

The Group acknowledges that construction of HPP's disrupts surrounding ecosystems. In our pursuit for sustainable growth, we place responsible development at the heart of our business strategy. Before starting any new project, we conduct comprehensive social and environmental assessments of potential impacts and their mitigation. Lastly, we support environmental awareness and the environmental education of our employees and in some cases, the communities through our Environmental Training programme.

Though our facilities in **Georgia** are not located in protected areas, we carefully monitor impacts on both terrestrial and aquatic biodiversity. The Ministry of Environmental Protection and Agriculture implemented an annual inspection plan requiring regular inspections of facilities with environmental impacts. In **Türkiye** our biodiversity protection focuses on land and water body rehabilitation projects. Particular attention was given to the environmental management of the Alpaslan II project due to its enormous scale and requirements to comply with the IFC's Sustainability Policy and the Performance Standards on Environmental and Social Sustainability.

We further demonstrate our proactive approach throughout the Chorreritas project in **Colombia**, where we are committed to the utmost care for the environment. We do this by implementing the Environmental and Social Management Plan and management systems, complying with relevant national regulations and requirements as well as with the IHA's Hydropower Sustainability Standard, applying the mitigation hierarchy, and avoiding causing disruptions in protected or biologically sensitive areas. We are also committed to compensate for any unavoidable biodiversity loss due to the HPP's construction, in alignment with a targeted conservation strategy and plan. Our commitment goes beyond what is established by law in the Chorreritas project in Colombia, as we work rigorously in the compliance and management of environmental parameters. Furthermore, we have set aside areas for biodiversity offset. We have rescued seedlings and animals to relocate them to areas where they are not at risk of being affected by project activities.

Our extensive efforts are demonstrated across our geographies as shown in our case studies.

Case study: Biological septic tanks were installed in Georgia.



Picture 1: Biological septic tanks

In 2022, EP Georgia Generation JSC installed biological septic tanks at three of its HPPs: Atsi HPP, Chkhorotsku HPP, and Zahesi HPP. These biological treatment systems serve as sustainable and environmentally friendly alternatives to traditional septic tanks. With no need for regular sludge removal, they provide odour-free operation and facilitate water recycling for irrigation or other uses. Furthermore, these systems prevent recycled water from entering surface water systems, allowing it to be utilised for irrigation or seep back into the ground instead.

Case study: The Alpaslan II project in Türkiye

Biodiversity protection is one of our main strategic priorities and as such, a comprehensive biodiversity programme was developed for the Alpaslan II project, the biggest executed project so far in ENERGO-PRO Group's history. The programme was developed and is being implemented in collaboration with international and national specialists and the Government of Türkiye. Some of the initiatives implemented to date to protect and enhance biodiversity at the Alpaslan II site and adjacent areas include:

Stakeholders' engagement

We communicate extensively and provide training and awareness to local communities and authorities about biodiversity conservation, bird species, endemic species, the importance of standing trees to combat against erosion, consultation of our conservation programmes, impact of hunting, importance of fauna and flora conservation, and many other topics. Numerous booklets and brochures describing the regional fauna and flora and emphasising the importance of conserving biodiversity have been prepared and distributed to local schools and authorities. This process will continue throughout the operations phase.



Picture 2: Training given to schools about endemic species



Rehabilitation

Rehabilitation and re-vegetation of degraded areas is an on-going process, including landscaping and hydro-seeding activities to ensure the areas are returned to their pre-construction condition. All degraded areas have been cleaned, levelled and the topsoil stored during construction activities was laid on top of the areas and left in a semi-natural state in some areas and in others revegetation activities were performed. The areas are monitored regularly to ensure proper reinstatement.



Picture 3: Dump area rehabilitated with hydroseeding application and afforestation program

Afforestation

Within the framework of the afforestation protocol signed with the Provincial Directorate of Forestry, afforestation works began in the autumn of 2021. In accordance with the proportions found in nature, in an area of 48 hectares, plant species in the form of trees and shrubs were planted. Implementation and monitoring of afforestation work in coordination with the Provincial Directorate of Forestry, seed collection and planting works continued in 2022.

Wildlife protection

The Group takes a proactive approach in minimising the negative impacts on wildlife and their habitats from our activities. To achieve this goal, we have developed a robust biodiversity monitoring programme to monitor local populations and implement adaptive management. One of them is Fish

Replenishment Programme. During the field studies for autumn monitoring of Alpaslan II, all tributaries flowing into the reservoir were investigated to evaluate the ecological conditions of fish life by comparing the water flow conditions with the results of the spring monitoring survey. Appropriate locations for fish release were identified, considering the available streams that can support fish life even in the driest season. Both fish fauna and benthic organisms of these locations were investigated. The exact locations of the release points in the reservoir were sent to Ministry Officials. As a result of the meetings held with the Head of Resource Management and Fisheries Structures of the General Directorate of Fisheries, approximately 75,000 *Capoeta damascina* fish species produced in the fish production farms owned by the Ministry were released in the reservoir area. We also installed nesting rafts for aquatic birds. Rafts are a useful way of providing island habitat, in particular for 3 species of terns occurring at Alpaslan II. Monitoring will be conducted regularly to determine if additional measures are required.



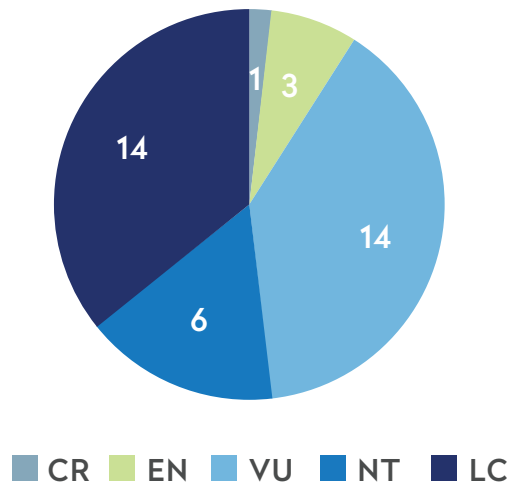
Picture 4: Release of *Capoeta damascina* and nesting rafts

3.5.1. Sensitive areas

In Bulgaria we operate in biologically sensitive areas (Via Pontica, Natural Parks and other protected areas) and have implemented various measures to minimise our environmental impact. These measures include engagement with local ecology experts (Protection of Birds and the Balkan Centre for Sustainability and Engineering), installing bird protection devices, and maintaining transparency with the public through regular press releases. Since migratory birds' nest in the territory of Via Pontica we have implemented measures to mitigate our impact and protect them against electrocution by installing special nesting platforms and bird protection device. We periodically send out press release with information for the public about the areas with the installed bird protection devices where we provide information about birds. In Bulgaria we also monitor 18 threatened species, 2 of which are Endangered, 6 are Vulnerable, 2 are Near Threatened and 8 are least concern (IUCN Classification).

Figure 18 below shows the total number of IUCN Red List species in our areas of operation, these species are located in Bulgaria, Turkey and Georgia.

Figure 18: Total number of IUCN¹⁵ Red List species and national conservation list species in habitats affected by the operations of the organisation



3.5.2. Aquatic ecosystems

In **Bulgaria**, we have taken significant steps to protect aquatic ecosystems by implementing water management systems and monitoring cameras to oversee water intake and fish pass functionality.

Case study: Fish re-stocking initiative to boost Balkan trout population was launched in Bulgaria.

ENERGO-PRO Bulgaria EAD has partnered with the National Hunting and Fishing Association, a "Hydroenergy" association member, for fish re-stocking project. The primary aim of this initiative is to bolster the Balkan trout population in key rivers throughout the region, providing a much-needed boost for local fishermen.



Picture 5: Fish re-stocking in Bulgaria

Southwest Bulgaria was the primary target of this fish replenishment effort. Over 150 kilograms of two-year-old Balkan trout were released in carefully chosen rivers suitable for the species, including at the Sushishka, Bela Reka, Pirvolaska, Strenska, Pirinska Bistrica, and Sandanska Bistrica rivers. To ensure that all stakeholders were well-informed about fishing regulations and restrictions, several meetings were held with fishermen from various associations in Blagoevgrad, Razlog, and Sandanski, and with inspectors from the Executive Agency for Fisheries and Aquaculture, and representatives from the Southwest State Enterprise.

Moving forward, ENERGO-PRO Group will be closely monitoring the rivers to gauge the success of this initiative. Plans are also underway for annual fish replenishment, with additional rivers to be included, such as the Iskar River near Lukovit city and other rivers in Northwestern Bulgaria. This ongoing project is expected to have a significant positive impact on the local fishing industry and the Balkan trout population in the longterm.

¹⁵ International Union for Conservation of Nature.

In Colombia to reduce the negative impacts on water ecosystems, we will be implementing several initiatives that aim to maximise ecological benefits, including:



Picture 6: Typical activities of the reforestation programme

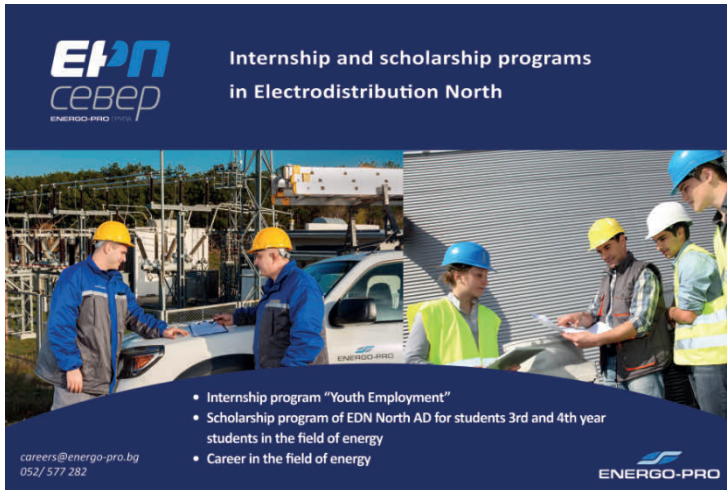
- monitoring macro invertebrates and periphyton in the San Andrés River,
- providing annual training on efficient use of water for personnel linked to the project,
- establishing riparian vegetation in areas with reduced water flow,
- providing biodiversity conservation trainings for community members, and
- implementing a programme focused on the rescue and salvage of ichthyofauna during the temporary diversion of the San Andrés River.

3.5.3. Operational accidents

The Group has not recorded any significant spills.

Case study: The interns continue their successful specialisation in the company.

The internship programmes of ENERGO-PRO Varna EAD are known to many young people in North-Eastern Bulgaria. In addition to the opportunity to gain invaluable practical experience in an established professional environment, young people have a real chance to start their career path in the company. The energy industry is difficult to specialise in, which is why there is a serious shortage of personnel. On the other hand, the nature of the work requires precise execution where compromises cannot be made.



Picture 7: Careers poster

The company considers the initiative a success, as a great percentage of young people, who passed internships, accepted the positions offered to them. In conditions where the question of qualified personnel is problematic for all branches of the economy, ENERGO-PRO Group firmly stands behind its commitment to annually provide an opportunity for active and ambitious young people to upgrade and expand their knowledge and skills in a real working environment. We will continue to offer programmes for graduates in partnership with vocational schools and summer training programmes.

In 2022, as part of the steps to popularise internship programmes and work in the company, representatives of ENERGO-PRO Varna EAD and Electrodistribution North AD took part in the Career Forum **“Technology of Success”**. Over 60 Bulgarian and international companies participated in the Forum, which took place at the Technical University of Varna. During the Forum opportunities for internships and scholarship programmes were presented, as well as the ways to start a permanent job at Electrodistribution North. A representative of the company gave a presentation talking about his development experience as a successful electrical engineer from the university.



Picture 8: Career Forum “Technology of Success”

Case study: HR internship programme social project for students



Picture 9: HR internship

In 2022, in Georgia, we participated in a social project which conducts an internship for students who want to gain practical experience in HR as part of a 3-month practical training programme in Human Resource management.

The programme started in September 2022 and aims to train about 10 candidates by the end of 2023. Currently 4 candidates (2 women and 2 men) are participating in the internship. During the internship students are provided with mentors at each division to have an opportunity to gain practical experience by being involved in all HR processes, such as the recruitment

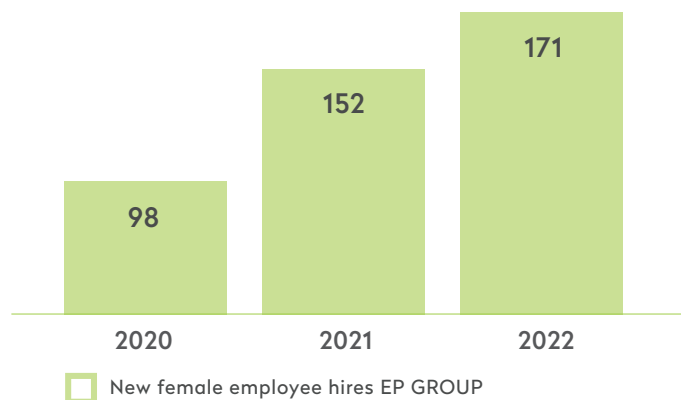
process, planning and conducting the training for employees and using specific software for employee administration and payroll processes.

4.2.1. Employment opportunities and gender equality in the recruitment process

ENERGO-PRO Group has a positive impact on creating employment opportunities in all the countries where we operate. We also create equal employment opportunities through the promotion of gender equality and fair employment practices.

In 2022, 922 people were hired, of which 171 were women. The number of new hired female employees increased by 13% compared to last year.

Figure 22: New female employee hires between 2020-2022¹⁶



Our strategy is founded on the belief that diversity and inclusion create value for ENERGO-PRO Group, our employees, and the societies that surround our operations. To demonstrate our commitment to diversity and inclusion, we support employees returning from maternity or parental leave and employment of disabled people. We are strictly against gender-based discrimination and harassment in the workplace, and promote employees based on job performance. We are an equal opportunity employer. Our hiring process is transparent and job descriptions and job advertisements use gender-inclusive language to encourage all potential candidates. In Turkey we use job advertisements encouraging women to apply to positions advertised.

¹⁶ The graph for 2022 shows data that includes both EPAS and non-consolidated companies (MNE; BLSV; DEL; EP MVE).

Case Study: Community development at Alpaslan II

Alpaslan II project is located in Muş province in the Eastern Anatolia Region of Türkiye. The project mainly consists of a dam and HPP with all relevant structures namely the dam body, spillway, power plant, an electricity transmission line, reservoir, and other components. Operations started in 2021 after the completion of the construction phase. The construction of Alpaslan II necessitated the acquisition of land, requiring the economic and physical resettlement of households located in the vicinity of the project. The resettlement process involved both an expropriation process required by the Government of Türkiye and compensation following the requirements set out in the International Finance Corporation's PS standards.



Picture 10: Cooperative training

As part of the requirements under International Finance Corporation's PS standard #5, the project developed a Livelihood Restoration Action Plan (LRAP) aimed at supporting households that were impacted by land take in enhancing and restoring their livelihoods to pre-project levels and took place in 22 villages.

The LRAP followed an extensive consultation process with the communities impacted and the local authorities. In 2022, we initiated a capacity building program given in 13 villages and attended by 188 attendees within the impact area. This training included essential knowledge to form a farming co-operative and how to receive incentives from the authorities.



