

SUSTAINABILITY REPORT

STATEMENT OF NON-FINANCIAL INFORMATION

2023



INDEX

Statement of nonfinancial information 2023

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1 MEETING IGNIS

1.1 Letter from IGNIS Management

We close 2023, **a year of growth and consolidation of our business model** in which we have achieved major milestones in all our areas that reinforce our development plan, based on the promotion of clean and accessible energy for all.

It has been 9 years since IGNIS incorporation, a company that, since its inception, has a **firm commitment to promote the energy transition and the decarbonisation of our customers**, promoting the competitiveness of the industry not only in Spain, but also in other parts of the world where IGNIS has an increasingly solid presence.

The figures for 2023 confirm our growth and consolidation: **30 GW of portfolio at national and international level in the area of Development; two new plants in operation, with which IGNIS achieves more than 400 MW fed into the grid; 1.4 GW in Operation and Maintenance; 6 GW of Energy Management market share; growing global presence; and 25,000 SMEs and industries** that entrust their electricity supply to our trading company.

In addition, 2023 has been a key year for our growth through the signing of **PPAs** (Power Purchase Agreements), with **1 GW of renewable power committed to large consumers**. With this type of agreement, we contribute to the promotion of clean energy consumption by our customers, as well as reinforcing support for the construction of our solar plants.

I would also like to highlight the work done in our P2X area, which drives projects based on **new**



Antonio Sieira Mucientes
CEO of IGNIS ENERGY HOLDINGS, S.L.

energy carriers such as hydrogen, ammonia and green methanol. We believe that these vectors will play a crucial role in decarbonisation, especially in energy-intensive industries such as shipping, aviation, steel and cement production.

In a sector as strategic as energy, we are very aware that our actions have a direct impact on the society in which we live. For this reason, in 2023 we continue **to integrate sustainability as a transversal axis in our business strategy and we continue with our commitment to contribute positively to the improvement of our environment**, especially in those areas where we develop our projects. Proof of this is how we are making progress in each of the **four lines of our Strategic Sustainability Plan**.

Thus, our renewable projects drive the global **energy transition** beyond the electricity sector: our efforts in new energy vectors will extend the impact of renewables to the industrial sector, contributing not only to decarbonisation, but also to **circularity through the** recovery and recycling of industrial waste of organic origin.

We have also made decisive progress in **responsible governance**, consolidating our internal policies and codes and approving new **policies such as Human Rights and the Use of Media**, as well as a **Green Financing Framework** that prioritises the eligibility of our projects in the financial sphere. Our **adherence to the Global Compact** is also a step forward in our commitment to sustainability.

Moreover, for IGNIS, **our Talent is our greatest asset**. I take this letter to thank the efforts of our more than 500 professionals, who, from the operation of a plant to the design of innovative solutions, work with the utmost collaboration and with a team spirit which we are proud of. That is why we continue to work to make IGNIS a better company for its employees, with measures to improve social benefits, work-life balance and the working environment, as well as initiatives for promotion and internal mobility, setting and reviewing objectives and, above all, training.

Finally, our Commitment Plan reflects how we contribute to the **revitalisation and care of the local communities** where we are present, both socially and environmentally. In 2023, we have invested especially in the Contrata axis, which has enabled us to **train 193 students in the renewables sector and facilitate the employment of 63 unemployed people**. In the environmental sphere, we integrate the environmental variable from the outset in all our projects and we have defined our biodiversity management principles that act as an environmental guide in their development.

I would like to end by thanking our partners, customers, suppliers and society for their support on this road we are travelling as a team, overcoming new challenges in which we are working innovatively with enthusiasm and dedication. IGNIS' commitment to all of them and to a more sustainable world is firm: **together we can grow and continue to generate value in the environment around us**.

1.2 About IGNIS

1.2.1 A story of growth and intention

IGNIS⁽¹⁾ is a global energy company, vertically integrated in the renewables sector and offering innovative energy solutions. Since its inception, IGNIS has had a clear **purpose**: to **drive the development of a more efficient and sustainable energy model**, contributing to an agile and fair energy transition.

Founded in 2015 by a team of engineers, IGNIS has focused its business strategy on the development of clean and competitive energy through projects where it has a leading position in Spain and a growing international presence. It also has a long track record in the management of thermal power plants, which are key to supporting the development of renewable energies.

At the same time, it has grown strongly in business areas such as energy management, construction, operation and maintenance (O&M) of renewable energy plants and the supply of energy solutions, until it is **present in all links of the value chain of the energy sector**.

2023

2015



IGNIS
establishment
|
Acquisition of **4**
cogeneration
plants (60MW)

2016



Acquisition of
CCGT Peaker
in Escatrón,
Zaragoza
(285MW)

2017



Development
of the biggest
photovoltaic
solar plant in
Europe (859MW)

2018



National
expansion of solar
development
activities
|
Acquisition of **two**
cogeneration
plants (30MW)

2019



Consolidation of
O&M services
and energy
management
(4GW at
present)

2020



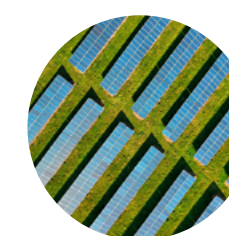
Launching of the
internationalization
process
|
Sale of 3.3 GW
to TotalEnergies
(major solar FW
transaction in
Europe)
|
Sale of
cogeneration
plants (90 MW)

2021



Vortex Energy
invests in IGNIS
as minority
shareholders

2022



Construction
of IGNIS
photovoltaic
plants in Spain
|
International
expansion to
new markets and
development
of new P2X
businesses

2023



+ 600 MW in Construction a
Operation
|
Successful signing **OF PPAs (1 GW)**
|
6GW managed in the electricity
market
|
Exponential growth in the
marketing area

8
countries



+500
professionals



6 GW
in electricity market



30 GW
of renewable projects
under development



1.2 About IGNIS

In this context, IGNIS is clear that the keys to its growth are closely linked to its values as a company. IGNIS is committed to **flexibility and agility**, which allow it to swiftly respond to market needs and even anticipate them; to **talent**, with highly specialised teams that work in a flexible and **collaborative way**; and to **proximity to the territory** where it operates, facilitating an agile strategy under a common mission, vision and values.

This way of operating is based on **stakeholder management that seeks to create shared value**. To achieve this, IGNIS establishes and maintains channels of communication with its stakeholders with the aim of facilitating responsible listening and dialogue to meet their needs in an orderly manner and in line with the Company's strategy (see Chapter 6.1).

IGNIS commitment:

Flexibility

Agility

Talent

Collaboration

Proximity

Shared value



Misión

To promote a more efficient and sustainable energy model developing integrated and competitive solutions, thanks to the talent and commitment of our team.



Visión

Lead the promotion and management of renewable energies in key sectors and countries favouring competitiveness of our clients and the common good of the environment and local communities.



Valores

CREATION OF VALUE

Commitment
Competitiveness
Reliability

FLEXIBILITY AND CREATIVITY

Flexibility
Know - how
Innovation

COLLABORATION AND TEAM

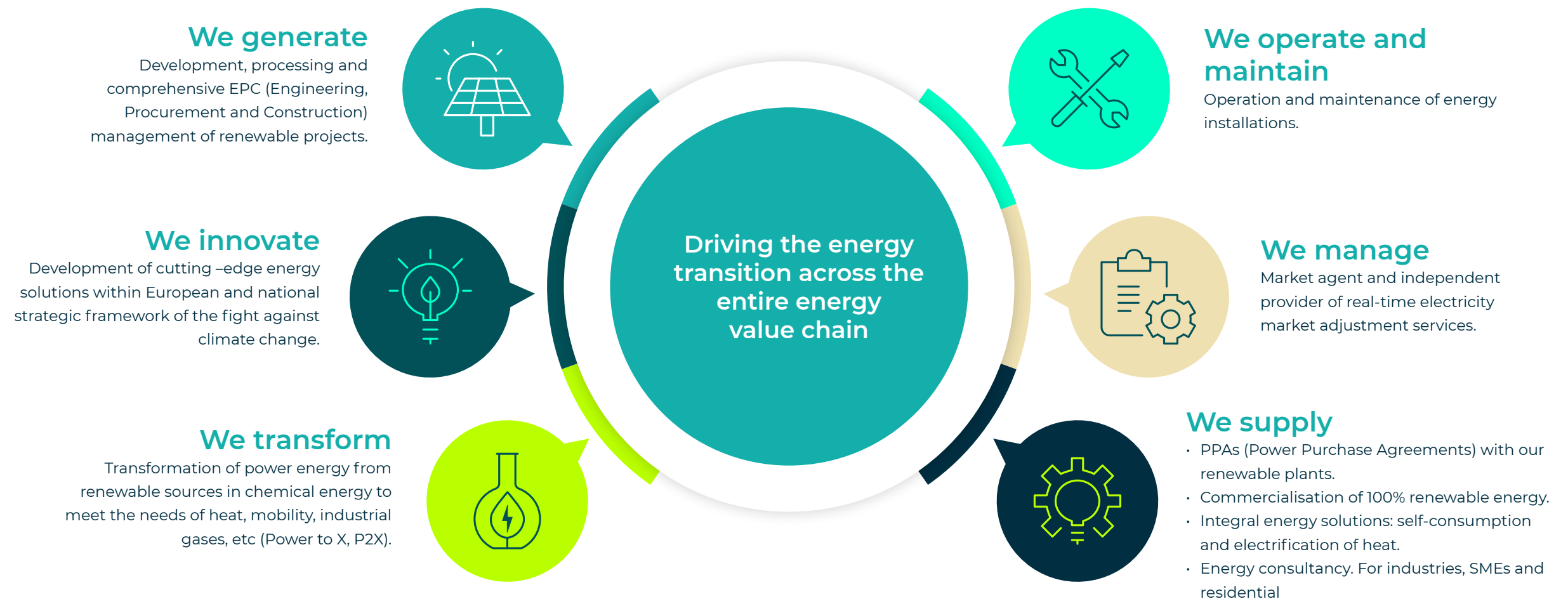
Passion
Involvement
Cooperation

1.2 About IGNIS

1.2.2 Our business model: quality presence throughout the energy value chain

IGNIS understands that the transformation of the energy model is only possible if it is present in all its links. For this reason, it has worked to be present throughout the energy value chain, around **six major business areas**:

SIX MAJOR BUSINESS AREAS



1.2 About IGNIS



We generate

IGNIS has high capacity in the field of generation from the **development of renewable projects**, being one of the largest European developers. IGNIS currently has **> 30 GW under development nationally and internationally**.

Of the projects under development at national level, IGNIS already has **4.9 GW with a Positive Impact Statement** (DIA for its Spanish initials), of which 2.8 GW have been obtained in 2023 and **0.8 GW Ready-to-Build** (RtB) corresponding to photovoltaic projects. At the same time, it has increased its development portfolio, with an **additional 1.4 GW of access and connection**.

After taking care of the processing of its projects, IGNIS carries out the **EPC** (Engineering, Procurement and Construction) **management** of the projects, including the detailed design and optimisation analysis of the plants, equipment purchases and the supervision of the construction of the projects throughout the entire process until they are commissioned.

IGNIS has made great strides in this area:

- It has **completed the construction of four PV plants**: Valdenebro (43.9 MWp) Toscano Solar (52.5 MWp), Milano Solar (52.5 MWp), and PFV Guadacano (62 MWp) by the end of 2023. The latter two will come into operation in 2024.
- It has **put two photovoltaic plants into operation**: Toscano Solar and Valdenebro.
- **Construction** continues on **three** renewable projects (157.5 MWp) that will start operations in 2024 (Cimera Solar (50 MWp), Coracha Solar (52 MWp) and Alambor Solar (55.5 MWp) photovoltaic plants).

With this, IGNIS has >100 MW of renewable energy feeding into the grid.

In addition, IGNIS is working on various projects related to **energy storage**; among others, it participates together with ISEMAREN and Matrix Renewables in the **FlexGenera Project**, which aims to generate a scalable and modular solution to meet storage needs safely and with maximum efficiency.

IGNIS has

>100 MW

RENEWABLE ENERGY
feeding into the grid

30 GW

under development nationally and internationally

4,9 GW

with a Positive Impact Statement

0,8 GW

Ready-to-Build (RtB)

1,4 GW

additional access and connection



PV plant "Coracha Solar" under construction.
Pinos Puente (Granada)



PV Plant "PFV Guadacano" under construction.
Archidona (Málaga)

1.2 About IGNIS

We operate and maintain

IGNIS carries out the **operation and maintenance (O&M) of large plants**, optimising their performance through preventive, predictive and corrective maintenance of the installation. It currently operates and maintains more than **1.4 GW of renewable assets**, including one of the largest photovoltaic complexes in Europe, located in Aragon. It also manages 300 MW of thermal assets, specifically two cogeneration plants (10 MW and 7.3 MW) and a combined cycle (275 MW).

Its differential O&M resources and capabilities allow it to offer tailor-made solutions through a proprietary operating model for large-scale solar energy. IGNIS seeks to optimise these services through internal developments in Big Data and Artificial Intelligence to streamline production and plant availability.



1,4 GW
of
renewable
assets



1
24x7
operational
Control Centre

6 GW
management
of all
technologies

We manage

IGNIS combines the operation of physical assets with energy management in the electricity market. To this end, it has a **24x7 operational Control Centre, where it manages, in real time, the sale of energy** generated by different technologies in its portfolio and third parties (photovoltaic, wind, hydro, biomass, combined cycle natural gas and cogeneration, among others).

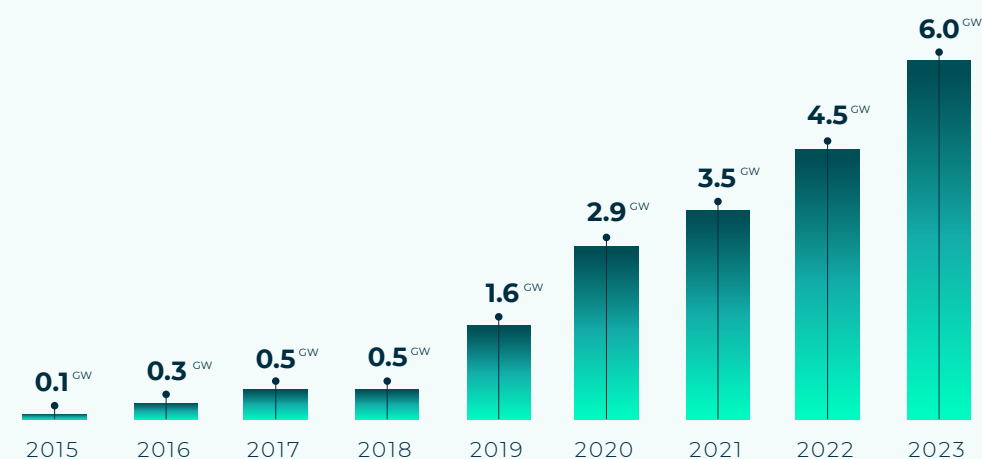
It participates in all electricity markets, including system adjustment services, by managing every four seconds the assets in its portfolio included in its regulation zones. In this way, it manages not only to streamline the profitability of the assets, but also to facilitate the integration of new renewable power into the electricity system, since it provides flexibility services to the grid as a whole (something which, until now, was carried out exclusively by conventional power plants).

2023 was an extraordinary year for the energy management area, which achieved record figures in Spain with **6 GW in management of all technologies and a very active participation in all markets and balancing services of the electricity system.**



PV Plant "Ignis Generación", Escatrón (Zaragoza)

Asset Management



1.2 About IGNIS



We supply

Within this business area, IGNIS offers:

■ **PPAs (Power Purchase Agreements)** between IGNIS renewable plants and large industrial or corporate consumers. In 2023, **IGNIS has signed 13 agreements with customers such as Cisco, Equinix or Axa, reaching 1 GW of renewable power committed to large consumers.** With this type of agreement, IGNIS contributes to the decarbonisation of its customers, as well as reinforcing support for the construction of plants.

■ **Integral energy solutions for consumers**, including the installation of **self-consumption, boilers** based on renewable electricity and **demand management solutions for industries.** Together with the self-consumption installations, IGNIS provides its customers with the **IGNIS Wallet** virtual battery, to make profit out of the surpluses generated in their installation.

During 2023, **around 4MW** (peak power) of **photovoltaic self-consumption** projects have been built throughout Spain in EPC mode, as well as on-site PPAs, in which IGNIS will operate the plants in the long term. In terms of customer type, these projects are mainly aimed at the industrial sector and SMEs.

■ **Electricity and gas marketing:** with an increase in the number of customers in the marketing portfolio of more than **9 times the portfolio at the beginning of 2023,** with the main customer being small and medium-sized companies in Spain. IGNIS currently has more than **25,000 customers** and supplies **440 GWh** in this way.

