%), reaching a total cumulative capacity of 51 GW. The Company currently has contracts for more than 1 GW in photovoltaics.

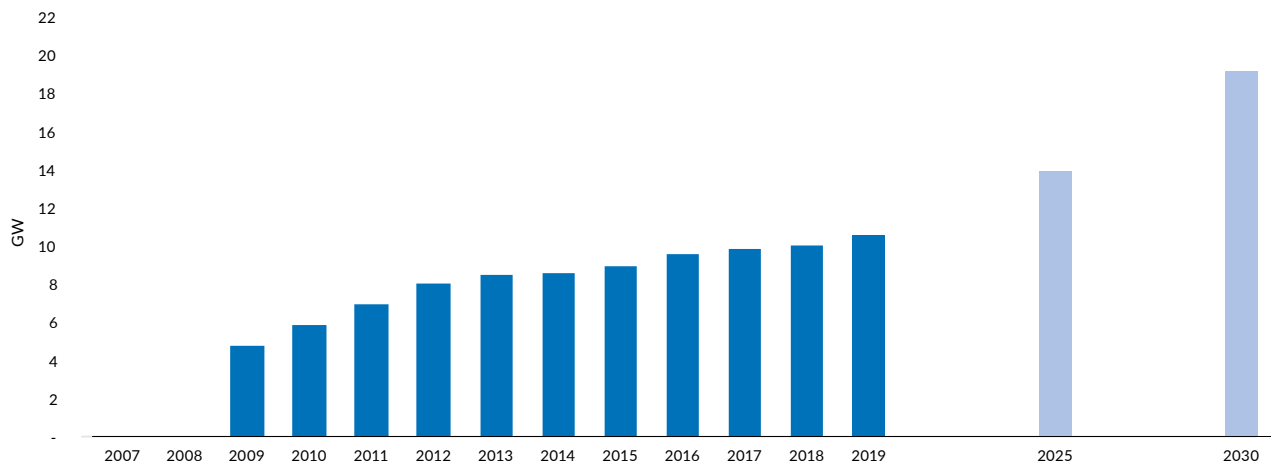
POTENTIAL GROWTH OF THE PHOTOVOLTAIC MARKET IN ITALY



Wind Power in Italy

Since 2009, 11 GW of wind power has been installed, of which 25 MW was installed in 2022. Over the next 10 years, these investments are set to nearly double (+82%), reaching a total cumulative capacity of over 19 GW.

POTENTIAL GROWTH OF THE WIND MARKET IN ITALY

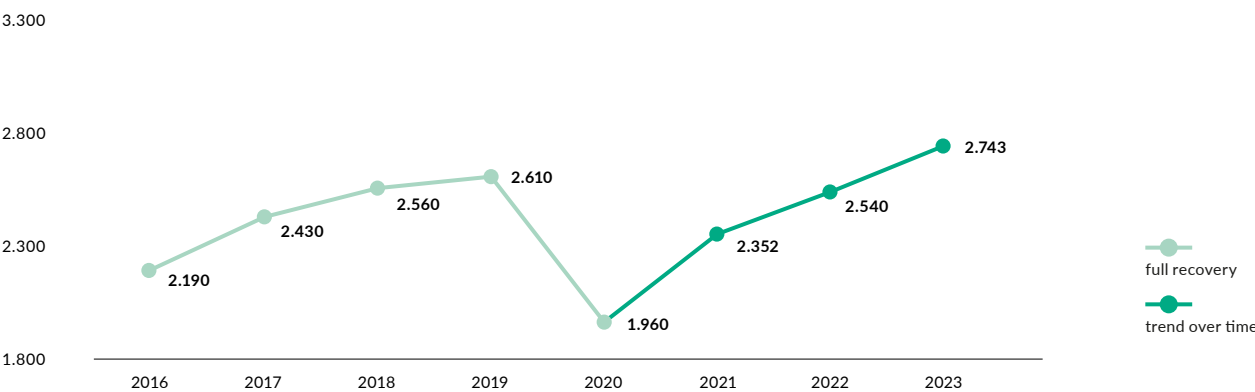


Energy Efficiency

The energy efficiency segment also has highly promising growth prospects, as the attached chart shows:

ENERGY EFFICIENCY INVESTMENT M€

Figure 3 - Source PoliMi



Altea Green Power's energy efficiency activity is repositioning itself both towards the needs of private families through the development of energy communities with the collaboration of sector utilities and towards industrial and agri-solar plants (for the agricultural sector). With reference to the US market, it should be noted that in terms of economic size it is quite similar to the national one. Therefore, also in this case, the projects express a high potential margin.



Industry regulations

Legislation in this sector has offered opportunities for industry expansion:

Solar belt

An important innovation in the photovoltaic energy sector in Italy is the so-called "solar belt", which aims to designate areas for the installation of photovoltaic systems on the ground, in areas that are identified pending the decisions of the Regions and may include agricultural land without cultural or landscape constraints.

National PNIEC update

MASE states that the integrated national energy and climate plan sets national objectives for 2030 in regards to energy efficiency, renewable sources and the reduction of CO₂ emissions, as well as those on energy security, interconnections, the single and competitive energy market, and sustainable mobility. (PNIEC-Italia-2030-Bruxelles.pdf - Source: qualenergia.it)

Agri-voltaics

Agrivoltaic systems are photovoltaic systems that preserve the continuity of agricultural and pastoral activities on the installation site, while guaranteeing, at the same time, a good energy production from renewable sources. They constitute possible virtuous and improved solutions compared to the creation of standard photovoltaic systems. The reference legislation for these systems is Legislative Decree 8/11/2021 no. 199 of "Implementation of directive (EU) 2018/2001 of the European Parliament and of the Council, on December 11, 2018, in regards to the promotion of the use of energy from renewable sources" the RED II directive.

Agrisolar

In the Official Gazette n.152 on July 1 of last year, the decree of April 19, 2023 from the Ministry of Agriculture, Food Sovereignty and Forests was published, containing "Interventions for the construction of photovoltaic systems to be installed on buildings used in the agricultural sectors, zootechnical and agro-industrial. These photovoltaic plants will be financed under the PNRR, Mission 2, component 1, investment 2.2 «Parco Agrisolare»."

Energy Community

The main energy community models outlined by the legislation are:

1. Collective self-consumption (AUC), where two or more end customers, residing in the same building, produce renewable electricity for their own consumption, storage and resale.
2. Renewable Energy Community (CER) which instead involves natural persons, local authorities and SMEs, united with the same objective of the previous form and which are constituted as a legal entity based on the open and voluntary participation of the members.

The objectives are to:

- encourage the active participation of citizens in the energy system;
- promote distributed generation and facilitate the transition to renewable sources;
- reduce users' dependence on the national electricity system.

Sustainability strategy and commitment to the energy transition

For Altea Green Power, **innovation** is the fulcrum around which ideas, projects, products and the development processes revolve.

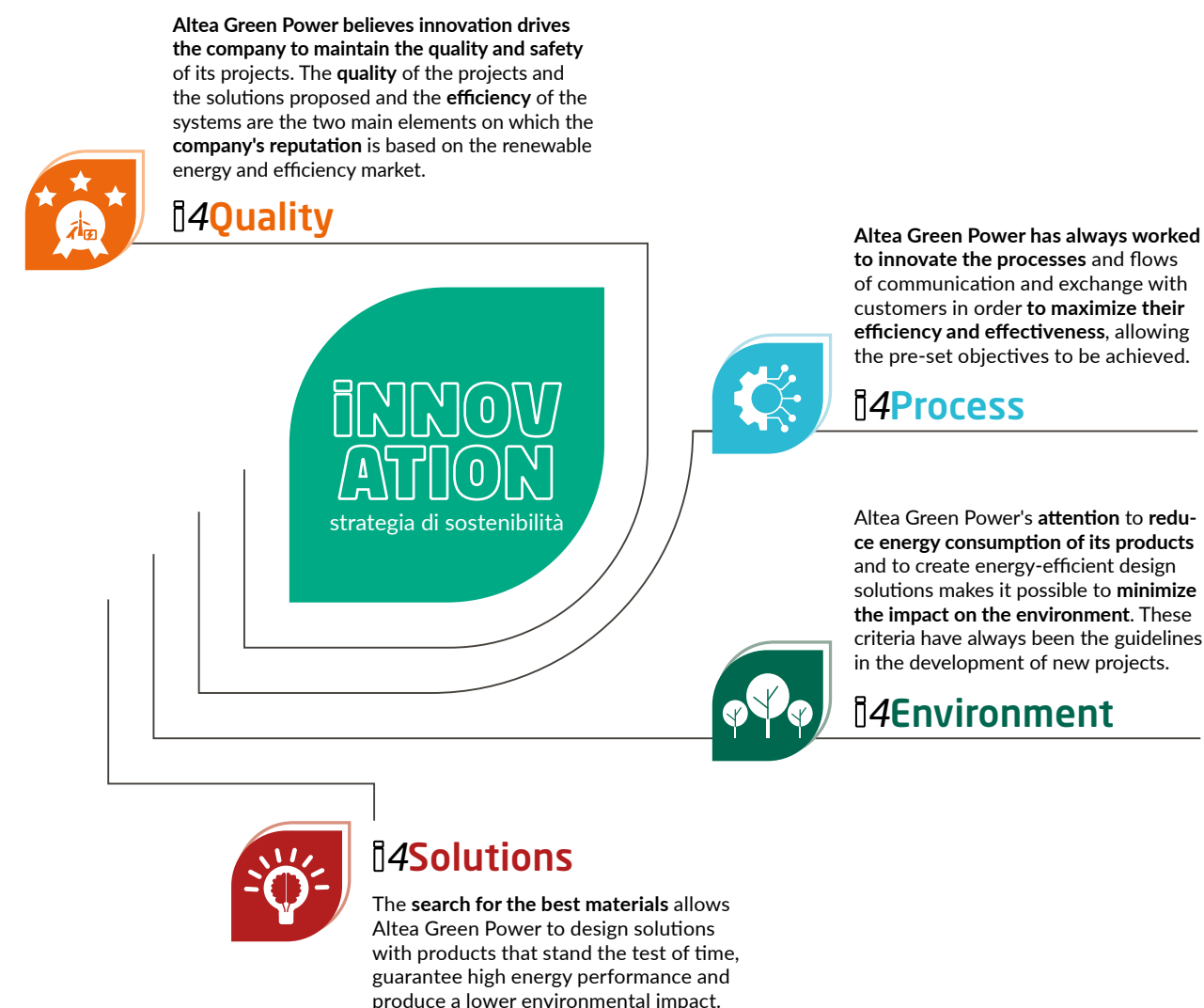
Innovation is fueled by research that favors the development of ideas and the sharing of knowledge, in support of the various market sectors. Innovation also leads to sustainable and inclusive development as a service to people, businesses, communities and territories, in compliance with environmental sustainability.

In fact, Altea Green Power promotes the country's sustainable growth thanks to a long-term strategy, with investments dedicated to the development of the **energy transition**, which is crucial to preserve the future for everyone. Through its work, AGP significantly helps in reaching the goals set by the Green Deal: reduce emissions

by 55% by 2030 and achieve climate neutrality by 2050.

The 2023-2025 Business Plan aims to create organic growth and expand geographical. One way these goals will be met is through the development of projects focused on the ESG dimension. The environment is a primary asset that AGP intends to safeguard through a constant and constructive commitment to ecological sustainability in all activities carried out and on all the properties entrusted to it.

Starting precisely from the concept of innovation, **AGP has developed a path to sustainability which aims in particular to pursue the following corporate objectives**, which are also the basis of its own policies and management systems which regulate the Group's processes and operations, consistent with its own sustainable development:



Sustainable Development Goals

Altea Green Power has always pursued an industrial development model that adopts the principles of sustainability, transparency and quality. Altea has made a commitment and adopted specific management and organizational structures that aim to add value for all its stakeholders, for the people, community and territory, while respecting the environment.

In particular, AGP bases its strategic approach with the sustainability path it has laid forth starting this year, which envisions a progressive integration of the sustainable development goals (SDGs - Sustainable Development Goals), that are part of the 2030 Agenda of the United Nations.

The current context and the ongoing megatrends require companies to make a commitment to pursue economic objectives that can also generate positive impacts in environmental and social terms. The implementation of a

sustainable development policy by companies, as part of the Group's core business, is in fact a main component to achieve the SDGs, which is accompanied by specific projects and initiatives.

In this context, AGP carried out an initial analysis of the consistency of its Business Model and strategic objectives with respect to the 17 Sustainable Development Goals - SDGs. Through the assessment of the **SDGs Action Manager** platform of the BLab-Global Compact it highlights some SDGs considered to be priorities, with respect to which the Company's business activities are able to make a significant contribution.

The key drivers of the Business Plan and AGP's commitment to the Sustainable Development Goals find their integration in AGP's activities, projects and actions, according to the diagram shown below.



4Environment



Ensure access to affordable, reliable, sustainable and modern energy systems for all.

- 7.1 By 2030, ensure universal access to affordable, reliable and modern energy services.
- 7.2 By 2030, substantially increase the share of renewable energy in the global energy mix.
- 7.3 By 2030, double the global rate of improvement in energy efficiency.
- 7.a By 2030, enhance international cooperation to facilitate access to clean energy research and technology, including renewable energy, energy efficiency, advanced technology, cleaner fossil fuel technology, and promote investments in energy infrastructure and clean energy technologies.
- 7.b By 2030, expand infrastructure and upgrade technology to provide modern and sustainable energy services for all developing countries, in particular least developed countries, small island States, and developing landlocked countries, in accordance with their respective support programmes.



Make cities and human settlements inclusive, safe, resilient and sustainable.

- 11.6 By 2030, reduce the negative per capita environmental impact of cities, in particular on air quality and waste management.



Take urgent measures to combat climate change and its consequences.

- 13.1 Strengthen resilience and adaptive capacity to climate-related risks and natural disasters in all countries



Ensure sustainable models of production and consumption.

- 12.2 By 2030, achieve sustainable management and efficient use of natural resources.

ACTIONS

Develop solutions and products that enable businesses and communities to use clean energy through renewable energies.



Promote lasting, inclusive and sustainable economic growth, providing fair employment opportunities.

- 8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, through a focus on high value -added industries and labor-intensive sectors.

ACTIONS

Develop innovative solutions that make it possible to increase the economic development and local employment in areas where the activities are carried out.

i4Solutions



Build a resilient infrastructure and promote innovation and equitable, responsible and sustainable industrialisation.

- 9.5 Enhance scientific research, promote the technological capabilities of the industrial sectors in all countries, in particular in developing countries, doing so by encouraging innovation and substantially increasing the number of R&D workers every million people and public and private spending on Research and Development by 2030.

ACTIONS

Carry out research and innovation programs both internally and with the main universities, developing the centers of expertise, expanding and enhancing the study of innovative products and technologies.



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

- 4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university.
- 4.4 By 2030, substantially increase the number of young people and adults with the necessary skills, including technical and vocational skills, for employment, decent jobs and entrepreneurial ability.

ACTIONS

Develop initiatives to increase knowledge of innovative technologies to increase the quality of the solutions and products offered, emphasizing the training of women in these fields.

Develop initiatives to promote the sharing of knowledge of innovative technologies through specialized courses and on-the-job training.



Ensure sustainable models of production and consumption.

- 12.4 By 2020, achieve environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks. Significantly reduce their release into air, water and soil, in order to minimize their adverse effects on human health and the environment.
- 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.

ACTIONS

Propose solutions and products that help minimize energy consumption and use renewable energy.

Attention towards solutions that eliminate the use of chemicals in production and that use recyclable and reusable materials.

i4Quality



Promote lasting, inclusive and sustainable economic growth, fair employment opportunities and decent work for all.

- 8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high value-added industries and labor-intensive sectors.

ACTIONS

Develop innovative solutions that use renewable energy to boost economic growth and increase business productivity.

i4Process



Build a resilient infrastructure and promote innovation and equitable, responsible and sustainable industrialisation.

- 9.4 By 2030, upgrade infrastructure and modernize industries to make them sustainable, with increased resource-use efficiency, increased adoption of clean and environmentally friendly technologies and industrial processes, so that all countries take action in accordance with their respective capabilities.