Picture 11: Control activities by ENERGO-PRO experts in the gardens



Picture 12: An example of garden formed within ENERGO-PRO Group Market Garden Project

To help households minimise their market spending on the three main types of vegetables, seedlings were distributed to households as part of LRAP. In total, 300 tomato, 300 pepper, and 200 eggplant seedlings were provided to each household.

One of the other activities of LRAP was basic training on the production of milk and cheese, which was carried out in the villages affected by the activities of ENERGO-PRO Group for 132 attendees. With this training, the citizens were informed about the hygiene rules that should be followed from milking animals to cheese-making. Animal barns were also visited, and information was given on the provision of suitable conditions. Also, for those who were interested in cheese production, specialists with the support of ENERGO-PRO Group conducted training on the production of Special

Kashar and Tulum cheese. Further, activities to improve livelihoods in the villages continued with Basic beekeeping and Honey production training. 86 households were trained in beekeeping and 14 were provided with beehives.

Activities to increase citizens' awareness of financial planning, communication and e-commerce were also implemented in 2022. These programmes were attended by 268 people.



Picture 13: Basic training on milk and cheese production given by experts.



Picture 14: Basic training on Beekeeping and Honey Production



Picture 15: Manuals for essential knowledge about seeds were pinned to the village boards



Picture 16: A photo from a training session for women



Picture 17: A photo in front of Alpaslan University with the students of Tepeköy

In 2022, we implemented a new Community Education Program which includes a project named "The Future is Mine". The project consists of supporting local schools by providing educational trips. We organised the first trip in 2022 with Tepeköy Elementary School. The trip consisted of a visit to the Mus Zoo and a visit to Mus Alpaslan University, where workshops were held on materials design, technological design, and robot coding. Trips to the sports centre, library, conference hall, laboratory and classrooms were also hosted. In addition, the students visited the Mus Museum and examined the ruins and historical artifacts. "The Future is Mine" will continue in 2023 by extending the scope and attendees.

Case Study: Educating public on green energy through school excursions.

Our HPPs produce sustainable and clean energy and as part of our ESG objectives, we recognise the importance of educating the public about the benefits of green energy. In 2022 we organized a series of educational field trips for schools to teach students about green energy production and sustainable practices. The primary objective of the school excursions was to educate students about the benefits of renewable energy and sustainable practices. Specifically, we aimed to:

- showcase the sustainable practices and clean energy production technologies of our hydropower plant,
- engage students in interactive activities to educate them on the importance of renewable energy,
- educate the next generation on the importance of sustainability and encourage them to pursue knowledge in renewable energy.



Picture 18: Hydropower plant in Brandýs nad Labem

In 2022, we hosted a total of 16 school excursions at ENERGO-PRO MVE, s.r.o. (Brandýs nad Labem HPP), with a total of 192 visitors. During each excursion students were given a tour of the plant, highlighting the various sustainable practices and technologies used to produce green energy.

The school visits were an effective way of educating the public about the benefits of renewable energy and sustainable practices. The positive feedback demonstrates the importance of such initiatives in educating the next

generation on sustainability. In 2023, we plan to organise both school trips and an open day for the wider community, building on the success of the school trips and further promoting the benefits of renewable energy.

4.3.1. Reliable and affordable access to basic services

Providing reliable and affordable access to basic services is an important positive impact ENERGO-PRO Group has on society. We aim to increase electricity production and further enhance the reliability of our hydropower plants. This is achieved through professional and cost-effective investments in rehabilitation and modernisation. Our business activities are of public interest, and therefore we are prepared to react promptly to any problems encountered. The good relations we have built with local authorities enable quick communication during critical situations and thus a prompt resolution of the problem. The most common issues we mutually solve include electricity power failures due to extreme weather conditions (occurring usually during the winter due to storms, heavy snow, icing of grid facilities, and blocked roads). Thanks to our reliable and accessible service, we have a steady customer base of 2.5 million customers. In 2022, ENERGO-PRO Group had 3,420 GWh of generated electricity and 10,628 GWh of distributed electricity.

Bulgaria

ENERGO-PRO Varna EAD supplies electricity to major Bulgarian consumers under free energy market conditions. One of ENERGO-PRO Varna EAD's main goals as an energy company and distribution grid operator is to ensure that its customers have a secure supply of electricity. Our approach makes us a responsible partner, providing secure supplies of electrical power and active support in the process of registration on the free market. In Bulgaria, thanks to our accessible service, we have a steady customer base of over 1.2 million customers.

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6.2. Abbreviations

ABC	Anti-Bribery and Corruption
AML	Anti-Money Laundering
BGN	Bulgarian lev
BLSV	Bilsev Enerji Üretim VE Ticaret A.Ş.
BU	Business Unit
CIVOP	Centrum informací a vzdělávání ochrany práce (Occupational Safety Information and Education Centre)
DEL	Dolnolabské elektrárny a.s.
D&S	electricity distribution and supply
DKHI	DK Holding Investments, s.r.o.
DPO	Data Protection Officer
DSO	distribution system operators
EIA	Environmental Impact Assessment
EP	ENERGO-PRO (or "ENERGO-PRO Group"; "the Group"; "EP Group")
EPAS	ENERGO PRO a.s.
EP MVE	ENERGO-PRO MVE, s.r.o., operates Brandýs nad Labem HPP
ES	environmental and social
ESG	Environmental, social and governance
ESIA	Environmental and Social Impact Assessment
ESRS	European Sustainability Reporting Standards
EU	European Union
ER	Environment
GC	Group general counsel
GHG	greenhouse gas emissions
GIIP	Good International Industry Practice
GIS	geographic information system
GRI	Global Reporting Initiative
HESG	Hydropower Sustainability Environmental, Social and Governance Gap Analysis
HR	Human Resources Department
HPP	hydro power plant
HR	human resources
HSE	Health, safety and environment
IFC	International Finance Corporation
IHA	International Hydropower Association
IFS	Industrial and Financial Systems
IHAS	Integrated Habitat Assessment System
IPCC	Intergovernmental Panel on Climate Change
ISO	International Organisation for Standardisation
IUCN	International Union for Conservation of Nature
JSC	Joint-stock company
LRAP	Livelihood Restoration Action Plan
LTIR	Lost Time Incident Rate
MNE	Murat Nehri Enerji Üretim A.Ş.
n/a	Not available
NGO	Non-governmental organisation
NOx	Nitrogen Oxides
OHS	occupational health and safety
PO	fire protection
PS	Performance standards
S.A.S	Statistical Analysis System
s.r.o.	self-regulatory organisation
SOx	Sulphur Oxides
SDGs	Sustainable Development Goals
SMS	Short message service
TCFD	Task Force on Climate-Related Financial Disclosures
TNFD	Nature-related Financial Disclosures
TPP	Thermal power plant
UN	United Nations
WBDP	The Whistle Blower Policy Designated Person

6.3. Units

CO₂e	carbon dioxide equivalent
g	gram
GWh/ TWh	gigawatt hour/ terawatt hour
ha	hectare
k	thousand
km	kilometre
kWh	kilowatt-hour
MW	megawatt
MWh	megawatt hour
m³	cubic meters
th. m³	thousand cubic meters
t	tons

6.4. Methodology notes

Materiality Assessment

The first step of materiality assessment is data collection. Data on all impacts ENERGO-PRO Group activities have or could have on the environment, economy, and people are collected from sources. Some examples are quantitative and qualitative data, global and local sustainability initiatives, data obtained through stakeholder engagement, expert analysis, benchmarking of best practices, and analysis of reporting standards. The resulting information is categorised into individual relevant impacts for further evaluation. In addition, impacts are categorised by nature into positive and negative impacts, and actual and potential impacts.

The second step is significance evaluation. During the assessment, two independent evaluators determine the importance of an impact based on specific attributes, including scale, scope, irremediability (for negative impacts), and the likelihood of occurrence (for potential impacts). A common risk assessment scale was used for each attribute. We believe that this methodology more comprehensively reflects the impact of our business. The impact assessment quantified both positive and negative impacts, using scientific knowledge and company business knowledge as the primary source of information.

Table 9: ENERGO-PRO Group's impact assessment results sorted from the most significant to the least significant impacts.

Material topic	Impact Name	Impact description
Relations with local communities	Access to basic services	Access to reliable energy and basic services.
Biodiversity and ecosystems	Aquatic ecosystems	Altering local aquatic ecosystems and disrupting their natural habitats (e.g., impacting the migration and breeding of fish, where hydroelectric dams exist).
Value chain	Local procurement	Contributing to a country's economy through local procurement in the countries where we operate.
Value chain	Suppliers' OHS management	Increased suppliers' exposure to injuries if internal OHS management systems and trainings do not cover suppliers' workers.
Health & safety	Company workers related injuries	Higher potential for work related injuries and ill health due to our main business activities of power generation, distribution and supply.
Emissions	Emissions and air pollutants	Contributing to GHG emissions and other air pollutants, which are linked to our thermal power plant (Scope 1 and 2).
Emissions	Emissions	Contributing to GHG emissions and other air pollutants through activities that support our main businesses of power generation, distribution and supply (e.g., maintenance of power lines and construction of plants).

Material topic	Impact Name	Impact description
Biodiversity and ecosystems	Biodiversity and ecosystems	Loss and fragmentation of ecosystems and habitats due to project infrastructure in not sensitive areas.
Fair and ethical business practices	Business competition	Potential for gaining a dominant market position which can limit influence from competitors and impact country dependence.
Water management	Water flow	Ability to regulate water flow.
Employees	Job creation	Creating employment opportunities.
Relations with local communities	Local employment rate	Improving national employment rate.
Energy management	Production efficiency	Increasing production efficiency by implementing new innovative and modernised technology.
Biodiversity and ecosystems	Operational accidents	Operational accidents linked to thermal power plant have the potential to contaminate local ecosystems with harmful materials.
Value chain	Suppliers' code of conduct	Potential for supplier misconduct and non-compliance with regulatory framework and our policies/code of conduct (based on alignment with our policies) through inadequate supplier assessments.
Health & safety	Community health, safety, and security	Impact on community safety during construction e.g., Traffic accidents.
Biodiversity and ecosystems	Sensitive areas	Altering and clearing the natural landscape in which flora and fauna coexist in biologically sensitive areas (e.g., altering soil composition in areas required for power lines).
Regulatory compliance	Non-conformity with laws	Potential for misalignment or non-conformity with laws due to the global scope of business operations (EU and non-EU countries).
Water management	Water quality	Potential to alter the quality of water on which local ecosystems and communities rely.
Fair and ethical business practices	Corruption	Increased inequalities due to the misallocation of funds caused by corrupt business practices.
Value chain	Suppliers' employees	Increased inequalities for external employees, which is based on suppliers' provided employment conditions.
Water management	Water quality	Potential to alter the quality and quantity of water on which local ecosystems and communities rely.
Water management	Flood risks	A sharp increase in the amount of water and hydro peaks can lead to floods and negative impacts on microfauna and flora.
Water management	Water availability	Reduction of water flow downstream due to changes in hydrological flow regimes, especially in water-stress areas.
Value chain	Child labour	Potential exposure to child labour practices, specifically in supply chain.
Relations with local communities	Community displacement	Potential displacement and loss of livelihoods of local communities for the reservoir, power plant construction and other ancillary sites.
Waste management	Hazardous waste	Contamination caused by hazardous waste.
Waste management	Waste production	Generating waste non-hazardous from business activities (e.g., construction and equipment maintenance).
Relations with local communities	Community disruptions	Local community disruptions (e.g., noise and dust creation during construction caused by heavy machinery).
Employees	Employee training	Upskilling employees through training programmes.
Fair and ethical business practices	Insufficient fund management	Insufficient management of funds can lead to diminished public revenues.
Employees	Employee satisfaction	Increased employee satisfaction through company-wide benefits (to full-time employees) and healthy work environments.
Health & safety	OHS programmes	Improving employee health and well-being by supporting through internal programmes.

6.5. Group's internal policies

Brief overview of the Group's internal policies, mentioned in the Governance chapter of this Report.

Table 10: Overview of the Group's internal policies

Policy	Objectives	Management
Anti-Bribery and Anti-Money Laundering Policy	<ul style="list-style-type: none"> ▷ Ensure that all employees and associated persons act lawfully and with integrity when performing their work. ▷ Contribute to the development of integrity among all employees and associated persons. ▷ Enhance the Group's reputation and its relationships with third parties, both public and private ▷ Define bribery and how to avoid it and enable the detection and treatment of bribery. ▷ Define how to recognise and deal with money laundering 	<ul style="list-style-type: none"> ▷ An Anti-Bribery and Anti-Money Laundering Committee will be responsible for the introduction and overall implementation of the Policy, including the supervision of training activities and the review of reports of internal investigations into alleged irregularities. ▷ The Committee has three members: one member of the Board of Directors, the Group head of the Human Resources Department (HR), and the Group general counsel (GC).
ESG Policy	<ul style="list-style-type: none"> ▷ Respect and demonstrate Good International Industry Practice (GIIP) regarding ESG. ▷ Provide a framework for ESG reporting. ▷ Contribute positively to our brand image. ▷ Contribute to environmental, social, and good governance continuous improvement. ▷ Enable ENERGO-PRO Group to access funds, including green bonds, from financial partners requiring ESG and Sustainability Reporting 	<ul style="list-style-type: none"> ▷ An ESG Committee has been established to manage ESG. Members of this committee include the Chief Executive Officer, two Strategic Development Executive Directors, the Group General Counsel, the Chief Financial Officer, and the ES Group Head.
Health and Safety Policy	<ul style="list-style-type: none"> ▷ Maintain and improve health and safety in the workplace for employees, contractors, and visitors. ▷ Protect the health and safety of the communities impacted by operations. ▷ Provide direction and build management and employee accountability. ▷ Build a health and safety culture in all sites and offices and remove or minimise the risks to the health, safety, and welfare of all employees, contractors, and visitors, and anyone else who may be affected by our business operations 	<ul style="list-style-type: none"> ▷ Responsibility of the HR Department and the Health and Safety Department of each BU.
Human Rights Policy	<ul style="list-style-type: none"> ▷ Respect and demonstrate GIIP regarding human rights. ▷ Provide a framework for embedding the responsibility to respect human rights throughout the organisation. ▷ Build leadership accountability. ▷ Demonstrate to our partners and stakeholders our commitment to respecting human rights and build trust 	<ul style="list-style-type: none"> ▷ Responsibility of the ESG Committee.
Human Resources Policy	<ul style="list-style-type: none"> ▷ Ensure all employees are treated fairly and equally. ▷ Foster cooperation and communication among each other ▷ Ensure any form of discrimination, harassment, or abuse is not tolerated. ▷ Included employees in decisions that affect their work and their careers. ▷ Encourage growth and development of employees by helping them achieve their professional goals at the organisation and beyond 	<ul style="list-style-type: none"> ▷ Responsibility of the HR Department.