■ **Energy consultancy services**, which include services of:

- Negotiation of electricity and gas contracts with analysis of the clauses in order to obtain maximum flexibility.
- Daily monitoring of supply with analysis of its evolution and permanent cost optimisation.
- Personalised advice and supplier search on energy solutions, as well as tools to optimise electrical power.

During 2023, consultancy services have enabled, among other things, a **reduction of more than 4,500 MWh in the consumption of various industries** through advice on self-consumption projects and the sale of **65 GWh of certificates of origin.**

All these services enable IGNIS to offer its customers optimised consumption, savings on their energy bills and a reduction in their CO₂ emissions.



160 KWp in Murcia
Turn-key project on roof with triangular structure



2.4MW in Andalusia
Project financed with a solar PPA



909kWp in Guadalajara
Project for PV energy production through PPA

Improving customer service

In order to provide its new customer portfolio with good customer service, IGNIS has introduced improvements in its work processes and tools. On the one hand, it has completed the process of **improving the Call Centre service** through a new provider with greater capacity for customer service and advice on electricity and gas commercialisation services, and self-consumption. On the other hand, it has optimised the ERP for better control and monitoring of claims.

These improvements **increase the reporting and controlling capabilities**, allowing to quickly identify and act on any issues, thus improving the quality of IGNIS service.

In relation to complaints received during 2023:

- Electricity and gas retailer operations area: 698 complaints received (<4% of customers filed some type of complaint). The majority of complaints arise from billing where customers disagree, for example, estimated billing or changes in indexed prices. 80% of complaints were settled as of 31 December 2023⁽²⁾.
- Energysolutions area: 15 complaints via the Call Centre or through the internal sales representative (via email, telephone, WhatsApp) of the indirect sales channel (< 13% of customers filed some type of complaint). Most of them related to the monitoring of the installation, incidents in the execution or with the documentation of the installation or subsidies. All were duly resolved by the operations team.

(2) No complaint history is provided as this is the first year that automatic monitoring is carried out through control software.

1

1.2 About IGNIS



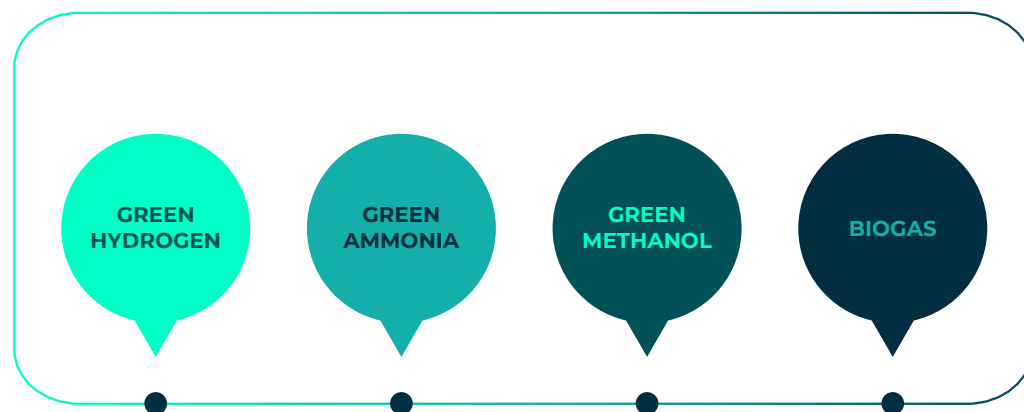
We transform

IGNIS has a clear vision that advancing the decarbonisation process is, at the same time, a great opportunity for industrial competitiveness. Renewables provide clean, cheap and reliable energy whose impact should not be limited to the electricity sector, which today represents ~20-25% of final energy demand. IGNIS therefore goes further and **develops solutions based on renewables that cover the needs for heat, mobility, industrial gases and the entire energy matrix, transforming electrical energy from renewable sources into chemical energy (Power to X - P2X)**

To this end, IGNIS is committed to the design and development of pioneering **energy storage** and water purification projects to streamline the integration of renewables in electricity systems and **new energy vectors such as hydrogen or green ammonia**, which allow the impact of renewables to be transferred to other carbon-intensive sectors.

In this line, IGNIS H2 O is responsible for the production of ultrapure water in reverse osmosis plants, an essential solution for the production of renewable hydrogen.

Power to X in IGNIS



OUR P2X PROJECTS, A MAJOR BOOST TO DESCARBONISATION



Green ammonia and hydrogen

IGNIS is involved in several projects for the development of green hydrogen and ammonia processing and storage plants from renewable sources totalling **19 GW of electrolysis capacity, which** have triggered a dedicated portfolio of 33 GW of renewables internationally. Two of these projects have already obtained positive environmental impact statements.

Some of our green ammonia projects		
Location	GW	Production (kilotonnes per year) of green ammonia from electrolytic H2
La Coruña	0,6	400
Seville	1,05	700
Castellón	1,05	700



Green methanol

IGNIS is developing several projects to assess the biogenic CO2 that is currently being emitted into the atmosphere. In these projects, biogenic CO2 is combined with green hydrogen to produce green methanol which, being liquid at room temperature, can use the same transport infrastructures as petroleum-based fuels. Green methanol can be used both as a feedstock in industry and as a fuel. IGNIS is currently developing green methanol projects in 5 communities in Spain with a total of **1 GW of electrolysis capacity**.



Biogas

IGNIS actively participates in a consortium of companies whose objective is the production of biogas from organic waste. This biogas can also be separated into biomethane and biogenic CO2. In addition, depending on the origin of the waste used, these projects can contribute to the reduction of nitrogen compounds in fields by minimising soil contamination in agricultural areas. Altogether, the biogas production projects under development total **90,000 MWh/year and will recover more than 200,000 tonnes/year of waste**.

Some of our biogas projects		
Location	Tonne-waste/year	MWh/year energy biogas
Gerona-La Selva	60,000	40,000
Gerona-Angles	50,000	30,000
Gerona-Olot	40,000	20,000

1.2 About IGNIS



We innovate

IGNIS is a company that operates in a leading sector in the field of ecological transition and the search for new energy solutions. It therefore has an Innovation department that seeks to **identify** these **new opportunities within the framework of the Recovery, Transformation and Resilience Plan (PRTR) and European and national energy transition strategies.**

With this objective in mind, this Department has defined an R&D&I strategy to identify new business and decarbonisation opportunities and to optimise the disruptive projects carried out in the different areas of the company.

This process is articulated around the **following axes:**

- Identifying innovative projects throughout the Group's entire "production chain": new processes, emerging technologies, new energy carriers, etc.
- To associate the Group's projects with the axes of the European Union's PRTR and Next Generation.
- Search for internal synergies within the company that give added value to the projects.
- Collaborate with third parties: industrial partners, SMEs, technology centres, industry associations.
- Identify funding opportunities via national or international calls for proposals (CDTI, IDAE) or tax incentives.
- Planning the development of projects with a long-term vision, by searching for new national and European calls for proposals and coordinating future projects.

This way, IGNIS has **11 innovation projects with public funding** from the Centre for Technological Development and Innovation, CDTI (PID and Missions call), the Institute for Energy Diversification and Saving, IDAE (Value Chain and Biogas calls), the Government of Navarra and the State Public Employment Service, SEPE (Investigo Programme).

These projects, as well as the projects under development that are being presented or will be presented to the new calls for proposals in 2024, are framed within the **strategic axes of the PRTR such as: digitalisation, hydrogen, batteries and biomethane.**



We are working on **11 innovation projects**

Some of the projects IGNIS has worked on in 2023:

Intelligent Storage	Development of a stand-alone energy storage solution based on lithium-ion technology.
ZEUS	Intelligent battery management system based on predictive models and consumption optimisation.
Hydrogen	Development of various hydrogen projects for the decarbonisation of the industrial sector.
Sofia	Development of a monitoring and tracking software for renewable energy plants called "Sofía". It provides an extra layer of intelligence to all the plant's sensorisation, helping the control centre to monitor key indicators such as plant availability, inverter producibility or economic losses associated with tracker misalignment, among others.



PV plant "Ignis Solar", Escatrón (Aragón)

1

1.2 About IGNIS

≡

1.2.3 International expansion

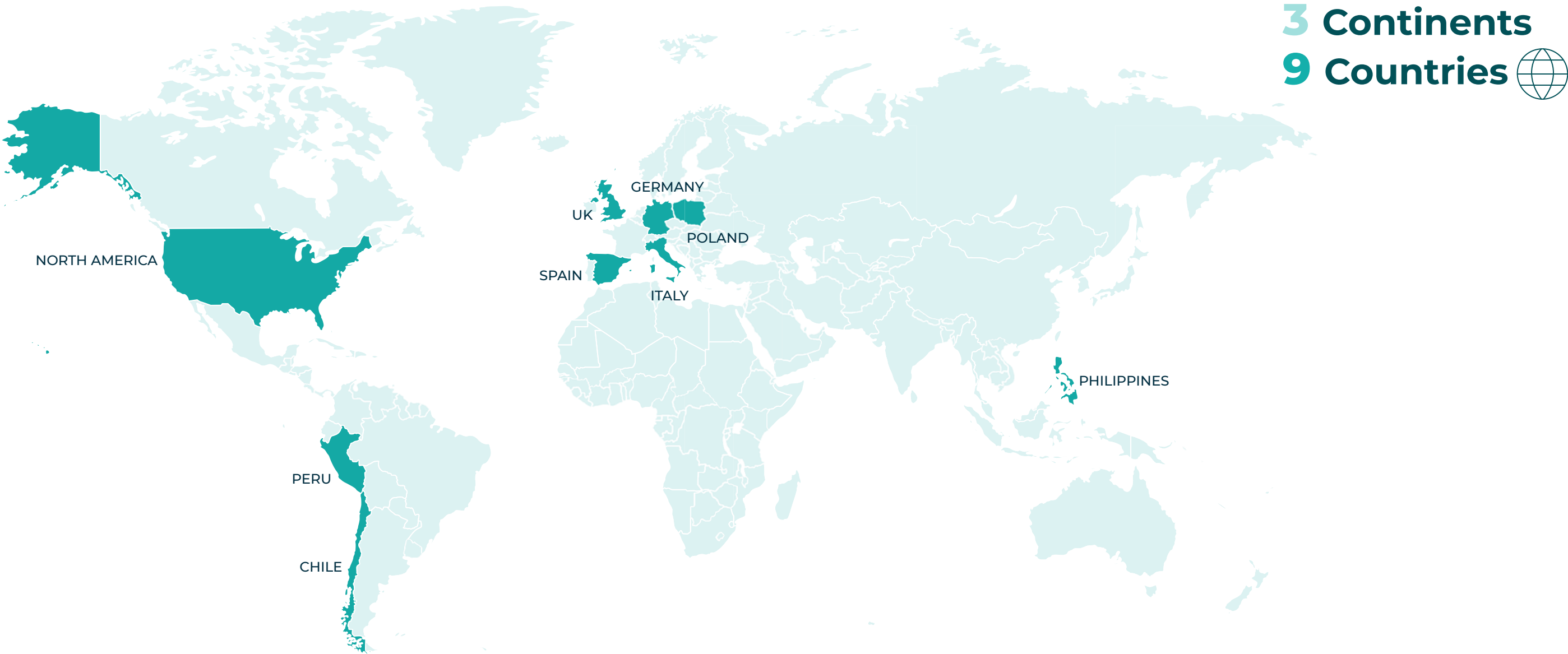
During 2023, IGNIS has continued to work to consolidate its presence outside Spain. It is currently present in **9 countries across three continents (Spain, Italy, United Kingdom, Germany, North America, Peru, Chile and the Philippines) with a portfolio of 14 GW of international renewable projects under development.**

El proceso de internacionalización se ha realizado en colaboración con socios locales, lo que ha permitido generar una plataforma internacional de proyectos sólida, escalable y con un impacto local significativo.

The internationalisation process has been carried out in collaboration with local partners, which has made it possible to generate a solid, scalable international project platform with a significant local impact.

In each country, the optimal solution is sought by combining different technologies. This is possible thanks to IGNIS know-how in the different links of the energy sector, from project development to energy management.

In all the countries where it is present, the company aims to provide its local teams with highly skilled jobs and to have a positive impact on the local communities with which it actively collaborates, by dedicating part of the projects' budget to social contribution works.



1.2 About IGNIS

1.2.4 A year in figures

We develop

- **> 30 GW** of renewable projects under development (national and international)
- At the national level:
 - **4.9 GW** with a Positive Impact Statement (DIA), of which **2.8 GW** obtained in 2023.
 - **0.8 GW** Ready-to-Build (RtB).
 - Completion of the construction of 4 photovoltaic solar plants.
 - Increased Development portfolio, with an additional **1.4 GW** of access and connection.
- **14 GW** under development internationally.



We operate

- **1.5 GW** of renewable assets of power generation facilities in operation and maintenance including one of the largest photovoltaic complexes in Europe.
- **24x7** Asset Control Centre. .
- **300 MW** of thermal assets.



We manage

- **6 GW** in management of all technologies with a very active participation in all markets and balancing services of the electricity system.
- **24x7** Generation Control Centre.



We supply

- **1 GW** of PPAs signed between IGNIS renewable plants and large consumers.
- **4 MW** of PV self-consumption projects built by 2023.
- **>25,000** customers in the retailer, mainly SMEs, supplying **440 GWh**.
- Consultancy services: reduction of consumption by **>4.500 MWh** through advice on self-consumption projects and sale of **65 GWh** of certificates of origin.



We transform

- Ammonia and green hydrogen:
 - Development of projects totalling **19 GW** of electrolysis capacity.
 - 2 favourable environmental impact assessments for industrial hydrogen and ammonia production plants.
- Green methanol:
 - Development of projects totalling **1 GW** of electrolysis capacity.
- Biogas:
 - Development of projects with a total capacity of **90,000 MWh/year** that will recover more than **200,000 tonnes/year of waste**.



We innovate

- **3 grants** awarded in 2023
- Aid granted for a value of **> 4M € since 2022**
- A team of **5 people** dedicated exclusively to Innovation.
- **11 projects** managed in 2023.

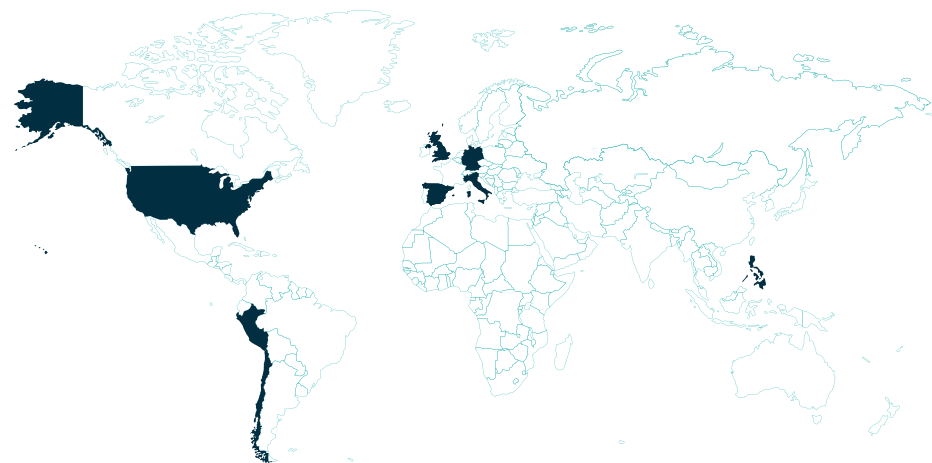


ACTIVITY **2023**

1.2 About IGNIS

Our economic performance

GENERATION AND DISTRIBUTION OF ECONOMIC VALUE			
INDICATOR	UNIT	2022	2023
Net Turnover (NTI)	Thousands of euros	99,942	177,765
Other operating income	Thousands of euros	1,650	15,700
Financial income	Thousands of euros	75	834
Economic value generated	Thousands of euros	101,667	194,299
Profit before tax	Thousands of euros	-8,752	21,636
Net profit	Thousands of euros	-4,581	18,631
Taxes on profits paid	Thousands of euros	1,225	1,580
VAT and IGIC	Euros	14,297,388	12,781,116
Personal income tax and SS	Euros	-1,282,231	-898,950
Taxes and IAE	Euros	2,579,390	8,230,359
Grants received	Thousands of euros	659	203



DATA BY COUNTRY

	2022	2023
Profit before tax	-8,752	21,636
Taxes on profits paid	1,225	1,580

(*) EXCHANGE RATE	31/12/2022	31/12/2023
EUR - USD	1,0666	1,1050
EUR - POUND STERLING	0,8869	0,8691
EUR - PERUVIAN SOL	4,5153	4,0940
EUR - MEXICAN PESO	20,8560	18,7231
EUR - PHILIPPINE PESO	59,3200	61,2830
EUR - CHILEAN PESO	n/a	979,4000
EUR - PLN	n/a	4,3395

	2022	2023
Spain		
Profit (before tax)	3,521	33,345
Taxes on profits paid	1,143	1,464
Public subsidies received	659	0
Mexico		
Profit (before tax)	-520	-301
Taxes on profits paid	74	0
Public subsidies received	N/A	N/A
Peru		
Profit (before tax)	-1,150	-1,736
Taxes on profits paid	2	0
Public subsidies received	N/A	N/A
USA		
Profit (before tax)	-1,279	-2,259
Taxes on profits paid	6	0
Public subsidies received	N/A	N/A
Italy		
Profit (before tax)	-2,940	-229
Taxes on profits paid	0	116
Public subsidies received	N/A	N/A
United Kingdom		
Profit (before tax)	-3,116	-3,046
Taxes on profits paid	0	0
Public subsidies received	N/A	N/A
Philippines		
Profit (before tax)	-3,255	-2,389
Taxes on profits paid	0	0
Public subsidies received	N/A	N/A
Germany		
Profit (before tax)	-14	-523
Taxes on profits paid	0	0
Public subsidies received	N/A	N/A
Poland		
Profit (before tax)	N/A	-217
Taxes on profits paid	N/A	0
Public subsidies received	N/A	N/A
2023		
Profit (before tax)	N/A	-1,009
Taxes on profits paid	N/A	0
Public subsidies received	N/A	N/A

1.2 About IGNIS

Responsible taxation

Ignis Energy Holdings, S.L. is the parent company of the Group and has its registered office and tax domicile in Spain. It constitutes a **Tax Group**, as the parent company, together with those companies that meet the conditions to form part of the Tax Group in accordance with Chapter VI of Title VII of Law 27/2014, of 27 November, on Corporate Income Tax. All companies with tax domicile in Spain pay corporate income tax in accordance with Spanish law. Those companies dependent on the parent company and domiciled in other tax jurisdictions are taxed in their places of residence in accordance with local legislation.