Ensure sustainable models of production and consumption.

- 12.1 Implement a 10-year framework of programs on sustainable consumption and production, with the collaboration of all countries and with the initiative of developed countries, taking into account the degree of development and capacities of developing countries.

ACTIONS

Innovate production processes to increase economic growth and increase the productivity of the development of solutions and products.

Develop technological and innovative industrial processes to create sustainable production models with low environmental impact.



Promote a peaceful and more inclusive societies for sustainable development; offer access to justice for all and create efficient, accountable and inclusive institutions at all levels.

16.6 Develop effective, accountable and transparent institutions at all levels.



Promote lasting, inclusive and sustainable economic growth, fair employment opportunities and decent work for all.

8.8 Protect labor rights and promote a safe and secure working environment for all workers, including migrant workers, especially migrant women, and those in precarious employment.

ACTIONS

Develop a supply chain policy to increase responsible governance and the fight against corruption.

ACTIONS

Ensure employee safety at work especially in the installation and maintenance phases on sites.

Promote economic growth through innovative solutions that allow land development to coexist with the installation of photovoltaic panels (agrivoltaic).

Business Model

Altea Green Power's Business Model is divided into the following services:

- Co-Development Projects;
- EPC (Engineering Procurement Construction);
- Energy Efficiency.

Co-Development Projects

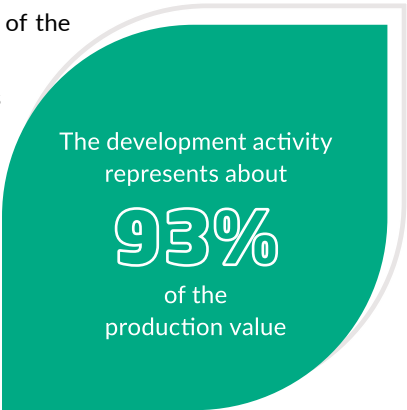
This division is responsible for managing and complying with the provisions of the Co-Development contracts signed with customers and regulated by milestone structures that mark the progress of work and the objectives to be achieved for photovoltaic, wind and Bess Storage projects normally developed through vehicle company (SPV).

The development initiative is divided into the following phases:

1. land search and scouting;
2. feasibility analysis;
3. connection request to the Enel/Terna distributor;
4. design;
5. filing of authorization procedure;
6. obtaining building authorization.

Once the project has been identified and the terms of the order agreed upon with the customer, AGP proceeds with obtaining land rights where the plant will be built. Subsequently, these rights will be transferred to the vehicle company on which the entire project will be developed. Similarly, the authorizations for the connection (TICA) and all the project activities will be transferred to the same company. Finally, the vehicle company, owner of all the activities developed and the rights obtained, is transferred to the customer upon completion of the authorization process.

Alternatively, customers can directly hold the SPVs, asking the Company to act as developer, for the acquisition of the rights and for the permitting processes. As Co-developer, A.G.P. focuses its attention on large sites, functional to high power plants. The company's customers comply with the norms of primary international standing with diversified development portfolios in various parts of the world. The pipeline of development projects is fed by a network of collaborators (developers, professionals, partners) who are local and familiar with the territory. Altea integrates the staff according to the nature of the project. The development activity represents about 93% of the production value.



EPC

The EPC division primarily works to identify and implement turnkey photovoltaic and wind power solutions. In particular, Altea Green Power as an ESCo¹ mainly deals with the feasibility study phase, technical-economic analysis and design (Engineering), with the purchase and supply of materials and products necessary for the installation of the plant (Procurement) while all the activities connected and/or functional to the construction of the plant (Construction), including the maintenance, monitoring and surveillance of the plants (Management) are outsourced to third parties. The EPC activity represents about 2% of the production.

¹ The energy performance contract (EPC) is the contract with which a "supplier" (usually an Energy Saving Company, or ESCo) undertakes the task to fulfill - with its own financial means or with the financial means of third parties - a series of services and integrated interventions aimed at the redevelopment and improvement of the efficiency of an energy system (a plant or a building) owned by another subject (beneficiary), towards a consideration related to the amount of energy savings (previously identified in the feasibility analysis phase) obtained as a result of system efficiency improvement.



Energy Efficiency

In 2020 Altea Green Power created a division dedicated to the construction of energy efficiency systems, with the aim of offering companies a consultancy service, acting as a general contractor for the construction of systems and providing turnkey solutions

Energy efficiency represents the pillar of the decarbonisation process to achieve the expected objectives in 2030 and to lay the foundations for respecting the carbon neutrality set by the EU for 2050.

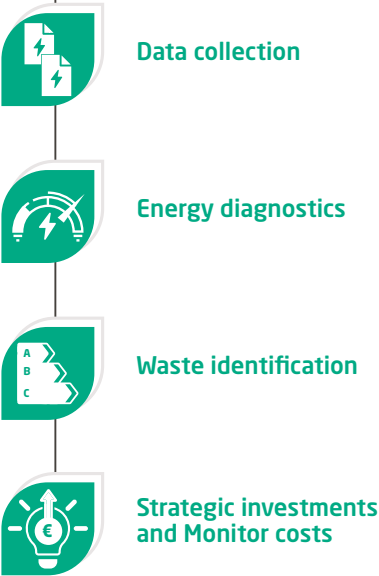
In Italy there are 110,000 industrial roofs that can accommodate a PV plant above 200 kWp for the prospect of installing 30 GW of solar (in Italy 110,000 industrial roofs can accommodate PV systems over 200 kWp | QualEnergia.it).

The service offered ranges from the feasibility analysis of the plant, up to the realization of the works and application to relevant grants, making use of local suppliers and taking care of coordinating the works and supervising the worksites.

Energy efficiency systems (consisting of photovoltaic systems, with storage combined with a charging station), and AGP also deals with energy audits for businesses.

The following table indicates the segmentation of the Group's consolidated production value with respect to the three dimensions of analysis as of December 31, 2022 and in relation to the financial year that ended on December 31, 2021.

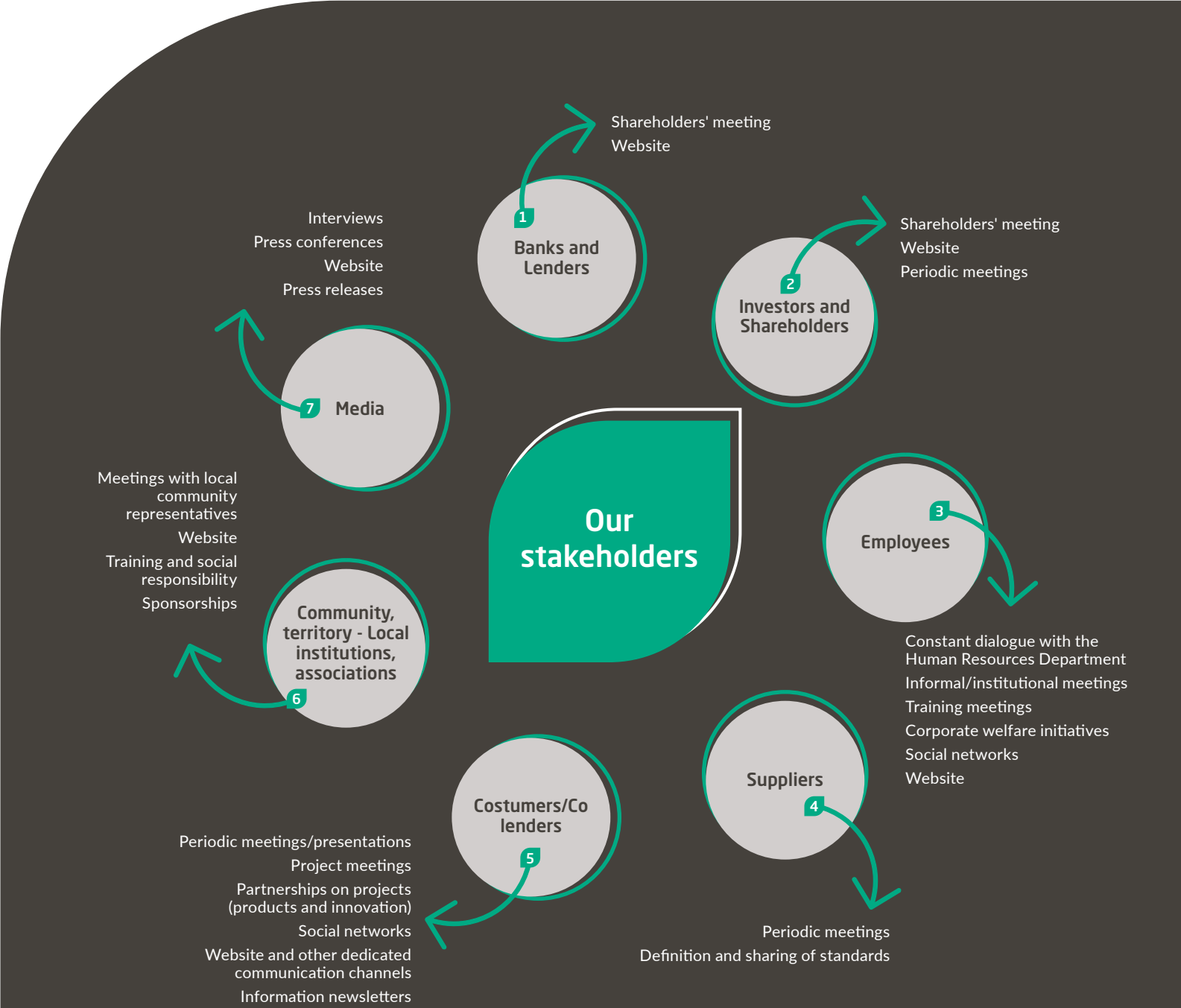
PRODUCTION VALUE (in thousands of Euro)		
	2022	2021
Co-development	13,200	4,061
Energy efficiency	2,513	1,394
EPC	98	274
Other	215	63
Totale	16,026	5,792



Materiality Analysis

Stakeholders are those subjects (individuals or groups) with different interests in a company and with whom an organization interacts in carrying out its business. Involvement and dialogue with stakeholders (stakeholder engagement) allows AGP not only to understand their needs, expectations and assessments, but also allows the company to better define business strategies and objectives, assessing change, risks and opportunities.

Altea Green Power's relationships with its stakeholders provides different listening and dialogue tools and channels for the different categories of stakeholders, consistent with the level of interdependence and influence on the organization.



Materiality Themes

The relevant aspects to be reported in the Sustainability Report in accordance with the GRI Standards 2021 (GRI 3 - Material Topics) are those that reflect the significant economic, environmental and social impact of the organization. The first step in non-financial reporting consists of identifying, through the so-called "Materiality Analysis", the sustainability topics of priority interest for the Organization.

These themes are defined as "material" as they are associated with the most significant impacts (positive or negative, actual or potential, short or long term) that the corporate activities are (or could be) able to generate on the economy, the environment and people, including the impact on human rights.

Altea Green Power's material ESG aspects were identified starting from a structured survey divided into the following steps:

- analysis of existing company documentation;
- analysis of public documents, articles, statistics and results of observers on the type of international standards and frameworks adopted in sustainability reporting;
- analysis of the characteristics of the sector to which it belongs, in order to identify the main issues that competitor and comparable companies tend to focus on.

With reference to this last point, Altea Green Power considered the absence of the GRI Sector Standard for the reference in the energy sector, and therefore a preliminary benchmark analysis was carried out in which the websites and public documents of companies identified as “best-in-class” or “comparable” in the context of non-financial reporting.

This analysis considered elements such as:

- the presence of documentation/reports of a non-financial nature;
- the type of documentation published (e.g.: Sustainability Report, Non-Financial Statement, Integrated Report, Social Report, etc.);
- the reporting standards used and the relative levels of application;
- the presence of a materiality matrix or a list of material topics;
- the themes that are material results for these companies.

The analysis made it possible to identify sustainability issues attributable to 5 different macro-areas: Governance, Economic Capital, Productive Capital, Human and Relationship Capital, Environmental Capital.

The impacts identified were clustered according to their mutual level of affinity, in order to obtain a more limited list of 15 ESG topics.

In particular, the assessment of the level of "significance" of the ESG impacts associated with each theme took into account the following elements:

- scale: extent (in a positive or negative sense, depending on each case) of the impact generated directly or indirectly by the company's activities;
- scope: The impact in geographical terms (e.g. local, national, etc.), considering the number of stakeholders involved, etc.;
- remediability: extent to which it is possible to mitigate or remedy the impact once it has occurred (to be considered only for negative impacts);
- probability: probability with which such an impact could occur in the short, medium and long term (to be considered only for potential impacts).

At the end of the evaluation process, the results achieved were submitted to discussion and validation by the Management.

The following table shows each materiality theme identified, the reasons for the relevance of the theme (impact generated on the economy, the environment and people), the related KPIs that have been reported and the monitoring processes adopted.

Materiality Themes	Impacts and relevance of the theme	KPI/GRI Standards	Commitments, policies and monitoring tools
GOVERNANCE	 Ethics and integrity in business conduct	• Possibility of having a positive or negative impact on the management of financial resources for the benefit of the company and the economic ecosystem in which it operates • Possibility of having a positive or negative impact on maintaining relationships with the main stakeholders with whom the Organization interacts	GRI 2-27 GRI 205-3 GRI 206-1 GRI 207-1 • Code of ethics • Organization, Management and Control Models 231/01 • Sustainability Plan
	 Anti-corruption and compliance	• Possibility of having a positive or negative impact on the legal protections in areas such as the reuse of profits deriving from illegal activities, the occurrence of corruption and extortion, the adoption of anti-competitive behavior, etc.	GRI 205-3 • Code of ethics • Organization, Management and Control Models 231/01 • ISO 37001:2016
	 Involvement and dialogue with stakeholders	• Possibility of having a positive or negative impact on the social and economic conditions of the territory and local communities • Possibility of having a positive or negative impact on the involvement and participation in social inclusion activities • Possibility of having a positive or negative impact on the management of financial resources for the benefit of society and the economic ecosystem in which the organization operates	GRI 2-29 • Stakeholder engagement
ECONOMIC-FINANCIAL CAPITAL	 Economic solidity and resilience	• Possibility of having a positive or negative impact on the management of financial resources for the benefit of the company and the economic ecosystem in which it operates (e.g. reference sector, geographical district, etc.) • Possibility of having a positive or negative impact on maintaining relationships with the main stakeholders with whom the Organization interacts • Possibility of having a positive or negative impact on the ability to retain human resources, attract new ones and guarantee their employment stability	GRI 201-1 GRI 203-1 • AGP's Business Plan • Adoption of a competitive strategy capable of guaranteeing and safeguarding the possible improvement of the economic-financial performance of the Group over time
	 Creation and distribution of the wealth generated	• Possibility of having a positive or negative impact on the management of financial resources for the benefit of the company and the economic ecosystem in which it operates (e.g. reference sector, geographical district, etc.) • Possibility of having a positive or negative impact on maintaining relationships with the main stakeholders with whom the Organization interacts • Possibility of having a positive or negative impact on the ability to retain personnel, attract new employees and guarantee their employment stability	GRI 201-1 • AGP's Industrial Plan • Stakeholder Engagement • Adoption of measures capable of guaranteeing business continuity, financial stability and profitability

Materiality Themes Impacts and relevance of the theme KPI/GRI Standards Commitments, policies and monitoring tools

PRODUCTIVE CAPITAL

 Quality, safety and reliability of products and services	Possibility of positively or negatively affecting the well-being of customers, in terms of the absence of toxic materials/substances in the products offered by the company	GRI 416-2 GRI 417-1 GRI 417-2 GRI 417-3	Product quality certifications (ISO 9001:2015)
 Technological innovation and digitization	- Possibility of having a positive or negative impact on the management of financial resources for the benefit of the company and the economic ecosystem in which it operates - Possibility of having a positive or negative impact on the availability of products and services on the markets capable of satisfying customer needs	GRI 3-3	ISO 9001:2015