Policy	Objectives	Management
Procurement Policy	<ul style="list-style-type: none"> ▷ Identify and manage risks associated with suppliers. ▷ Maximise transparency and effectiveness of our Supply Chain ▷ Ensure that the actions of suppliers are aligned with our Global Code of Conduct and policies, particularly regarding biodiversity, human rights, labour, anti-corruption and bribery, stakeholder engagement, our commitments to acting on climate change, child labour, diversity and inclusion in the workforce, occupational health and safety, ESG reporting, and good governance. ▷ Maximise local procurement and local employment 	<ul style="list-style-type: none"> ▷ Responsibility of the HR Department.
Security Policy	<ul style="list-style-type: none"> ▷ Provide a secure working environment for all employees, contractors, sub-contractors, and visitors as well as the integrity of operations, facilities, and assets. ▷ Establish a relationship based on trust, mutual respect, and integrity with the communities and local authorities. ▷ Respect and demonstrate GIP regarding human rights and security 	<ul style="list-style-type: none"> ▷ In-country Senior Management is responsible for ensuring that all offices and operations/ projects are secure, and that qualified staff have been assigned to manage security. ▷ All construction/operation sites are required to have construction/operations Security Management Plans, security risk assessments, security incident reporting, and management and evacuation plans.
Sustainability Policy	<ul style="list-style-type: none"> ▷ Apply sustainability best management practices in the planning, design, construction, and operation of our activities. ▷ Recognise the responsibility of contractors and their business activities to respect human rights as an integral part of sustainability. ▷ Respect local cultures, customs, and values in our dealings with employees, communities, and other stakeholders ▷ Meet applicable international standards for maximising energy efficiency and minimising the production of wastes and the release of pollutants, greenhouse gas emissions, or other drivers of climate change. ▷ Aim to minimise and mitigate adverse environmental impacts in accordance with internationally recognised business best practice and local legislation. ▷ Protect local biodiversity with an emphasis on high-value resources and ecosystems and on applying the “no net loss” principle of biodiversity or of priority ecosystem services 	<ul style="list-style-type: none"> ▷ Responsibility of the ESG Committee.
Whistle-blower Policy	<ul style="list-style-type: none"> ▷ Complies with laws on whistle blower protection; Employees are informed of our policies during onboarding, e-learning and on-site face-to-face trainings. ▷ Protects people who report breaches (meaning possible illegal activity or providing information relating violations of internal policies) which they have learned about in connection with their work; Employees can report unethical behaviour directly to the appointed contact person or can do so either via email, phone, or an anonymous form. ▷ Guarantees anonymity with no retaliation 	<ul style="list-style-type: none"> ▷ The Whistle Blower Policy Designated Person (WBDP) is the Environmental and Social Group Head. ▷ If any Group company has an Internal Audit Division, the WBDP will be the head of such Internal Audit Division. ▷ Responsibility of the Group General Counsel.
Data Protection Policy (internal and external)	<ul style="list-style-type: none"> ▷ Protect personal data (internal) ▷ Ensure that staff understand the rules governing their use of personal data to which they have access in the course of their work (internal) ▷ Communicate who we are and how and why we collect, store, use, and share personal data (external) ▷ Explain individual rights in relation to personal data and how to contact us or supervisory authorities in case of complaint (external) 	<ul style="list-style-type: none"> ▷ The Data Protection Officer (DPO) is responsible for overseeing any significant new data processing activities and ensures that all relevant compliance steps are addressed.

6.6. Data

The data presented in this Report was consolidated based on its relevance or materiality to individual business activities. ENERGO-PRO's management is responsible for the completeness, accuracy, and validity of the information contained in this Report. Data is based on the input received from internal data collection and management systems. Because we operate in countries with different regulations, legislation, and data gathering practices, there are inconsistencies within some data sets. To ensure transparency, we highlight and explain these inconsistencies where relevant within the data below. We are committed to further improving our data collection processes. The contents of the Report and the topic boundaries are presented in the tables below, as well as the Report structure and boundaries section.

Tables in this section include six columns of data:

- **EPAS 2020:** data for companies consolidated within ENERGO-PRO
- **EPAS 2021:** data for companies consolidated within ENERGO-PRO
- **EPAS 2022:** data for companies consolidated within ENERGO-PRO
- **EP MVE + DEL:** data for ENERGO-PRO MVE, s.r.o and Dolnolabské elektrárny a.s.
- **BLSV + MNE:** data for Bilsev Enerji Üretim VE Ticaret A.Ş. and Murat Nehri Enerji Üretim A.Ş.
- **EP Group 2022:** data for the whole scope of the report (companies consolidated within EP Group, CZ EP MVE +DEL and TK BLSV + MNE).

Tables in this section also include the following shortcuts:

- **N/A:** not available
- **N/R:** not relevant
- **C/C:** confidentiality constraints

6.6.1. Data tables per segment

Table 16: Emissions

Indicator	2019	2020	2021	2022	% change between 2019 and 2022
Gross direct emissions (Scope 1) (tCO ₂ e)	85,701	112,526	88,831	101,968	19.0%
Gross indirect emissions (Scope 2) (tCO ₂ e)	313,387	266,524	268,992	262,753	(16.0%)
Gross indirect emissions (Scope 3) (tCO ₂ e)	5,478,615	4,709,003	4,754,582	3,883,902	(29.0%)
Emissions per unit of revenue (tCO ₂ e/EUR)	0.0071	0.0070	0.0047	0.0024	(68.0%)
Emissions per MWh distributed (tCO ₂ e/MWh)	0.0292	0.0285	0.0251	0.0242	(17.2%)
Emissions per MWh supplied (tCO ₂ e/MWh)	0.4980	0.4520	0.4300	0.3680	(26.1%)
Emissions per MWh generated (tCO ₂ e/MWh)	0.0338	N/A	N/A	0.0319	(5.6%)

Table 17: Energy production and management

Indicator	EPAS 2020	EPAS 2021	EPAS 2022	EP MVE + DEL 2022	BLSV + MNE 2022	EP Group 2022
Main business information						
Total customer accounts (industrial) (absolute value)	6,723	13,080	10,271	N/R	N/R	10,271
Total customer accounts (commercial)(absolute value)	288,069	428,035	329,150	N/R	N/R	329,150
Total customer accounts (institutional) (absolute value)	46,676	84,222	57,891	N/R	N/R	57,891
Total customer accounts (residential) (absolute value)	2,255,618	3,469,371	3,557,056	N/R	N/R	3,557,056
Total amount supplied to the grid (GWh)	10,053	10,412	10,628	N/R	N/R	10,628
Total amount traded (GWh)	10,626	11,219	10,472	N/R	N/R	10,472
Generated electricity (GWh)	2,231	2,451	2,576	38	805	3,420
HPP Generation of electricity (GWh)	2,160	2,414	2,527	38	805	3,371
TPP Generation of electricity (GWh)	71	37	49	N/R	N/R	49
Distributed electricity (GWh)	10,053	10,412	10,628	N/R	N/R	10,628
Supplied electricity (GWh)	10,626	11,219	10,472	N/R	N/R	10,472
Number of connection points ('000)	2,490	2,514	2,551	N/R	N/R	2,551
Total revenues ('000 EUR)	758,351	1,071,591	1,720,916	6,425	91,855	1,819,196
EBITDA ('000 EUR)	108,158	206,701	307,821	5,474	84,058	397,353
Income Tax ('000 EUR)	(1,976)	(3,237)	(6,999)	(658)	0	(7,657)
Energy consumption within the organisation						
Total fuel consumption - conventional sources	202	106	142	N/R	N/R	142
Gas (GWh)	198	105	142	N/R	N/R	142
Other (GWh)	4.8	1.8	0.2	N/R	N/R	0.2
Total fuel consumption - renewable sources	0	0	0	N/R	N/R	0
Biomass (GWh)	0	0	0	N/R	N/R	0
Other (GWh)	0	0	0	N/R	N/R	0
Total purchased energy for consumption (GWh)	28	20	22	N/R	N/R	22
Electricity (GWh)	26	18	19	N/R	N/R	19
Heating (GWh)	2	2	2	N/R	N/R	2
Cooling (GWh)	0	0	0	N/R	N/R	0
Steam (GWh)	0	0	0	N/R	N/R	0
Total energy sold (GWh)	480	932	825	38	805	1,668
Electricity (GWh)	480	932	825	38	805	1,668
Heating (GWh)	0	0	0	N/R	N/R	0
Cooling (GWh)	0	0	0	N/R	N/R	0

Indicator	EPAS 2020	EPAS 2021	EPAS 2022	EP MVE + DEL 2022	BLSV + MNE 2022	EP Group 2022
Installed capacity (by primary energy source and regulatory regime)						
Total installed capacity (MW)	857	859	859	10	377	1,246
Total installed capacity - conventional sources (MW)	110	110	110	N/R	N/R	110
Gas (MW)	110	110	110	N/R	N/R	110
Other (MW)	N/R	N/R	N/R	N/R	N/R	N/R
Total installed capacity - renewable sources	747	749	749	10	377	1,136
Hydro (MW)	747	749	749	10	377	1,136
Other (MW)	N/R	N/R	N/R	0	N/R	N/R
Energy production (by primary energy source and regulatory regime)						
Total gross production (GWh)	2,274	2,490	2,614	38	808	3,460
Total net production (GWh)	2,231	2,451	2,577	38	805	3,420
Total gross production - conventional sources (GWh)	73	38	51	N/R	N/R	51
Gas (GWh)	73	38	51	N/R	N/R	51
Other (GWh)	N/R	N/R	N/R	N/R	N/R	N/R
Total net production - conventional sources (GWh)	70	36	49	N/R	N/R	49
Gas (GWh)	70	36	49	N/R	N/R	49
Other (GWh)	N/R	N/R	N/R	N/R	N/R	N/R
Total gross production - renewable sources (GWh)	2,201	2,453	2,563	38	808	3,409
Hydro (GWh)	2,201	2,453	2,563	38	808	3,409
Other (GWh)	N/R	N/R	N/R	N/R	N/R	N/R
Total net production - renewable sources (GWh)	2,160	2,414	2,527	38	805	3,370
Hydro (GWh)	2,160	2,414	2,527	38	805	3,370
Other (GWh)	N/R	N/R	N/R	0	N/R	N/R
Additional						
Total Wheeling Volume (GWh)	10,910	11,302	11,568	N/R	N/R	11,568
Grid losses						
Grid losses volume (GWh)	857	889	941	N/R	N/R	941
Bulgaria	387	358	371	N/R	N/R	371
Georgia	470	531	570	N/R	N/R	570
Percentage (%) (Grid losses volume / Wheeling Volume)	7.9	7.9	8.1	N/R	N/R	8.1
Bulgaria (%)	6.6	5.9	6.3	N/R	N/R	6.3
Georgia (%)	9.4	10.2	10.0	N/R	N/R	10.0

Table 18: Water management

Indicator	EPAS 2020	EPAS 2021	EPAS 2022	EP MVE + DEL 2022	BLSV + MNE 2022	EP Group 2022
Water withdrawal (th. m³)						
Total volume of water withdrawn (th. m³)	163	162	169	0.1	16	185
withdrawal from:						
Surface water (water that occurs naturally on the Earth's surface) (th. m3)	2	1	0	0	16	16
Groundwater (water that is being held in, and that can be recovered from, an underground formation) (th. m3)	67	63	62	0.1	0	62
Seawater (water in a sea or in an ocean) (th. m3)	0	0	0	0	0	0
Produced water (water that enters an organisation's boundary as a result of organisational activities, ex. extraction) (th. m3)	0	0	0	0	0	0
Third-party water (refers to municipal water suppliers and municipal wastewater treatment plants, public or private utilities, and other organisations involved in water use and effluents) (th. m3)	94	97	106	0	0	107
Total volume of water withdrawn from water stress areas (th. m³)	0	0	0	0	0	0
withdrawal from:						
Surface water (water that occurs naturally on the Earth's surface) (th. m3)	0	0	0	0	0	0
Groundwater (water that is being held in, and that can be recovered from, an underground formation) (th. m3)	0	0	0	0	0	0
Seawater (water in a sea or in an ocean) (th. m3)	0	0	0	0	0	0
Produced water (water that enters an organisation's boundary as a result of organisational activities, ex. extraction) (th. m3)	0	0	0	0	0	0
Third-party water (refers to municipal water suppliers and municipal wastewater treatment plants, public or private utilities, and other organisations involved in water use and effluents) (th. m3)	0	0	0	0	0	0
Water discharge						
Total volume of water discharged (th. m³)	142	140	151	0.1	16	167
discharged to:						
Surface water (water that occurs naturally on the Earth's surface) (th. m3)	142	140	151	0.1	16	167
Groundwater (water that is being held in, and that can be recovered from, an underground formation) (th. m3)	0.0	0.1	0.3	0	0	0.3
Seawater (water in a sea or in an ocean) (th. m3)	0	0	0	0	0	0
Total volume of water discharged to water stress areas	0	0	0	0	0	0
freshwater (≤1,000 mg/L Total Dissolved Solids); (th. m³)	0	0	0	0	0	0
other water (>1,000 mg/L Total Dissolved Solids). (th. m³)	0	0	0	0	0	0

Indicator	EPAS 2020	EPAS 2021	EPAS 2022	EP MVE + DEL 2022	BLSV + MNE 2022	EP Group 2022
Water consumption						
Total water consumption including water stress areas (th. m ³)	21	22	18	0	0	18
Total water consumption from water stress areas (th. m ³)	0	0	0	0	0	0
Total water storage (facility or reservoir)						
at the beginning of the reporting period (th. m ³)	28,170	47,940	75,220	N/R	1,497,740	1,572,960
at the end of the reporting period (th. m ³)	47,940	75,220	61,298	N/R	1,944,150	2,005,448

Table 19: Waste management

Indicator	EPAS 2020	EPAS 2021	EPAS 2022	EP MVE + DEL 2022	BLSV + MNE 2022	EP Group 2022
Waste generated (tons)						
Total waste produced						
Hazardous (t)	164	205	196	0	5	201
Non-hazardous (t)	1,990	1,106	655	100	8	763
Waste diverted from disposal and directed to disposal						
Disposal method - hazardous waste onsite :						
Reuse (t)	0	0	0	0	0	0
Recycle (t)	4	0	0	0	0	0
Compost (t)	0	0	0	0	0	0
Recovery, including energy recovery (t)	13	0	0	0	0	0
Incineration (mass burn) (t)	0	9	0	0	0	0
Deep well injection (t)	17	104	0	0	0	0
Landfill (t)	0	0	0	0	5	5
Other	130	93	31	0	0	31
Disposal method - hazardous waste offsite:						
Reuse (t)	0	0	0	0	0	0
Recycle (t)	0	0	3	0	0	3
Compost (t)	0	0	0	0	0	0
Recovery, including energy recovery (t)	0	0	0	0	0	0
Incineration (mass burn) (t)	0	0	5	0	0	5
Deep well injection (t)	0	0	157	0	0	157
Landfill (t)	0	0	0	0	0	0
Other (t)	0	0	0	0	0	0