IGNIS' tax structure and strategy are based on strict compliance with the tax obligations established in each of the jurisdictions in which it operates. The company has a highly qualified internal tax team and the support of external tax advisors who provide the knowledge and tax rigour necessary to deal with and apply local and international tax legislation.

Strict compliance with the OECD transfer pricing **guidelines** applicable to multinational companies is an intrinsic part of the company's values. IGNIS is guided by market criteria and best practices and has an optimal tax model in line with the electricity sector and the nature of its operations.

The company has a highly qualified internal tax team and the support of external tax advisors who provide the knowledge and tax rigour necessary to deal with and apply local and international tax legislation.



1

1.3 Our Strategic Sustainability Plan and contribution to the SDG

Since inception, IGNIS has integrated sustainability into its activity, not only in its purpose, positioning itself as a relevant player in the energy transition, but also in its day-to-day, in an organic way, taking care of the social and environmental aspects of its activity.

The year 2022 was a milestone in sustainability as IGNIS developed its first **Strategic Sustainability Plan** (SSP). The PES **is a roadmap for the next 3 years, with the objective of implementing a comprehensive** and transparent **sustainability model**, aligned with global trends and best practices in environmental, social and governance (ESG) matters in all company operations.

The PES was designed following intensive diagnostic work and analysis at the internal, sectoral and global levels. As a result, a strategic **objective** has been defined:

“Establish the foundations for sustainable governance and action that will support IGNIS’ growth and enable it to differentiate itself through its local commitment and contribution to the global energy transition.

To achieve this goal, IGNIS is working in parallel on **four strategic lines**:

- 








REINFORCEMENT OF CORPORATE GOVERNANCE ESG
 Creating a solid governance basis that facilitates an orderly and scalable growth, based on social dialogue and the achievement of corporate commitments.
- 

DRIVING THE GLOBAL ENERGY TRANSITION
 Positioning as a key actor in the global energy transition by supporting our customers with innovative, circular and tailor-made solutions.
- 

REVITALISATION OF LOCAL ENVIRONMENTS
 Generating opportunities for the recovery of natural capital and revitalising local communities where IGNIS operates.
- 

WE ARE COMMITTED TO THE TALENT OF OUR PROFESSIONALS
 Ensuring the professional development of employees in a climate of equality that favours growth and the attraction and retention of talent.

This report is structured around the **four strategic lines of the PES**, each of which contributes to one or more Sustainable Development Goals (SDGs). To show this contribution, a summary of the main contributions of each strand to the SDGs is shown at the beginning of the following chapters:

STRATEGIC LINE OF THE PES	SDG	CHAPTER OF THE REPORT
STRENGTHENING CORPORATE GOVERNANCE		2
BOOSTING THE GLOBAL ENERGY TRANSITION	 	1, 3
WE ARE COMMITTED TO THE TALENT OF OUR EMPLOYEES	 	4
REVITALISATION OF LOCAL ENVIRONMENTS	 	5

WE LEAD RESPONSIBLY

Progress in our Sustainability Plan, strategic line “Strengthening corporate governance” and contribution to SDG 16:



- Establishment of the **Supervisory and Oversight Body**, a collegiate and autonomous body entrusted by the Board of Directors with the task of supervising and monitoring internal controls. **Updating** of the IGNIS Group's **internal** compliance **policies and codes** already in force.

- Adoption of **new human rights** policies.

- Adherence to the United Nations **Global Compact**.

- Continuation of **Due Diligence** work **in the supply chain**.

- Development and validation, through an independent third party, of a **Green Financing Framework**.

- Adaptation of the Enquiries and Complaints Channel** to the requirements of Law 2/2023, of 20 February, regulating the protection of persons who report regulatory infringements and the fight against corruption.

2

2.1 Governance structure



IGNIS, from its parent company (IGNIS ENERGY HOLDINGS, S.L.), structures its governance through a collegiate administrative body constituting a **Board of Directors**. Hereinafter. The “Board of Directors”, composed of:

Director and Chairman
IGNIS EQUITY HOLDINGS, S.L.U.
(represented by Mr. Antonio A. Sieira Mucientes).

Director and Secretary:
Mr. Karim Moussa.

Director
Investadaro, S.L.U.
(represented by Mr. José Francisco Sarasola Jáudenes).

Director
Mr. Manuel María González Ortega.

Director
Mr Bakr Abdel-Wahab.

Non-director Deputy Secretary
Ms. María Pilar García Guijarro.

In addition, the **Business Area Committees and the Investment Committee** meet regularly.

As mentioned above, the **Supervisory and Oversight Body** has also been established in 2023, to which the Board of Directors has entrusted the supervision and monitoring of IGNIS’ internal controls in accordance with the provisions of the applicable compliance regulations.

The **Head of Sustainability, Brand and Public Affairs** (Cristina Ysasi-Ysasmendi) leads the IGNIS Sustainability strategy in coordination with the rest of the Management Team and reports to the Board of Directors.

In addition, to strengthen ESG governance, work has been carried out on an **ESG reporting framework** that will be presented periodically to the Board of Directors to better monitor IGNIS’ Strategic Sustainability Plan.



Antonio Sieira
CEO

Manuel González	
STRATEGY AND DEVELOPMENT	
Ana Peris	
EPC MANAGEMENT	
Santiago Bordiú	
ASSET AND ENERGY	
Ramón Paramio	
INTERNATIONAL EXPANSION	
Álvaro Pozo	
ADMINISTRATION AND FINANCE	
José Sarasola	
INVESTORS AND FINANCIAL INSTITUTIONS RELATIONS	
José María Fernández Daza (Senior Advisor)	
LEGAL ADVISER	
Cristina Ysasi- Ysasmendi (Senior Advisor)	
BRAND, SUSTAINABILITY AND INSTITUTIONAL RELATIONS	

2.2 Policies and commitments

During 2023, IGNIS has carried out a **review and update of its internal policies and codes**, addressed to its employees, managers and directors, as well as to third parties (suppliers, customers, etc.). Specifically, the following documents have been updated:

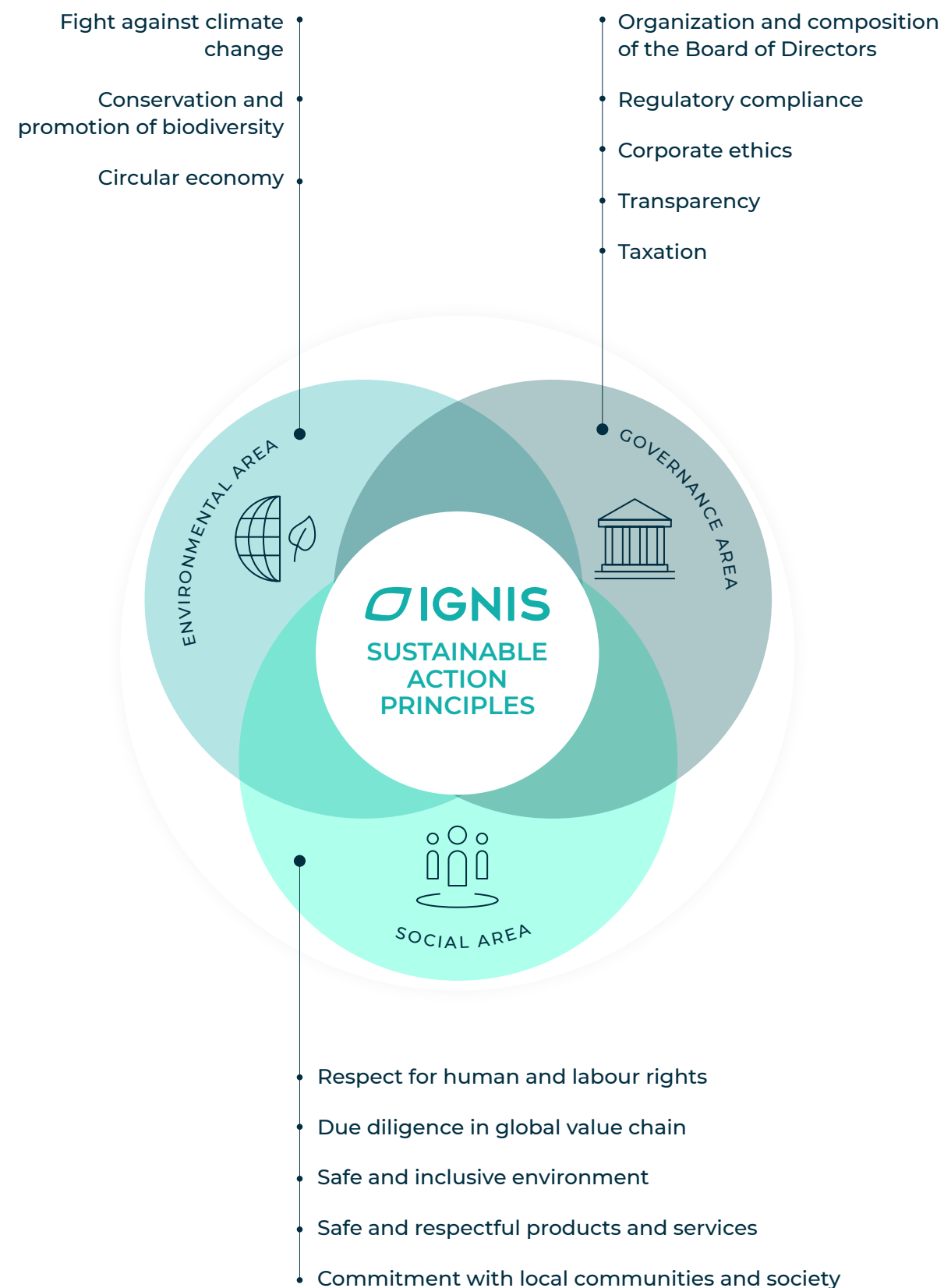
- Code of Ethics and Conduct;
- Anti-Corruption Code;
- Prevention of Money Laundering and Terrorist Financing Policy;
- Health and Safety Policy;
- Supplier Code of Conduct;
- Protocol for the prevention of harassment and action in the event of a complaint of moral, sexual or gender-based harassment or any other discriminatory cause at work.

Continuing with this work to review and improve internal regulations, the **Human Rights Policy** has also been approved. Its objective is to promote, respect and guarantee all human rights recognised in international treaties and applicable legislation, in line with the rest of IGNIS' policies and codes. In addition, the **Sustainable Action Principles have been validated**, which govern IGNIS' actions to achieve its objective of promoting an agile and fair energy transition.

The internal policies, codes and protocols have been approved both by the management body of the Spanish parent company and by the management bodies of the companies located in the different geographical areas where IGNIS operates.

All these policies have been published on the IGNIS website and have been disseminated to all employees so that they are aware of them and adhere to them.

The Sustainable Action Principles



2.2 Policies and commitments

Commitment to human rights

Reflecting its commitment to human and labour rights, as well as to the environment and the fight against corruption, IGNIS has undertaken the following actions:

- **Adherence to the United Nations Global Compact** by committing to make its principles part of IGNIS' strategy, culture and daily operations.



United Nations Global Compact

- Approval by the Board of Directors of the **Human Rights Policies**.
- Validation of the **Sustainable Action Principles** in line with international benchmarking principles:
 - The United Nations (UN) International Bill of Human Rights, consisting of: the Universal Declaration of Human Rights, the International Covenant on Economic, Social and Cultural Rights, and the International Covenant on Civil and Political Rights.
 - The International Labour Organisation's Declaration on Fundamental Principles and Rights at Work and the other conventions that complement it.
 - The Convention on the Rights of the Child and the other core UN human rights treaties.
 - The United Nations Guiding Principles on Business and Human Rights.
 - The United Nations Global Compact.
- Development of **Due Diligence** work (in progress) of its supply chain, which will allow it to identify and mitigate risks associated with suppliers.
- Adaptation of the **Enquiries and Complaints Channel** managed by a specialised external party as described in the following section.

IGNIS received no reports of human rights violations in 2023.

*IGNIS has approved
its new **Human Rights**
Policy 2023*



2.3 Fight against corruption

In terms of anti-corruption, IGNIS ensures that all its staff is highly aware of good practices. In particular, special attention is paid to those teams where corruption has been identified as a risk (e.g. teams dealing directly with public personnel). IGNIS follows a tone at the top system, so that IGNIS' guiding values and ethics are established from the management level downwards.

IGNIS considers it essential to prioritise good practices and operations, not only in terms of results, but also in terms of resources. To this end, it has a **legal department that covers each business line** in which an IGNIS company is involved (both in the early and final stages). Specifically, in contracts signed with any third party, **clauses are established that require business partners to undertake to prevent bribery** and IGNIS reserves the possibility of terminating the business relationship if such a situation is detected.

The Board of Directors' meetings also **deal with compliance issues**, such as the approval of an update of its Anti-Money Laundering Policy, Code of Ethics and Conduct and the Anti-Corruption Code. The latter document sets out the maxims in anti-bribery matters, regulating issues such as relations between IGNIS employees and public officials or the regime for gifts, hospitality, donations, etc. In addition, over the course of 2024, reporting to the Board of Directors on sustainability issues will be optimised in order to better monitor the IGNIS Strategic Sustainability Plan.

In order to guarantee the **traceability of the economic operations** carried out (from the payment of a contract premium and the purchase of a rural property, to the signing of agreements,

sponsorships or donations), **internal processes and controls** are established to ensure that everything is in accordance with the applicable legislation and the corporate principles of IGNIS in terms of ESG.

Finally, by the end of 2023, IGNIS has started to develop a **Due Diligence procedure** for its supply chain. This work aims to identify and mitigate risks associated with suppliers and promote sustainability throughout the entire value chain and will allow IGNIS to adapt to future regulations related to transparency, human rights, the environment and ethics in its business operations. It will also identify and mitigate risks associated with suppliers and promote sustainability throughout the value chain.

Internal information system

IGNIS has adapted its **Enquiries and Complaints Channel** or Ethics Channel, created in 2021, to the requirements of the new Law 2/2023, of 20 February, regulating the protection of persons who report breaches of regulations and the fight against corruption. This channel is available on IGNIS website (<https://ignis-canaletico.appcore.es/>) so that any interested party can report incidents, queries, doubts or complaints regarding non-compliance with the applicable internal and external regulations.

In addition, as established in article 7 of Law 2/2023, communications made through the Enquiries and Complaints Channel may be made, in addition to in writing, verbally, either personally or anonymously, always respecting the duty to maintain the anonymity of the informant as established in Law 2/2023.

IGNIS relies on the services of a **specialised external third party to manage the Enquiries and Complaints Channel**, in compliance with the terms of article 6 of Law 2/2023, as well as an internal system manager.

The aforementioned channel acknowledges receipt within 7 days and notifies, where appro-

priate, the informant of the initiation of the investigation, which must be responded to within a maximum period of 3 months from receipt of the communication.

No communications were received in the IGNIS Enquiry and Complaints Channel during 2023.