HUMAN AND RELATIONAL CAPITAL

 Respect for human rights and protection of workers	Possibility of having a positive or negative impact on the protection of the fundamental rights of the company's staff and of all the collaborators with whom the Company interacts	GRI 401-1 GRI 406-1	- Code of Ethics - Whistleblowing system - Monitoring incidents of discrimination - Gender certification (UNI PdR 125:2022)
 Diversity and equal opportunities	- Possibility of having a positive or negative impact on the protection of the fundamental rights of the company's staff and of all the subjects with whom the Company interfaces - Possibility of having a positive or negative impact on the stability of employment for the company's staff and opportunities for each collaborator to fully realize their potential	GRI 405-1	- Monitoring of respect for diversity and equal opportunities in the selection of people and career development - Gender certification (UNI PdR 125:2022)
 Responsible supply chain management	- Possibility of having a positive or negative impact on the management of environmental and social impacts across the entire supply chain (e.g.: greenhouse gas emissions, energy and water consumption, responsible selection of materials, worker health and safety, protection of human rights, adequate remuneration policies, etc.) - Possibility of having a positive or negative impact on the availability of products/services with sustainability characteristics - Possibility of positively or negatively influencing the quality of work and respect for human rights along the supply chain	GRI 204-1	- Sustainable purchases: traceability of materials and the supply chain - ESG Assessment of the Supply Chain
 Occupational health and safety	Possibility of having a positive or negative impact on the guarantee of safety and health of personnel by reducing injury rates within the Company and the levels of work-related stress experienced by company personnel	GRI 403-1 GRI 403-2 GRI 403-3 GRI 403-5 GRI 403-8 GRI 403-9	- Commitment to monitoring accident cases, including by updating the DVR - ISO 9001:2015 and ISO 45001:2018 integrated quality, health and safety certification

HUMAN AND RELATIONAL CAPITAL

Tema materiale Impatti e rilevanza del tema KPI/GRI Standards Impegni, politiche e strumenti di monitoraggio

 Partnerships with Institutions and companies	Possibility of having a positive or negative impact on the development of innovative, productive and economic capacity of the territory and of the market in which the same company operates	GRI 2-28	Development of strategic partnerships with businesses, local authorities and sector associations
 Corporate welfare and work-life balance	Possibility of having a positive or negative impact on the level of psychological and physical well-being of employees, with a consequential impact on the effective opportunity for each collaborator to fully realize their potential, by offering a positive work environment, characterized by a set of programs aimed at improving the work-life balance of employees	GRI 401-2 GRI 401-3	Specific corporate welfare system and initiatives

ENVIRONMENTAL CAPITAL

 Fight against climate change and management of emissions	- Possibility of having a positive or negative impact on the protection of ecosystems and the safeguarding of biodiversity - Possibility of having a positive or negative impact on the protection of local communities and the territory with respect to risk of extreme atmospheric events (e.g. floods, floods, hurricanes, desertification, etc.)	GRI 305-1 GRI 305-2	- ISO 14001:2015 - Comparison and annual verification of the results achieved on the reduction of emissions - Energy saving procedures aimed at plant management
 Energy efficiency	- Possibility of having a positive or negative impact on energy costs through energy efficiency actions and projects - Possibility of having a positive or negative impact on the protection of local communities and the territory with respect to the risk of extreme atmospheric events (e.g. floods, floods, hurricanes, desertification, etc.)	GRI 302-1	- ISO 14001:2015 - Energy saving procedures aimed at plant management



Governance



Responsible business management

Altea Green Power strongly believes that defined specific procedures that regulate the management of the Group, focused on the creation of shared value, is essential for its own sustainable success.

The top management's willingness to guide Altea Green Power in creating strategies that work towards sustainability, allowed this Sustainability Report to be written and developed. It implements the external communication activity in order to encourage transparent, punctual, and accurate information to stakeholders regarding the Group's strategic and operational developments.

To advance the collective knowledge, skills and experience of the highest corporate governance body (Management Team) on sustainable development, various measures have been taken, including training and awareness on ESG topics of greatest relevance to the Group .

Altea Green Power undertook various projects in the field of sustainable governance: during 2023 it produced the first 2022 Sustainability Report and is developing the 2023-2026 Strategic Sustainability Plan with a medium-long term perspective. In addition to these two important projects, it will periodically update the certifications already held, such as ISO 9001:2015 "Quality Management System", ISO 45001:2018 "Safety Management System" and ISO 37001:2016 "Anti-Ribery Management System" and obtain the ISO 14001:2015 "Environmental Management System" certification and the UNI PdR 125:2022 "Guideline on the management system for gender equality" certification.

The picture created of AGP management shows a team that is logical, ever-growing, and is able to maturely and responsibly manage the company, paying close attention to sustainable issues, ethics and transparency, and respect for human rights.

The Governance

Altea Green Power adopts the traditional governance system made up of the following corporate bodies:

Shareholders’ meetings

competent to resolve the matters envisaged by the law and by the Articles of Association.

Board of Directors

responsible for decision making, supervision and management of the organization's impact on the economy, the environment and people.

Board of Statutory Auditors

which is entrusted with the function of supervising the activity of the directors and checking that the management of the company is carried out in compliance with the law.

The statutory auditing of the accounts was entrusted to BDO Italia S.p.A., appointed on 16 July 2021. This task is conferred until the approval of the financial statements as at 31 December 2023. The so-called "**Supervisory Body**" (O.d.V.) and the **Related Parties Committee** can also be identified as the body with the control function.

Board of Directors

Altea Green Power is managed by a Board of Directors whose members are appointed at the Shareholders' Meeting, based on the curricular and professional backgrounds of the individual members, their active contribution to its governance and on the basis of the required independence requirements.

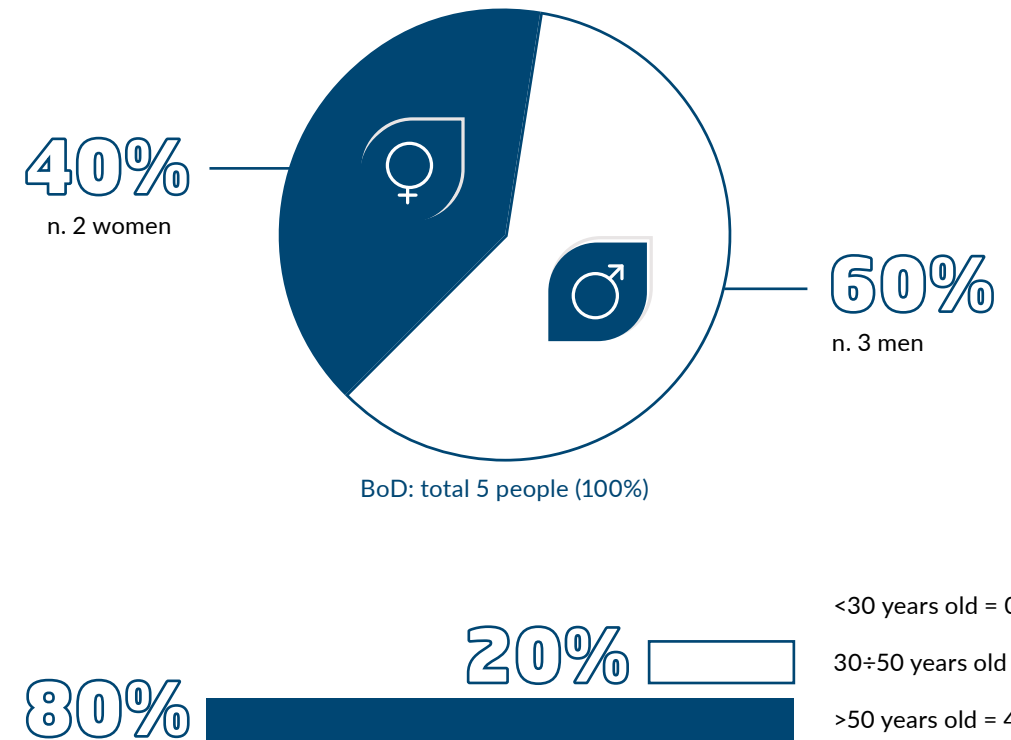
The directors are vested with the broadest powers for the ordinary and extraordinary management of the Company without limitation, with the power therefore to carry out all the acts they deem most appropriate for the implementation and achievement of the corporate purpose, excluding only those that the law and the Statute reserve to the shareholders' meeting. The current members of the Board of Directors were appointed on January 28, 2022 and will remain in office until the approval of the 2023 Financial Statements.

BOARD OF DIRECTORS

Giovanni Di Pascale	President and CEO
Cecilia Martucci	Adviser
Luca De Zen	Adviser
Marco Di Miceli	Independent Adviser
Laura Guazzoni	Independent Adviser

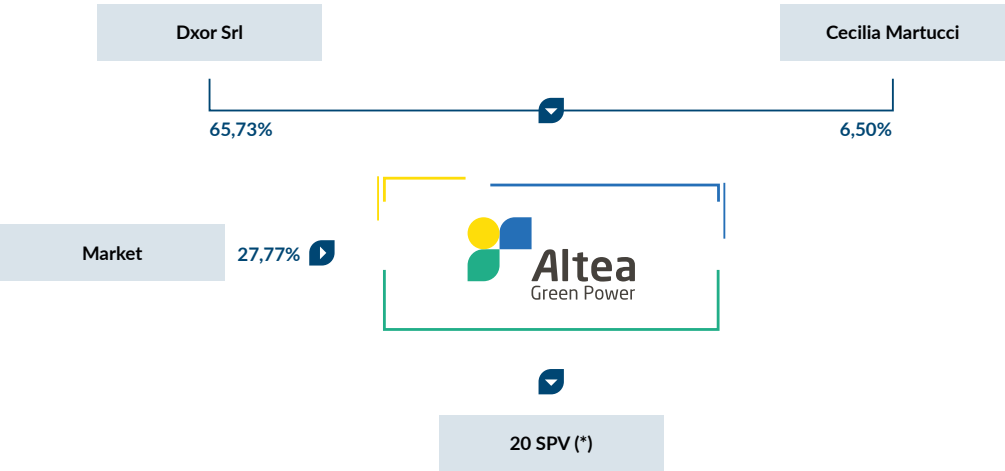
BOARD OF DIRECTORS IN NUMBERS

Diversity (gender - age class)



The Chairman of the Board of Directors is also the Chief Executive Officer and he is responsible for all the powers of ordinary and extraordinary management of the company which are not reserved to the competence of the Board of Directors by law or by the Articles of Association.

The Chairman also represents the majority shareholder of Altea Green Power, holding 65.73% of the company shares through the company Dxor S.r.l., as shown in the figure below.



The Board of Directors meets periodically to discuss the economic and financial performance of the Group and the commercial strategies of its business. Furthermore, the Board is informed, trained and approves the new projects that AGP undertakes in the field of sustainable development. Through the analysis and control of corporate procedures and audit activities on management systems, the Management controls and supports ESG processes.

The BoD delegates the executive function of managing the Group in terms of economy, environment and governance to the various company functions (which deal with sustainability aspects such as: anti-corruption, health and safety, environment, human resources, etc.). The management team frequently reports to the Board of Directors. the results on the management of the organization's ESG impacts through a collection of KPIs every six months and annually, or in relation to specific events, the Management Review is carried out.

The BoD then carries out independent assessments regarding the management of the organization's impacts on the economy, the environment and people through a punctual analysis of the critical issues encountered. Then, it identifies the procedural steps necessary to resolve any problem. All critical issues are communicated to the Board of Directors through a formal session with an agenda and discussion between the parties. During the reporting period in question, no particular critical issues were identified or communicated to the Board of Directors.

For the next few years, AGP. intends to provide, in regards to remuneration policies for the BoD, variable compensation based on the achievement of objectives related to the management of the impact of the company on the economy, the environment and people. Currently the remuneration of the C.o.A. are resolved in the Assembly and the remuneration policies for the members of the highest governance body do not envisage types of entry bonuses, severance pay and pension benefits.

* Special purpose vehicles used for development projects and authorizations which are then transferred to customers.

Board of Statutory Auditors

The Board of Statutory Auditors supervises compliance with the law and the Articles of Association, compliance with the principles of correct administration and in particular the adequacy of the organizational, administrative and accounting structure adopted by the company and its concrete functioning.

The Board of Statutory Auditors is made up of 5 members, appointed at the Shareholders' Meeting: a chairman, two statutory auditors and two alternate auditors.

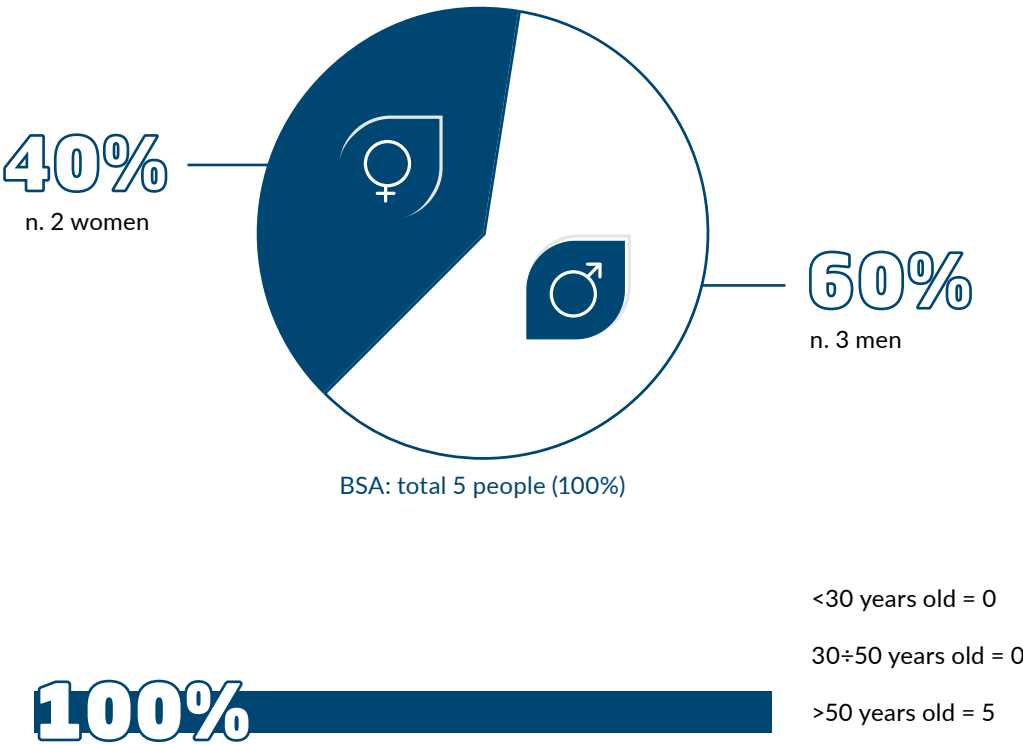
The existing Board of Statutory Auditors was appointed on January 28, 2022 and will remain in office until the approval of the 2023 Financial Statements.