Indicator	EPAS 2020	EPAS 2021	EPAS 2022	EP MVE + DEL 2022	BLSV + MNE 2022	EP Group 2022
Disposal method - non-hazardous waste onsite:						
Reuse (t)	0	0	0	0	N/A	0
Recycle (t)	883	4	3	0	8	11
Compost (t)	0	0	0	0	0	0
Recovery, including energy recovery (t)	1	0	0	0	N/A	0
Incineration (mass burn) (t)	0	0	0	0	N/A	0
Deep well injection (t)	0	0	0	0	N/A	0
Landfill (t)	0	0	0	0	0	0
Other (t)	1,106	1,102	651	0	N/A	651
Disposal method - non-hazardous waste offsite:						
Reuse (t)	0	0	0	0	0	0
Recycle (t)	0	0	0	22	0	22
Compost (t)	0	0	0	0	0	0
Recovery, including energy recovery (t)	0	0	0	0	0	0
Incineration (mass burn) (t)	0	0	0	0	0	0
Deep well injection (t)	0	0	0	0	0	0
Landfill (t)	0	0	0	0	0	0
Other (t)	0	0	0	78	0	78
Significant spills						
Total number of recorded significant spills (t)	0	0	0	0	0	0
Total volume of recorded significant spills (th. m ³)	0	0	0	0	0	0

Table 20: Biodiversity and ecosystems

Indicator	EPAS 2020	EPAS 2021	EPAS 2022	EP MVE + DEL 2022	BLSV + MNE 2022	EP Group 2022
Biodiversity						
Size of operational site owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas (km²)	0	0	0	0	0	0
Size of all habitat areas protected or restored (km ²)	0	0	0	0	56	56
Total number of IUCN Red List species and national conservation list species						
Critically endangered (absolute value)	0	0	1	0	0	1
Endangered (absolute value)	0	0	2	0	0	2
Vulnerable (absolute value)	1	1	13	0	0	13
Near threatened (absolute value)	0	0	2	0	0	2
Least concern (absolute value)	0	0	1	0	0	1
Biodiversity and ecosystems protection investments						
Total monetary value of investments in protection of biodiversity and ecosystems (EUR)	1,237,438	3,679,481	7,367,985	0	128,307	7,496,292

Table 21: Employee and social

Indicator	EPAS 2020	EPAS 2021	EPAS 2022	BLSV + MNE 2022	EP MVE + DEL 2022	EP Group 2022
Employees						
Total number of employees (headcount)	9,182	9,191	9,203	50	7	9,260
Males (headcount)	7,541	748	7,485	49	7	7,541
Females (headcount)	1,641	1,705	1,718	1	0	1,719
Total number of employees on a temporary contract (headcount)	272	319	241	1	0	242
Males (headcount)	156	161	91	0	0	91
Females (headcount)	116	158	150	1	0	151
Total number of employees on a permanent contract (headcount)	8,910	8,872	8,962	49	7	9,018
Males (headcount)	7,384	7,325	7,387	49	7	7,443
Females (headcount)	1,526	1,547	1,575	0	0	1,575
Total number of full-time employees (headcount)	9,167	9,173	9,187	50	5	9,242
Males (headcount)	7,530	7,475	7,477	49	5	7,531
Females (headcount)	1,637	1,698	1,710	1	0	1,711
Total number of part-time employees (headcount)	15	18	16	0	2	18
Males (headcount)	10	10	8	0	2	10
Females (headcount)	5	8	8	0	0	8
Total number of non-guaranteed hours employees (headcount)	0	0	0	0	0	0
Males (headcount)	0	0	0	0	0	0
Females (headcount)	0	0	0	0	0	0
Workers who are not employees						
Other workers						
Total number of workers who are not employees and whose work is controlled by the organisation (headcount)	13	7	9	0	0	9
Communication of critical concerns						
Critical concerns						
Number of critical concerns that were communicated to the highest governance body (absolute value)	0	0	0	2	0	2
Annual total compensation ratio						
Annual total compensation for the organisation's highest-paid individual (EUR)	C/C	C/C	C/C	C/C	C/C	C/C
Median annual total compensation for all employees (excluding the highest-paid individual) (EUR)	C/C	C/C	C/C	C/C	C/C	C/C

Indicator	EPAS 2020	EPAS 2021	EPAS 2022	BLSV + MNE 2022	EP MVE + DEL 2022	EP Group 2022
Compliance with laws and regulations						
Total number of significant instances of non-compliance with laws and regulations, broken down by:						
Instances for which fines were incurred (absolute value)	0	0	10	0	0	10
Instances for which non-monetary sanctions were incurred (absolute value)	2	5	4	0	0	4
Monetary value of fines for instances of noncompliance with laws and regulations that were paid (EUR)	198,486	255,211	6,773	0	0	6,773
Total monetary value of significant fines (EUR)	198,486	255,211	6,773	0	0	6,773
Total number of non-monetary sanctions (absolute value)	1	3	2	0	0	2
Collective bargaining agreements						
Number of employees covered by a collective bargaining agreement (headcount)	3,189	2,985	3,326	0	0	3,326
Proportion of senior management hired from the local community						
Total number of senior management personnel at significant locations of operation that are hired from the local community (headcount)	1	1	12	0	0	12
Proportion of spending on local suppliers						
Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation (%)	10	10	13	0	0	13
Legal actions for anti-competitive behavior, anti-trust, and monopoly practices						
Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior (absolute value)	0	0	1	0	0	1
New employee hires and employee turnover						
Total number of new hires (headcount)	521	718	910	12	0	922
Males (headcount)	423	566	740	11	0	751
Under 30 years old	163	290	302	3	0	305
30-50 years old	207	229	361	7	0	368
Over 50 years old	53	47	77	1	0	78
Females (headcount)	98	152	170	1	0	171
Under 30 years old	39	54	61	1	0	62
30-50 years old	51	80	93	0	0	93
Over 50 years old	8	18	16	0	0	16
Total number of leavers (headcount)	647	709	898	9	1	908
Males (headcount)	556	593	726	8	1	735
Under 30 years old	124	194	197	2	0	199
30-50 years old	224	179	343	4	1	348
Over 50 years old	208	220	186	2	0	188
Females (headcount)	91	116	172	1	0	17
Under 30 years old	27	24	55	0	0	55
30-50 years old	41	63	75	1	0	76
Over 50 years old	23	29	42	0	0	42

Indicator	EPAS 2020	EPAS 2021	EPAS 2022	BLSV + MNE 2022	EP MVE + DEL 2022	EP Group 2022
Work-related injuries						
Total number of hours worked						
Employees (hours)	17,396,137	17,296,176	17,637,752	147,205	12,888	17,797,844
Contractors (hours)	11,827	5,914	7,226	N/A	0	7,226
Total number of work-related injuries (employees)						
Fatalities (absolute value)	0	4	4	0	0	4
High-consequence injuries (excluding fatalities) (absolute value)	1	0	4	0	0	4
Recordable injuries (absolute value)	29	9	5	1	0	6
Total number of work-related injuries (contractors)						
Fatalities (absolute value)	2	0	0	0	0	0
High-consequence injuries (excluding fatalities) (absolute value)	0	0	0	0	0	0
Recordable injuries (absolute value)	2	0	0	1	0	1
Work-related hazards that pose risk to injury²³ (Yes/No)						
Physical (e.g., temperature extremes, constant loud noise, spills)	Yes	Yes	Yes	Yes	Yes	Yes
Ergonomic (e.g., improperly adjusted workstations, vibrations)	Yes	Yes	Yes	No	Yes	Yes
Chemical (e.g., exposure to solvents)	No	No	Yes	No	No	Yes
Biological (e.g., exposure to blood and bodily fluids)	Yes	Yes	Yes	No	No	Yes
Psychosocial (e.g., verbal abuse, harassment)	Yes	Yes	Yes	No	No	Yes
Related to work-organisation (e.g., long hours, shift work)	Yes	Yes	Yes	No	No	Yes
For another, unspecified reason	Yes	Yes	No	No	No	No
LTIR rate (value)	1.72	0.75	0.74	0	11.56	0.79
Diversity of governance bodies and employees						
Employee breakdown (by level)						
Number of executives (includes board members and directors) (headcount)	33	45	42	1	5	48
Males (headcount)	26	37	37	1	5	43
Under 30 years old	0	0	0	0	0	0
30-50 years old	21	28	29	0	2	31
Over 50 years old	5	9	8	1	3	12
Females (headcount)	7	8	5	0	0	5
Under 30 years old	0	0	0	0	0	0
30-50 years old	6	6	3	0	0	3
Over 50 years old	1	2	2	0	0	2
Number of employees in management (includes senior managers and managers) (headcount)	196	196	198	6	2	206
Males (headcount)	142	138	136	6	2	144
Under 30 years old	5	6	5	0	0	5
30-50 years old	96	90	84	4	2	90
Over 50 years old	41	42	47	2	0	49
Females (headcount)	54	58	62	0	0	62

²³ EPAS and EP Group receive a "Yes" answer if at least one of the consolidated entities provides a positive response ("Yes").

Indicator	EPAS 2020	EPAS 2021	EPAS 2022	BLSV + MNE 2022	EP MVE + DEL 2022	EP Group 2022
Under 30 years old	5	1	2	0	0	2
30-50 years old	35	44	44	0	0	44
Over 50 years old	14	13	16	0	0	16
Number of employees in other levels (headcount)	142	138	136	6	2	144
Males	7,446	7,425	7,443	42	2	7,487
Under 30 years old	921	817	879	12	0	891
30-50 years old	3,494	3,439	3,460	26	1	3,487
Over 50 years old	3,031	3,169	3,099	4	1	3,104
Females (headcount)	1,470	1,516	1,525	1	0	1,526
Under 30 years old	156	145	143	1	0	144
30-50 years old	811	826	841	0	0	841
Over 50 years old	503	545	541	0	0	541
Employee breakdown (by position)						
Number of employees in administrative positions (headcount)	1,887	1,879	1,920	7	2	1,929
Males (headcount)	832	823	818	7	2	827
Under 30 years old	63	40	50	0	0	50
30-50 years old	504	490	494	4	2	500
Over 50 years old	265	293	274	3	0	277
Females (headcount)	1,055	1,056	1,102	0	0	1,102
Under 30 years old	104	83	89	0	0	89
30-50 years old	669	663	697	0	0	697
Over 50 years old	282	310	316	0	0	316
Number of employees in technical positions (ex. engineers, technicians) (headcount)	5,144	5,187	5,144	7	5	5,156
Males (headcount)	4,959	4,991	4,983	6	5	4,994
Under 30 years old	612	540	614	0	1	615
30-50 years old	2,125	2,113	2,080	5	3	2,088
Over 50 years old	2,222	2,338	2,289	1	1	2,291
Females (headcount)	185	196	161	1	0	162
Under 30 years old	10	15	8	1	0	9
30-50 years old	66	68	52	0	0	52
Over 50 years old	109	113	101	0	0	101
Number of employees in manual labour positions (ex. production, maintenance) (headcount)	1,764	1,718	1,769	36	0	1,805
Males (headcount)	1,578	1,509	1,557	36	0	1,593
Under 30 years old	179	164	154	12	0	166
30-50 years old	839	790	847	21	0	868
Over 50 years old	560	555	556	3	0	559
Females (headcount)	186	209	212	0	0	212
Under 30 years old	1	2	2	0	0	2
30-50 years old	71	86	87	0	0	87
Over 50 years old	114	121	123	0	0	123

Indicator	EPAS 2020	EPAS 2021	EPAS 2022	BLSV + MNE 2022	EP MVE + DEL 2022	EP Group 2022
Number of employees with disabilities (headcount)	79	80	77	0	0	77
Average hours of training per year per employee						
Total training hours (hours)	74,761	77,726	95,931	750	120	96,801
Males (hours)	65,460	66,764	87,331	735	120	88,186
Females (hours)	9,301	10,962	8,600	15	0	8,615
Total training hours (by employee level) (hours)	74,761	77,726	95,873	750	120	96,743
Executives (includes board members) (hours)	364	476	375	15	0	390
Managers (hours) (includes senior managers and managers) (hours)	4,959	7,327	3,630	90	5	3,725
Employees in other positions (hours)	69,438	69,923	91,868	645	115	92,628
Total training hours (by employee position)						
Employees in administrative positions (hours)	13,037	12,274	9,215	105	5	9,325
Employees in technical positions (ex. engineers, technicians) (hours)	17,080	15,221	29,421	105	115	29,641
Employees in manual labour positions (ex. field work, production, maintenance) (hours)	44,644	50,231	57,237	540	0	57,777
Social investments (donations, funds, etc.)						
Total monetary value contributed (EUR)	5,193,909	112,550	326,274	426,577	0	752,852
Donations (EUR)	5,192,682	107,732	326,274	426,577	0	752,852
Other (EUR)	1,227	4,818	0	0	0	0
New technologies investments						
Total monetary value of investment in new technologies (EUR)	225,232	209,754	639,923	0	0	639,923
Operations with local community engagement, impact assessments, and development programmes						
Number of operations with implemented local community engagement, impact assessments, and/or development programmes (absolute value)	0	2	4	2	0	6
New suppliers that were screened using social criteria						
Total number of new suppliers (absolute value)	0	0	542	0	0	542
Number of new suppliers that were screened using social criteria (absolute value)	1	1	33	0	0	33
Negative social impacts in the supply chain and actions taken						
Number of suppliers assessed for social impacts (absolute value)	0	0	28	0	0	28
Number of suppliers identified as having significant actual and potential negative social impacts (absolute value)	0	0	0	0	0	0
Number of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment (absolute value)	0	0	0	0	0	0
Number of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment (absolute value)	0	0	0	0	0	0

Table 11: Operational data

Main business information			
Total customer accounts (industrial) (absolute value)	2020	2021	2022
EPAS	6,723	13,080	10,271
BLSV	N/A	N/R	N/R
MNE	N/A	N/R	N/R
DEL	N/R	N/R	N/R
EP MVE	N/R	N/R	N/R
EP Group	6,723	13,080	10,271
Total customer accounts (commercial) (absolute value)			
EPAS	288,069	428,035	329,150
BLSV	N/A	N/R	N/R
MNE	N/A	N/R	N/R
DEL	N/R	N/R	N/R
EP MVE	N/R	N/R	N/R
EP Group	288,069	428,035	329,150
Total customer accounts (institutional) (absolute value)			
EPAS	46,676	84,222	57,891
BLSV	N/A	N/R	N/R
MNE	N/A	N/R	N/R
DEL	N/R	N/R	N/R
EP MVE	N/R	N/R	N/R
EP Group	46,676	84,222	57,891
Total customer accounts (residential) (absolute value)			
EPAS	2,255,618	3,469,371	3,557,056
BLSV	N/A	N/R	N/R
MNE	N/A	N/R	N/R
DEL	N/R	N/R	N/R
EP MVE	N/R	N/R	N/R
EP Group	2,255,618	3,469,371	3,557,056
Total amount supplied to the grid (GWh)			
EPAS	10,053	10,412	10,628
BLSV	N/A	N/R	N/R
MNE	N/A	N/R	N/R
DEL	N/R	N/R	N/R
EP MVE	N/R	N/R	N/R
EP Group	10,053	10,412	10,628
Total amount traded (GWh)			
EPAS	10,626	11,219	10,472
BLSV	N/A	N/R	N/R
MNE	N/A	N/R	N/R
DEL	N/R	N/R	N/R
EP MVE	N/R	N/R	N/R
EP Group	10,626	11,219	10,472
Generated electricity (GWh)			
EPAS	2,231	2,451	2,576
BLSV	N/A	177	247
MNE	N/A	609	558
DEL	13.30	14	27
EP MVE	30.75	33	11
EP Group	2,275	3,284	3,420