IGNIS has adapted its Enquiries and Complaints Channel or Ethics Channel, created in 2021, to the requirements of the new Law 2/2023

compliance management at IGNIS

- The **Supervisory and Oversight Body** (comprising the Compliance Officer, the heads of Legal, Human Resources, Sustainability and Finance) is responsible for ensuring compliance with legal and regulatory requirements, as well as compliance with internal policies.
- Holding **follow-up meetings** for the integration of mechanisms and controls with the heads of the different departments where risks were identified.
- **Raising awareness among managers** (including the Board of Directors) of the importance of identifying criminal risks and providing the necessary resources to correct, prevent and mitigate them.
- Making the Enquiry and **Complaints Channel** available, publicised and accessible to employees, IGNIS management and any other interested parties.
- **Approval of agreements, sponsorships and donations** by the Compliance Officer.

2

2.4 ESG risks and compliance







The main IGNIS business areas are responsible for analysing and assessing the risks affecting their area of action, designing mitigation measures that are evaluated (depending on their magnitude) at corporate level.

The most relevant risk mitigation measures taken throughout

2023

are listed below

RISK TYPOLOGY	MEASURES TAKEN
<div>  <div>Compliance</div> </div>	<ul style="list-style-type: none"> Appointment of the Supervisory and Monitoring Body. Awareness of IGNIS management bodies and approval of the internal policy and code framework. Supervision of compliance with the Crime Prevention Manual and the Risk Assessment Model. Commitment and adherence of employees and managers to IGNIS internal policies and codes. Ethics Channel published on the website and configured with the requirements demanded by the applicable regulations, as well as the development of an internal investigation procedure for the Whistleblowing Channel. Approval and authorisation of the modification of suppliers' bank accounts. Personnel selection procedure and guidelines. Continued due diligence work on the supply chain.
<div>  <div>Financial</div> </div>	<ul style="list-style-type: none"> Optimisation of the payment validation system, of the recruitment procedure and restructuring of the accounting team for better control of cash flow. Development of an Accounting Manual to minimise errors and optimise processes. Continuous improvement of SAP since its implementation in January 2023
<div>  <div>Talent</div> </div>	<ul style="list-style-type: none"> Development for IGNIS managers of a Candidate Selection Guide in order to optimise the process and avoid biases in the process. Development of formulas to encourage contact between employees in the face of an increase in staff numbers.
<div>  <div>Cybersecurity</div> </div>	<ul style="list-style-type: none"> Improved disaster recovery plan with the inclusion of: <ul style="list-style-type: none"> Routers in the control centre for resilience to failures Server replication between Data Processing Centres (DPCs) to protect against server downtime in the main DPC. Optimisation of XDR endpoint security in the following areas: identity security, data security, device security and application security; and inclusion of threat policies and endpoint security policies. User monitoring in the Microsoft Defender XDR by means of alert policies and security alerts. Review and adaptation of security policies of unified threat managers. Improvement and implementation of new e-mail security policies.

2.4 ESG risks and compliance

In the area of Sustainability, the IGNIS Strategic Sustainability Plan identifies a series of ESG risks and trends with a particular impact on IGNIS, on which the focus has been placed with specific actions and measures:

ESG global risks with a special focus on IGNIS



Supply chain management risks in relation to new regulatory trends (Proposed Sustainability Due Diligence Directive, EU Adequate Minimum Wage Directive and Regulation against the Importation of Goods Associated with Forced Labour) and their relation to the specific renewables sector.

- Development of a procedure for incorporating ESG criteria in the procurement process.
- Development and forthcoming implementation of a **Supply Chain Due Diligence System**.



Risks due to impact on biodiversity and citizen mobilisation by studying the effect that the proliferation of photovoltaic installations in Spain has had on society.

- Development of the **Commitment Plan** to improve local social impact.
- Work methodology integrating the environmental variable from the outset.
- Rejection of projects on sites located in the Natura 2000 Network.
- Actions aimed at achieving the **No net loss principle**.
- **Offsetting** part of the **Carbon Footprint** from 2021 by contributing to the reforestation of degraded environments.
- **Active dialogue** with local administrations, communities and associations throughout all procedures, with flexibility in modifying projects in response to their requirements.



Climate change: accelerating decarbonisation and a climate and just transition strategy.

- **Contribution to decarbonisation** through our activity:
 - > 30 GW of renewable projects under development.
 - 4MW of PV self-consumption projects built by 2023.
 - 1 GW of PPAs signed between IGNIS renewable plants and large consumers in the energy sector.
 - Development of ammonia and green methanol projects with a total electrolysis capacity of 20 GW.
- Collaboration with Energías sin Fronteras to improve energy efficiency in developing countries.



Sustainable Finance and European Taxonomy according to the European Commission's Sustainable Finance Action Plan.

- Development of a **Green Financing Framework**.



Respect for human rights: Progress of the European regulatory framework on human rights and business and the EU Action Plan for Human Rights and Democracy 2020-2024.

- Approval, dissemination and adherence by employees and managers to a **Human Rights Policy**.
- Validation of the **Sustainable Action Principles**.
- Study of risks of human rights violations in the supply chain.
- **Accession to the Global Compact**.



2.5 Sustainable supply chain management

Following the incorporation of the Code of Conduct for suppliers in the purchasing process, work continued in 2023 on the sustainable management of the supply chain through the approval of suppliers. To this end, an **analysis of the criticality of suppliers** has been carried out from the point of view of **sustainability, health and safety and quality** in order to determine the approval requirements based on the criticalities obtained. This work is expected to culminate in the automation of the process in 2024.

In parallel, IGNIS is also developing as part of a broader Due Diligence process a **process to identify risks of human rights violations in the supply chain** in all business areas.

On the other hand, from a quality point of view, **4 pre-award audits** have been carried out **at transformer manufacturers** in China, Turkey and Egypt, in addition to 3 pre-manufacturing

audits at the factories of some of the main module manufacturers in China.

During the manufacturing processes, the IGNIS team has been involved in the control process of the equipment, carrying out and coordinating a total of **26 inspections**, getting involved in the control of the manufacturing of equipment, both of our suppliers and of collaborators of these suppliers.

Internally, interdepartmental work is being promoted through formats, **lessons learned** or greater involvement in other phases, in order to achieve better alignment between the work teams involved in the different stages of the project. This will lead to greater control of the guarantees of the equipment installed, better transfer of the action plans opened with the suppliers at the time the project starts operating and greater know-how in new projects.



2.6 ESG financing

In the framework of its Strategic Plan (2023-2025), during 2023 IGNIS has developed and validated, through an independent third party, a **Green Financing Framework** which is available on its website.

This Framework reinforces the company's support to the global energy transition through the development of projects that meet the requirements and standards that guarantee their eligibility.

The document has been designed in accordance with the Green Bond and Loan Principles set out by the International Capital Market Association (ICMA) and the Loan Market Association (LMA), as it encompasses short and long term loan and bond financing products, as well as Project Finance. The Framework is available on the company's website.

As part of this process, the company demonstrates its commitment to sustainable financing and transparency by reporting annually on the positive impact generated through these financings.

Continuing the work to facilitate sustainable investments, **throughout 2024, IGNIS will work on defining the degree of eligibility and alignment of its activities** in line with EU Regulation 852/2020 on the establishment of a framework to facilitate sustainable investments, developed by Delegated Regulation 2139/2021 which determines eligible activities with respect to climate change mitigation and adaptation objectives.



Throughout 2024, IGNIS will work on defining the degree of eligibility and alignment of its activities

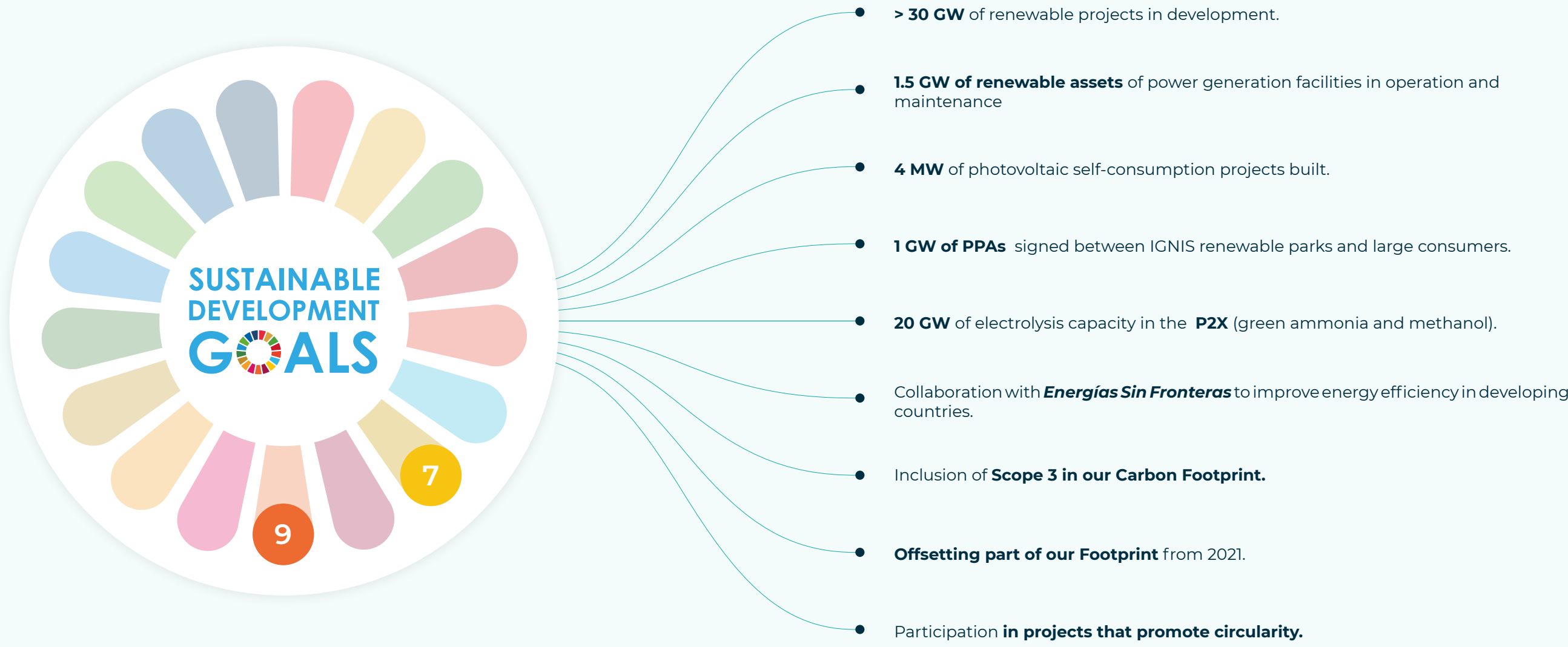
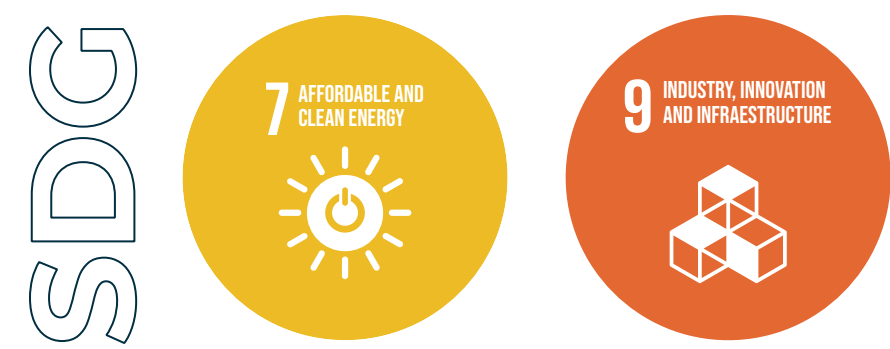
PV plants under construction

"Coracha Solar" (at the front) and "Alambor Solar" and "Cimera Solar" (at the back), Pinos Puente (Granada)

3

BUILDING
A GREENER TOMORROW

Progress in our Sustainability Plan, strategic line “Boosting the global energy transition” and contribution to SDGs 7 and 9:



3.1 Decarbonisation strategy

3.1.1 Our Footprint

GNIS started calculating and offsetting its footprint in 2021 for the whole country under an operational control approach following the GHG Protocol methodology for Scopes 1 and 2.

In this calculation, 2021 was established as the base year and the indicator “tonnes of CO2 per MWp in operation” was used as a comparable ratio to analyse the evolution of emissions generated on an annual basis.

This calculation was verified by Bureau Veritas Iberia S.L.U., obtaining the “Calculo y Compenso” seals awarded by the Ministry of Ecological Transition and Demographic Challenge in 2021. In 2022, the company continued with this process of calculating, verifying, monitoring and offsetting its carbon footprint, obtaining the “Calculo” and “Compenso” seals for the second consecutive year.

In 2023, following the roadmap set out in its Strategic Sustainability Plan, **IGNIS has incorporated Scope 3 in the carbon footprint calculation.** Scope 3 goes a step further and covers indirect emissions, in this case **emissions produced by travel in vehicles that do not belong to the company’s fleet, in itinere travel and upstream rented goods have been accounted for.**

(3)The data may not match the 2022 Statement of Non-Financial Information, as it was not verified at the date of publication.

(4)Data subject to verification



IGNIS has incorporated Scope 3 to its 2023 Footprint

SCOPE



- Emissions associated to combustion processes to obtain energy.
- Emissions associated to combustion of heating devices or generators for buildings or premises.
- Fugitive emissions of fluorinated gases in electric equipment (transformers) and in air-conditioning devices.
- Mobile combustion emissions related to business trips of employees with vehicles owned by the Group or private.

SCOPE



- Emissions associated to electricity consumption in Grupo IGNIS premises.

SCOPE



- Business trips in vehicles which are not owned by the Company.
- In itinere trips.
- Goods rented by management.

SCOPE		2021	2022 (3)	2023 (4)
1	t CO ₂ e	23,769.90	29,672.66	38,523.41
2	t CO ₂ e	1,094.60	884.18	1,298.9
3	t CO ₂ e	-	-	3,328.2
1 + 2	t CO ₂ e	24,864.5	30,556.8	39,822.3
	t CO ₂ e / MWp operation	967	101.62	101.2
1 + 2 + 3	t CO ₂ e	-	-	43,151
	t CO ₂ e / MWp operation	-	-	109.7

3

3.1 Decarbonisation strategy



1

Scope 1

In 2023, the company's carbon footprint increased compared to Scope 1, mainly due to increased production from CHP plants compared to 2022. During 2022, the lower production was largely attributed to the high price of electricity during that period. In addition, the organisation has increased fuel consumption by the IGNIS vehicle fleet and personal vehicles, given the increase in construction projects which has led to an increase in employee commuting.

Fuel type	2022	2023
Diesel (l)	72,781.80	91,997.58
Petrol (l)	31,063.27	30,711.66
Total	103,845.06	122,709.24

2

Scope 2

Indirect emissions from electricity (Scope 2) have increased as the combined-cycle plant has remained under operation for longer than 2022.

On the other hand, electricity consumption of offices has reduced due to the issuance of the 100% renewable Guarantee of Origin as well as the changes in the ownership and number of offices. Over the course of 2023, a total of 4,770 MWh was consumed in offices and plants, compared to 1,580.8 MWh in 2022.

3

Scope 3

During this first year of Scope 3 analysis, information has been collected on the company's indirect emissions. On the one hand, emissions from in itinere journeys have been compiled, which have contributed a total of 271.15 tonnes of CO₂ to our carbon footprint. On the other hand, emissions from goods rented upstream of our chain have been calculated with 2,482.94 tonnes of CO₂. Finally, business trips in vehicles that do not belong to the company's fleet have been considered, with an emission of 574.12 tonnes of CO₂.

Compensation actions

Since IGNIS began its carbon footprint calculation in 2021, it has been offsetting part of this Footprint, **contributing to the reforestation of degraded environments and promoting biodiversity and the restoration of natural ecosystems.** With regard to the 2023 Footprint, offsetting actions will continue throughout 2024.

Carbon Footprint Offsets		
Year ⁽⁵⁾	2021	2022
Tons	200	232
Projects	CO2GESTION 'La Carballeda II' forest in the municipality of Molezuelas de la Carballeda, Zamora. Santa Cruz de Mudela Forest in the municipality of Santa Cruz de Mudela, Ciudad Real. Arnette Forest Oh Madre El Casar in the municipality of El Casar, Guadalajara.	CO2GESTION Forest "Ciudad de los Almirantes I" in the municipality of Molezuelas de la Carballeda, Zamora. CO2GESTION "La Carballeda" forest in the municipality of Medina de Rioseco, Valladolid. BOSQUE PROXYA ACCENTURE ALORA in the municipality of Álora, Málaga WORLD POBLETE NATURAL FOREST, in the municipality of Poblete, Ciudad Real. Villanueva de Abajo A in the municipality of Congosto de Valdavia, Palencia.

IGNIS compensates part of its Footprint contributing to the reforestation of degraded environments and promoting biodiversity and restoration of natural ecosystems.

Restocking in Congosto de Valdavia, Palencia
Marzo de 2024



(5) Year of carbon footprint offset, offsetting actions are carried out in the following year.