BOARD OF STATUTORY AUDITORS

Fabrizio Morra	President
Franco Cattaneo	Auditor
Rosa Chirico	Auditor
Jolanda Fumia	Alternate auditor
Roberto Nicola	Alternate auditor

BOARD OF STATUTORY AUDITORS IN NUMBERS

Diversity (gender - age class)



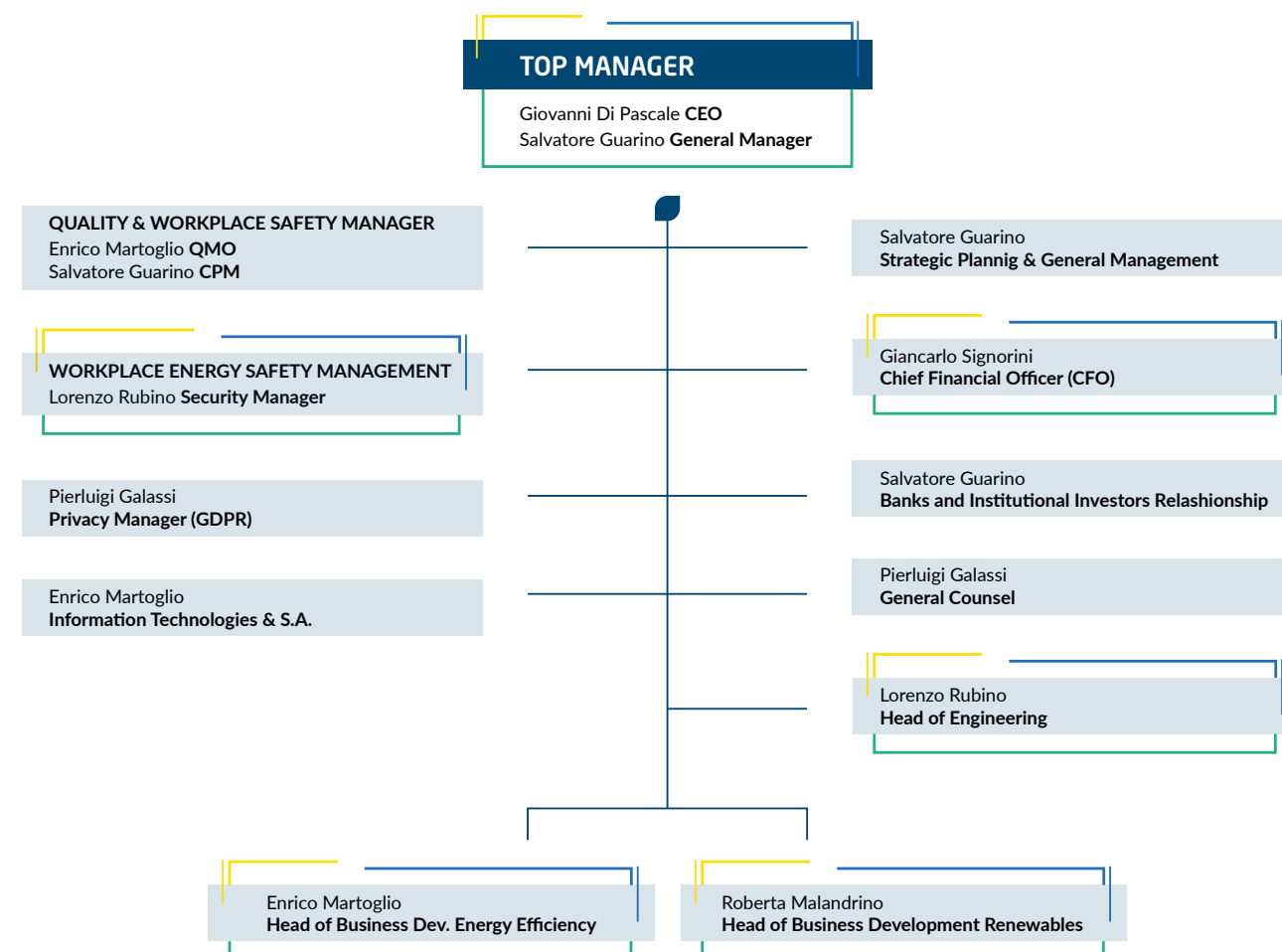
The organizational structure

The organizational structure clarifies the system of functions, powers, delegations, decision-making processes and corporate procedures, providing a clear identification of the duties and responsibilities of each with respect to corporate activities.

The organizational structure of Altea Green Power is strongly geared towards efficient management of the Company, as well as defining the principles of corporate organization, process and resource management.

In order to incorporate the commitments into its policies so as to develop responsible conduct of its business, Altea Green Power has an organization chart which shows all the figures, roles and responsibilities.

In particular, as shown below, the company organization chart is divided into the two main business lines: the division that deals with energy efficiency projects and the one that deals with the development of projects relating to renewable energy.



The Organization, Management and Control model pursuant to Legislative Decree n.231/01

Altea Green Power S.p.A. in order to guarantee in the exercise of its activities compliance with current legislation and the principles of clarity and transparency as well as to prevent corruption, has developed an Organization, Management and Control Model (hereinafter also MOG 231 or Model) in line with Legislative Decree June 8, 2001, n. 231.

Altea Green Power, therefore, through the implementation of this model, aims to promote legitimate behavior on the part of all employees and all those who in various capacities collaborate with the Group, in line with the objective of preventing the commission of crimes of the type of those envisaged by the decree and subsequent additions.

In order to create the OMM 231, AGP proceeded to assess the risks of committing the offenses contemplated by the Decree, identifying the sensitive areas and creating specific protocols analyzed in the Special Sections of the Model.

Lastly, a disciplinary system was set up to ensure compliance with the Model by all interested parties and a mechanism for disseminating the document to the various corporate levels and towards third parties was envisaged. In compliance with the principles of transparency and correctness in the conduct of corporate affairs, AGP has also adopted a Code of Ethics, an expression of the values and principles which inspire the company's business.

The adoption and effective implementation of the MOG 231 responds to the desire to guarantee solidity and continuity and is part of the continuous improvement process that the company pursues.



During the preparation of this Model, the Group took into account the control system already operating in the company, and deemed certain ones appropriate to meet the purposes of preventing the risk of committing the offenses contemplated by Legislative Decree 231/01.

The following elements were therefore examined:

Organizational structure

The company, managed by a Board of Directors as well as by a Board of Statutory Auditors, has developed and structured its entrepreneurial activity taking into account the need to ensure conditions of correctness and transparency in the conduct of business and corporate activities, to protect its market position and reputation.

Information System

AGP has internally adopted anti-virus software that prevents users from causing damage to information, data and computer programs, both used by the State and other public bodies, and used by private individuals. Through this system it is possible to minimize the risk of destruction or loss, even accidental, of the data, unauthorized access or unauthorized processing.

Code of Ethics

Expresses the set of values, duties and responsibilities that have been pursued over the years in conducting AGP's business and corporate activities, in compliance with company rules.

In implementation of the provisions of the law, the Board of Directors has taken steps to set up a single-member **Supervisory Body** made up of a third party with the requisites of autonomy, independence and professionalism. It was appointed by the Board of Directors on November 2, 2021 and will remain in office for three years, tacitly renewable.

To date, the O.d.V. has not received any reports, nor has it detected any incidents of corruption.

SUPERVISORY BODY (O.d.V)

Avv. Eleonora Pradal

As regards the issue of managing "conflicts of interest", in order to mitigate the possibility of similar situations occurring, Altea Green Power has addressed this issue within an internal anti-corruption policy, as well as in the Group's Code of Ethics, first of all establishing the commitment of each employee to prevent situations of conflict of interest from arising and, in the event that they arise or there is a potential doubt, to immediately report to the Supervisory Body (O.d.V.) independent and collegiate. Furthermore, in order to prevent or mitigate conflicts of interest, a **Related Parties Committee** (made up of 2 independent members) was set up. To date, there have been no conflicts of interest.

In the process of creating The Organization, Management and Control model pursuant to Legislative Decree no. 231/2001, a mapping of the risks was then carried out (which includes all the activities at risk linked to corruption). The assessment of the risks associated with corruption involved approximately 17 transactions relating to the commercial, administrative and areas related to Contractors and Consultants and due diligence analyzes were carried out on the categories most at risk. Furthermore, internal and external audits were carried out on the anti-corruption system and O.d.V. audits.

All the ethical-behavioral policies, as well as the MOG 231, the company policy and the company procedures have been communicated both to external collaborators through contractual clauses or document submissions, and to all employees through specific on-site

and/or online training.

In 2022, 12 members of the C.d.A. and 20 employees held a training session on anti-corruption policies.

During 2022 Altea Green Power did not detect any confirmed cases of corruption.

There is also an internal procedure for handling complaints and Whistleblowing through which stakeholders can make complaints and possibly ask for advice on the implementation of the organization's policies and practices to strengthen the development of responsible corporate conduct.

The Code of Ethics

The Altea Green Power Group is aware of the importance of its social and ethical responsibility towards individuals inside and outside the company and is determined to ensure maximum correctness in the conduct of its business and related company activities, also to protect its image and reputation.

The Code of Ethics was approved by the Board of Directors and is an integral part of MOG 231, it defines the fundamental standards of ethical and responsible conduct that must be followed on a daily basis by all persons present in the company and by all those who collaborate with/for it.

This Code was then adopted by each Group company.

AGP protects and promotes the value and development of human resources, also as an important factor of success for the company, in order to promote their full professional fulfillment on the basis of criteria of merit.

All subjects who work to achieve the corporate objectives, whether they are subjects in senior positions, or employees or collaborators and external consultants, suppliers and commercial partners, are required to comply with the Code of Ethics in the conduct of business and corporate activities. They must behave in a manner based on respect for the fundamental principles of honesty, moral integrity, correctness, transparency, objectivity and respect for the individual personality in the pursuit of corporate objectives and in all relationships with people and entities internal and external to the Company and related companies subsidiaries and/or affiliates.



Model 231 and the Code of Ethics are available on the company website:
www.alteagreenpower.com/corporate-documents

Management Systems

Altea Green Power, as a developer of renewable energy plants, has the will to direct its growth in a sustainable and ethical way, becoming the ideal partner to add value for its stakeholders. With this aim, the Group has structured its Management System over time in compliance with international standards, obtaining certifications.

In particular, in 2015 AGP obtained the certification as ESCo (Energy Service Company) **UNICEI 11352:2014**, certification necessary to operate in the energy efficiency market. Furthermore, with regard to anti-corruption, quality and health and safety issues, the Group has implemented a management system for the prevention of corruption, a quality management system and

a health and safety management system, certified respectively according to **UNI EN ISO 37001:2016** (anti-corruption), **UNI EN ISO 9001:2015** (quality) and **UNI EN ISO 45001:2018** (health and safety).

Thanks to this integrated management system, AGP ensures that the services provided to customers comply with specific quality requirements and is committed to providing a safe and healthy working environment, preventing work-related injuries and illnesses and to establishing a culture of integrity, transparency and compliance, implementing effective measures to prevent and deal with corruption.

By promoting the adoption of legal, ethical and transparent behavior internally, Altea Green Power obtained the renewal for the third consecutive year of the **Legality Rating** with a result of ★★+ by the Competition and Market Authority (AGCM).



Adhesion to external initiatives and Membership

Altea Green Power adheres to various sector associations, both in the industrial and energy fields. The associations to which it belongs are listed below.



Confindustria is the main association representing manufacturing and service companies in Italy. More than 150,000 small, medium and large companies voluntarily join Confindustria for a total of over 5,382,000 employees. The association's mission is to promote the affirmation of the company as the engine of the country's economic, social and civil growth. In this sense, it defines common paths and shares - in respect of the areas of autonomy and influence - objectives and initiatives with the world of economics and finance, national, European and international institutions, the PA, social partners, culture and research, science and technology, politics, information and civil society.



Unione Industriali Torino is a voluntary association of companies at the local level adhering to Confindustria, for the representation, protection, promotion and development of companies and their interests. The historical sectors of Turin's industry (metalworking, textiles, chemicals, tanning, graphics) which are strongly represented, have been joined by all the production sectors of goods and services (tourism and hotels, logistics and transport, energy), up to the more advanced ones (robotics, mechatronics, aerospace, information and communication technology, innovative service sector). In addition to its original trade union vocation, the Unione Industriali offers a vast range of services as well as related initiatives and bodies to provide support and ensure competitiveness for businesses.



Elettricità Futura is the main association in the Italian electricity sector.

It includes hundreds of small and large companies operating in the field and represents them within the Confindustria system and vis-à-vis national and European institutional stakeholders.

It allows electricity producers from renewable sources and conventional sources, distributors, wholesalers and service providers to associate in order to help create the basis for an efficient electricity market and to respond to the challenges of the future.

Elettricità Futura represents 70% of the Italian electricity market, it is made up of more than 500 operators who employ over 40,000 people and hold more than 76,000 MW of installed electricity between conventional and renewable and around 1,150,000 km of power lines.

Cybersecurity e Data protection

Altea Green Power has adopted a set of internal provisions and self-regulation standards, in accordance with the company values regarding the protection of personal data.

In particular, the Group adopted the following principles inspired by European Regulation 679/2016 (GDPR):

- **Confidentiality:** guarantee of the protection of data related to the personal sphere of all interested parties requested by the organization;
- **Protection:** maximum commitment to the protection of personal data of all interested parties in the sphere of activities carried out by the organization;
- **Safeguard:** respect for the fundamental freedoms guaranteed by the Constitution in the exchange of data and information.

To date, no disputes or complaints from external parties or from regulatory bodies have been received by the Company relating to violations of the law, the rights of the interested parties and the personal data of which the Company is the data controller.

Altea Green Power has not registered any proven complaints received regarding violations of customer privacy nor have there been any leaks, thefts or losses of sensitive data.

Regulatory Compliance

During 2022, as in the previous year, no events occurred that gave rise to sanctions and/or disputes for non-compliance with environmental laws, norms, regulations. Similarly, at the draft date of this Sustainability Report, there are no environmental disputes.

There have been no complaints from external parties or from regulatory bodies have to date been received by the Company for non-compliance with laws and regulations in the social and economic field, nor have any sanctions been imposed for violations of the regulations on plant safety, industrial and intellectual property, in marketing activities, or for anti-competitive behavior.

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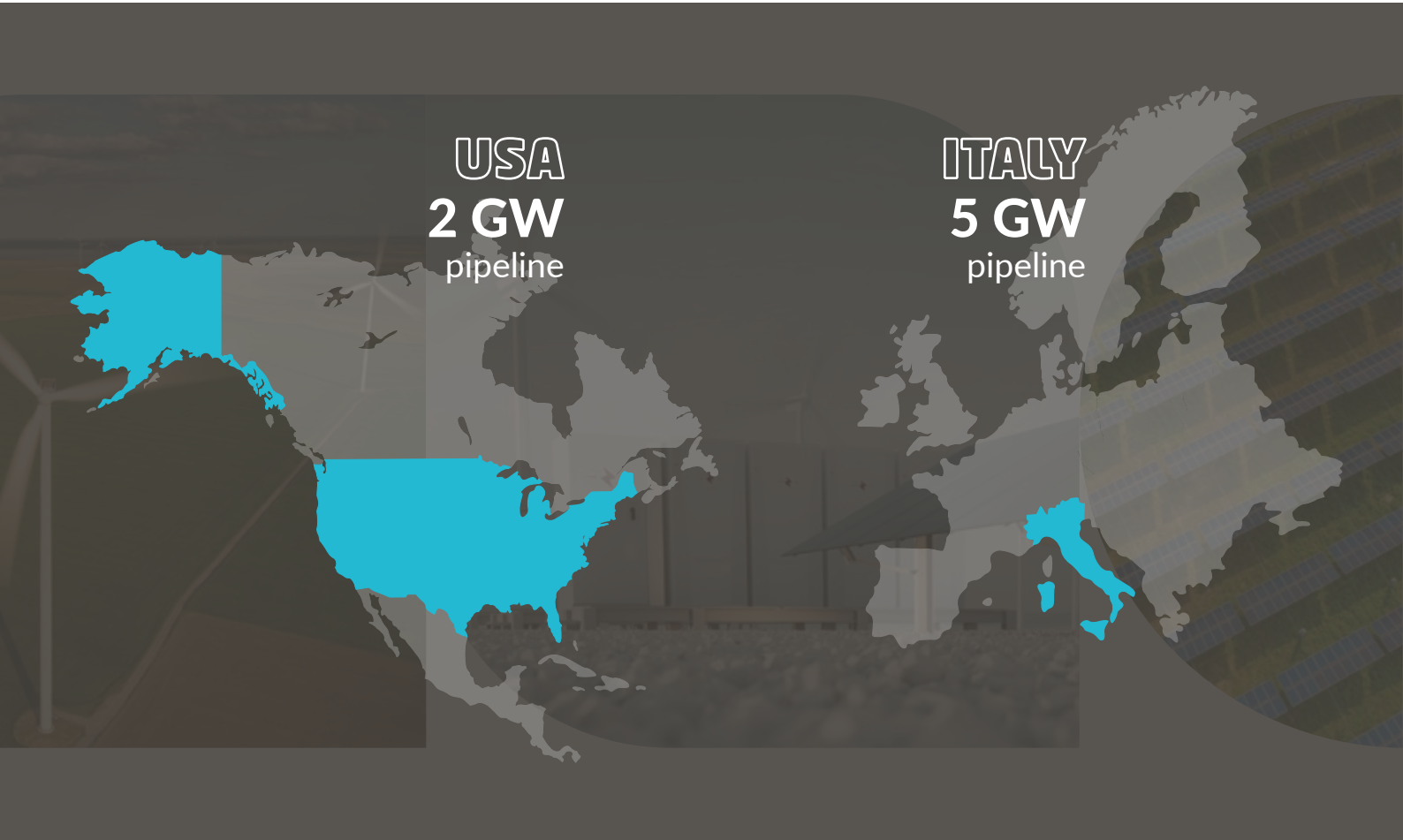
Infrastructural Capital



The Infrastructural Capital of AGP consists of sites that can be developed under the Co-Development division of AGP. As of December 31, 2022, Altea Green Power had the availability to develop sites for over 800 MW divided between wind and photovoltaic and over 2 GW of Bess Storage, in addition to those sold to the customer Aer Soléir. These data, in line with the plan forecasts, express the regularity of Altea Green Power's action in this line of business which today covers over 90% of the production value with an average profitability of over 35% and ensures a pipeline of activities until 2027.