Main business information			
Total customer accounts (industrial) (absolute value)	2020	2021	2022
Distributed electricity (GWh)			
EPAS	10,053	10,412	10,628
BLSV	N/A	N/R	N/R
MNE	N/A	N/R	N/R
DEL	N/R	N/R	N/R
EP MVE	N/R	N/R	N/R
EP Group	10,053	10,412	10,628
Supplied electricity (GWh)			
EPAS	10,626	11,219	10,472
BLSV	N/A	N/R	N/R
MNE	N/A	N/R	N/R
DEL	N/R	N/R	N/R
EP MVE	N/R	N/R	N/R
EP Group	10,626	11,219	10,472
Number of connection points ('000)			
EPAS	2,490	2,514	2,551
BLSV	N/A	N/R	N/R
MNE	N/A	N/R	N/R
DEL	N/R	N/R	N/R
EP MVE	N/R	N/R	N/R
EP Group	2,490	2,514	2,551
Total fuel consumption - Conventional sources (GWh)			
EPAS	202	106	142
BLSV	N/A	N/R	N/R
MNE	N/A	N/R	N/R
DEL	0	0	0
EP MVE	0	0	0
EP Group	202	106	142
Total fuel consumption - Gas (GWh)			
EPAS	198	105	142
BLSV	N/A	N/R	N/R
MNE	N/A	N/R	N/R
DEL	0	0	0
EP MVE	0	0	0
EP Group	198	105	142
Total fuel consumption - Other (GWh)			
EPAS	5	2	0
BLSV	N/A	N/R	N/R
MNE	N/A	N/R	N/R
DEL	0	0	0
EP MVE	0	0	0
EP Group	5	2	0
Total fuel consumption - Renewable sources (GWh)			
EPAS	0	0	0
BLSV	N/A	N/R	N/R
MNE	N/A	N/R	N/R
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	0

Main business information			
Total purchased energy for consumption (GWh)	2020	2021	2022
EPAS	28	20	22
BLSV	N/A	2	N/R
MNE	N/A	1	N/R
DEL	0	0	0
EP MVE	0	0	0
EP Group	28	23	22
Electricity (GWh)			
EPAS	26	18	19
BLSV	N/A	2	N/R
MNE	N/A	1	N/R
DEL	0	0	0
EP MVE	0	0	0
EP Group	26	21	19
Heating (GWh)			
EPAS	2	2	2
BLSV	N/A	0	N/R
MNE	N/A	0	N/R
DEL	0	0	0
EP MVE	0	0	0
EP Group	2	2	2
Cooling (GWh)			
EPAS	0	0	0
BLSV	N/A	0	N/R
MNE	N/A	0	N/R
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	0
Steam (GWh)			
EPAS	0	0	0
BLSV	N/A	N/R	N/R
MNE	N/A	N/R	N/R
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	0
Total energy sold (GWh)	2020	2021	2022
EPAS	480	932	825
BLSV	N/A	177	247
MNE	N/A	609	558
DEL	30	33	27
EP MVE	13	14	11
EP Group	523	1,765	1,668
Electricity (GWh)			
EPAS	480	932	824
BLSV	N/A	177	247
MNE	N/A	609	558
DEL	30	33	27
EP MVE	13	14	11
EP Group	524	1,765	1,668

Main business information			
Total energy sold (GWh)	2020	2021	2022
Heating (GWh)			
EPAS	0	0	0
BLSV	N/A	N/R	N/R
MNE	N/A	N/R	N/R
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	0
Cooling (GWh)			
EPAS	0	0	0
BLSV	N/A	N/R	N/R
MNE	N/A	N/R	N/R
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	0
Steam (GWh)			
EPAS	0	0	0
BLSV	N/A	N/R	N/R
MNE	N/A	N/R	N/R
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	0
Total installed capacity (MW)	2020	2021	2022
EPAS	857	859	859
BLSV	N/A	97	97
MNE	N/A	280	280
DEL	3	3	3
EP MVE	7	7	7
EP Group	867	1,246	1,246
Total installed capacity - Conventional sources (MW)			
EPAS	110	110	110
BLSV	N/A	N/R	N/R
MNE	N/A	N/R	N/R
DEL	0	0	0
EP MVE	0	0	0
EP Group	110	110	110
Total installed capacity - Gas (MW)			
EPAS	110	110	110
BLSV	N/A	N/R	N/R
MNE	N/A	N/R	N/R
DEL	0	0	0
EP MVE	0	0	0
EP Group	110	110	110
Total installed capacity - Other (MW)			
EPAS	N/R	N/R	N/R
BLSV	N/A	N/R	N/R
MNE	N/A	N/R	N/R
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	0

Main business information			
Total installed capacity (MW)	2020	2021	2022
Total installed capacity - Renewable sources (MW)			
EPAS	747	749	749
BLSV	N/A	97	97
MNE	N/A	280	280
DEL	3	3	3
EP MVE	7	7	7
EP Group	757	1,136	1,136
Total installed capacity - Hydro (MW)			
EPAS	747	749	749
BLSV	N/A	97	97
MNE	N/A	280	280
DEL	3	3	3
EP MVE	7	7	7
EP Group	757	1,136	1,136
Total installed capacity - Other (MW)			
EPAS	N/R	N/R	N/R
BLSV	N/A	N/R	N/R
MNE	N/A	N/R	N/R
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	0
Total gross production (GWh)			
EPAS	2,274	2,490	2,614
BLSV	N/A	179	248
MNE	N/A	610	559
DEL	13	14	11
EP MVE	31	33	27
EP Group	2,318	3,326	3,460
Total net production (GWh)			
EPAS	2,231	2,451	2,577
BLSV	N/A	177	247
MNE	N/A	609	558
DEL	13	14	11
EP MVE	30	33	27
EP Group	2,274	3,284	3,420
Total gross production - Conventional sources (GWh)			
EPAS	73	38	51
BLSV	N/A	N/R	N/R
MNE	N/A	N/R	N/R
DEL	0	0	0
EP MVE	0	0	0
EP Group	73	38	51
Total gross production - Gas (GWh)			
EPAS	73	38	51
BLSV	N/A	N/R	N/R
MNE	N/A	N/R	N/R
DEL	0	0	0
EP MVE	0	0	0
EP Group	73	38	51

Main business information			
Total gross production (GWh)	2020	2021	2022
Total gross production – Other (GWh)			
EPAS	N/R	N/R	N/R
BLSV	N/A	N/R	N/R
MNE	N/A	N/R	N/R
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	0
Total net production - Conventional sources (GWh)			
EPAS	70	36	49
BLSV	N/A	N/R	N/R
MNE	N/A	N/R	N/R
DEL	0	0	0
EP MVE	0	0	0
EP Group	70	36	49
Total net production – Gas (GWh)			
EPAS	70	36	49
BLSV	N/A	N/R	N/R
MNE	N/A	N/R	N/R
DEL	0	0	0
EP MVE	0	0	0
EP Group	70	36	49
Total net production – Other (GWh)			
EPAS	N/R	N/R	N/R
BLSV	N/A	N/R	N/R
MNE	N/A	N/R	N/R
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	0
Total gross production - Renewable sources (GWh)			
EPAS	2,201	2,453	2,563
BLSV	N/A	179	248
MNE	N/A	610	559
DEL	13	14	11
EP MVE	31	33	27
EP Group	2,245	3,288	3,409
Total gross production – Hydro (GWh)			
EPAS	2,201	2,453	2,563
BLSV	N/A	179	248
MNE	N/A	610	559
DEL	13	14	11
EP MVE	31	33	27
EP Group	2,245	3,288	3,409
Total gross production – Other (GWh)			
EPAS	N/R	N/R	N/R
BLSV	N/A	N/R	N/R
MNE	N/A	N/R	N/R
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	0

Main business information			
Total gross production (GWh)	2020	2021	2022
Total net production – Renewable sources(GWh)			
EPAS	2,160	2,414	2,527
BLSV	N/A	177	247
MNE	N/A	609	558
DEL	13	14	11
EP MVE	30	33	27
EP Group	2,204	3,247	3,370
Total net production – Hydro (GWh)			
EPAS	2,160	2,414	2,527
BLSV	N/A	177	247
MNE	N/A	609	558
DEL	13	14	11
EP MVE	30	33	27
EP Group	2,204	3,247	3,370
Total net production – Other (GWh)			
EPAS	N/R	N/R	N/R
BLSV	N/A	N/R	N/R
MNE	N/A	N/R	N/R
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	0
Total Wheeling Volume (GWh)			
EPAS	10,910	11,302	11,568
BLSV	N/A	N/R	N/R
MNE	N/A	N/R	N/R
DEL	N/R	N/R	N/R
EP MVE	N/R	N/R	N/R
EP Group	10,910	11,302	11,568
Grid losses volume (GWh)			
EPAS	857	889	941
BLSV	N/A	N/R	N/R
MNE	N/A	N/R	N/R
DEL	N/R	N/R	N/R
EP MVE	N/R	N/R	N/R
EP Group	857	889	941
Grid losses volume (%)			
EPAS	7.9	7.9	8.1
BLSV	N/A	N/R	N/R
MNE	N/A	N/R	N/R
DEL	N/R	N/R	N/R
EP MVE	N/R	N/R	N/R
EP Group	7.86	7.87	8.13

Table 12: Water management

Water withdrawal			
Total volume of water withdrawn (th. m ³)	2020	2021	2022
EPAS	163	162	169
BLSV	N/A	15	10
MNE	N/A	20	6
DEL	0	0	0
EP MVE	0	0	0
EP Group	163	197	185
withdrawal from:			
Surface water (water that occurs naturally on the Earth's surface) (th. m ³)	2020	2021	2022
EPAS	2	1	0
BLSV	N/A	0	10
MNE	N/A	N/A	6
DEL	0	0	0
EP MVE	0	0	0
EP Group	2	1	16
Groundwater (water that is being held in, and that can be recovered from, an underground formation) (th. m ³)			
EPAS	67	63	62
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	67	64	62
Seawater (water in a sea or in an ocean) (th. m ³)			
EPAS	0	0	0
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	0
Produced water (water that enters an organisation's boundary as a result of organisational activities, ex. extraction) (th. m ³)			
EPAS	0	0	0
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	0
Third-party water (refers to municipal water suppliers and municipal wastewater treatment plants, public or private utilities, and other organisations involved in water use and effluents) (th. m ³)			
EPAS	94	97	106
BLSV	N/A	15	0
MNE	N/A	20	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	94	132	106

Water withdrawal			
Total volume of water withdrawn from water stress areas (th. m ³)			
EPAS	0	0	0
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	0
withdrawal from:			
Surface water (water that occurs naturally on the Earth's surface) (th. m ³)	2020	2021	2022
EPAS	0	0	0
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	0
Groundwater (water that is being held in, and that can be recovered from, an underground formation) (th. m ³)			
EPAS	0	0	0
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	0
Seawater (water in a sea or in an ocean) (th. m ³)			
EPAS	0	0	0
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	0
Produced water (water that enters an organisation's boundary as a result of organisational activities, ex. extraction) (th. m ³)			
EPAS	0	0	0
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	0
Third-party water (refers to municipal water suppliers and municipal wastewater treatment plants, public or private utilities, and other organisations involved in water use and effluents) (th. m ³)			
EPAS	0	0	0
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	0

Water withdrawal			
Water discharge			
Total volume of water discharged (th. m ³)	2020	2021	2022
EPAS	142	140	151
BLSV	N/A	15	10
MNE	N/A	20	6
DEL	0	0	0
EP MVE	0	0	0
EP Group	142	175	167
Discharged to:			
Surface water (water that occurs naturally on the Earth's surface) (th. m ³)	2020	2021	2022
EPAS	142	140	151
BLSV	N/A	15	10
MNE	N/A	20	6
DEL	0	0	0
EP MVE	0	0	0
EP Group	142	175	167
Groundwater (water that is being held in, and that can be recovered from, an underground formation) (th. m ³)			
EPAS	0	0	0
BLSV	N/A	N/A	N/A
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	0
Seawater (water in a sea or in an ocean) (th. m ³)			
EPAS	0	0	0
BLSV	N/A	N/A	N/A
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	0
Total volume of water discharged to water stress areas (th. m ³)			
EPAS	0	0	0
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	0
Freshwater (≤1.000 mg/L Total Dissolved Solids); (th. m ³)			
EPAS	0	0	0
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	0

Water withdrawal			
other water (>1.000 mg/L Total Dissolved Solids); (th. m³)			
EPAS	0	0	0
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	0
Water consumption			
Total water consumption including water stress areas (th. m³)	2020	2021	2022
EPAS	21	22	18
BLSV	N/A	679,627	908,342
MNE	N/A	2,669,225	2,566,915
DEL	0	0	0
EP MVE	0	0	0
EP Group	21	3,348,874	3,475,275
Total water consumption from water stress areas (th. m³)			
EPAS	0	0	0
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	0
Total water storage (facility or reservoir) (th. m³)			
EPAS	28,170	47,940	77,095
BLSV	N/A	268,730	182,920
MNE	N/A	1,351,570	1,314,820
DEL	0	0	0
EP MVE	0	0	0
EP Group	28,170	1,668,240	1,574,835
Total water storage (facility or reservoir) (th. m³)			
EPAS	47,940	75,220	61,298
BLSV	N/A	182,920	178,820
MNE	N/A	1,314,820	1,765,330
DEL	0	0	0
EP MVE	0	0	0
EP Group	47,940	1,572,960	2,005,448

Table 13: Waste management

Waste generated			
Total hazardous waste produced (t)	2020	2021	2022
EPAS	164	205	196
BLSV	N/A	N/A	0
MNE	N/A	11	5
DEL	0	0	0
EP MVE	0	0	0
EP Group	164	217	201
Total non-hazardous waste produced (t)			
EPAS	1,990	1,106	655
BLSV	N/A	2	2
MNE	N/A	285	6
DEL	88	79	61
EP MVE	86	59	40
EP Group	2,165	1,531	763
Disposal method - hazardous waste onsite			
Reuse (t)	2020	2021	2022
EPAS	0	0	0
BLSV	N/A	0	0
MNE	N/A	N/A	N/A
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	0
Recycle (t)			
EPAS	4	0	0
BLSV	N/A	0	0
MNE	N/A	N/A	N/A
DEL	0	0	0
EP MVE	0	0	0
EP Group	4	0	0
Compost (t)			
EPAS	0	0	0
BLSV	N/A	0	0
MNE	N/A	N/A	N/A
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	0
Recovery, including energy recovery (t)			
EPAS	13	0	0
BLSV	N/A	0	0
MNE	N/A	9	N/A
DEL	0	0	0
EP MVE	0	0	0
EP Group	13	9	0