3

3.1 Decarbonisation strategy

III

Based on the 2021 carbon footprint data, IGNIS drafted the “Reduction Plan” in which two main targets and a series of short and long-term reduction measures were proposed:

Target	Short term measure 2023-2024	Long-term measure 2030
Reducing emissions from company cars	<p>New policy of plug-in hybrid and electric cars for the company car fleet, except those used for long distances.</p> <p>Train travel will be prioritised over personal car travel.</p>	<p>Zero-emission car policy for the company car fleet only.</p> <p>The use of zero-emission personal cars will be encouraged.</p>
100% renewable building supply	<p>Guaranteed electricity supply to all the Group's buildings.</p> <p>Self-consumption by means of solar panels in the offices of the Peaker plant.</p>	<p>In the case of opening of new offices, contracting of electricity supplies with guarantee of origin.</p>

Reducing emissions from company cars

The IGNIS vehicle fleet currently follows the company's Reduction Plan. 100% of the vehicles added to the IGNIS fleet by 2023 for personal use have been plug-in hybrid or electric with the exception of vehicles for staff travelling long distances.

100% renewable building supply

During 2023, IGNIS opened a single office in Carrizo de la Ribera, located in the province of León. The electricity consumed in this office has come exclusively from renewable sources since its inauguration, thanks to obtaining Guarantees of Origin. In addition, during 2023, 3 more offices opted to change their energy supplier to the company's energy supplier, including the GdO.

In addition to all these measures, the subsidiary IGNIS H₂O is certified according to ISO 50001: 2018 “Energy management systems. Requirements with guidance for use”.

3.1.2 Moving towards neutrality

IGNIS has accelerated its commitment to carbon neutrality based on the company's current portfolio by 2033⁽⁶⁾.

From that year onwards, it is estimated to avoid a minimum of 1,000 tonnes of CO₂ annually (increasing progressively in the first few years) during the operation of all its solar plants.

How was it calculated?

- An estimate has been made of the emissions avoided with the current portfolio of renewable projects owned 100% by IGNIS, part of which are under development and part under construction. For this purpose, it is assumed that the solar energy of its projects replaces that of a combined cycle, considered the main energy source in Spain, with an emission factor of 0.37 ton CO₂ /MWh.
- Potential emissions derived from Scope 1 and 2 of the carbon footprint are included. Specifically, as annual emissions we have considered those derived from:
 - Construction and maintenance of our renewable projects.
 - Fuel consumption (corresponding to both the road transport of our employees for work trips during working hours and the natural gas consumption of our thermal assets).
 - Electricity consumption in plants and offices (reference year 2023).

Until neutrality is achieved, IGNIS will continue to enter into offset agreements, as it has been doing since 2021.

(6) Adjusted from the 2022 Statement of Non-Financial Information due to the update of the project portfolio.

3

3.2 Sustainable resource management and circular economy

III

IGNIS understands sustainable resource management as a key approach to addressing environmental challenges and promoting sustainable development. It has therefore identified its main areas of resource consumption and develops strategies for the responsible use of resources.

The materials consumed and waste generated in 2023 come from various activities within the Group, each with its own particularities. Thermal assets are more intensive in the consumption of water and gas, while photovoltaic plants consume mainly sand and concrete in the construction phase, becoming the minimum consumption when the farms come into operation.

The increase in the consumption of raw materials, water and the generation of waste compared to 2022 shown in the following sections **corresponds** almost entirely to the **increase in the number of waste generation plants**:

- **Number of photovoltaic plants under construction.**
- **Hours of operation of thermal assets** due to electricity market demands.

If there are other particularities, they are indicated in each section.

3.2.1 Water management

At the operational level, water consumed within the Group is used for a variety of activities and purposes:

- **Photovoltaic plants.** For this activity, the main consumption comes from the Construction Phase, where water is used for the activities inherent to this phase: site preparation, concreting, cleaning and maintenance. In the Operation Phase, the activities that require this resource are considerably reduced, limited to the periodic cleaning of the dust deposited on the panels.

The risks of spillages are low due to the reduced handling of chemical substances in these facilities. All works and operations comply with the indications of the basin organisations to minimise any impact on the public water domain.

- **Thermal assets** (Cogeneration and Combined Cycle Plants), the main water consumption factor comes from the steam cycle, which is necessary to start up the turbines connected to the electric generator. Another significant water consumption is for the purification of atmospheric pollutants using the “water injection system”. This process is necessary to reduce the environmental impact of this activity.

Water consumption per activity



The following table shows the origin and volume of water consumed during 2023 and 2022. Most of the water used in the group's activities comes from non-potable sources, such as wells and surface water, while a smaller amount comes from potable sources.

Source (m³)	2022	2023
Non-potable water from on-site wastewater treatment plant	0	0
Non-potable water from external wastewater treatment plants	0	1,678
Non-potable water from rainwater harvesting or fog harvesting	0	0
Non-potable well water	5,000	88,621
Non-drinking water from surface water (rivers, lakes, etc.)	105,273	68,087
Drinking water	0	7,492
Total	110,273	165,878

3.2.2 Raw material consumption

IGNIS does not require raw materials for its production processes in any significant amount except for gas purchased for its thermal assets and required for the construction of photovoltaic plants.

- In relation to the **purchases for the construction of the photovoltaic solar plants**, the main goods consumed are:

Goods consumed (Tn)	2022	2023
Concrete	3,090	2,235.07
Sand and gravel	11,182	27,156.07
Concrete reinforcement	49.37	6,448.99
Total	14,321.37	35,840.13

In addition, under capital goods, significant purchases in 2023 included the acquisition of 17 transformers (7 of which were exclusive to IGNIS and 10 shared with other developers). It is important to note that during the course of 2022 all the purchases of photovoltaic modules and trackers were made, which were subsequently installed throughout 2023, so no new purchases of these materials have been made.

3

3.2 Sustainable resource management and circular economy



At all times it has been checked that these materials comply with Royal Decree 110/2015, of 20 February, on waste electrical and electronic equipment and Law 21/1992, of 16 July, on Industry, and in the Regulation of the Integrated Industrial Register, approved by Royal Decree 559/2010, of 7 May, so that the financing of the collection and management of the waste electrical and electronic equipment acquired remains assured.

- With regard to **combined cycle and cogeneration plants**, gas consumption was 17,452.10³ m³, in contrast to the 12,983.80 10³ m³ recorded in 2022. This difference is due, as mentioned above, to the discrepancy in the operating hours of the thermal assets, which respond to the demands of the electricity market.

3.2.2 Waste management ⁽⁷⁾

Throughout 2023, the main sources of waste generation have been the construction of wind farms and combined cycle and cogeneration plants. In all cases, the waste is correctly segregated and managed by an authorised waste manager.

The production of waste during 2023 is detailed below:

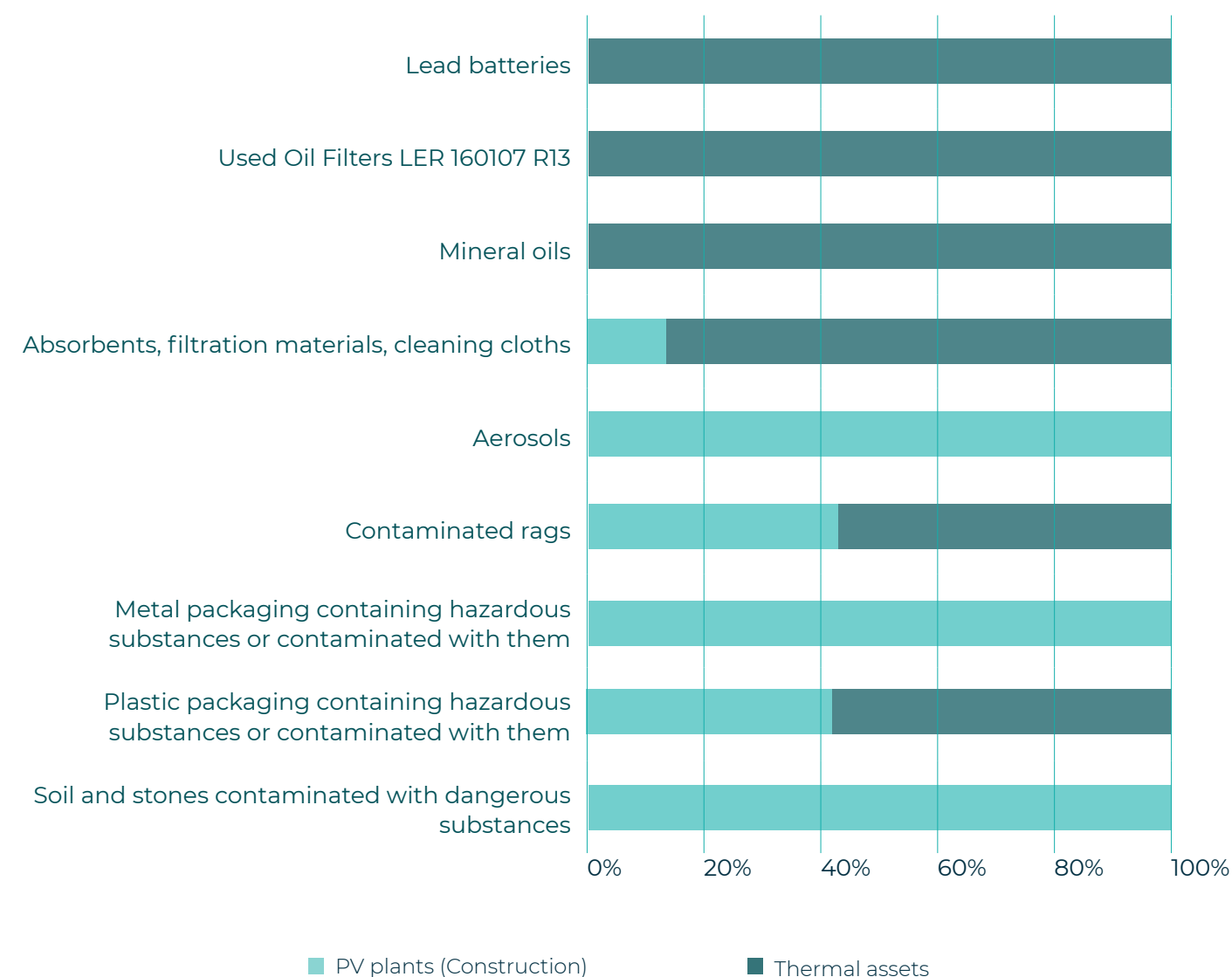
- Hazardous waste:**

Hazardous waste: (kg)	2022	2023
Soil and stones contaminated with dangerous substances	-	2.218
Plastic packaging containing hazardous substances or contaminated with them	730	446
Metal packaging containing hazardous substances or contaminated with them	10	569
Contaminated rags	120	162
Aerosols	20	649
Absorbents, filtration materials, cleaning cloths	620	497
Mineral oils	8.460	3.920
Used Oil Filters LER 160107 R13	-	43
Lead batteries	-	88
Total	9,960	8,592

In 2023, several maintenance tasks have been carried out that justify the appearance of waste not present in the previous year. This waste includes used oil filters, which are a product of the maintenance of the engines used in the TEC94 cogeneration facilities.

On the other hand, 88 lead batteries have been replaced for maintenance at the Peaker Combined Cycle Power Plant facilities.

Percentage of NON-hazardous wastes generated per producing activity



(7) Waste generated in offices and municipal solid waste generated at construction sites and in operation and maintenance activities is not reported as it is not considered relevant (material).

3

3.2 Sustainable resource management and circular economy

• Non-hazardous waste

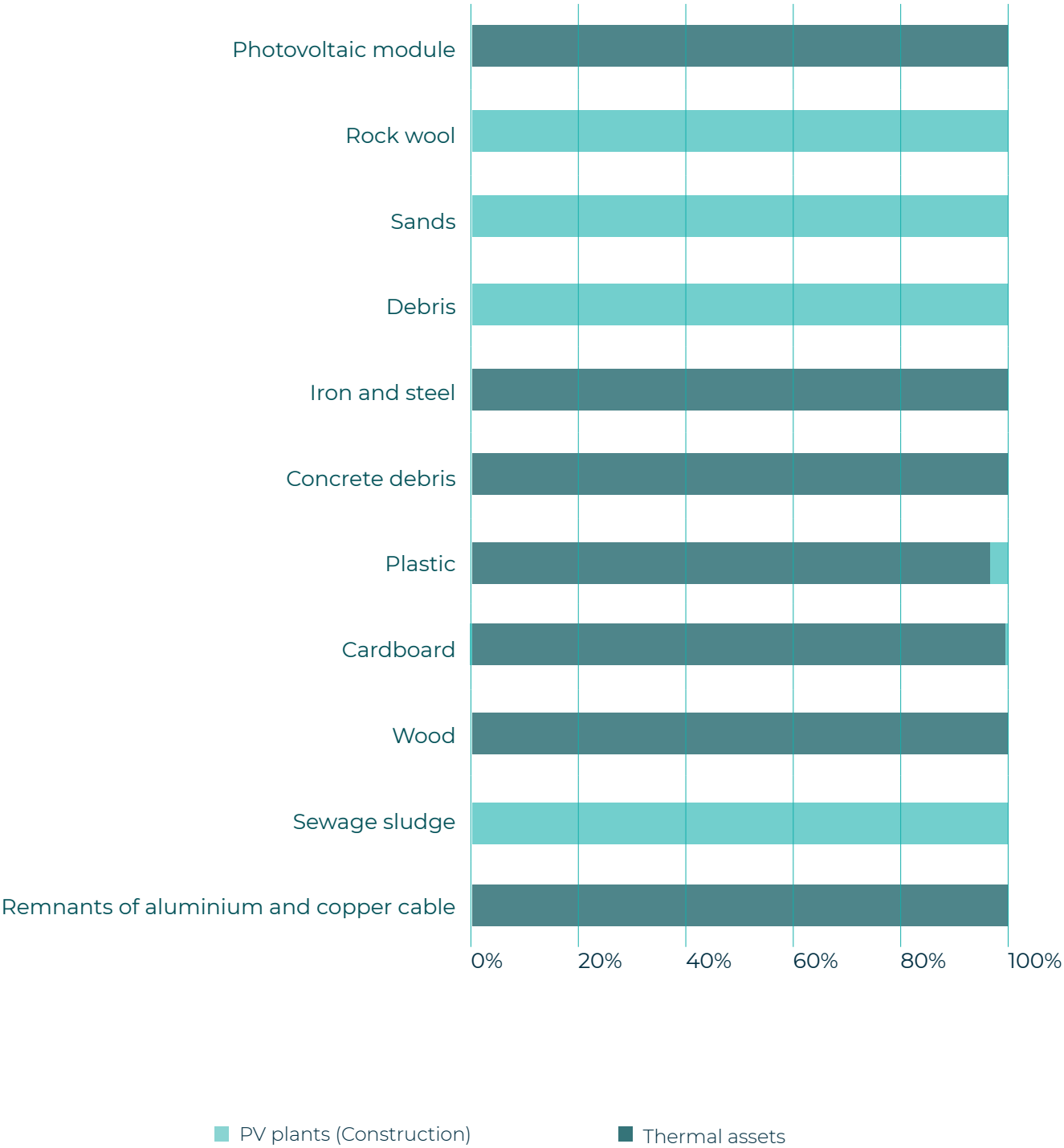
Non-Hazardous Waste (kg)	2022	2023
Remnants of aluminium and copper cable	18.44	4,717
Sewage sludge	16.96	8,260
Wood	30.24	34,352
Cardboard	34.98	43,157
Plastic	13.97	36,764
Concrete debris	54.78	37,437
Iron and steel	4.35	5,876
Debris	-	130
Sands	-	22,260
Rock wool	-	30
Photovoltaic modules	-	4,900
Total	173.72	197,883

In terms of non-hazardous waste, there was an increase in the generation of sand compared to previous years. This increase is due to the replacement of sand in the three-layer filters at the Peaker Combined Cycle Power Plant water plant. This process is carried out when the filters are saturated (approximately every 10 years) and is therefore a one-off waste.



PV plant under construction “PFV Guadacano”, Antequera (Málaga)

Percentage of hazardous wastes generated per producing activity



3 3.2 Sustainable resource management and circular economy



3.2.4 Circularity measures



As seen in [section 1 of the Business Model](#), IGNIS integrates circularity within its business areas related to **green methanol and biogas with projects that will have a great impact as they will allow the energy recovery and recycling of a large amount of organic waste from a wide range of industrial sectors.**

IGNIS also continues to promote circularity through innovation with various projects such as Neosucces.



European R&D&I project, which was part of the H2020 Fast Track to Innovation call, and which has been successfully completed in November 2023.

Its aim was to develop the first industrial plug-and-play solution integrating two hitherto independent processes: the treatment of biogas to produce bio-methane and the production of biosuccinic acid by fermentation, two valuable biological resources for industry. Thanks to the rapid exploration and advancement in the state of development of the technology, it is significantly closer to market introduction. In addition, considerable scientific knowledge has been generated, evidenced by the publication of 4 scientific papers, including one authored by IGNIS.