The co-development activity in the traditional photovoltaic and wind renewable energy sectors was effectively supported by the diversification towards the sector of "Storage BESS" plants functional to the needs of the national electricity grid. During the 2022 financial year, the company added a second and a third group of sites to the first portfolio of 500 MW, for another 1.5 GW, located in various regions of Italy. The two additional portfolios of "Storage BESS" projects are included in two specific corporate vehicles: Green BESS S.r.l. and Blue BESS S.r.l. In July 2022, the company signed an agreement with the Irish Aer Soléir, for the sale in co-development of a plant with a power of 510 MW. Aer Soléir is owned by the US fund Quantum Energy, one of the world's leading operators in the alternative energy and storage sector, the total power will be 510 MW. The profitability expected from this agreement is a margin of more than 40% for a contract whose total value exceeds €40 million. The agreement also provides an option of designing and building the plants once the authorization procedures have been completed. In terms of size and location of the sites, it is one of the most important storage contracts signed in Italy and a significant acknowledgment of the company's ability to process development opportunities faster than market scenarios. The option obtained, relating to the possibility of carrying out the work subsequent to the build, represents a recognition- by an operator of such a high international level- of the technical, design and construction capabilities of Altea Green Power.

PIPELINE OF SITES THAT CAN BE DEVELOPED TO DATE



Through the EPC division, AGP participated in the construction of energy production plants from solar and wind sources. A photovoltaic system is an electrical system essentially made up of several photovoltaic modules that use solar energy to produce electricity through the photovoltaic effect. The photovoltaic modules connected to each other (series and parallel) and the use of the inverter which converts the direct current produced by the photovoltaic generator into alternating current output.

In wind farms, the kinetic energy of the wind is transformed by the wind turbines into rotational mechanical energy. This conversion is carried out through the rotor (or turbine), made up of blades connected, via the transmission shaft and a speed multiplier, to an electric generator. Therefore, the mechanical energy is transformed by the generator into electrical energy. The electrical power output from the generator, before being fed into the grid. It is converted into medium voltage by a transformer. The electricity thus created is transported to the grid through cable ducts.

Below is a rendering of the future BESS system that will be installed in Rondissone, Italy.

RENDERING OF THE FUTURE BESS SYSTEM (RONDISSIONE - ITALY)



Research and Development

Since its foundation, AGP has been conducting Research and Development projects. Although most of the technologies used in renewable source plants are by now consolidated, AGP is developing innovative solutions in the accumulation system and, in relation to energy efficiency, processes and software for the management of orders also filed with SIAE (Italian Society of Authors and Publishers).



4.

Relational Capital



Customer Relations

AGP addresses its range of products to different types of customers, depending on the reference division:

- in regards to the Co-development division, large operators that develop, build, and maintain large renewable energy plants, such as the Spanish company Iberdrola, the Israeli company Enlight and the Irish company Aer Soléir;
- in regards to the EPC and Energy Efficiency division, both small and medium-sized enterprises; both condominiums and residential complexes.

Main customers of the Co-Development division

AGP, within the Co-development division, is engaged in the development of projects for photovoltaic and/or wind power plants through the management of specially created vehicle companies (SPVs). Within the Co-Development division, AGP focuses on large sites, thus selecting a small number of customers of primary international standing, such as large operators who develop, build and own large energy plants from renewable sources.

Customers decide to rely on Antea due to its significant presence in the area, as well as for its knowledge of authorization practices.

The main customers of AGP's Co-development division are:

Enlight

Founded in 2008, it was listed on the Tel-Aviv Stock Exchange-125, with over 98% of shares held by the public. Enlight is a leader in the development, financing, installation and operation of renewable energy projects. The company has operations in Israel and Europe, through a diversified portfolio of operating wind farms under construction and pre-construction of more than 2GW, with more than 2.3GW under development. Enlight has historically recorded growing revenues, realized through the sale of electricity generated by its parks; in parallel, it has diversified its business towards new markets and segments related to renewable energy.

Source: www.enlightenergy.co.il, 2021

Iberdrola

A Spanish company listed on the Madrid Stock Exchange which, like Enlight, builds large renewable energy parks. Iberdrola is one of the leaders in the energy sector, producing and selling energy for approximately 100 million people in the countries where it operates. Iberdrola owns renewable parks all over the world and, starting from 2017, also in Italy. Iberdrola has planned investments of 75 billion euros in the period 2020-2025 for the development of 60 GW of new installed capacity, doubling the current capacity. AGP collaborates with Iberdrola mainly for the joint development of photovoltaics and wind farms.

Source: www.iberdrolaespana.com, 2021

RP Global

A private Austrian company, based in Vienna, with around 30 years of experience in the international renewable energy sector (hydro-electric, solar and wind energy), operating as a developer, investor and plant operator. To date, RP Global has developed over 35 power plants-both wind and hydroelectric-worldwide with a total installed capacity of approx. 6,000 MW and approx. 500 MW.

Source: www.rp-global.com, 2021

Aer Soléir

Incorporated under Irish law, based in Dublin, operating in the photovoltaic and storage sector at an international level. Aer Soléir is a US affiliated company named 547/Quantum Energy having an asset portfolio of 17 billion dollars invested in green assets. Altea Green Power is currently developing both PV and storage projects with this Irish company.

AZA

Incorporated under Italian law, listed on the Italian Stock Exchange, which deals with energy, water and the environment, with a circular use of natural resources. It builds and manages plants powered by renewable energy and is the leader in the Italian market. Altea Green Power is currently developing photovoltaic projects in Puglia with this company.

Customer management in the Energy Efficiency division

For the offer of the Energy Efficiency division, AGP proceeds with the identification of customers and direct sales to customers. These customers are acquired through the internal sales office, or through partnerships with professional firms (technical firms, surveyors, etc.). These partners receive a commission.

Once the customer has been acquired, AGP prepares a pre-contract, which is completed and signed by the customer, and, subsequently, the Company organizes an inspection of the property with the technicians (a heating technician and a surveyor - architect), aimed at drafting a feasibility study (e.g. required interventions, obtaining credit, energy leap, etc.).

Based on the type of situation, AGP assesses whether:

- prepare a quote for the customer for the entire intervention (based on the feasibility study), and then modify any variations during construction, if envisaged in the subsequent project;
- prepare an intermediate estimate only for the executive planning part of the intervention.

If the customer accepts the proposed solution, AGP takes care of preparing the design documentation, and then takes the defined solution to the customer for approval.

The ethics of business relations

In line with the fundamental values described in the Code of Ethics and being aware of the fact that each customer has different needs and expectations, AGP bases relations with all customers on the strictest compliance with current legislative provisions and existing internal procedures, as well as with the principles of integrity, honesty, respect and mutual trust. Professionalism, transparency, independence and fairness are the cornerstones for the relationship between AGP and the customer.

In fact, AGP has the objective of guaranteeing the highest quality of the products supplied through the continuous improvement of the processes carried out. During 2022, the company maintained close attention to the issue of safety; a fundamental aspect both in the pre-construction phase and on the construction site. The company is in charge of the management and coordination of worker safety.

Furthermore, AGP communicates information to its customers in a clear manner, basing the relationship between the parties on principles of collaboration, courtesy and efficiency. The information of the personnel responsible for negotiations and relations with customers is communicated with truthful, complete and accurate information about Altea's proposals in order to allow its customers to make an informed and rational decision.

Finally, it is forbidden to provide services or grant benefits of any kind in favor of representatives of commercial partners that are not adequately justified in the context of the relationship established with them.

For AGP it is of primary importance that the market is based on fair competition, therefore, it strictly complies with the laws on the matter.

Quality, safety and reliability of the installed products

The system adopted by AGP focuses on processes and goals to ensure the highest level of quality for its customers and guarantees maximum transparency in the execution of the various phases of the projects, which means customized and complex solutions on schedule. AGP is in possession of the ISO 9001:2015 certification for its Quality Management System, which covers the entire product life cycle, from Research & Development to the sales phase, from delivery and installation to after-sales assistance. The Quality System was designed to achieve a centrality for the design control, a fundamental step in defining the quality of the final product and to be able to adapt to market specificities. The AGP Quality System also makes it possible to guarantee legislative regulations and international quality and safety standards starting from the design up to the internal and external production processes and the packaging of the products or provision of services. To guarantee the quality and conformity of the products/performances and procedures, AGP has developed an internal audit plan, as well as a test system to validate the quality and safety of the product.

ASSESSMENT OF IMPACTS ON HEALTH AND SAFETY	2022	2021
Co-Development	NO	NO
Efficiency	YES	YES
EPC	YES	YES
Total	67%	67%

In the two-year period, the company has not found any cases of non-compliance with the regulations and/or self-regulatory codes on health and safety. Furthermore, to guarantee quality and safety for the end customers, the products used and installed by Altea Green Power S.p.A. have a set of certifications to guarantee compliance with national, European, and global directives.

Customer satisfaction

In Altea Green Power, customer satisfaction is monitored through a set of indicators capable of detecting the quality provided and the perceived quality over time. The tools used for these surveys are:

- management and minimization of complaints and disputes, such as non-payments due to technical/quality problems;
- containment of warranty costs;
- measurement and monitoring of quality problems and delivery times for the products and services provided.

Customer privacy and customer data loss

No objection or complaint has been received from Customers regarding privacy, relating to violations of the legislation on the protection of personal data that AGP treats as Data Controller or Data Processor. No information security incidents, classifiable as data breaches, such as disclosure, theft or loss of customer data have been recorded.

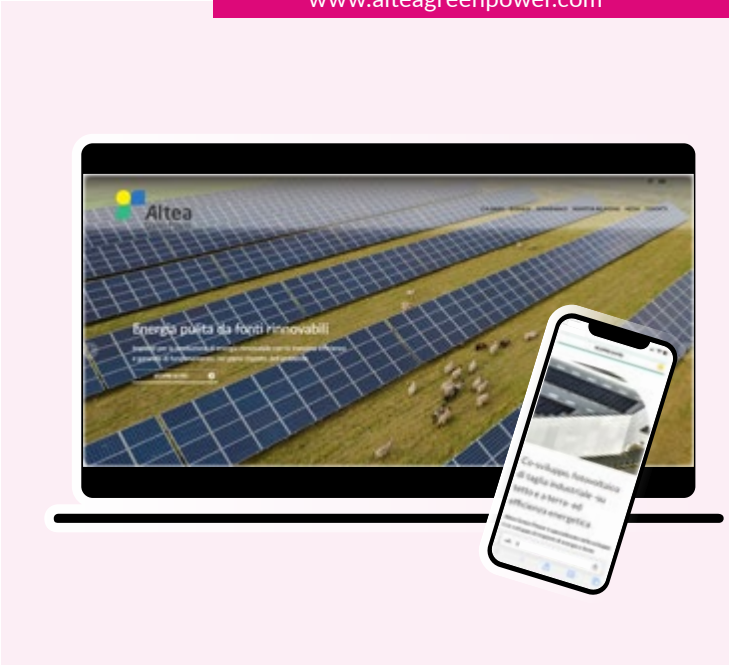
The communication

The Group' uses different means of communication, alternating between institutional communication: press and website, with the major trade fair events in the energy sector. The marketing and communication activity is carried out by a dedicated staff and aims to further increase the awareness of the brand and the products on the national and international markets.

COMMUNICATION



www.alteagreenpower.com



FAIR ENERGY SECTOR



Suppliers: supply chain management

As with customers, AGP suppliers are different depending on the division.



Co-Development Division

Within the Co-Development division, AGP makes use of a network of agencies, developers and professionals, with the role of partner. In particular, AGP makes use of 5 external partners linked to the Company by agency contracts; the agents are remunerated not only following the acquisition of the site, but also for the activity carried out during the authorization process. AGP grants mandates that are broader than the standard ones and customized incentive systems aligned with the best market standards, creating loyalty, motivation and a stimulating work environment. The Company adds its own skills to the external structure, above all with regard to projects located in Southern Italy, in which AGP has gained extensive experience and knowledge in regards to the most appropriate sites in which to invest.

Supplier selection criteria

Altea Green Power in line with the approved Code of Ethics, manages relations with suppliers with loyalty, correctness, and professionalism. It encourages continuous collaborations, and builds solid and lasting relationships based on trust. The selection of suppliers and the determining conditions for the purchase of goods and services take place on the basis of objective and impartial assessments, based on quality, price and guarantees provided.

The assessment of A.G.P. suppliers are regulated by the "Procurement Process" procedure. The purchasing officer, supported by the Quality Manager, sends the information questionnaire or carries out an audit of the supplier which is useful for collecting the information necessary for the subsequent qualification process.

Based on the results obtained from receiving the questionnaire (if available) or the audit, the Purchasing Manager inserts the supplier in the Supplier List and Evaluation, providing answers in the appropriate fields to the established qualification criteria.

Every six months, the purchasing officer checks the list of qualified suppliers/contractors and the supplier master data from the management software.

At the end of the year, for suppliers who have led to the issue of Non-Conformities, the Purchasing Director assisted by the Quality Manager enters the data relating to the number of anomalies in relation to the supplies into the file. This generates a new score which determines whether the supplier remains on AGP's list or its elimination.



Energy Efficiency and E.P.C. Division

Altea Green Power builds energy efficiency plants/ activities, with the aim of offering companies a service by acting as a general contractor for the construction of plants and providing turnkey solutions.

The service offered by Altea Green Power ranges from the feasibility analysis of the plant, up to the realization of the works by making use of local sub-suppliers and taking care of coordinating the works and supervising the construction sites.

In order to be included in the Company's Supplier Qualification system, all suppliers, both new and historical, are subjected to a formal assessment. The main requirements are:

- environmental (environmental protection, sustainability, etc.);
- relating to the health and safety of workers;
- ethical (social responsibility, anti-corruption, etc.);
- relating to economic and financial strength and solidity;
- related to product quality;
- relating to current regulations (for example, health and safety at work, the work environment, social security and welfare contributions).

Below is the number of suppliers assessed according to ESG criteria of Altea Green Power:

SUPPLIERS	2022	2021
Supplier Total (no.)	351	212
of which Total New Suppliers (no.)	211	117
Suppliers assessed according to ENVIRONMENTAL CRITERIA (no.)	43	-
Suppliers assessed according to SOCIAL CRITERIA (no.)	43	-
Suppliers assessed according to environmental criteria (%)	12%	0%
Suppliers assessed according to social criteria (%)	12%	0%

The type of suppliers

The suppliers of AGP mainly deal with the procurement of raw materials, components and the provision of services.

The details of the purchases of each category of suppliers are shown below:

TYPE OF GOODS/MATERIALS/MP/SEMI-FINISHED PRODUCTS/COMPONENTS PURCHASED (in €/000)	2022	2021
Services	6,489	2,465
Raw Material	661	144
Other	645	434
Total	7,795	3,042

The tables on the next page show specific information on the Group's suppliers.