Waste generated			
Incineration (mass burn) (t)			
EPAS	0	9	0
BLSV	N/A	0	0
MNE	N/A	N/R	N/R
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	9	0
Deep well injection (t)			
EPAS	17	104	0
BLSV	N/A	0	0
MNE	N/A	2	N/A
DEL	0	0	0
EP MVE	0	0	0
EP Group	17	106	0
Landfill (t)			
EPAS	0	0	0
BLSV	N/A	0	0
MNE	N/A	N/A	5
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	5
Other (t)			
EPAS	130	93	31
BLSV	N/A	0	0
MNE	N/A	N/A	N/A
DEL	0	0	0
EP MVE	0	0	0
EP Group	130	93	31
Disposal method - hazardous waste offsite			
Reuse (t)	2020	2021	2022
EPAS	0	0	0
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
Total	0	0	0
Recycle (t)			
EPAS	0	0	3
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	3

Waste generated			
Compost (t)			
EPAS	0	0	0
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	0
Recovery, including energy recovery (t)			
EPAS	0	0	0
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	0
Incineration (mass burn) (t)			
EPAS	0	0	5
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	5
Deep well injection (t)			
EPAS	0	0	157
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	157
Landfill (t)			
EPAS	0	0	0
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	0
Other (t)			
EPAS	0	0	0
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	0

Waste generated			
Disposal method - non-hazardous waste onsite			
Reuse (t)	2020	2021	2022
EPAS	0	0	0
BLSV	N/A	N/A	N/A
MNE	N/A	N/A	N/A
DEL	0	0	0
EP MVE	0	0	0
Total	0	0	0
Recycle (t)			
EPAS	883	4	3
BLSV	N/A	2	2
MNE	N/A	144	6
DEL	0	0	0
EP MVE	0	0	0
EP Group	883	149	11
Compost (t)			
EPAS	0	0	0
BLSV	N/A	N/A	N/A
MNE	N/A	N/A	N/A
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	0
Recovery, including energy recovery (t)			
EPAS	1	0	0
BLSV	N/A	N/A	N/A
MNE	N/A	1	N/A
DEL	0	0	0
EP MVE	0	0	0
EP Group	1	1	0
Incineration (mass burn) (t)			
EPAS	0	0	0
BLSV	N/A	N/A	N/A
MNE	N/A	N/A	N/A
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	0
Deep well injection (t)			
EPAS	0	0	0
BLSV	N/A	N/A	N/A
MNE	N/A	N/A	N/A
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	0

Waste generated			
Landfill (t)			
EPAS	0	0	0
BLSV	N/A	N/A	N/A
MNE	N/A	140	N/A
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	140	0
Other (t)			
EPAS	1,106	1,102	651
BLSV	N/A	N/A	N/A
MNE	N/A	N/A	N/A
DEL	0	0	0
EP MVE	0	0	0
EP Group	1,106	1,102	651
Disposal method - non-hazardous waste offsite			
Reuse (t)	2020	2021	2022
EPAS	0	0	0
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
Total	0	0	0
Recycle (t)			
EPAS	0	0	0
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	5	29	22
EP MVE	0	0	0
EP Group	5	29	22
Compost (t)			
EPAS	0	0	0
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	0
Recovery, including energy recovery (t)			
EPAS	0	0	0
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	0

Waste generated			
Incineration (mass burn) (t)			
EPAS	0	0	0
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	0
Deep well injection (t)			
EPAS	0	0	0
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	0
Landfill (t)			
EPAS	0	0	0
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	0
Other (t)			
EPAS	0	0	0
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	83	51	39
EP MVE	86	58	39
EP Group	169	109	78
Significant spills			
Total number of recorded significant spills (absolute value)	2020	2021	2022
EPAS	0	0	0
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	0
Total volume of recorded significant spills (th. m³)			
EPAS	0	0	0
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	0

Table 14: Biodiversity and ecosystems

Biodiversity			
Size of operational site owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas (km ²)	2020	2021	2022
EPAS	0	0	0
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	0
Size of all habitat areas protected or restored (km ²)			
EPAS	0	0	0
BLSV	N/A	0	0
MNE	N/A	56	56
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	56	56
Total number of IUCN Red List species and national conservation list species			
Critically endangered (absolute value)	2020	2021	2022
EPAS	0	0	1
BLSV	N/A	N/A	N/A
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	1
Endangered (absolute value)			
EPAS	0	0	2
BLSV	N/A	N/A	N/A
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	2
Vulnerable (absolute value)			
EPAS	1	1	13
BLSV	N/A	N/A	N/A
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	1	1	13
Near threatened (absolute value)			
EPAS	0	0	2
BLSV	N/A	N/A	N/A
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	2

Biodiversity			
Size of operational site owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas (km ²)	2020	2021	2022
Least concern (absolute value)			
EPAS	0	0	1
BLSV	N/A	N/A	N/A
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	1
Biodiversity and ecosystems protection investments			
Total monetary value of investments in protection of biodiversity and ecosystems (EUR)	2020	2021	2022
EPAS	1,237,438	3,679,481	7,367,985
BLSV	N/A	0	8,610
MNE	N/A	145,000	119,696
DEL	0	0	0
EP MVE	0	0	0
EP Group	1,237,438	3,824,481	7,496,292

Table 15: Employee and social

Employees			
Total number of employees (headcount)	2020	2021	2022
EPAS	9,161	9,191	9,203
BLSV	N/A	29	22
MNE	N/A	42	28
DEL	4	4	4
EP MVE	4	4	3
EP Group	9,169	9,270	9,260
Total number of employees - males (headcount)			
EPAS	7,541	7,486	7,485
BLSV	N/A	27	22
MNE	N/A	39	27
DEL	4	4	4
EP MVE	4	4	3
EP Group	7,549	7,560	7,541
Total number of employees - females (headcount)			
EPAS	1,640	1,705	1,718
BLSV	N/A	2	0
MNE	N/A	3	1
DEL	0	0	0
EP MVE	0	0	0
EP Group	1,640	1,710	1,719
Total number of employees on a temporary contract (headcount)			
EPAS	272	319	241
BLSV	N/A	2	0
MNE	N/A	6	1
DEL	0	0	0
EP MVE	0	0	0
EP Group	272	327	242
Total number of employees on a temporary contract - males (headcount)			
EPAS	156	161	91
BLSV	N/A	1	0
MNE	N/A	6	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	156	168	91
Total number of employees on a temporary contract - females (headcount)			
EPAS	116	158	150
BLSV	N/A	1	0
MNE	N/A	0	1
DEL	0	0	0
EP MVE	0	0	0
EP Group	116	159	151
Total number of employees on a permanent contract (headcount)			
EPAS	8,889	8,872	8,962
BLSV	N/A	27	22
MNE	N/A	36	27
DEL	4	4	4
EP MVE	4	4	3
EP Group	8,897	8,943	9,018

Employees			
Total number of employees on a permanent contract – males (headcount)			
EPAS	7,384	7,325	7,387
BLSV	N/A	26	22
MNE	N/A	33	27
DEL	4	4	4
EP MVE	4	4	3
EP Group	7,392	7,392	7,443
Total number of employees on a permanent contract – females (headcount)			
EPAS	1,525	1,547	1,575
BLSV	N/A	1	0
MNE	N/A	3	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	1,525	1,551	1,575
Total number of full-time employees (headcount)			
EPAS	9,146	9,173	9,187
BLSV	N/A	29	22
MNE	N/A	42	28
DEL	3	3	3
EP MVE	3	3	2
EP Group	9,152	9,230	9,242
Total number of full-time employees – males (headcount)			
EPAS	7,510	7,475	7,477
BLSV	N/A	27	22
MNE	N/A	39	27
DEL	3	3	3
EP MVE	3	3	2
EP Group	7,516	7,547	7,531
Total number of full-time employees – females			
EPAS	1,636	1,698	1,710
BLSV	N/A	2	0
MNE	N/A	3	1
DEL	0	0	0
EP MVE	0	0	0
EP Group	1,636	1,703	1,711
Total number of part-time employees (headcount)			
EPAS	15	18	16
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	1	1	1
EP MVE	1	1	1
EP Group	17	20	18
Total number of part-time employees – males (headcount)			
EPAS	10	10	8
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	1	1	1
EP MVE	1	1	1
EP Group	12	12	10

Employees			
Total number of part-time employees – females (headcount)			
EPAS	5	8	8
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	5	8	8
Total number of non-guaranteed hours employees (headcount)			
EPAS	0	0	0
BLSV	N/A	0	0
MNE	N/A	N/R	N/R
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	0
Total number of non-guaranteed hours employees – males (headcount)			
EPAS	0	0	0
BLSV	N/A	0	0
MNE	N/A	N/R	N/R
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	0
Total number of non-guaranteed hours employees – females (headcount)			
EPAS	0	0	0
BLSV	N/A	0	0
MNE	N/A	N/R	N/R
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	0
Workers who are not employees			
Other workers (Total number of workers who are not employees and whose work is controlled by the organization) (headcount)	2020	2021	2022
EPAS	13	7	9
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	13	7	9
Communication of critical concerns			
Critical concerns (Number of critical concerns that were communicated to the highest governance body) (absolute value)	2020	2021	2022
EPAS	0	0	0
BLSV	N/A	0	1
MNE	N/A	N/R	1
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	2

Employees			
Annual total compensation ratio			
Annual total compensation for the organisation's highest-paid individual (EUR)	2020	2021	2022
EPAS	C/C	C/C	C/C
BLSV	N/A	C/C	C/C
MNE	N/A	C/C	C/C
DEL	C/C	C/C	C/C
EP MVE	C/C	C/C	C/C
EP Group	C/C	C/C	C/C
Median annual total compensation for all employees (excluding the highest-paid individual) (EUR)			
EPAS	C/C	C/C	C/C
BLSV	C/C	C/C	C/C
MNE	C/C	C/C	C/C
DEL	C/C	C/C	C/C
EP MVE	C/C	C/C	C/C
EP Group	C/C	C/C	C/C
Compliance with laws and regulations			
Total number of significant instances of non-compliance with laws and regulations. broken down by:			
Instances for which fines were incurred (absolute value)	2020	2021	2022
EPAS	0	0	10
BLSV	N/A	0	0
MNE	N/A	2	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	2	10
Instances for which non-monetary sanctions were incurred (absolute value)			
EPAS	2	5	4
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	2	5	4
Monetary value of fines for instances of noncompliance with laws and regulations that were paid (EUR)			
EPAS	198,486	255,211	6,773
BLSV	N/A	0	0
MNE	N/A	15 625	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	198,486	270,836	6,773
Total monetary value of significant fines (EUR)			
EPAS	198,486	255,211	6,773
BLSV	N/A	0	0
MNE	N/A	15,625	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	198,486	270,836	6,773

Employees			
Total number of non-monetary sanctions (absolute value)			
EPAS	1	3	2
BLSV	N/A	0	0
MNE	N/A	N/R	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	1	3	2
Collective bargaining agreements			
Collective bargaining (Number of employees covered by a collective bargaining agreement) (headcount)	2020	2021	2022
EPAS	3,189	2,985	3,326
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	3,189	2,985	3,326
Proportion of senior management hired from the local community			
Total number of senior management personnel at significant locations of operation that are hired from the local community (headcount)	2020	2021	2022
EPAS	1	1	12
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	N/R	N/R	N/R
EP MVE	N/R	N/R	N/R
EP Group	1	1	12
Proportion of spending on local suppliers			
Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation (%)	2020	2021	2022
EPAS	10	10	13
BLSV	N/A	N/A	N/A
MNE	N/A	N/A	N/A
DEL	N/A	N/A	N/A
EP MVE	N/A	N/A	N/A
EP Group	10	10	13
Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices			
Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior (absolute value)	2020	2021	2022
EPAS	0	0	1
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	1

Employees			
New employee hires and employee turnover			
Total number of new hires (headcount)	2020	2021	2022
EPAS	521	718	910
BLSV	N/A	3	9
MNE	N/A	14	3
DEL	0	0	0
EP MVE	0	0	0
EP Group	521	735	922
Males (headcount)			
EPAS	423	566	740
BLSV	N/A	3	9
MNE	N/A	14	2
DEL	0	0	0
EP MVE	0	0	0
EP Group	423	583	751
Males (under 30 years old) (headcount)			
EPAS	163	290	302
BLSV	N/A	1	1
MNE	N/A	3	2
DEL	0	0	0
EP MVE	0	0	0
EP Group	163	294	305
Males (30-50 years old) (headcount)			
EPAS	207	229	361
BLSV	N/A	2	7
MNE	N/A	10	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	207	241	368
Males (over 50 years old) (headcount)			
EPAS	53	47	77
BLSV	N/A	0	1
MNE	N/A	1	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	53	48	78
Females (headcount)			
EPAS	98	152	170
BLSV	N/A	0	0
MNE	N/A	0	1
DEL	0	0	0
EP MVE	0	0	0
EP Group	98	152	171

Employees			
Females (under 30 years old) (headcount)			
EPAS	39	54	61
BLSV	N/A	0	0
MNE	N/A	0	1
DEL	0	0	0
EP MVE	0	0	0
EP Group	39	54	62
Females (30-50 years old) (headcount)			
EPAS	51	80	93
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	51	80	93
Females (over 50 years old) (headcount)			
EPAS	8	18	16
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	8	18	16
Total number of leavers (headcount)			
EPAS	647	709	898
BLSV	N/A	12	8
MNE	N/A	14	1
DEL	0	0	0
EP MVE	0	0	1
EP Group	647	735	908
Males (headcount)			
EPAS	556	593	726
BLSV	N/A	10	8
MNE	N/A	12	0
DEL	0	0	0
EP MVE	0	0	1
EP Group	556	615	735
Males (under 30 years old) (headcount)			
EPAS	124	194	197
BLSV	N/A	1	2
MNE	N/A	3	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	124	198	199
Males (30-50 years old) (headcount)			
EPAS	224	179	343
BLSV	N/A	5	4
MNE	N/A	6	0
DEL	0	0	0
EP MVE	0	0	1
EP Group	224	190	348

Employees			
Males (over 50 years old) (headcount)			
EPAS	208	220	186
BLSV	N/A	4	2
MNE	N/A	3	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	208	227	188
Females (headcount)			
EPAS	91	116	172
BLSV	N/A	2	0
MNE	N/A	2	1
DEL	0	0	0
EP MVE	0	0	0
EP Group	91	120	173
Females (under 30 years old) (headcount)			
EPAS	27	24	55
BLSV	N/A	0	0
MNE	N/A	1	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	27	25	55
Females (30-50 years old) (headcount)			
EPAS	41	63	75
BLSV	N/A	1	0
MNE	N/A	1	1
DEL	0	0	0
EP MVE	0	0	0
EP Group	41	65	76
Females (over 50 years old) (headcount)			
EPAS	23	29	42
BLSV	N/A	1	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	23	30	42
Work-related injuries			
Total number of hours worked (employees) (hours)	2020	2021	2022
EPAS	17,396,137	17,296,176	17,637,752
BLSV	N/A	78,300	60,704
MNE	N/A	113,400	86,501
DEL	6,422	6,198	6,870
EP MVE	5,914	6,103	6,018
EP Group	17,408,473	17,500,177	17,797,845