Small contributions to circularity

Currently, the construction phase of renewable energy plants is the activity that generates the greatest amount of waste. During construction, surplus land is occasionally generated that cannot be redistributed on the surface without affecting the more fertile soil layers. Where possible, this land has been given to individuals or other organisations. This measure has been implemented with the aim of reducing waste generation as much as possible, prioritising the reuse and exploitation of resources.

In addition, IGNIS has implemented circularity initiatives in its offices such as:

Mini box: To recover PET from water bottles and convert it into new units without generating plastic waste.

minibox

Recicoles: Solidarity recycling programme for writing materials in collaboration with the Entreculturas NGO.

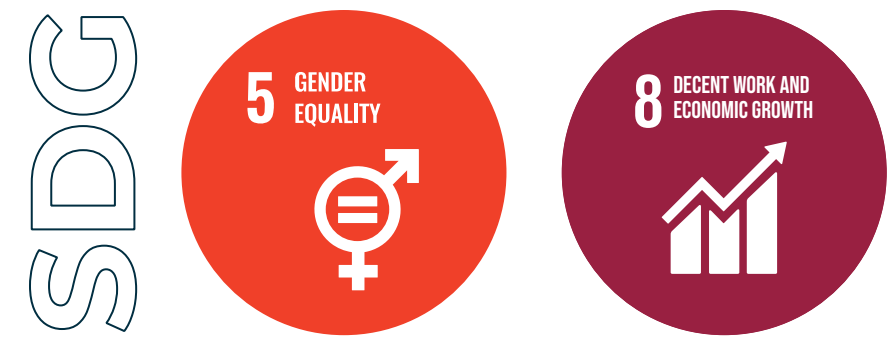
RECICOLES

In addition, our supplier prioritises the issuance of digital invoices to its customers to avoid paper consumption. They are only issued on paper at the customer's request (so as not to encourage the digital divide among seniors).

4

WE ARE COMMITTED TO TALENT

Progress in our Sustainability Plan, strategic line
 “We are committed to the Talent of our professionals”
 and contribution to SDG 5 and 8:



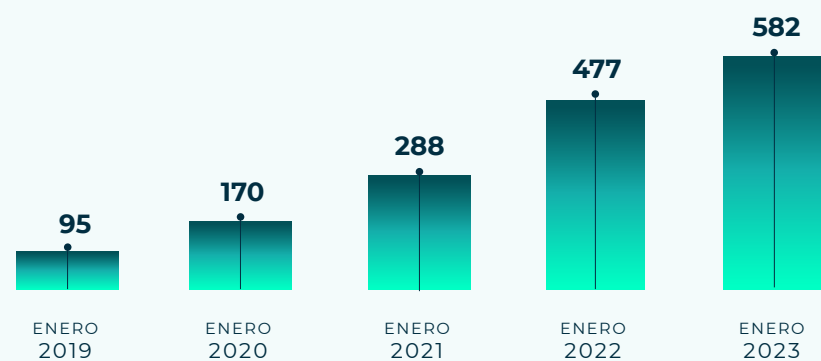
- **Flexible working hours** and a **hybrid** way of **working** (face-to-face and teleworking) in an office..
- Adaptation of the working calendar to facilitate the **work-life balance of office staff**.
- **97%** of its workforce (97% of men and 98% of women) with **permanent contracts**.
- **No** significant gender **pay gap**.
- Improved social benefits.
- Analysis of the work climate through the “Café con Equipo de Personas” initiative.
- **11,360.70 hours of training**: 78% of the workforce has received some form of training, with an average of 15 hours of training per employee.
- **Platform with more than 900 courses** both technical (construction, energy, environment, sustainability) and transversal skills courses.
- Policies to promote national and international mobility.
- New **target-setting** processes.
- External and voluntary audits of safety and health management in its most at-risk subsidiaries with a favourable outcome
- Recognition to **IGNIS Energía, S.L.** for being a **company with a zero accident rate**.
- Initiatives to promote the culture of sport among the company's professionals.
- Continuation of work on the approval and implementation of the Equality Plan at company group level.
- Funding of **specific executive programmes for women** in top management.
- **Volunteering** initiatives: Proyecto Campeones and reforestation days.

4

4.1 Human value at IGNIS ⁽⁸⁾



Evolution of our professional team:
growth in talent, knowledge and values



IGNIS has increased its workforce by

18%

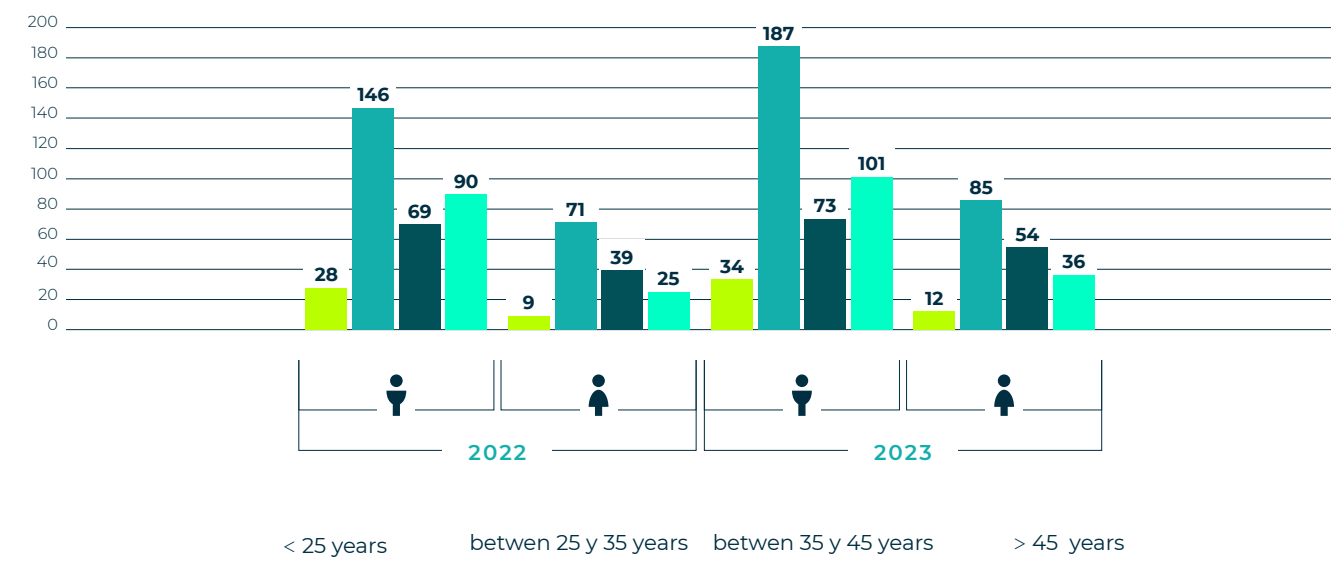
closing 2023 with a team of

582 PROFESSIONALS

It is a multidisciplinary team with a variety of profiles and qualifications, combining a top management with a young profile.

new hires in 2023 represent a greater increase of women (31%) than men (18%) compared to the figures for 2022.

Distribution of payroll by age and gender



IGNIS' main business areas require technical qualifications (STEM careers), traditionally male, which is why the workforce includes more men, although this trend is changing. Thus, **new hires in 2023 represent a greater increase of women (31%) than men (18%) compared to the figures for 2022.**

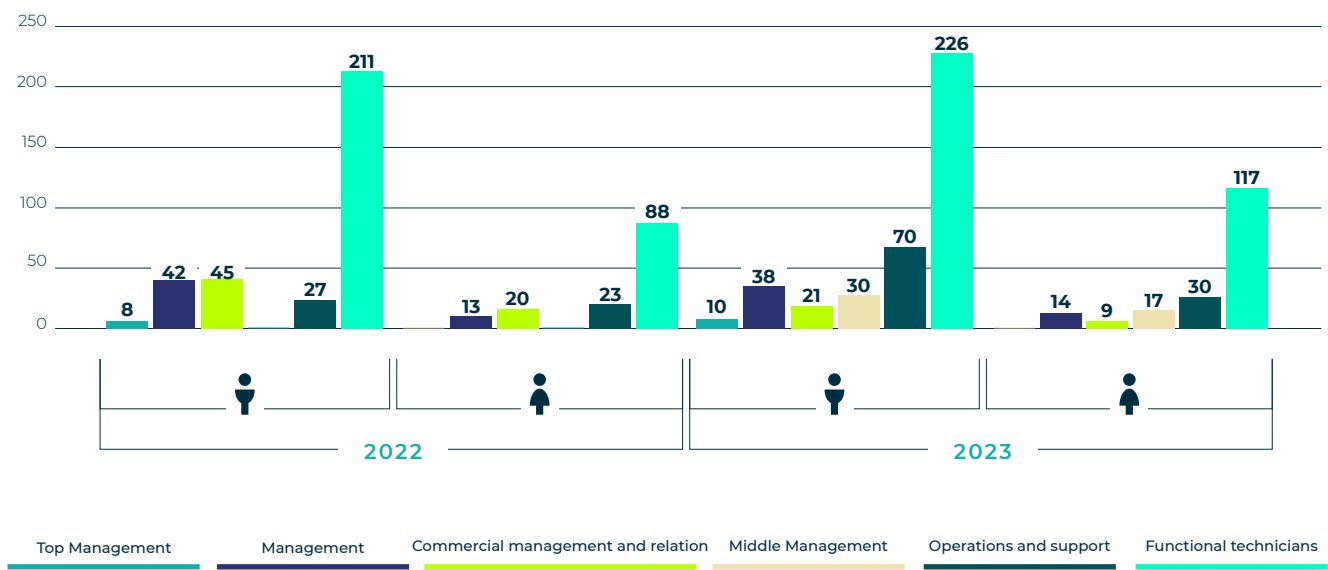
Total number of workers by gender	2022	2023
Number of male professionals	333	395
Number of female professionals	144	187
Percentage of female workers by gender	2022	2023
Number of male professionals	70%	68%
Number of female professionals	30%	32%

4

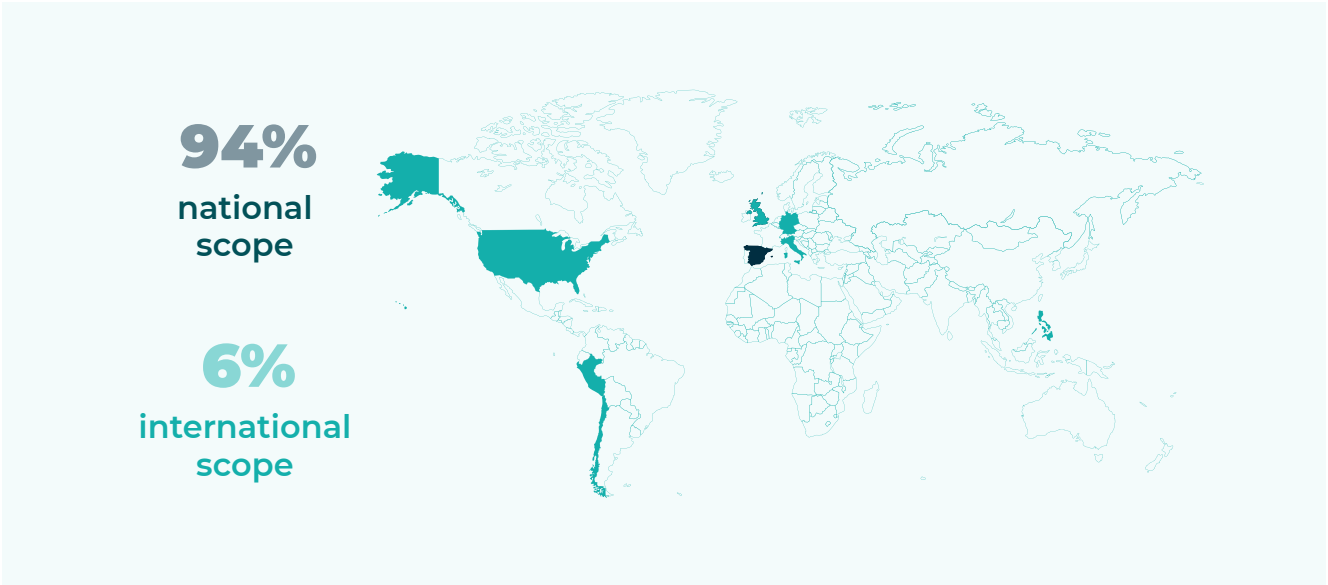
4.1 Human value at IGNIS

On the other hand, IGNIS organises its staff according to the **nature of the position**, defined on the basis of the area of activity and level of responsibility. **In 2023, an additional rank “Middle Management” has been included** in order to optimise this classification and to reflect more accurately the reality of the responsibilities of the different positions that make up the team.

Distribution of payroll by position and gender



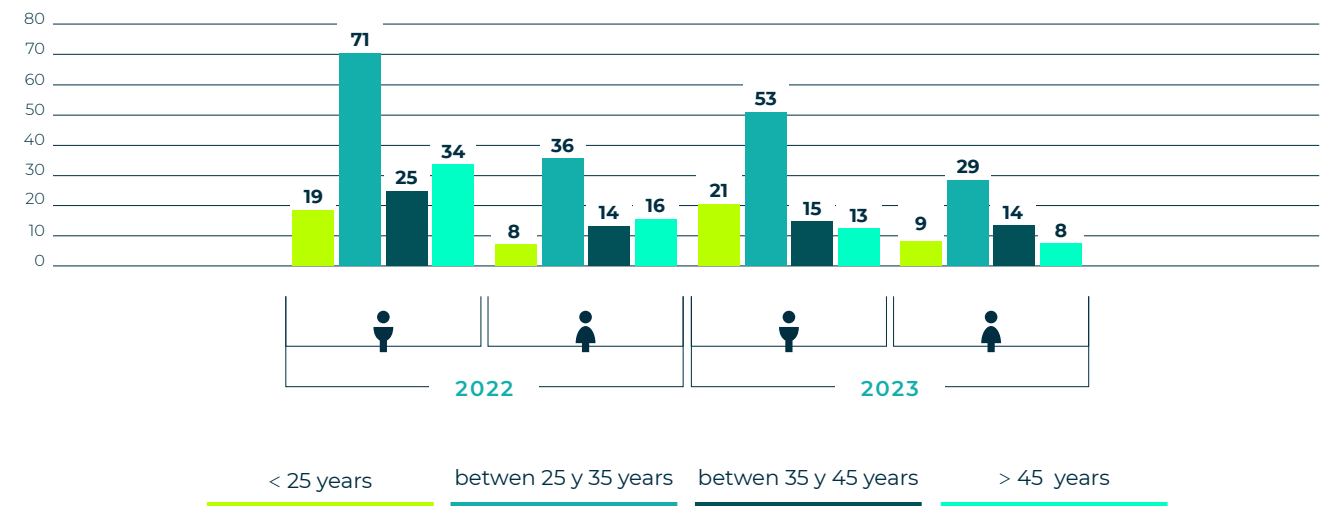
94% of IGNIS staff work at home, while 6%, two points more than in 2022, are located internationally.



Number of professionals by country and gender						
Country	2022			2023		
	MAN	WOMAN	TOTAL	MAN	WOMAN	TOTAL
Spain	317	139	456	371	178	549
Peru	8	3	11	11	3	14
Philippines	4	0	4	5	2	7
Mexico	2	0	2	3	0	3
UK	1	1	2	2	1	3
Indonesia	1	0	1	1	1	2
Germany	0	1	1	0	1	1
Chile	--	--	0	1	0	1
Italy	--	--	0	0	1	1
USA	--	--	0	1	0	1
Totals	333	144	477	395	187	582

During 2023, IGNIS has incorporated 162 professionals into its team, valuing in its selection processes both their merit and ability, as well as their alignment with the company's values. These are values that IGNIS disseminates as the basis of the corporate culture from the moment each employee joins the company ([see the Workplace Wellbeing section](#)).

New recruits by age and gender



4

4.1 Human value at IGNIS

In relation to terminations due to redundancy, there were a total of 9 terminations in 2023:

Terminations by gender and position				
Nature of the position	2022		2023	
	MAN	WOMAN	MAN	WOMAN
Top management	0	0	0	0
Management	1	0	1	1
Middle Management	0	0	0	0
Management and commercial relations	3	1	0	1
Operations and Support	1	0	4	0
Functional Technicians	1	0	2	0
Total	6	1	7	2

Terminations by age bracket		
Age range	2022	2023
<25 years	1	0
between 25 and 35 years old	1	2
between 35 and 45 years old	1	4
>45	4	3
Total	7	9

With regard to collective bargaining agreements, **100% of employees in Spain and Italy are covered by the different collective bargaining agreements**, and in the rest of the geographical areas the labour regulations in force in each country apply

IGNIS currently has two Legal Workers' Representatives in the companies Ignis Generación and Ignis H2 O and both parties, company and workers, meet whenever they consider it necessary to negotiate, review and comment on any queries and exchange information.