With reference to FY 2022, approximately 99% of these suppliers are located in Italy, of which 34% in Piedmont.

SUPPLIERS	2022		2021	
	n.	% of total	n.	% of total
Number of LOCAL Suppliers	119	33.9%	83	39.2%
Number of Suppliers located in ITALY (net of Premises)	230	65.5%	118	55.7%
Number of Suppliers located in EUROPE	2	0.6%	9	4.2%
Number of Suppliers located in AMERICA	-	0.0%	-	0.0%
Number of Suppliers located in ASIA	-	0.0%	1	0.5%
Number of Suppliers located in THE REST OF THE WORLD	-	0.0%	1	0.5%
Total Suppliers	351	100%	212	100%

The table below shows the overall expenditure of AGP towards suppliers, broken down by geographical area. In the last fiscal year, the budget spent on AGP suppliers was concentrated mainly in Italy (91%) and in Europe (9%). In total, the Group spent almost 7.8 million euros in 2022 on purchases from suppliers.

BUDGET SPENT ON SUPPLIERS	2022		2021	
	€/000	% of total	€/000	% of total
Budget spent on LOCAL Suppliers	2.862	36,7%	1.390	45,7%
Budget spent on Suppliers in ITALIA	4.248	54,5%	1.646	54,1%
Budget spent on Suppliers inEUROPA	685	8,8%	6	0,2%
Budget spent on Suppliers in AMERICA	-	0,0%	-	0,0%
Budget spent on Suppliers inASIA	-	0,0%	-	0,0%
Budget Spent on Suppliers located in THE REST OF THE WORLD	-	0,0%	1	0,0%
Total Suppliers Budget	7.795	100%	3.043	100%

Relations with the territory

Altea Green Power intends to develop its commercial, research, industrial and/or experimental development activities in a context of collaboration and development of synergies with companies, universities, public and private research organizations in the area.

Collaborating with organizations that are innovative, working to share technologies, knowledge and research specifically in the energy field.

In particular, the process of selecting Altea Green Power junior employees involves the involvement of local training bodies, universities and local high schools.



Collaboration project with the non-profit association “La Band degli Orsi”

In 2022 a collaboration project was launched with the non-profit association "La Band degli Orsi", which provides hospitality to families with children admitted to the Gaslini hospital in Genoa, Italy. Altea Green Power will provide the free installation of a photovoltaic system which will significantly reduce energy costs.



An aerial photograph of a large-scale solar farm. The solar panels are arranged in neat, parallel rows across a flat, open landscape. To the left of the solar farm, there is a dense forest of tall, thin trees. A dirt road or path runs diagonally through the scene, separating the solar farm from the forest. The overall lighting is warm, suggesting a golden hour or a high-contrast, filtered light effect.

5.

Economic-Financial Capital

Management performance

During the 2022 financial year, Altea Green Power achieved extremely significant results on **its path of growth and business diversification**. In a challenging context, Altea Green Power has continued to develop as a leader in the sector for its growth.

The **co-development activity** in the traditional photovoltaic/wind renewable energy sectors was effectively supported by the diversification towards the sector of BESS Storage systems, functional to the needs of the national electricity grid. During the year, the Organization added a second and a third group of sites to the first portfolio of 500 MW, for another 1.5 GW, located in various regions of Italy. The data, in line with the plan forecasts, express the regularity of Altea Green Power's action in this line of business which today covers over 90% of the production value with an average profitability of over 35% and ensures a pipeline of activities until 2027.

In July 2022, Altea Green Power signed an agreement with the Irish company **Aer Soléir**, for the sale in co-development of a plant with a power of 510 MW. Aer Soléir is owned by the US fund Quantum Energy, one of the world's leading operators in the alternative energy and storage sector.

Another extremely interesting aspect of Altea Green Power's work during the year was the development of the US market. An area with very strong potential. The development model adopted focused, in the initial stages, on the search for sites and the subsequent finalization of functional activities to achieve the ready to build.



The other two business lines, **energy efficiency and EPC**, suffered a slowdown during the year. For energy efficiency A.G.P. has completed the activities undertaken in previous years. Due to a strong uncertainty tied to energy bonuses, the Company chose to increasingly oriented itself towards industrial activities, at market conditions. EPC activities are also experiencing a slow-down given a market, in this economic phase, which is not very attractive in terms of profitability.

The main economic dimensions relating to the three business lines are shown below:

VALUE OF PRODUCTION (in €/000)	2022	%	2021	%	Var.	%
Production value	16,725	100%	6,217	100%	10,508	169%
EBITDA	6,160	37%	2,146	34%	4,014	187%
EBIT	5,997	36%	2,131	34%	3,866	181%

As evident, the value of the production invoiced compared to the previous year increased by over 169%. This is above all thanks to the start of the co-development work on the storage sites which, according to the original plan, had been hypothesized after 2023.

The economic value generated and distributed

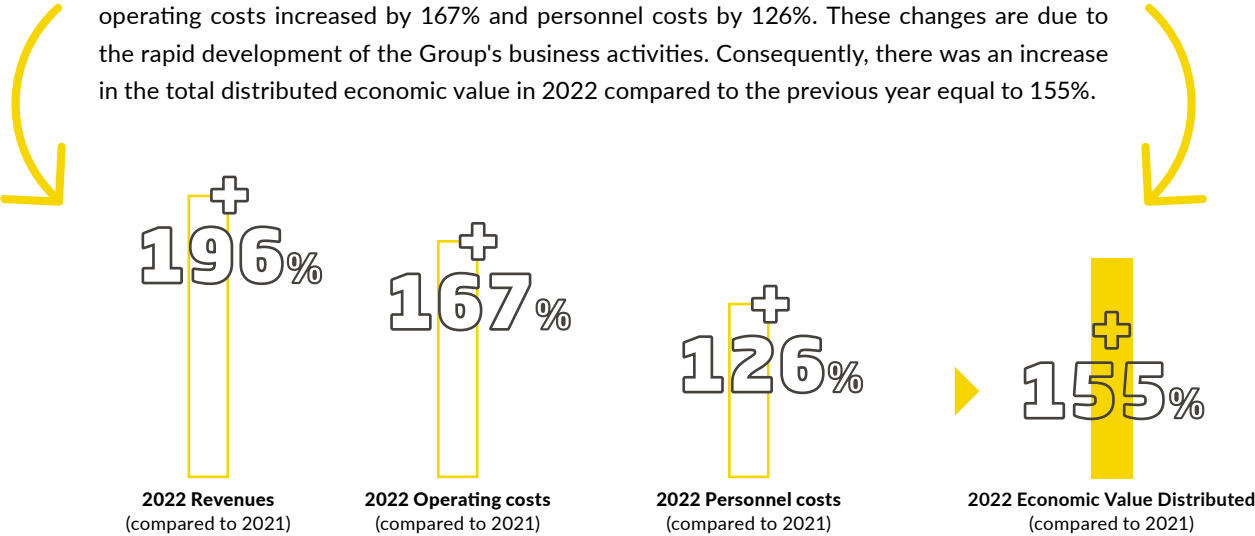
VALUE ADDED (in Euro/000)	2022	2021
Revenue	16,026	5,792
Other proceeds	798	425
Financial income	149	-
Total Economic Value Generated	16,972	6,217
Operating costs	9,500	3,557
Staff remuneration	1,163	514
Remuneration of lenders	194	371
Investor Remuneration	-	-
Remuneration of the Public Administration	1,834	536
Total Economic Value Distributed	12,691	4,978
Economic Value Withheld	4,281	1,239

The statement, which highlights the value generated and distributed, is drawn up on the basis of the consolidated income statement for the reference period, with the aim of highlighting the economic value directly generated by the Group and its distribution to internal and external stakeholders.

The **Economic Value Generated** refers to the net revenues of Altea Green Power (Revenues, Other operating income, net of credit losses), while the **Economic Value Distributed** includes the costs reclassified by category of stakeholder and any dividends distributed.

The **Withheld Economic Value** relates to the difference between the Economic Value Generated and the Economic Value Distributed, and includes the depreciation of tangible and intangible assets and provisions.

As it can be seen from the table above, the values between 2021 and 2022 varied significantly for almost all items: revenues increased by 196%, just as costs increased significantly. The operating costs increased by 167% and personnel costs by 126%. These changes are due to the rapid development of the Group's business activities. Consequently, there was an increase in the total distributed economic value in 2022 compared to the previous year equal to 155%.



Tax Management

Altea Green Power works hard to follow all financial legislation and tax laws, ensuring that the law and the norms are fully observed. In cases in which the fiscal discipline raises interpretative doubts or application difficulties, a reasonable interpretative line is pursued, making use of the advice of qualified external professionals.

AGP's tax office is in Italy, where the Parent Company resides. Altea Green Power Group's approach to taxation is based on transparency and total compliance with local regulations. Strict attention is paid to assure there is no tax evasion at national and international level: the shares held in foreign companies, in fact, are not used for the planning of an international tax policy aimed at favoring taxation in countries with less tax burden.

The governance of tax control is entrusted to the Administrative Department which, also through the support of external consultants, supervises the correctness of the transactions and applies the correct tax regulations.

All requests made to Altea Green Power by the tax authorities are managed within the correct information flow with an approach by the Group that aims to respond promptly and punctually: tax data and their details are regularly shown in the annual financial statements financial year and in the relative Explanatory Notes and therefore made available to shareholders and all stakeholders.



During 2022, no tax disputes were registered and, as of the date of this document, there are no significant tax disputes pending.

It should also be noted that in 2023 the Group adhered to the National Tax Consolidation option.

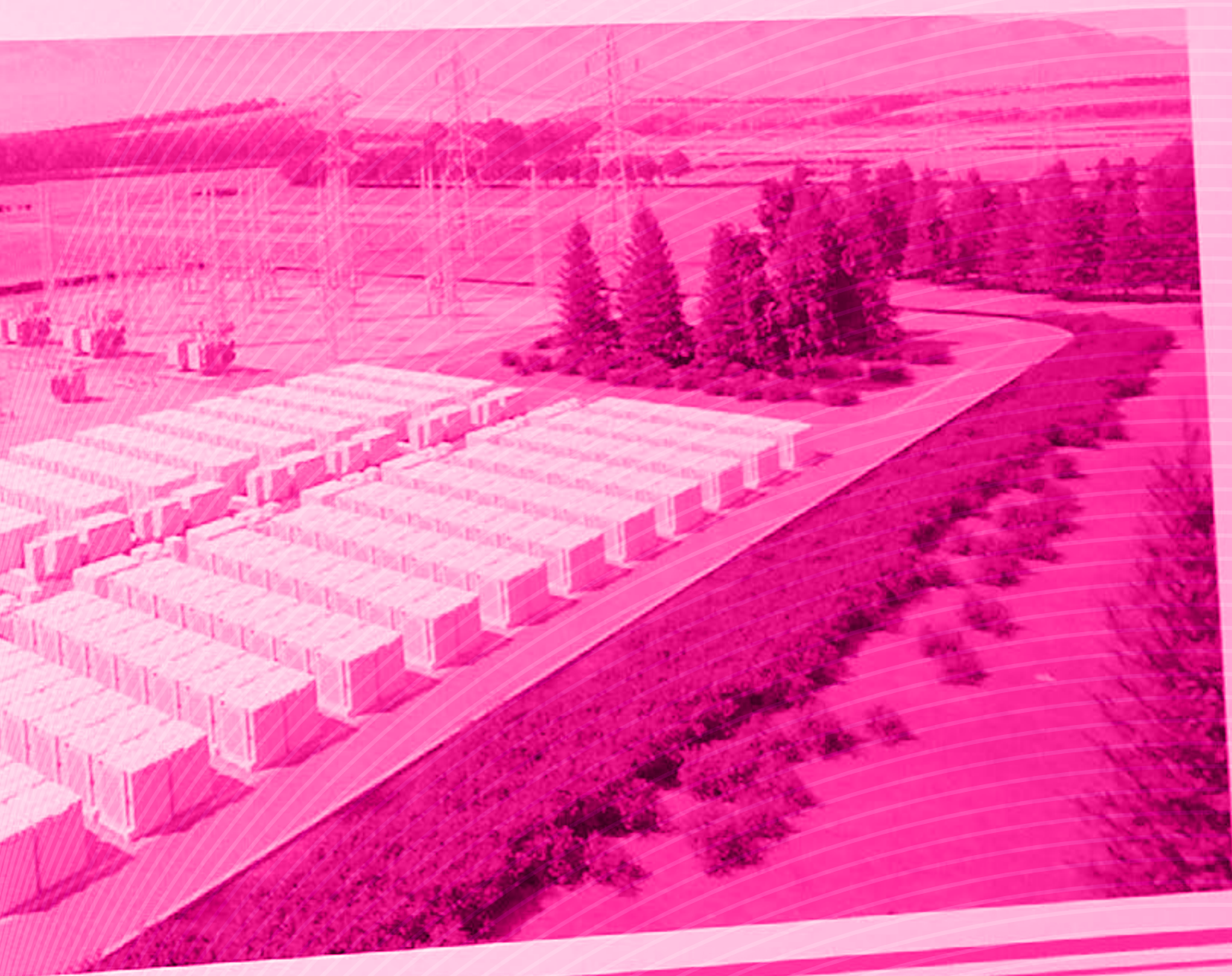
Based on this instrument, the taxable income, for IRES purposes only, is ascertained with reference to a single group tax base and a single consolidated income statement presented by the consolidating company, within which the taxable income of the companies included in the consolidation are added algebraically and subject to specific adjustments in accordance with the law, thus allowing any tax losses produced by certain companies to be used immediately, within the Group, to reduce the taxable income produced by others.

The exercise of the Option will produce its effects for three financial years starting from the financial year that will end on December 31, 2023 and will be tacitly renewable, except for causes of cancellation or early interruption.



6.

Human Capital



Altea Green Power considers **people** as a strategic resource for the company, the key factor for achieving its goals.

With its work, AGP intends to promote the value of its employees by providing the tools and resources to further develop their professional skills. This additionally benefits the company and, more broadly, all of the Stakeholders.

Correctness, competence, professionalism, earnestness and technical preparation represent the characteristics required of its employees. Furthermore, it is required that all staff, regardless of position or title, actively collaborate to maintain values such as respect for human rights within the Group, guaranteeing optimal working conditions for everyone.

Personnel management is inspired by the principles of correctness and impartiality, avoiding favoritism or discrimination, respecting the professionalism and skills of the worker. At the same time, in pursuing the Group's objectives, the worker must operate in full awareness that ethics represent a primary interest for AGP, and therefore, its actions must comply with the Organisation, Management and Control Model pursuant to Legislative Decree no. 231/2001 adopted, and the existing company regulations. To this end, these documents are made available to all employees.

Personnel selection processes

Management believes that proper management of human resources is an essential condition for the achievement of the commitments undertaken and the objectives assigned annually to the entire organization. Both in the selection phase of new personnel and in cases of internal job changes, there is generally a need to guarantee an adequate level of knowledge and development of skills.

To this end, a procedure is being defined that aims at sharing a wealth of knowledge and skills with all employees. The objectives, rules, and operating methods have been established by the Management itself (supported by others, where necessary), and the information is disseminated through specific technical training activities, which can positively influence the performance of the organization.

The selection process

The selection process plays a fundamental role for the Group as it is intended to identify candidates with specific skills, such as professionalism, earnestness, and technical preparation. The result of this process takes the form of identifying profiles corresponding to the needs of the Company, and who share the ethical principles and values



The growth of people is one of the most pursued corporate values, from the recruiting phase and throughout their stay in the company, thanks to the organization of initiatives aimed at strengthening the bond between the company and its employees.



of honesty and loyalty, which Altea Green power inspires. In particular, the company directs the selection of personnel towards two types of professionals:

- professionals with a managerial approach, capable of managing resources efficiently;
- figures specialized in certain activities relating to the company's core business.