Employees			
Total number of hours worked (contractors) (hours)			
EPAS	11,827	5,914	7,226
BLSV	N/A	N/A	N/A
MNE	N/A	N/A	N/A
DEL	0	0	0
EP MVE	0	0	0
EP Group	11,827	5,914	7,226
Total number of work-related injuries (employees) (absolute value)			
Fatalities (absolute value)			
EPAS	0	4	4
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	4	4
High-consequence injuries (excluding fatalities) (absolute value)			
EPAS	1	0	4
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	1	0	4
Recordable injuries (absolute value)			
EPAS	29	9	5
BLSV	N/A	1	0
MNE	N/A	1	1
DEL	0	0	0
EP MVE	0	0	0
EP Group	29	11	6
Total number of work-related injuries (contractors) (absolute value)			
Fatalities (absolute value)			
EPAS	2	0	0
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	2	0	0
High-consequence injuries (excluding fatalities) (absolute value)			
EPAS	0	0	0
BLSV	N/A	1	0
MNE	N/A	1	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	2	0

Employees			
Recordable injuries (absolute value)			
EPAS	2	0	0
BLSV	N/A	0	0
MNE	N/A	9	1
DEL	0	0	0
EP MVE	0	0	0
EP Group	2	9	1
Work-related hazards that pose risk to injury ²⁴			
Physical (e.g., temperature extremes, constant loud noise, spills) (absolute value)	2020	2021	2022
EPAS	Yes	Yes	Yes
BLSV	N/A	Yes	Yes
MNE	N/A	Yes	Yes
DEL	Yes	Yes	Yes
EP MVE	Yes	Yes	Yes
EP Group	Yes	Yes	Yes
Ergonomic (e.g., improperly adjusted workstations, vibrations) (absolute value)			
EPAS	Yes	Yes	Yes
BLSV	N/A	No	No
MNE	N/A	No	No
DEL	No	No	No
EP MVE	No	No	No
EP Group	Yes	Yes	Yes
Chemical (e.g., exposure to solvents) (absolute value)			
EPAS	No	No	Yes
BLSV	N/A	No	No
MNE	N/A	No	No
DEL	No	No	No
EP MVE	No	No	No
EP Group	No	No	Yes
Biological (e.g., exposure to blood and bodily fluids) (absolute value)			
EPAS	Yes	Yes	Yes
BLSV	N/A	No	No
MNE	N/A	No	No
DEL	No	No	No
EP MVE	No	No	No
EP Group	Yes	Yes	Yes
Psychosocial (e.g., verbal abuse, harassment) (absolute value)			
EPAS	Yes	Yes	Yes
BLSV	N/A	No	No
MNE	N/A	No	No
DEL	No	No	No
EP MVE	No	No	No
EP Group	Yes	Yes	Yes

²⁴ EPAS and EP Group receive a "Yes" answer if at least one of the consolidated entities provides a positive response ("Yes").

Employees			
Related to work-organization (e.g., long hours, shift work) (absolute value)			
EPAS	Yes	Yes	Yes
BLSV	N/A	No	No
MNE	N/A	No	No
DEL	No	No	No
EP MVE	No	No	No
EP Group	Yes	Yes	Yes
For another, unspecified reason (absolute value)			
EPAS	Yes	Yes	No
BLSV	N/A	No	No
MNE	N/A	No	No
DEL	No	No	No
EP MVE	No	No	No
EP Group	Yes	Yes	No
LTIR rate (value)			
	2020	2021	2022
EPAS	1.72	0.75	0.74
BLSV	N/A	12.77	0
MNE	N/A	8.82	11.56
DEL	0	0	0
EP MVE	0	0	0
EP Group	1.72	0.75	0.79
Diversity of governance bodies and employees			
Employee breakdown (by level)			
Number of executives (includes board members and directors) (headcount)	2020	2021	2022
EPAS	33	45	42
BLSV	N/A	0	1
MNE	N/A	0	0
DEL	3	3	3
EP MVE	2	2	2
EP Group	38	50	48
Males (headcount)			
EPAS	26	37	37
BLSV	N/A	0	1
MNE	N/A	0	0
DEL	3	3	0
EP MVE	2	2	2
EP Group	31	42	40
Under 30 years old (headcount)			
EPAS	0	0	0
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	0

Employees			
30-50 years old (headcount)			
EPAS	21	28	29
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	2	1	1
EP MVE	2	1	1
EP Group	25	30	31
Over 50 years old (headcount)			
EPAS	5	9	8
BLSV	N/A	0	1
MNE	N/A	0	0
DEL	1	2	2
EP MVE	0	1	1
EP Group	8	12	12
Females (headcount)			
EPAS	7	8	5
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	7	8	5
Under 30 years old (headcount)			
EPAS	0	0	0
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	0
30-50 years old (headcount)			
EPAS	6	6	3
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	6	6	3
Over 50 years old (headcount)			
EPAS	1	2	2
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	1	2	2
Number of employees in management (includes senior managers and managers) (headcount)			
EPAS	196	197	198
BLSV	N/A	2	1
MNE	N/A	9	5
DEL	1	1	1
EP MVE	1	1	1
EP Group	198	210	206

Employees			
Males (headcount)			
EPAS	142	139	136
BLSV	N/A	2	1
MNE	N/A	9	5
DEL	1	1	1
EP MVE	1	1	1
EP Group	144	152	144
Under 30 years old (headcount)			
EPAS	5	6	5
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	5	6	5
30-50 years old (headcount)			
EPAS	96	91	84
BLSV	N/A	0	1
MNE	N/A	4	3
DEL	1	1	1
EP MVE	1	1	1
EP Group	98	97	90
Over 50 years old (headcount)			
EPAS	41	42	47
BLSV	N/A	2	0
MNE	N/A	5	2
DEL	0	0	0
EP MVE	0	0	0
EP Group	41	49	49
Females (headcount)			
EPAS	54	58	62
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	54	58	62
Under 30 years old (headcount)			
EPAS	5	1	2
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	5	1	2
30-50 years old (headcount)			
EPAS	35	44	44
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	35	44	44

Employees			
Over 50 years old (headcount)			
EPAS	14	13	16
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	14	13	16
Number of employees in other levels (headcount)			
EPAS	8,916	8,941	8,968
BLSV	N/A	27	22
MNE	N/A	33	23
DEL	0	0	0
EP MVE	3	3	2
EP Group	8,919	9,004	9,015
Males (headcount)			
EPAS	7,446	7,425	7,443
BLSV	N/A	25	20
MNE	N/A	30	22
DEL	0	0	0
EP MVE	3	3	2
EP Group	7,449	7,483	7,487
Under 30 years old (headcount)			
EPAS	921	817	879
BLSV	N/A	6	5
MNE	N/A	9	7
DEL	N/A	N/A	N/A
EP MVE	0	0	0
EP Group	921	832	891
30-50 years old (headcount)			
EPAS	3,494	3,439	3,460
BLSV	N/A	14	13
MNE	N/A	20	13
DEL	N/A	N/A	0
EP MVE	2	2	1
EP Group	3,496	3,475	3,487
Over 50 years old (headcount)			
EPAS	3,031	3,169	3,099
BLSV	N/A	5	2
MNE	N/A	1	2
DEL	N/A	N/A	0
EP MVE	1	1	1
EP Group	3,032	3,176	3,104
Females (headcount)			
EPAS	1,470	1,516	1,525
BLSV	N/A	2	0
MNE	N/A	3	1
DEL	0	0	0
EP MVE	0	0	0
EP Group	1,470	1,521	1,526

Employees			
Under 30 years old (headcount)			
EPAS	156	145	143
BLSV	N/A	1	0
MNE	N/A	1	1
DEL	0	0	0
EP MVE	0	0	0
EP Group	156	147	144
30-50 years old (headcount)			
EPAS	811	826	841
BLSV	N/A	0	0
MNE	N/A	2	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	811	828	841
Over 50 years old (headcount)			
EPAS	503	545	541
BLSV	N/A	1	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	503	546	541
Employee breakdown (by position)			
Number of employees in administrative positions (headcount)	2020	2021	2022
EPAS	1,887	1,879	1,920
BLSV	N/A	4	2
MNE	N/A	3	5
DEL	1	1	1
EP MVE	1	1	1
EP Group	1,889	1,888	1,929
Males (headcount)			
EPAS	832	823	818
BLSV	N/A	3	2
MNE	N/A	3	5
DEL	1	1	1
EP MVE	1	1	1
EP Group	834	831	827
Under 30 years old (headcount)			
EPAS	63	40	50
BLSV	N/A	0	0
MNE	N/A	1	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	63	41	50

Employees			
30-50 years old (headcount)			
EPAS	504	490	494
BLSV	N/A	2	1
MNE	N/A	2	3
DEL	1	1	1
EP MVE	1	1	1
EP Group	506	496	501
Over 50 years old (headcount)			
EPAS	265	293	274
BLSV	N/A	1	1
MNE	N/A	0	2
DEL	0	0	0
EP MVE	0	0	0
EP Group	265	294	277
Females (headcount)			
EPAS	1,055	1,056	1,102
BLSV	N/A	1	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	1,055	1,057	1,102
Under 30 years old (headcount)			
EPAS	104	83	89
BLSV	N/A	1	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	104	84	89
30-50 years old (headcount)			
EPAS	669	663	697
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	669	663	697
Over 50 years old (headcount)			
EPAS	282	310	316
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	282	310	316
Number of employees in technical positions (ex. engineers, technicians) (headcount)			
EPAS	5,128	5,178	5,149
BLSV	N/A	7	0
MNE	N/A	10	7
DEL	3	3	3
EP MVE	3	3	2
EP Group	5,134	5,201	5,161

Employees			
Males (headcount)			
EPAS	4,943	4,982	4,988
BLSV	N/A	6	0
MNE	N/A	8	6
DEL	3	3	3
EP MVE	3	3	2
EP Group	4,949	5,002	4,999
Under 30 years old (headcount)			
EPAS	612	540	614
BLSV	N/A	0	0
MNE	N/A	2	0
DEL	0	0	0
EP MVE	2	2	1
EP Group	614	542	615
30-50 years old (headcount)			
EPAS	2,125	2,113	2,080
BLSV	N/A	5	0
MNE	N/A	5	5
DEL	3	3	2
EP MVE	1	1	1
EP Group	2,129	2,127	2,088
Over 50 years old (headcount)			
EPAS	2,206	2,329	2,294
BLSV	N/A	1	0
MNE	N/A	0	1
DEL	0	0	1
EP MVE	0	0	0
EP Group	2,206	2,330	2,296
Females (headcount)			
EPAS	185	196	161
BLSV	N/A	1	0
MNE	N/A	2	1
DEL	0	0	0
EP MVE	0	0	0
EP Group	185	199	162
Under 30 years old (headcount)			
EPAS	10	15	8
BLSV	N/A	0	0
MNE	N/A	1	1
DEL	0	0	0
EP MVE	0	0	0
EP Group	10	16	9
30-50 years old (headcount)			
EPAS	66	68	52
BLSV	N/A	0	0
MNE	N/A	1	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	66	69	52

Employees			
Over 50 years old (headcount)			
EPAS	109	113	101
BLSV	N/A	1	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	109	114	101
Number of employees in manual labour positions (ex. production, maintenance) (headcount)			
EPAS	1,763	1,718	1,769
BLSV	N/A	16	20
MNE	N/A	20	16
DEL	0	0	0
EP MVE	0	0	0
EP Group	1,763	1,754	1,805
Males (headcount)			
EPAS	1,577	1,509	1,557
BLSV	N/A	16	20
MNE	N/A	19	16
DEL	0	0	0
EP MVE	0	0	0
EP Group	1,577	1,544	1,593
Under 30 years old (headcount)			
EPAS	179	164	154
BLSV	N/A	6	5
MNE	N/A	6	7
DEL	0	0	0
EP MVE	0	0	0
EP Group	179	176	166
30-50 years old (headcount)			
EPAS	838	790	847
BLSV	N/A	7	13
MNE	N/A	13	8
DEL	0	0	0
EP MVE	0	0	0
EP Group	838	810	868
Over 50 years old (headcount)			
EPAS	560	555	556
BLSV	N/A	3	2
MNE	N/A	0	1
DEL	0	0	0
EP MVE	0	0	0
EP Group	560	558	559

Employees			
Females (headcount)			
EPAS	186	209	212
BLSV	N/A	0	0
MNE	N/A	1	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	186	209	212
Under 30 years old (headcount)			
EPAS	1	2	2
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	1	2	2
30-50 years old (headcount)			
EPAS	71	86	87
BLSV	N/A	0	0
MNE	N/A	1	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	71	87	87
Over 50 years old (headcount)			
EPAS	114	121	123
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	114	121	123
Number of employees with disabilities (headcount)			
EPAS	79	80	77
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	79	80	77
Average hours of training per year per employee			
Total training hours (hours)	2020	2021	2022
EPAS	74,761	77,726	95,931
BLSV	N/A	1 305	330
MNE	N/A	1 890	420
DEL	24	26	58
EP MVE	35	27	62
EP Group	74,820	80,974	96,801

Employees			
Males (hours)			
EPAS	65,460	66,764	87,331
BLSV	N/A	1 215	330
MNE	N/A	1 755	405
DEL	24	26	58
EP MVE	35	27	62
EP Group	65,519	69,787	88,186
Females (hours)			
EPAS	9,301	10,962	8,600
BLSV	N/A	90	0
MNE	N/A	135	15
DEL	0	0	0
EP MVE	0	0	0
EP Group	9,301	11,187	8,615
Total training hours (by employee level) (hours)			
EPAS	74,761	77,726	95,873
BLSV	N/A	1,305	330
MNE	N/A	1,890	420
DEL	24	26	58
EP MVE	35	27	62
EP Group	74,820	80,974	96,743
Executives (includes board members) (hours)			
EPAS	364	476	375
BLSV	N/A	0	15
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	364	476	390
Managers (includes senior managers and managers) (hours)			
EPAS	4,959	7,327	3,630
BLSV	N/A	90	15
MNE	N/A	405	75
DEL	0	0	0
EP MVE	8	3	5
EP Group	4,967	7,825	3,725
Employees in other positions (hours)			
EPAS	69,438	69,923	91,868
BLSV	N/A	1,215	300
MNE	N/A	1,485	345
DEL	24	26	58
EP MVE	27	24	57
EP Group	69,489	72,673	92,628

Employees			
Total training hours (by employee position)			
Employees in administrative positions (hours)	2020	2021	2022
EPAS	13,037	12,274	9,215
BLSV	N/A	180	30
MNE	N/A	135	75
DEL	0	0	0
EP MVE	8	3	5
EP Group	13,045	12,592	9,325
Employees in technical positions (ex. engineers, technicians) (hours)			
EPAS	17,080	15,221	29,421
BLSV	N/A	315	0
MNE	N/A	450	105
DEL	24	26	58
EP MVE	27	24	57
EP Group	17,131	16,036	29,641
Employees in manual labour positions (ex. field work, production, maintenance) (hours)			
EPAS	44,644	50,231	57,237
BLSV	N/A	810	300
MNE	N/A	1,305	240
DEL	0	0	0
EP MVE	0	0	0
EP Group	44,644	52,346	57,777
Additional: Social investments (donations, funds, etc.)			
Total monetary value contributed (EUR)	2020	2021	2022
EPAS	5,193,909	112,550	326,274
BLSV	N/A	N/A	N/A
MNE	N/A	286,525	426,577
DEL	0	0	0
EP MVE	0	0	0
EP Group	5,193,909	399,075	752,852
Donations (EUR)			
EPAS	5,192,682	107,732	326,274
BLSV	N/A	N/A	N/A
MNE	N/A	122,730	426,577
DEL	0	0	0
EP MVE	0	0	0
EP Group	5,192,682	230,462	752,852
Other (EUR)			
EPAS	1,227	4,818	0
BLSV	N/A	N/A	N/A
MNE	N/A	163,795	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	1,227	168,614	0