IGNIS is committed to open, direct and sincere dialogue as the best way of understanding and reaching agreements.

IGNIS provides initiatives and informs workers to achieve the different objectives with quality in work, whether through webinars, meetings with workers, trade unions, workers' representatives, launching surveys or mail-boxes.



4

4.2 Quality employment



4.2.1 Workplace welfare



Organisational flexibility

Through **flexible start and finish times and a mixed working style** (for those positions that allow it) combining face-to-face office work and teleworking. This way of working was consulted with employees in 2021 through a survey and has been successfully validated throughout 2022.

During 2023, **the work schedule** has been **adapted to improve the work-life balance of office staff**, including bringing forward the departure time on Fridays, increasing the intensive working day and including an additional holiday day for the employee's birthday.

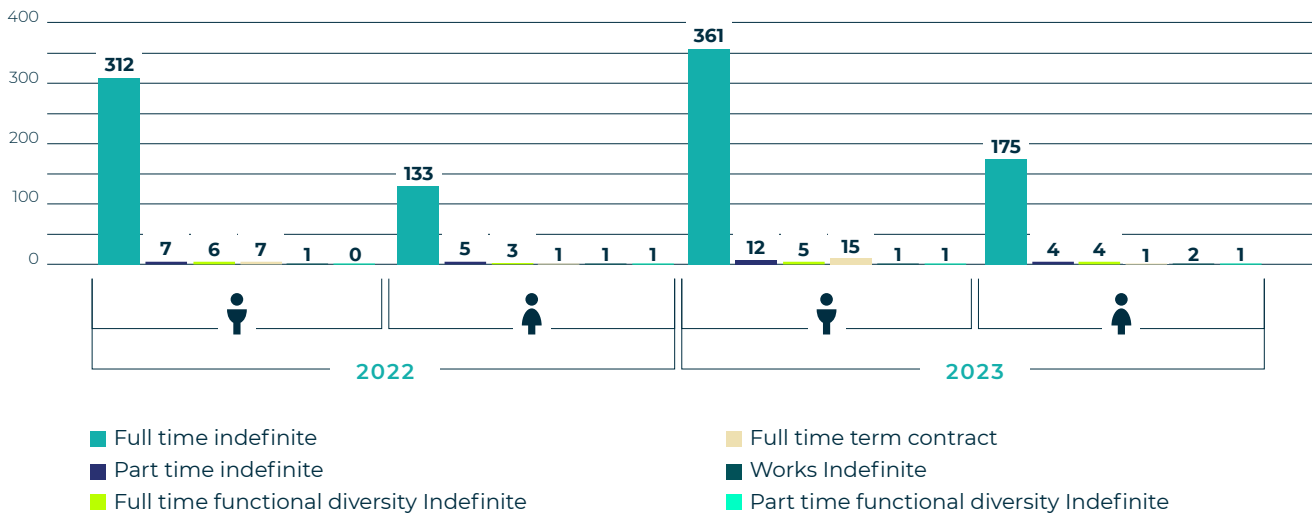
During 2024, we will continue to work towards work-life balance, focusing on a policy of digital disconnection. In any case, good practices that ensure the rest of professionals are encouraged, such as, for example, sending emails and organising meetings outside working hours.



Stability

IGNIS continues to be committed to a policy that prioritises **permanent contracts**, with **97% of its workforce** (97% of men and 98% of women) having this type of contract.

Type of contract by gender



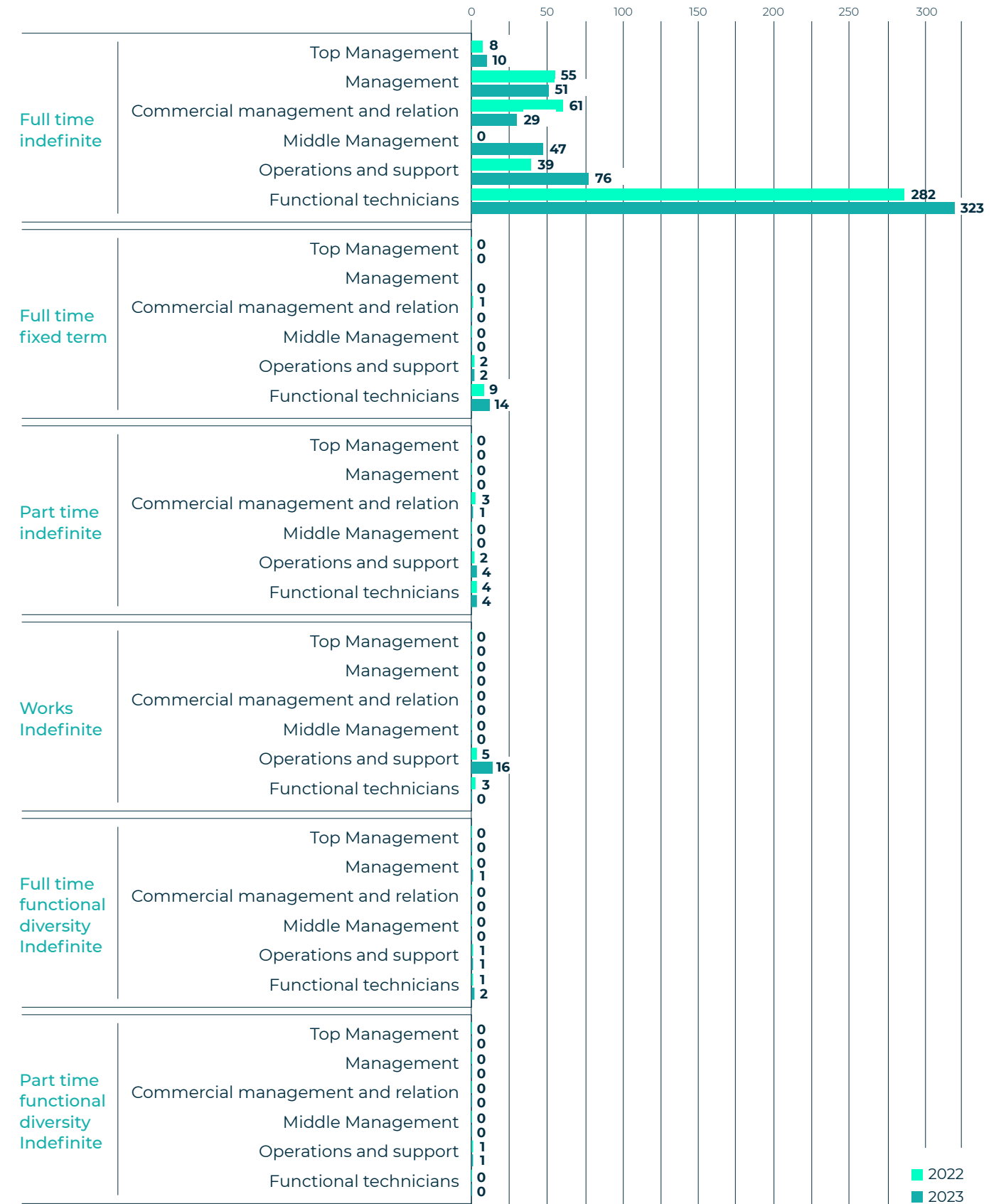
Type of contract per age group



4.2 Quality employment

Annual average by type of contract and age groups			
Type of contract/age range	MAN	WOMAN	TOTAL
Indefinite functional diversity full time	2	2	4
30-35	–	1	1
35-40	–	1	1
40-45	1	–	1
< 25	1	–	1
Full-time fixed-term	15	6	21
25-30	6	3	9
30-35	1	2	3
55-60	1	–	1
<25	7	1	8
Indefinite full-time	405	194	599
25-30	136	57	193
30-35	62	34	96
35-40	41	31	72
40-45	38	22	60
45-50	34	21	55
50-55	35	8	43
55-60	24	5	29
>60	10	2	12
Min25	25	14	39
Indefinite part-time	5	4	9
30-35	1	–	1
35-40	1	1	2
40-45	1	–	1
45-50	1	–	1
50-55	–	2	2
55-60	1	1	2
Indefinite-term seconded to a construction site	17	2	19
25-30	6	1	7
30-35	2	–	2
35-40	2	1	3
45-50	3	–	3
50-55	1	–	1
< 25	3	–	3
Indefinite functional diversity part-time		1	1
25-30	–	1	1
Total	444	209	653

Type of contract by nature and position



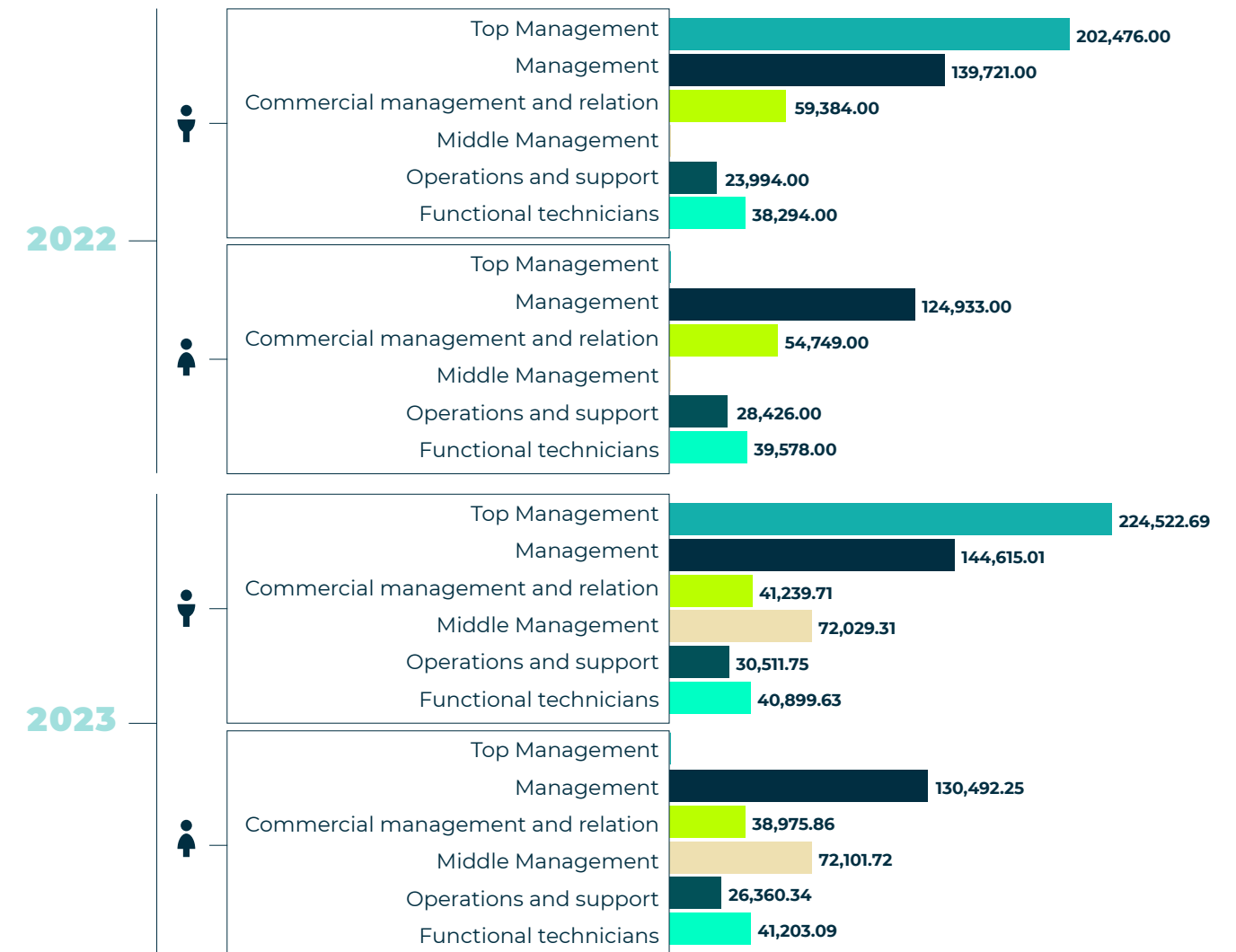
4.2 Quality employment

Annual average by type of contract and nature of position			
Type of contract/age range	MAN	WOMAN	TOTAL
Indefinite functional diversity full time	2	2	4
Management	1		1
Operations and Support		1	1
Functional Technicians	1	1	2
Full-time fixed-term	15	6	21
Management and Commercial Relations	-	1	1
Operations and Support	1	1	2
Functional Technicians	14	4	18
Indefinite full-time	405	194	599
Top Management	10	-	10
Management	46	15	61
Management and Commercial Relations	23	11	34
Middle Management	32	17	49
Operations and Support	59	23	82
Functional Technicians	235	128	363
Indefinite part-time	5	4	9
Management and Commercial Relationship	1	-	1
Operations and Support	1	3	4
Functional Technicians	3	1	4
Indefinite-term seconded to a construction site	17	2	19
Operations and Support	17	2	19
Indefinite functional diversity part-time	-	1	1
Operations and Support	-	1	1
Total	444	209	653

Wage system and social benefits

IGNIS follows a fair and competitive wage system by defining wages according to both the nature and value of the position and the accomplishment of annual objectives.

The calculation of the 2023 pay gap has yielded values of 1.50 in favour of men, this pay gap should not be considered significant and therefore it can be stated that **there is no significant pay gap**.



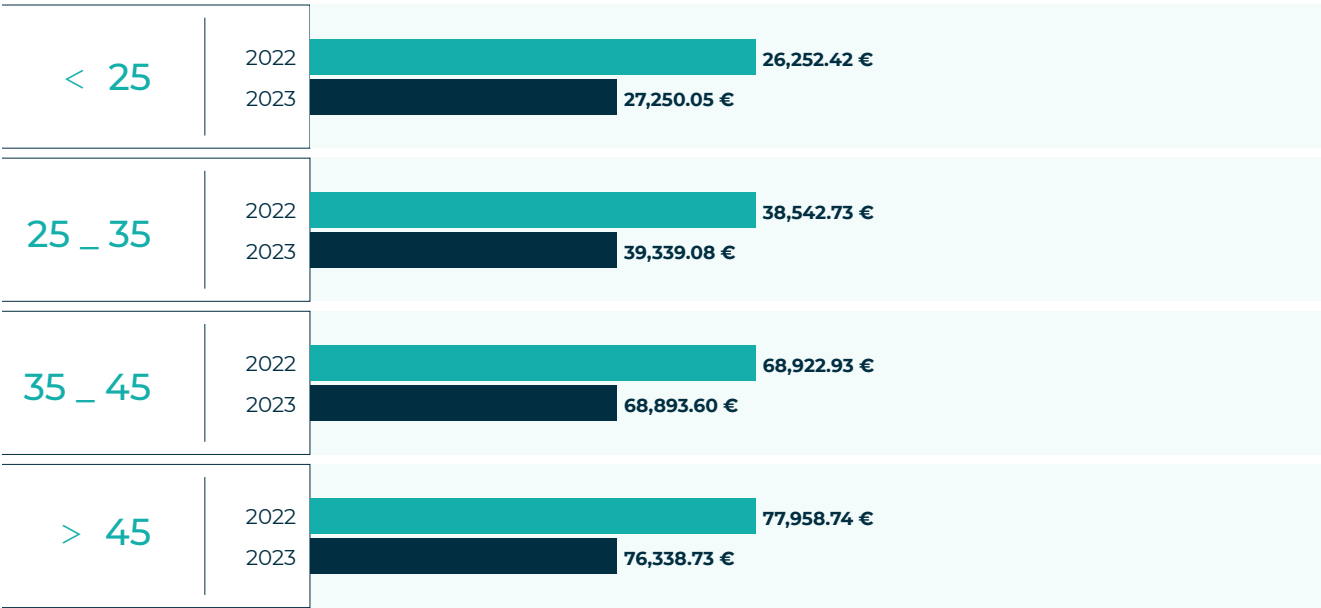
(9) Weighted average according to the classification of the nature of the post. The "Top management" category has been excluded as it does not include women.

4

4.2 Quality employment



Average remuneration by age group



With regard to directors' remuneration, as indicated in chapter 2, the Board of Directors of Ignis Energy Holdings, the parent company of the group, is made up of five members. The Board of Directors has no direct or indirect conflict of interest that the Directors, as defined in the Capital Companies Act, may have with the interest of the Company.

During 2023, the Group paid directors' remuneration for the performance of executive duties amounting to €935 thousand (€680 thousand in 2022), of which €610 thousand (€420 thousand in 2022) relates to directors' remuneration and €325 thousand (€260 thousand in 2022) to remuneration classified as personnel expenses plus an amount of €11 thousand (€11 thousand in 2022) received as remuneration in kind. Therefore, the Group has no senior management personnel, and senior management functions are performed by the Board of Directors.