*The selection process is carried out in full respect of equal opportunities without any discrimination, avoiding favoritism, and any form of facilitation or clientelism: **the choice is based exclusively on objective criteria of professionalism and competence.***

Altea Green power's Human Resources department takes care of evaluating candidates, basing its selection on the candidate's curricular processes and skills. The HR department also evaluates candidates based on their attitude, motivations and aspirations. The information requested during the selection phase is strictly connected to the verification of the characteristics necessary for the professional and/or psycho-aptitude profile, in respect to the private sphere and personal opinions. Altea ensures the protection of equal opportunities for all interested parties.

The staff of A.G.P. involved in the personnel evaluation and selection process are required to be impartial in the treatment of candidates participating in the selection process, independent in the performance of their duties, avoiding situations that could generate a possible conflict of interest and protect the confidentiality of the information acquired during the selection.

Once the selection process has been successfully concluded, the candidate is accompanied through an **on-boarding process that is differentiated according to their professional profile.**

During 2022, all Altea Green Power employees received a performance and professional development assessment.

Diversity, equal opportunities and welfare

Altea Green Power promotes an inclusive corporate culture aimed at ensuring respect for equal opportunities by considering the value of each person regardless of their gender, sexual orientation, disability, ethnic origin, nationality, political opinions and religious beliefs, ensuring at all times the principle of impartiality.

In compliance with the principles of the Code of Ethics, Altea Green Power explicitly pays attention to the sustainable management of its human resources, in line with the criteria of merit and the results achieved, guaranteeing equal treatment and condemning any discriminatory or harmful attitude or behavior towards the person, the dignity of the worker, their beliefs or personal identity.

All Altea Green Power people are called to promote and maintain a climate of mutual respect, both in the workplace and outside, always having regard for the sensitivity of others.

In particular, AGP is aware that the percentage of female professionals in the sector it belongs to is limited. Therefore the Company works to promote gender equality and the professional growth of women within Altea Green Power.

The employees

NUMBER OF EMPLOYEES ¹	2022	2021
Women	10	7
Men	16	13
Total Employees	26	20

In 2022, the total number of Altea Green Power employees grew by 30% compared to 2021, for a total of 26 people. The increase in the number of employees is mainly due to the ever-expanding business activity: co-development projects and energy efficiency activities increased steadily over the two-year period.

The staff is mainly made up of professionals in the energy sector involved in the development of renewable energy projects.

All of Altea Green Power's employees are hired exclusively with a regular employment contract, through the **National Collective Labor Agreement for metalworkers**, in compliance with the laws and regulations.

Forms of employment

NUMBER OF EMPLOYEES BY TYPE OF CONTRACT/BY GENDER	2022			2021		
	Women	Men	Total	Women	Men	Total
Open-ended/permanent	8	14	22	7	12	19
Fixed-term	2	2	4	-	1	1
Total Employees	10	16	26	7	13	20

To respond positively to the personal and family needs of employees, the possibility of taking advantage of flexible working hours is provided and part-time work is offered, even though the majority of employees (about 85%) have a full time contract.

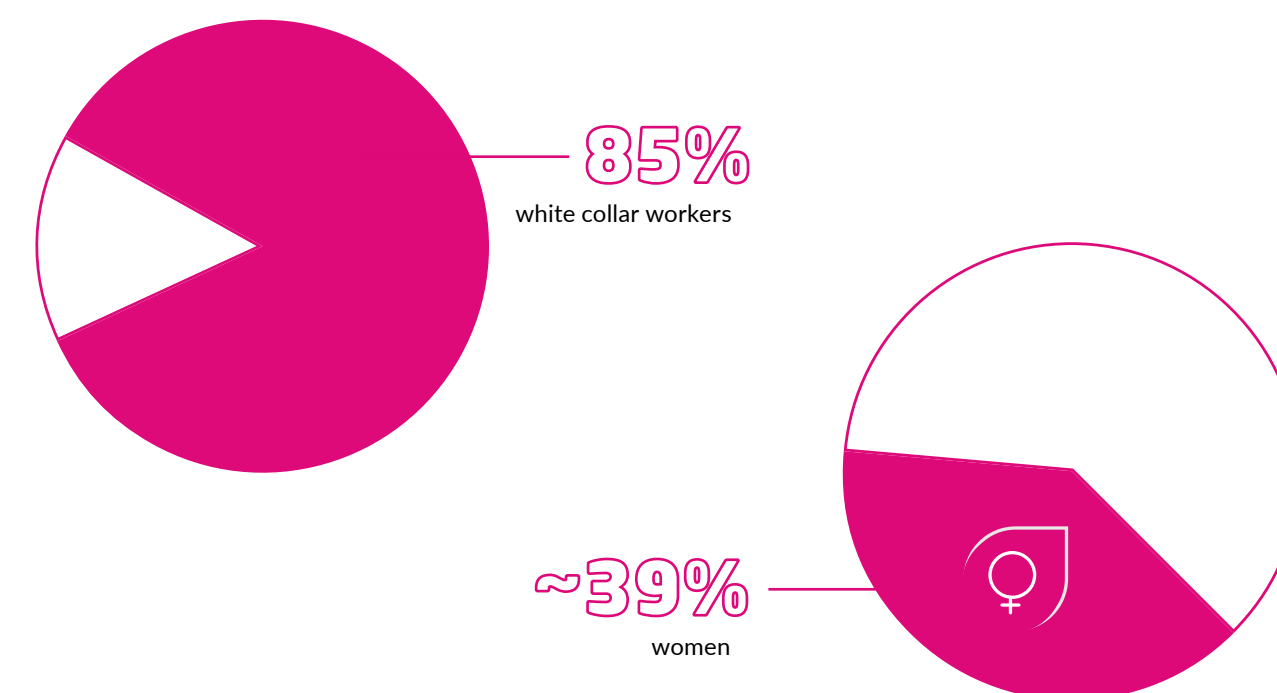
Roughly 85% of employees are hired with a permanent (or open-ended) contract.

NUMBER OF EMPLOYEES BY TYPE OF CONTRACT/BY GENDER	2022			2021		
	Women	Men	Total	Women	Men	Total
Full -time	9	15	24	7	12	19
Part-time	1	1	2	-	1	1
Total Employees	10	16	26	7	13	20

Diversity

NUMBER OF EMPLOYEES BY TYPE OF CONTRACT/BY GENDER	2022			2021		
	Women	Men	Total	Women	Men	Total
Senior executives	-	-	-	-	-	-
Executives	1	3	4	1	2	3
Professional staff	9	13	22	6	11	17
Laborers	-	-	-	-	-	-
Total Employees	10	16	26	7	13	20

Of the total number of employees, 85% (22 out of 26) are white collar workers and around 39% are women. Female employees mainly occupy clerical positions while only one employee is a manager.



The number of non-employee workers also increased in the two-year period: in 2021 a male intern was hired while in 2022 there are two interns, one male and one female.

On the next page, the percentages of employees divided by category and gender are shown below, compared to the total number of employees as of December 31, 2021 and 2022.

¹ With reference to GRI 2-7, the data relating to the classification of personnel in the "Other" and "Not disclosed" categories is equal to zero and, therefore, the columns relating to these two categories have not been included in all the tables in this chapter.

% EMPLOYEES BY TYPE OF CONTRACT/BY GENDER

	2022			2021		
	Women	Men	Total	Women	Men	Total
Senior executives	-	-	-	-	-	-
Executives	3.9%	11.5%	15.4%	5%	10%	15%
Professional staff	34.6%	50%	84.6%	30%	55%	85%
Laborers	-	-	-	-	-	-
Total % Employees	38.5%	61.5%	100%	35%	65%	100%

The percentage of female employees appears to have increased steadily over time, almost reaching parity in 2022 with the percentage of male employees.

NUMBER OF EMPLOYEES BY CATEGORY/AGE RANGE

	2022				2021			
	<30 y/o	30÷50 y/o	>50 y/o	Total	<30 y/o	30÷50 y/o	>50 y/o	Total
Senior executives	-	-	-	-	-	-	-	-
Executives	-	3	1	4	-	2	1	3
Professional staff	4	13	5	22	2	10	5	17
Laborers	-	-	-	-	-	-	-	-
Total Employees	4	16	6	26	2	12	6	20

% OF EMPLOYEES BY CATEGORY/AGE GROUP

	2022				2021			
	<30 y/o	30÷50 y/o	>50 y/o	Total	<30 y/o	30÷50 y/o	>50 y/o	Total
Senior executives	-	-	-	-	-	-	-	-
Executives	-	11.5%	3.8%	15.4%	-	10%	5%	15%
Professional staff	15.4%	50.0%	19.2%	84.6%	10%	50%	25%	85%
Laborers	-	-	-	-	-	-	-	-
Total % Employees	15.4%	61.5%	23.1%	100%	10%	60%	30%	100%

PARENTAL LEAVE

	2022			2021		
	Women	Men	Total	Women	Men	Total
Employees who have been entitled to parental leave	10	16	26	7	13	20
Employees who have taken parental leave	1	-	1	1	-	1
Employees who returned to work during the reporting period after taking parental leave	1	-	1	1	-	1
Number of employees who returned to work after taking parental leave and who are still employees in the 12 months following their return	1	-	1	1	-	1

Parental leave is valid without distinction for both employees hired on permanent contracts and for fixed-term, full-time and part-time workers.

The "return to work rate"² and the "retention rate"³ are 100% for the two years for both genders, evidence of the company policies adopted by the Group, based on equity and gender equality in terms of parental leave.

Turnover

NEW HIRES

	2022			2021		
	Women	Men	Total	Women	Men	Total
Under 29 years old	2	2	4	1	1	2
From 30 - 50 years old	2	1	3	3	3	6
Over 50 years old	-	1	1	-	-	-
Total	4	4	8	4	4	8

TERMINATIONS

	2022			2021		
	Women	Men	Total	Women	Men	Total
Under 29 years old	1	-	1	1	1	2
From 30 - 50 years old	1	-	1	-	-	-
Over 50 years old	-	-	-	-	-	-
Total	2	-	2	1	1	2

**TURNOVER RATE
reference to 2022**

	WOMEN (2022)				MEN (2022)			
	<30 y/o	30÷50 y/o	>50 y/o	Total	<30 y/o	30÷50 y/o	>50 y/o	Total
Negative turnover - Terminations	50%	17%	-	20%	-	-	-	-
Positive turnover - Hiring	100%	33%	-	40%	50%	13%	25%	25%

**TURNOVER RATE
reference to 2021**

	WOMEN (2021)				MEN (2021)			
	<30 y/o	30÷50 y/o	>50 y/o	Total	<30 y/o	30÷50 y/o	>50 y/o	Total
Negative turnover - Terminations	100%	-	-	14%	33%	-	-	-
Positive turnover - Hiring	100%	60%	-	14%	33%	43%	-	31%

In the two-year period 2021-2022, **the company population grew from 20 individuals to 26 at the end of 2022**. Furthermore, **personnel with experience in the energy sector were hired, especially under the age of 30**.

The turnover percentages were calculated based on the total number of employees as of December 31st of each year in compliance with the request of the GRI Standard.

² **Return to work rate** means the total number of employees who actually returned to work after parental leave in relation to the total number of employees who should have returned to work after taking parental leave.

³ **Retention rate** means the total number of employees still employed 12 months after returning to work at the end of parental leave in relation to the total number of employees returning to work following parental leave in the previous reporting period.

Training and skills

Altea Green Power considers it a priority to guarantee all personnel working in the company an adequate level of information, training and education. This work will be diversified and organized through a specific training plan, based on the various levels of classification and in compliance with professional profiles. In particular, the company will launch some training courses co-financed by FondImpresa in 2023-2024. In addition to the mandatory training courses, Altea Green Power also plans to provide specialization courses in the renewable energy sector and training courses on ESG topics.

At the time of hiring, or in the moments immediately

following, Altea Green Power currently adequately informs each worker about the company organization, the quality policy and objectives, the procedures, the existing organizational flows, on-site safety employment and all other matters relating to the employment relationship. Each new employee is given a document containing basic information and the Group's Code of Ethics, which defines all the rules of conduct to be respected.

After being hired, each new employee is properly trained to carry out the assigned duties correctly, through the support and supervision of expert internal staff.

Corporate welfare

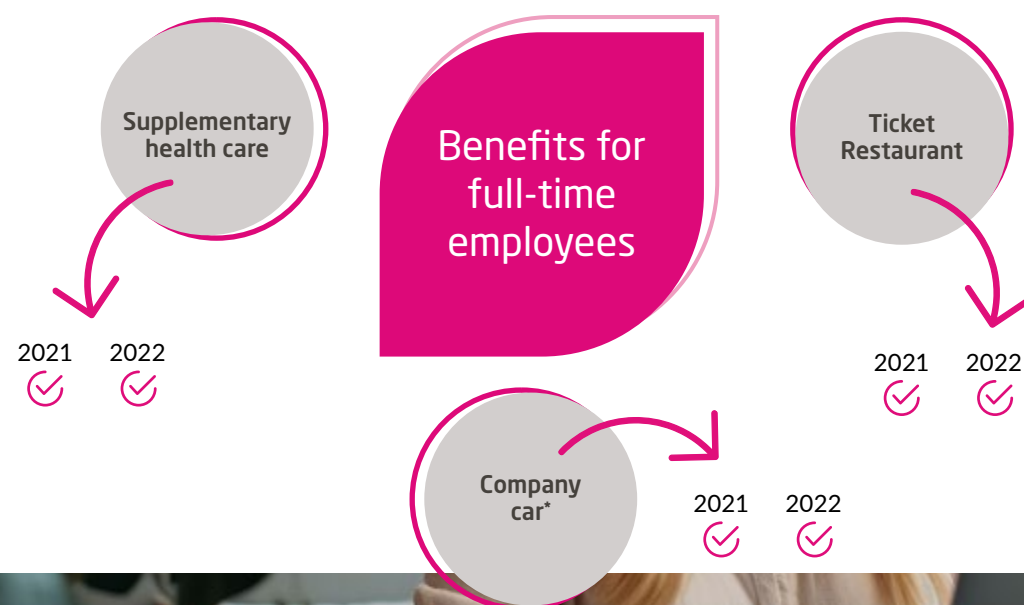
In Altea Green power forms of work flexibility are highly favored to facilitate the management of family life and childcare. There is the possibility to take advantage of flexible working hours and part-time employment options are facilitated in addition to parental leave.

Among other measures, the company has adopted Smart Working (work from home), strategically aimed at the well-being of the individual worker and as a prevention of "work-

related stress" determined by the growing complexity of the tasks to be performed. The existing tool, which has accelerated the process of job flexibility, is valid for all employees regardless of job function.

Among the various measures to support its employees, Altea Green Power, during the period of rising energy costs, contributed to the high bill by paying around 700 euros per person.

The benefits for Altea Green Power employees in 2021 and 2022



* The assignment of company cars to personnel takes place in relation to the task performed and is normally attributable to the contractual status level of the assignees.

Occupational health and safety

Altea Green Power works to ensure that its activity, its plants and services are compatible with the objective to best prevent and protect the safety and health of workers, with a goal to minimize the risks deriving from normal work activity, from situations special or emergency. In addition to what has been described, in fact Altea Green Power has adopted a management system for Health and Safety in the workplace - ISO 45001:2018. Thus ensuring the application and effectiveness of Altea Green Power occupational health and safety measures:

- adopts a preventive approach to the management of security issues;
- periodically reviews the effectiveness of the management system adopted by verifying the achievement of the objectives and targets set for this purpose;
- promotes knowledge of the objectives in personnel, awareness of the results to aim for, acceptance of responsibilities, motivations and individual commitment in implementing the system; fosters participation and consultation at all levels;
- communicates its health and safety policy to all interested parties and to anyone who requests it;
- commits the human and financial resources necessary to achieve the objectives and implement the improvement programs.



All AGP employees have been covered over the three-year period by the health and safety management system.

For the purpose of prevention, A.G.P. ensures not only the simple compliance with the laws and regulations of the sector, but, through suitable planning, adopts specific objectives and ensures the preparation of programs and means to achieve them, verify them and periodically review them. This procedure is aimed at obtaining a continuous improvement of the conditions of hygiene and safety, also on the basis of technical standards, directives and proposals from international bodies.



In fact, Altea Green Power has implemented **processes for verifying and maintaining the prevention and protection measures** thus eliminating or reducing risks deriving from work activities. These internal checks take place through internal audits, monitoring by supervisors and managers and reports by staff.