Employees			
New technologies investments			
Total monetary value of investment in new technologies (EUR)	2020	2021	2022
EPAS	225,232	209,754	639,923
BLSV	N/A	N/A	N/A
MNE	N/A	N/A	N/A
DEL	0	0	0
EP MVE	0	0	0
EP Group	225,232	209,754	639,923
Operations with local community engagement, impact assessments, and development programmes			
Number of operations with implemented local community engagement, impact assessments, and/or development programmes (absolute value)	2020	2021	2022
EPAS	0	2	4
BLSV	N/A	0	1
MNE	N/A	1	1
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	3	6
New suppliers that were screened using social criteria			
Total number of new suppliers (absolute value)	2020	2021	2022
EPAS	0	0	542
BLSV	N/A	N/A	N/A
MNE	N/A	N/A	N/A
DEL	N/A	N/A	N/A
EP MVE	N/A	N/A	N/A
EP Group	0	0	542
Number of new suppliers that were screened using social criteria (absolute value)			
EPAS	1	1	33
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	N/A	N/A	N/A
EP MVE	N/A	N/A	N/A
EP Group	1	1	33
Negative social impacts in the supply chain and actions taken			
Number of suppliers assessed for social impacts (absolute value)	2020	2021	2022
EPAS	0	0	28
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	N/A	N/A	N/A
EP MVE	N/A	N/A	N/A
EP Group	0	0	28

Employees			
Number of suppliers identified as having significant actual and potential negative social impacts (absolute value)			
EPAS	0	0	0
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	N/A	N/A	N/A
EP MVE	N/A	N/A	N/A
EP Group	0	0	0
Number of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment (absolute value)			
EPAS	0	0	0
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	N/A	N/A	N/A
EP MVE	N/A	N/A	N/A
EP Group	0	0	0
Number of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment (absolute value)			
EPAS	0	0	0
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	N/A	N/A	N/A
EP MVE	N/A	N/A	N/A
EP Group	0	0	0

6.7. GRI Content Index

Statement of use	ENERGO-PRO Group has reported in accordance with the GRI Standards for the period from 1st January 2022 to 31st December 2022.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standards	n/a

GRI Standard Other source	Disclosure	Location Reference	Omission
General disclosures			
GRI 2: General Disclosures 2021	2-1 Organizational details	SR 2022 - 2.1. Our business ENERGO-PRO website: ENERGO-PRO Contacts	
	2-2 Entities included in the organization's sustainability reporting	SR 2022 - 2.3. Organisational structure SR 2022 - 3.1. Reporting	
	2-3 Reporting period, frequency and contact point	SR 2022 - 3.1. Reporting Contact point: Catherine Garcia, ES Group Head	
	2-4 Restatements of information	SR 2022 - 3.1. Reporting	
	2-5 External assurance	SR 2022 - 3.1. Reporting	
	2-6 Activities, value chain and other business relationships	SR 2022 - 2.1. Our business SR 2022 - 6.3. Value chain SR 2022 - 3.4. Stakeholder engagement	
	2-7 Employees	SR 2022 - 5.2. Employees SR 2022 - 7.6. Data	
	2-8 Workers who are not employees	SR 2022 - 5.2. Employees SR 2022 - 7.6. Data	
	2-9 Governance structure and composition	SR 2022 - 2.4. Corporate governance structure	
	2-10 Nomination and selection of the highest governance body	SR 2022 - 2.4. Corporate governance structure	
	2-11 Chair of the highest governance body	SR 2022 - 2.4. Corporate governance structure	
	2-12 Role of the highest governance body in overseeing the management of impacts	SR 2022 - 2.4. Corporate governance structure	
	2-13 Delegation of responsibility for managing impacts	SR 2022 - 2.4. Corporate governance structure	
	2-14 Role of the highest governance body in sustainability reporting	SR 2022 - 2.4. Corporate governance structure	
	2-15 Conflicts of interest	SR 2022 - 6.1. Fair and ethical business practices	
	2-16 Communication of critical concerns	SR 2022 - 6.1. Fair and ethical business practices Whistle Blower Policy: Whistle Blower Policy ENERGO-PRO	
	2-17 Collective knowledge of the highest governance body	SR 2022 - 3.3. Participation in membership associations	
	2-18 Evaluation of the performance of the highest governance body		

GRI Standard Other source	Disclosure	Location	Omission
		Reference	
General disclosures			
	2-19 Remuneration policies	SR 2022 - 7.7. GRI Content Index	
	2-20 Process to determine remuneration	SR 2022 - 7.7. GRI Content Index	
	2-21 Annual total compensation ratio	SR 2022 - 7.7. GRI Content Index	
	2-22 Statement on sustainable development strategy	SR 2022 - 1. Message from the CEO Sustainability Strategy: Sustainability Policy ENERGO-PRO	
	2-23 Policy commitments	SR 2022 - 6.1. Fair and ethical business practices SR 2022- 7.5. Group's internal policies Sustainability Strategy: Sustainability Policy ENERGO-PRO Environmental, Social and Governance Policy: Environmental, Social and Governance Policy ENERGO-PRO	
	2-24 Embedding policy commitments	SR 2022 - 6.1. Fair and ethical business practices Sustainability Strategy: Sustainability Policy ENERGO-PRO	
	2-25 Processes to remediate negative impacts	SR 2022 - 3. ENERGO-PRO Group's approach to sustainability SR 2022 - 6.1. Fair and ethical business practices	
	2-26 Mechanisms for seeking advice and raising concerns	SR 2022 - 6.1. Fair and ethical business practices Whistle Blower Policy: Whistle Blower Policy ENERGO-PRO	
	2-27 Compliance with laws and regulations	SR 2022 - 6.1. Fair and ethical business practices	
	2-28 Membership associations	SR 2022 - 3.3. Participation in membership associations	
	2-29 Approach to stakeholder engagement	SR 2022 - 3.4. Stakeholder engagement	
	2-30 Collective bargaining agreements	SR 2022 - 5.2. Employees	

GRI Standard Other source	Disclosure	Location	Omission
		Reference	
Material topics			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	SR 2022 - 3.2. Materiality assessment SR 2022 - 7.4. Methodology notes	
	3-2 List of material topics	SR 2022 - 7.4. Methodology notes	
Emissions			
GRI 3: Material Topics 2021	3-3 Management of material topics	SR 2022 - 4.1. Emissions Sustainability Strategy: Sustainability Policy ENERGO-PRO	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	SR 2022 - 4.1. Emissions SR 2022 - 7.6. Data	
	305-2 Energy indirect (Scope 2) GHG emissions	SR 2022 - 4.1. Emissions SR 2022 - 7.6. Data	
	305-3 Other indirect (Scope 3) GHG emissions	SR 2022 - 4.1. Emissions SR 2022 - 7.6. Data	
	305-4 GHG emissions intensity	SR 2022 - 4.1. Emissions SR 2022 - 7.6. Data	
	305-5 Reduction of GHG emissions	SR 2022 - 4.1. Emissions	
	305-6 Emissions of ozone-depleting substances (ODS)		Not applicable: Our operations focus on hydropower and electricity transmission and distribution.
	305-7 Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions		
Energy management			
GRI 3: Material Topics 2021	3-3 Management of material topics	SR 2022 - 4.2. Energy management	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	SR 2022 - 4.2. Energy management SR 2022 - 7.6. Data	
	302-2 Energy consumption outside of the organization		Information unavailable: Our data management system currently does allow us to reliably collect this information. We are working on improving our processes.
	302-3 Energy intensity		
	302-4 Reduction of energy consumption		
	302-5 Reductions in energy requirements of products and services		

GRI Standard Other source	Disclosure	Location Reference	Omission
Water management			
GRI 3: Material Topics 2021	3-3 Management of material topics	SR 2022 - 4.3. Water management	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	SR 2022 - 4.3. Water management	
	303-2 Management of water discharge-related impacts	SR 2022 - 4.3. Water management	
	303-3 Water withdrawal	SR 2022 - 4.3. Water management SR 2022 - 7.6. Data	
	303-4 Water discharge	SR 2022 - 4.3. Water management SR 2022 - 7.6. Data	
	303-5 Water consumption	SR 2022 - 4.3. Water management SR 2022 - 7.6. Data	
Waste management			
GRI 3: Material Topics 2021	3-3 Management of material topics	SR 2022 - 4.4. Waste management	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	SR 2022 - 4.4. Waste management	
	306-2 Management of significant waste-related impacts	SR 2022 - 4.4. Waste management	
	306-3 Waste generated	SR 2022 - 4.4. Waste management SR 2022 - 7.6. Data	
	306-4 Waste diverted from disposal	SR 2022 - 4.4. Waste management SR 2022 - 7.6. Data	
	306-5 Waste directed to disposal	SR 2022 - 4.4. Waste management SR 2022 - 7.6. Data	
Biodiversity and ecosystems			
GRI 3: Material Topics 2021	3-3 Management of material topics	SR 2022 - 4.5. Biodiversity and ecosystems Sustainability Policy: Sustainability Policy ENERGO-PRO	
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	SR 2022 - 4.5. Biodiversity and ecosystems SR 2022 - 7.6. Data	
	304-2 Significant impacts of activities, products and services on biodiversity	SR 2022 - 4.5. Biodiversity and ecosystems SR 2022 - 7.6. Data	
	304-3 Habitats protected or restored	SR 2022 - 4.5. Biodiversity and ecosystems SR 2022 - 7.6. Data	
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	SR 2022 - 4.5. Biodiversity and ecosystems SR 2022 - 7.6. Data	

GRI Standard Other source	Disclosure	Location	Omission
		Reference	
Health and safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	SR 2022 - 5.1. Health and safety Health & Safety Policy: Health & Safety Policy ENERGO-PRO	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	SR 2022 - 5.1. Health and safety	
	403-2 Hazard identification, risk assessment, and incident investigation	SR 2022 - 5.1. Health and safety	
	403-3 Occupational health services	SR 2022 - 5.1. Health and safety	
	403-4 Worker participation, consultation, and communication on occupational health and safety	SR 2022 - 5.1. Health and safety	
	403-5 Worker training on occupational health and safety	SR 2022 - 5.1. Health and safety	
	403-6 Promotion of worker health	SR 2022 - 5.1. Health and safety	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	SR 2022 - 5.1. Health and safety	
	403-8 Workers covered by an occupational health and safety management system		Information unavailable: Our data management system currently does allow us to reliably collect this information. We are working on improving our processes.
	403-9 Work-related injuries	SR 2022 - 5.1. Health and safety SR 2022 - 7.6. Data	
	403-10 Work-related ill health		Not applicable: Our operations do not increase the risk of disease.
Employees			
GRI 3: Material Topics 2021	3-3 Management of material topics	SR 2022 - 5.2. Employees Human Resources Policy: Human Resources Policy ENERGO-PRO	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	SR 2022 - 5.2. Employees SR 2022 - 7.6. Data	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	SR 2022 - 5.2. Employees	
	401-3 Parental leave	SR 2022 - 5.2. Employees	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	SR 2022 - 5.2. Employees SR 2022 - 7.6. Data	
	404-2 Programs for upgrading employee skills and transition assistance programs	SR 2022 - 5.2. Employees	
	404-3 Percentage of employees receiving regular performance and career development reviews		Not applicable: This information is not considered significant within the context of our Sustainability Report.

GRI Standard Other source	Disclosure	Location	Omission
		Reference	
Employees			
RI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	SR 2022 - 5.2. Employees SR 2022 - 2.4. Corporate governance structure SR 2022 - 7.6. Data	Not applicable: This information is not considered significant within the context of our Sustainability Report.
	405-2 Ratio of basic salary and remuneration of women to men		
Relations with local communities			
GRI 3: Material Topics 2021	3-3 Management of material topics	SR 2022 - 5.3. Relations with local communities	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	SR 2022 - 5.3. Relations with local communities	
	413-2 Operations with significant actual and potential negative impacts on local communities	SR 2022 - 5.1. Health & safety	
Fair and ethical business practices			
GRI 3: Material Topics 2021	3-3 Management of material topics	SR 2022 - 6.1. Fair and ethical business practices Anti-bribery & Anti-money laundering Policy: Anti-bribery and Anti-money laundering Policy ENERGO-PRO Code of Conduct: Code of Conduct ENERGO-PRO	
GRI 202: Market Presence 2016	202-2 Proportion of senior management	SR 2022 - 5.3. Relations with local communities	
GRI 204: Procurement Practices 2016	hired from the local community	SR 2022 - 6.3. Value chain	
	204-1 Proportion of spending on local suppliers	SR 2022 - 2.1. Our business	
	205-1 Operations assessed for risks related to corruption	SR 2022 - 6.1. Fair and ethical business practices	
	205-2 Communication and training about anti-corruption policies and procedures	SR 2022 - 2.1. Our business SR 2022 - 5.2. Employees SR 2022 - 6.1. Fair and ethical business practices Anti-bribery & Anti-money laundering Policy: Anti-bribery & Anti-money laundering Policy ENERGO-PRO	
	205-3 Confirmed incidents of corruption and actions taken	SR 2022 - 6.1. Fair and ethical business practices	
GRI 205: Anti-corruption 2016	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	SR 2022 - 6.1. Fair and ethical business practices	

GRI Standard Other source	Disclosure	Location	Omission
		Reference	
Regulatory compliance			
GRI 3: Material Topics 2021	3-3 Management of material topics	SR 2022 - 6.2. Regulatory compliance	
GRI 307: Environmental Compliance 2016	307-1 Non-compliance with environmental laws and regulation	SR 2022: 6.2. Regulatory compliance SR 2022 - 7.6. Data	
GRI 419: Socioeconomic Compliance 2016	419-1 Non-compliance with laws and regulations in the social and economic area	SR 2022: 6.2. Regulatory compliance SR 2022 - 7.6. Data	
Regulatory compliance			
GRI 3: Material Topics 2021	3-3 Management of material topics	SR 2022 - 6.3. Value chain Procurement Policy: Value chain Procurement Policy ENERGO-PRO	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria		
	308-2 Negative environmental impacts in the supply chain and actions taken		
	408-1 Operations and suppliers at significant risk for incidents of child labour	SR 2022 - 6.3. Value chain Human Rights Policy: Human Rights Policy ENERGO-PRO	
	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	SR 2022 - 6.3. Value chain Human Rights Policy: Human Rights Policy ENERGO-PRO	
	414-1 New suppliers that were screened using social criteria	SR 2022 - 6.3. Value chain	
	414-2 Negative social impacts in the supply chain and actions taken	SR 2022 - 6.3. Value chain	
	307-1 Non-compliance with environmental laws and regulation	SR 2022: 6.2. Regulatory compliance SR 2022 - 7.6. Data	