As part of the health and safety policy, Altea Green Power makes use of:

Risk Assessment Document (DVR),

where the specific potential risk factors relating to the operational reference areas have been identified. All company functions within the DVR are included in the health and safety management system (administrative employee, technical employee, installer).

A document containing the work plan and improvement actions (Improvement Plan) is also periodically drawn up and updated.

Occupational medicine services and workers' health promotion

As required by Legislative Decree no. 81/2008, a health surveillance service is provided (competent doctor) and an annual health plan with medical visits aimed at checking the health status of employees and expressing an opinion of suitability for the specific job to which the employee is assigned. The health records of the employees are maintained by the human resources department of Altea Green Power, furthermore, all personal information regarding the health of the employees is guaranteed to remain private through company procedures, the Code of Ethics and dedicated policies.

Worker training in occupational health and safety

Altea Green Power works to spread a culture of safety, developing awareness of risks and compliance with current legislation to prevent risk or injury, protect all workers, and promote responsible behavior on the part of everyone; moreover, it works to preserve and improve (above all with preventive actions) the working conditions, and health and safety of its employees. In 2022, as in 2021, all employees followed a general training course for workers on safety matters and a specific training course for a total of eight hours (low risk). The technical office, on the other hand, followed the eight-hour specific training course (high risk), in addition to the four hours of general training.





Environmental Capital



Environmental responsibility

In regards to the environmental sphere, operating in the service sector does not pose a risk. Altea Green Power is aware of the challenges and opportunities that the market offers and of the need to make choices in line with development principles, sustainability, and protection of the safety of its workers. In fact, AGP does not limit itself to acting passively but promotes, in its daily activities, virtuous behavior regarding the rational use of resources and the reduction of consumption.

In particular, the management of climate risks has become essential for every company in order to counter the effects of climate change, which have now become a real threat to every country.

Altea Green Power, aware of its role and its obligations towards the environment in which it operates, has embarked on a path to improve its performance, aiming to develop valuable and sustainable solutions. AGP., through its core business, contributes substantially to the energy transition and supports its customers in reducing energy consumption and greenhouse gas emissions through energy efficiency services.

In order to achieve and demonstrate its positive conduct towards the environment, Altea Green Power intends to start the activities necessary to obtain the UNI EN ISO 14001:2015 certification, including the adoption of a specific environmental policy.

Energy, emissions and fighting climate change

Energy consumption

- The energy consumption (and related emissions) of Altea Green Power are related to:
- electricity, taken from the grid;
 - gasoline to fuel company cars. In relation to this point, the Group is monitoring the situation to obtain quantitative data to support its sustainable mobility policies.



The following table shows the energy consumption of AGP for 2021 and 2022.

ENERGY CONSUMED (GJOULE) ¹	2022	2021
Purchased electricity		
from non-renewable sources	41.96	23.88
from renewable sources	-	-
Automotive fuels		
Gas	291.09	116.70
Total consumption	333.05	140.58

The data shows a significant increase in energy consumption in 2022, compared to the previous year, which reflects the recovery of activities following the pandemic (Covid-19). The pandemic lockdowns significantly impacted consumption, especially in relation to automobile use. The electricity purchased in 2022 was primarily used in Altea Green Power offices for the lighting and comes from non-renewable sources.

Greenhouse gas emissions

GHG EMISSIONS SCOPE 1 (tCO ₂ E) ²	2022	2021
Direct Emissions		
Gas	25.86	10.52
Total Emissions - Total Scope 1	25.86	10.52

GHG EMISSIONS SCOPE 2(tCO ₂ E) - LOCATION BASED ³	2022	2021
Indirect Emissions		
Electrical Energy Purchased	3.13	1.77
Overall Emissions - Total Scope 2	3.13	1.77
Total Emissions Scope 1 + Scope 2	28.99	12.29

GHG EMISSIONS SCOPE 2(tCO ₂ E) - MARKET BASED ⁴	2022	2021
Indirect Emissions		
Electrical Energy Purchased	5.32	3.02
Overall Emissions - Total Scope 2	5.32	3.02
Total Emissions Scope 1 + Scope 2	31.18	13.54

¹ The conversion factors used to transform the different energy quantities into GJ are taken from the Unit converter International Energy Agency database (www.iea.org/data-and-statistics/data-tools/unit-converter).

² The source of the emission factors used for the calculation of direct GHG emissions is the Defra 2021 and 2022 database (UK Department for Environment, Food and Rural Affairs).

³ The source of the emission factors used for the calculation of indirect Location Based GHG emissions for Italy is the database of the European Commission "Joint Research Center Data Catalogue".

⁴ The source of the emission factors used to calculate the indirect Market Based GHG emissions for Italy is the European Residual Mixes "AIB" latest update (31.05.2021).

In calculating the emissions of Altea Green Power, direct (Scope 1) and indirect (Scope 2) emissions were taken into account. The former refer to the emissions generated directly by the company in relation to the production process, while the latter are indirect emissions deriving from the purchase of electricity from third parties, necessary for the ordinary management of the operating sites.

The table above shows that the emissions generated by Altea Green Power in 2022 - equal to 28.99 tCO₂e (according to the Location Based criterion) - have increased significantly compared to the previous year. This change is mainly due to the increase in the Group's activities, which inevitably led to higher consumption.

Responsible use of natural resources

Water Usage

For Altea Green Power, water is not a critical resource as it is not used for industrial purposes. The management of water supply and disposal is entrusted almost entirely to the parent company, which adopts specific waste management policies.

The companies strive to constantly monitor their consumption, to identify any leaks and intervene promptly, reducing their environmental impact to a minimum.

The water withdrawals of Altea Green Power take place from the public aqueduct network and mainly concern sanitary uses in modest quantities.

Waste

Altea Green Power adopts all the necessary measures for the disposal of waste produced, including any obsolete technological devices. For waste similar to civil waste, Altea Green Power participates in a recycling program, dividing waste into categories such as paper, plastic, glass, etc.



GRI Content Index

Unless otherwise indicated, the GRI Standards published in 2021 have been used.



Statement of use

Altea Green Power has reported in this non-financial disclosure the information contained in the GRI Content Index for the period between January 1 and December 31, 2022 according to the "with referenced to GRI Standards" option.

GRI 1: Foundation 2021

Sector Standard: N/A

Gri Sustainability Reporting Standard		Chapter/Paragraph reference		Page	Notes
GRI 2: General Disclosures 2021	2-1	Organizational details	1. Identity and Strategy/The Altea Green Power Group	10	
	2-2	Entities included in the organization's sustainability reporting	Methodological Note	5	
	2-3	Reporting period, frequency and contact point	Methodological Note	5	
	2-4	Restatements of information	Methodological Note	5	
	2-5	External insurance	Methodological Note	5	
	2-6	Activities, value chain and other business relationships	1. Identity and Strategy/Business Model	23	
	2-7	Employees	6. Human Capital/The employees	66	
	2-8	Non-employee workers	6. Human Capital/The employees	66	
	2-9	Governance structure and composition	2. Governance/The Governance	32	
	2-10	Appointment and selection of the highest governing body	2. Governance/Board of Directors	33	
	2-11	Chairman of the highest governing body	2. Governance/Board of Directors	33	
	2-12	Role of the highest governance body in overseeing impacts	2. Governance/Board of Directors	33	
	2-13	Delegation of responsibility for impact management	2. Governance/Board of Directors	33	
	2-14	Role of the highest governance body in sustainability reporting	1. Identity and Strategy/ Materiality Analysis	25	
	2-15	Conflict of interest	2. Governance/The Organization, Management and Control model pursuant to D.lgs. n.231/01	37	

GENERAL DISCLOSURES

Gri Sustainability Reporting Standard		Chapter/Paragraph reference		Page	Notes
GRI 2: General Disclosures 2021	2-16	Communication of critical issues	2. Governance/Board of Directors	33	
	2-17	Collective knowledge of the highest governing body	2. Governance/Responsible Management	32	
	2-18	Performance evaluation of the highest governing body	2. Governance/Board of Directors	33	
	2-22	Statement on the sustainable development strategy	Letter to our Stakeholders	4	
	2-23	Commitment to policies	2. Governance/Code of Ethics	39	
	2-24	Integration of commitments into policies	2. Governance/The organizational structure	36	
	2-26	Mechanisms for consultation and expression of doubts	2. Governance/The Organization, Management and Control model pursuant to D.lgs. n.231/01	37	
	2-27	Compliance with laws and regulations	2. Governance/Regulatory Compliance	41	
	2-28	Associations	2. Governance/Adherence to external initiatives and Membership	40	
	2-29	Stakeholder engagement approach	1. Identity and Strategy/ Materiality Analysis	25	
	2-30	Collective Bargaining Agreements	6. Human Capital/The employees	66	

GRI 3: 2021 Materiality themes	3-1	Process for determining material topics	Methodological Note	5	
	3-2	Materiality themes list	Methodological Note	5	



Creation and distribution of the generated wealth

GRI 3: 2021 Materiality themes	3-3	Methods of managing material topics	5. Economic-Financial Capital	58	
GRI 201: 2016 Economic Performance	201-1	Economic value directly generated and distributed	5. Economic-Financial Capital/The economic value generated and distributed	59	



Economic solidity and resilience

GRI 3: 2021 Materiality Themes	3-3	Methods of managing material topics	5. Economic-Financial Capital	58	
GRI 202: 2016 Market Presence	201-1	Economic value directly generated and distributed	5. Economic-Financial Capital/The economic value generated and distributed	59	
GRI 203: 2016 Indirect economic impacts	203-1	Infrastructural investments and financed services	5. Economic-Financial Capital/ Management performance	58	



Ethics and integrity in business conduct

GRI 3: 2021 Materiality Analysis	3-3	Methods of managing materiality themes	2. Governance	32	
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MATERIALITY ANALYSIS

Gri Sustainability Reporting Standard		Chapter/Paragraph reference		Page	Notes
GRI 205: 2016 Anti Corruption	205-1	Transactions assessed for risks related to corruption	2. Governance/The Organization, Management and Control model pursuant to D.lgs. n.231/01	37	
	205-2	Communication and training on anti-corruption policies and procedures	2. Governance/The Organization, Management and Control model pursuant to D.lgs. n.231/01	37	
	205-3	Confirmed incidents of corruption and actions taken	2. Governance/The Organization, Management and Control model pursuant to D.lgs. n.231/01	37	
GRI 206: 2016 Anti-competitive behavior	206-1	Lawsuits for anti-competitive behavior, antitrust and monopolistic practices	2. Governance/Regulatory Compliance	41	
GRI 207: 2019 Taxes	207-1	Tax Management	5. Economic-Financial Capital/Tax Management	60	
Anti Corruption and compliance					
GRI 3: 2021 Materiality themes	3-3	Methods of managing materiality themes	2. Governance	32	
GRI 205: 2016 Anti Corruption	205-3	Confirmed incidents of corruption and actions taken	2. Governance/The Organization, Management and Control model pursuant to D.lgs. n.231/01	37	
Quality, safety and reliability of products and services					
GRI 3: 2021 Materiality themes	3-3	Methods of managing Materiality Analysis	4. Relational Capital	48	
GRI 416: 2016 Costumer's health and safety	416-1	Evaluation of impacts on health and safety by product and service categories	4. Relational Capital/Quality, safety and reliability of installed products	50	
	416-2	Incidents of non-compliance concerning impacts on the health and safety of products and services	4. Relational Capital/Quality, safety and reliability of installed products	50	
GRI 417: 2016 Marketing and labeling	417-1	Information and labeling requirements for products and services	4. Relational Capital/The communication	51	
	417-2	Incidents of non-compliance regarding information and labeling of products and services	4. Relational Capital/The communication	51	
		Cases of non-compliance regarding marketing communications	4. Relational Capital/The communication	51	
Respect for human rights and protection of workers					
GRI 3: 2021 Materiality Themes	3-3	Methods of managing material topics	6. Human Capital	64	
GRI 401:2016 Employment	401-1	hiring and turnover	6. Human Capital/Turnover	69	
GRI 406: 2016 Non discrimination	406-1	Incidents of discrimination and corrective measures taken	6. Human Capital/Diversity, equal opportunities and welfare	65	

Gri Sustainability Reporting Standard		Chapter/Paragraph reference		Page	Notes
 Diversity and Equal Opportunity					
GRI 3: 2021 Materiality themes	3-3	Methods of managing material topics	6. Human Capital	64	
GRI 401: 2016 Employment	401-3	Parental leave	6. Human Capital/Diversity	67	
GRI 405: 2016 Diversity and equal opportunity	405-1	Diversity in governing bodies and among employees	6. Human Capital/Diversity, equal opportunities and welfare	65	
 Responsible management of the supply chain					
GRI 3: 2021 Materiality themes	3-3	Methods of managing material topics	4. Relational Capital	48	
GRI 204: 2016 procurement practices	204-1	Proportion of spending on local suppliers	4. Relational Capital/Suppliers: supply chain management	52	
GRI 308: 2016 Environmental assessment of suppliers	308-1	New suppliers that have been evaluated using environmental criteria	4. Relational Capital/Suppliers: supply chain management	52	
GRI 414: 2016 Social assessment of supplier	414-1	New suppliers that have been evaluated using social criteria	4. Relational Capital/Suppliers: supply chain management	52	
 Occupational health and safety					
GRI 3: 2021 Materiality Themes	3-3	Methods of managing material topics	6. Human Capital	64	
GRI 403: 2018 Occupational health and safety	403-1	Occupational health and safety management system	6. Human Capital/Occupational health and safety	71	
	403-2	Hazard identification, risk assessment and accident investigation	6. Human Capital/Occupational health and safety	71	
	403-3	Occupational medicine services	6. Human Capital/Occupational health and safety	71	
	403-5	Worker training on occupational health and safety	6. Human Capital/Occupational health and safety	71	
	403-8	Workers covered by an occupational health and safety management system	6. Human Capital/Occupational health and safety	71	
	403-9	Accidents at work	6. Human Capital/Occupational health and safety	71	No cases of injury were found in the two-year period 2021-2022
 Corporate welfare and work-life balance					
GRI 3: 2021 Materiality Themes	3-3	Methods of managing material topics	6. Human Capital	64	

Gri Sustainability Reporting Standard		Chapter/Paragraph reference		Page	Notes
GRI 401: 2016 Employment	401-1	Hiring and turnover	6. Human Capital/Turnover	69	
	401-2	Full-time employee benefits that are not available to temporary or part-time the employees	6. Human Capital/Corporate welfare	70	
 Energy efficiency					
GRI 3: 2021 Materiality themes	3-3	Methods of managing materiality themes	7. Environmental Capital	76	
GRI 302: 2016 Energy	302-1	Energy consumed within the organization	7. Environmental Capital/Energy, emissions and climate change	76	
 Fight against climate change and management of emissions					
GRI 3: 2021 Materiality themes	3-3	Methods of managing material topics	7. Environmental Capital	76	
GRI 305: 2016 Emissions	305-1	Direct GHG emissions (Scope 1)	7. Environmental Capital/Energy, emissions and climate change	76	
	305-2	Indirect GHG emissions from energy consumption (Scope 2)	7. Environmental Capital/Energy, emissions and climate change	76	
 Technological innovation and digitization					
GRI 3: 2021 Materiality themes	3-3	Methods of managing material topics	3. Infrastructural Capital/ Research and Development	45	
 Involvement and dialogue with stakeholders					
GRI 3: 2021 Materiality themes	3-3	Methods of managing material topics	1. Identity and Strategy/ Materiality Analysis	25	
 Partnerships with institutions and companies					
GRI 3: 2021 Materiality themes	3-3	Methods of managing material topics	3. Infrastructural Capital/ Research and Development	45	
GRI 303: 2018 Water and wastewater	303-1	Interaction with water as a shared resource	7. Environmental Capital/ Responsible use of natural resources	78	
GRI 418: 2016 Customer Privacy	418-1	Substantiated complaints regarding violations of customer privacy and loss of customer data	2. Governance/Cybersecurity and Data protection	41	



Altea

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