All remuneration received by the three directors corresponds to the exercise of their executive functions and not to their status as members of the Board of Directors. No director has received remuneration in the form of per diems. Only the director assimilated to an employment relationship is insured under the collective life insurance policy that covers employees in Spain with an employment relationship for the contingencies of death for any reason, total permanent disability for any reason, absolute permanent disability and severe disability.

Except for the particular case of the director treated as an employee, during the years ended December 31, 2023 and 2022 (i) no contributions have been made to pension funds or plans in favour of the Company's Directors, (ii) no obligations for these items have been incurred during the year, and (iii) with respect to the payment of life insurance premiums, the Group has not taken out insurance policies to cover the risk of death or disability.

The Board of Directors of the Group has not received any remuneration in the form of profit sharing or bonuses. Neither have they received any shares or stock options during the year, nor have they exercised any options or have any options pending exercise. The employee-assimilated director is a beneficiary of the Corporate Long-Term Incentive which is part of the compensation package and is linked to the creation of long-term value and its individual valuation will accrue when the exit event occurs.

In addition, IGNIS offers its employees various **social benefits**:

- **Life insurance.**
- Joint **Savings Plan.**
- **Benefits Exchange and Flexible Remuneration Scheme** where the employee can maximise their remuneration through a range of products of their choice:
 - Medical insurance.
 - Food.
 - Transport.
 - Training linked to their professional development.
 - Nursery.
- **Travel and international health insurance** for expatriate employees and their families.
- In addition, IGNIS provides a **baby cheque** to employees who have become mothers and fathers.

During 2023, IGNIS has worked on **improving social benefits through the full implementation of the employee savings plan and the enhancement of the benefits pool for functional technicians and support and operations staff.**

4.2 Quality employment



Work climate

IGNIS works to create a positive work climate by promoting dialogue and the company's values, encouraging team spirit, autonomy, decision-making capacity, innovation and listening. In order to achieve this objective, in addition to the daily activities, various initiatives are organised throughout the year:

- Virtual meetings of the whole company "Ignis Together".
- Team building activities.
- Promotion of sport and healthy lifestyle habits through participation in various solidarity initiatives.
-

This year, IGNIS has also improved the content and frequency of the Onboarding processes and has begun to hold **"Cafés with the Team"**, which aim to find out about the working environment as well as study suggestions and analyse workloads in search of a balance.



Commitment to health and safety at work

Health and Safety at IGNIS continues to be one of the basic pillars of the company. It is managed by the SYS Department in collaboration with an external prevention service and coordinated and monitored by the **Health and Safety Committee**, which deals with the most relevant prevention issues with the knowledge of the management and approves the prevention objectives and any measures that it is decided to implement.

Key milestones in this area during 2023 include:

- **Contracting external and voluntary audits** on health and safety management in the most at-risk subsidiaries with the aim of detecting any weaknesses and continuously improving. The audits had a favourable outcome.
- Maintenance of **ISO 45001 Occupational Health and Safety Management Systems** - Requirements with guidance for use in IGNIS H02
- Specific management of the risk arising in construction projects during the summer months through the development and application of an **on-site thermal stress procedure**.
- **Recognition from Mutua Universal to IGNIS Energía, S.L. for being a company with a zero accident rate** in the last three years, with a commitment to reducing workplace accidents and promoting the prevention of occupational risks, which is awarded during the European Week for Safety and Health at Work.
- An awareness-raising course for operation and maintenance workers.
- Review, update and dissemination of the Health and Safety policy to employees.
- **Promotion of the culture of sport** among the company's professionals.

Zero accident rate in Ignis Energía S.L. the last three years



Promotion of the culture of sport in events

- Business Race
- Charity Padel Tournament
- Cycling route that runs between our solar plants Muniesa and Valdenebro



4

4.2 Quality employment



Accidents				
	2022		2023	
	MAN	WOMAN	MAN	WOMAN
With leave	1	0	2	0
W/o leave	0	0	1	0
Total	1	0	3	0

Itinere accidents				
	2022		2023	
	MAN	WOMAN	MAN	WOMAN
Itinere accidents	0	0	1	2

Accidents						
	2022			2023		
	MAN	WOMAN	TOTAL	MAN	WOMAN	TOTAL
Incidence rate	281	0	195	481.93	0	324.15
General frequency index	1.6	0	1.11	2.74	2.81	2.76
Low frequency index	1.6	0	1.11	2.74	0	1.84
Severity index	0.01	0	0.01	0.02	0	0.02
Average duration index	5	0	5	9	0	9

During 2023, no occupational illnesses were recorded, with the total hours of absenteeism being **19,060 hours**

4.2.2 Professional development



Training

- **Training platform:** IGNIS offers all its employees access to a **platform with more than 900 courses**, both on technical (construction, energy, environment, sustainability) and transversal skills.
- **Languages:** IGNIS offers courses in:
 - **English** to employees who require it because of the nature of their work through a language programme with virtual English classes of 90 minutes per week.
 - **Spanish** for foreign employees moving to Spain.
 - **Other languages** to expatriate employees.
- **Ad-hoc courses:** IGNIS analyses the specific needs of individuals and departments by financing or co-financing specific training.

For example, this year, among others, a course on the fundamentals of the energy sector was offered to all its Corporate Departments.

In order to improve the training of its employees, this year the Talent Department has conducted a **training needs survey** among employees as a basis for the future development of a Training Plan.

Within this framework of professional development and promotion of talent, **11,338.20 hours of training** were given in 2023, with **78% of the workforce having received training, with an average of 15 hours of training per employee**. The training data show equality between men and women, with 78% of women and 73% of men having received training.

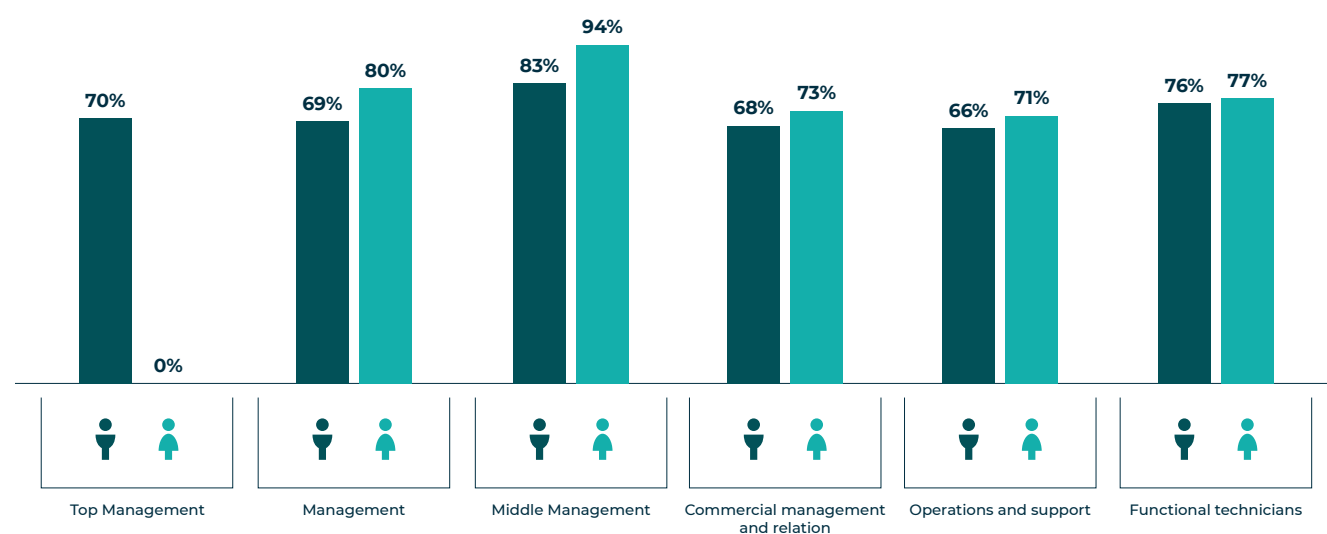
Training hours	2022		2023	
	MAN	WOMAN	MAN	WOMAN
Top management	173.00	0.00	138.20	0.00
Management	762.50	294.50	513.34	193.32
Middle management	-	-	1,177.34	525.76
Management and commercial relations	1,219.25	677.50	195.56	94.49
Operations and support	173.00	388.50	2,012.42	391.44
Functional technicians	173.00	2,320.93	4,253.09	1,843.25
Total	2,500.75	3,681.43	8,289.94	3,048.26

4

4.2 Quality employment

Trained employees by category	2022		2023	
	MAN	WOMAN	MAN	WOMAN
Top management	7	0	7	0
Management	36	12	29	12
Middle Management	-	-	24	17
Management and commercial relations	39	18	15	8
Operations and support	22	20	49	22
Functional technicians	177	82	180	96
Total	281	132	304	155

Employees trained by professional category in 2023



Training by age	2022		2023	
	MAN	WOMAN	MAN	WOMAN
Under 20 years old	0	0	0	0
Between 20 and 29 years old	129	50	125	49
Between 30 and 45 years old	96	68	118	80
46 and over	56	14	61	26
Total	281	132	304	155

Employees trained in 2023 by age



Promotion and internal mobility

With the aim of promoting professional development and responding to the concerns of its employees, IGNIS has an internal vacancy portal that enables the horizontal mobility of the workforce, both nationally and internationally. Thanks to this, the company has multi-skilled professionals with a broad vision of the energy sector.

In this context, **new internal policies regarding national and international employee mobility** have been developed and approved during 2023.



Performance measurement

- **Goal setting:** Annually, each employee proposes a set of objectives which are reviewed and agreed with managers.
- **Feed-back process:** IGNIS carries out annual performance evaluations of its employees in which the achievement of the objectives set is reviewed and areas for improvement are analysed.

In addition, 2023 was a year of investment in **improving employee access to information and process automation:**

- Launch of the **Employee Portal** as a self-management tool that allows employees to perform tasks such as: requesting holidays, downloading payroll, changing bank account or home address.
- Implementation of SAP for payroll generation and management as well as for selection, performance and objectives processes.

4.3 Diversity and Equality at IGNIS



During 2023, IGNIS began the **process of approving and implementing a common Equality Plan** for the entire Group, which aims to continue with the company's commitment to develop policies that integrate equal treatment and opportunities between women and men in all areas of its business activity. In line with this commitment, IGNIS has communicated among its employees its commitment to the equality principles and measures that will be adopted following the approval of the plan.

Until the approval of the Plan and in accordance with its commitment, IGNIS develops actions that favour this equality and has its **own Harassment Prevention Protocol⁽¹⁰⁾** with the aim of preventing and eradicating situations constituting harassment, in all its forms, IGNIS assuming its legal and moral responsibility to eradicate an environment of conduct contrary to the dignity, values and diversity of people in the Companies that make it up.

In addition, continuing with the measures to generate an egalitarian environment, work is being done to develop and implement a protocol to guarantee equality for LGTBI people, as well as training to prevent sexual violence.

In addition, as already seen in [Chapter 2](#), IGNIS makes **the Internal Information System (Whistleblowing Channel)** available to all its Employees, as well as to third parties, so that any interested party can report incidents, queries, doubts or complaints regarding non-compliance with the commitments of the Harassment Prevention Protocol, as well as with the other applicable internal and external regulations.

In terms of recruitment, **IGNIS uses formal and inclusive language without reference to the gender of the candidates**. Although it is true that, in the energy sector, the most sought-after qualifications are clearly dominated by men, the Talent team prioritises the inclusion of women in the list of candidates to be assessed. In any case, recruitment is carried out following a selection criterion based on the merit and ability of the candidate, regardless of gender.

As there are fewer women in top management, women are encouraged to apply for this type of positions, **with specific executive programmes for women in top management** having been funded on two occasions.

During 2023, IGNIS has integrated people **with functional diversity into** its team, **with a total of five employees⁽¹¹⁾** with this condition.

IGNIS COMMITMENT TO EQUALITY

Promote equal treatment under a policy of zero tolerance of abusive or hostile conduct, such as discrimination based on race, sex, sexual orientation, belief, ideology, religion, social origin, disability, nationality, age, affiliation or any other illegitimate criterion under current legislation; or harassment at work, sexual or otherwise, as well as guaranteeing equal opportunities among employees, ensuring the selection and promotion of employees based on objective criteria of merit and ability, and equal pay for work of equal value.



⁽¹⁰⁾ Protocol for the prevention of harassment and action in the event of a complaint of moral, sexual or gender-based harassment or any other discriminatory cause at work.

⁽¹¹⁾ One of whom was hired through a collaboration agreement for labour integration.

4.4 Contributions and volunteering

Commitment and collaboration to generate a positive impact on our society are values that are very present in the company's DNA and are materialised, to a large extent, through actions that arise on the initiative of the company's professionals.

Proyecto Campeones

Which aims to accompany and support a group of young people with functional diversity so that they can learn about the world of work and renewable energies in collaboration with Fundación Caná.



Plantación de especies autóctonas en Pezuela de las Torres

On the other hand, and for the second consecutive year, IGNIS volunteers and their families, together with the Reforesta association, dedicated a day to planting native species in Pezuela de las Torres, thus contributing to the renaturalisation of these areas.



In addition to volunteer work, various donations have been made to non-profit organisations totalling 37,804.20 €, including:

Fundación Energía Sin Fronteras.

ONG ARBIO Peru, through which IGNIS has contributed to the conservation of the Amazon forest, protecting 32 hectares in Peru, one of the countries where IGNIS is developing renewable projects.

Energía Sin Fronteras



Other associations chosen by the employees themselves at the charity padel tournaments.

"Ignis Padel Tour".



Finally, IGNIS and its employees have contributed to much-needed humanitarian aid in disasters such as the earthquakes in Syria, Turkey and Morocco, which have sadly occurred this year.

AREA OF CONTRIBUTION	DONATION (€)
Development and Cooperation	16,985
Promoting Biodiversity	6,661.207
Support to Local Communities	53,985.85

WE CONTRIBUTE TO THE DEVELOPMENT OF THE LOCAL ENVIRONMENT

*Progress in our Sustainability Plan, strategic line
“Revitalising local environments”
and contribution to SDG 11:*



- **Development of the Commitment Plan** to coordinate local social action and, consequently, increase its positive impact on the territory.

- Signing of **collaboration agreements with Caritas** for training and job placement.

- Free theoretical and practical courses on the assembly and maintenance of photovoltaic solar installations: **193 students and some 244 hours of training**.

- **Job placement of 63 unemployed people living in the area, 35 of whom are migrants.**

- Collaboration agreements for the installation of electric charging points, LED bulb installations or for the installation and fitting out of fibre optics.

- Installation of photovoltaic panels in the Bohol area (Philippines)

- Local presence with offices in rural areas and local staff.

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Response	Percentage
Good job	65%
Not a good job	35%

5.1 Commitment Plan

As a result, **63 local unemployed people, 35 of them migrants and refugees**, have been **integrated into the labour market**. The hiring of the trainees has been mainly concentrated in the contracting companies specialised in the construction of photovoltaic plants and some profiles have also been integrated in the IGNIS team.

Enrolments have increased by more than 48% compared to 2022. This increase can be attributed in part to the efforts and improvements implemented, as well as to the satisfaction surveys carried out with the participants once the course has finished.

In line with these actions, IGNIS has joined several alliances that work for the insertion and green employment (TENT Alliance for refugees) and has collaborated with the Platform for Green Employment, together with the Green Employment HUB, and UNHCR, both with the aim of social and labour insertion of groups at risk of social exclusion, through training and jobs committed to the environment.

On the other hand, in the area of energy solutions, IGNIS has a series of trusted local partners for assembly and installation work, prioritising the local sphere in its contracting.



PV solar premises assembly and maintenance training at Tábara (Zaragoza).

5.1.2 Conecta Axis

In this axis IGNIS aims to improve the local population's access to renewable and affordable energy, also contributing to the dynamization and fixation of the population in the surroundings.

In this line, IGNIS has signed collaboration agreements⁽¹²⁾ with local councils for the **installation of electric charging points, installation of LED bulbs or for the implementation and conditioning of fibre optics** in coordination with different promoters in different municipalities nationwide and has also donated and installed photovoltaic panels in the area of Bohol, one of the towns in the Philippines where IGNIS is developing projects.

⁽¹²⁾ Pending implementation

⁽¹³⁾ Pending implementation

5.1.3 Crea Axis

This axis focuses its efforts on contributing to the dynamization and fixation of population in the rural areas where IGNIS operates.

In accordance with the objective of this axis, during 2023 IGNIS has made various contributions to:

- The promotion of cultural activities.
- The improvement of rural facilities and infrastructures.
- The preservation and enhancement of cultural and natural heritage.

In total, IGNIS has made contributions amounting to € 53.985,85 for the above-mentioned purposes, including, among others, agreements for the **adaptation and rehabilitation of rural roads or the contribution to the rehabilitation of municipal housing** with the aim of providing accommodation for those who wish to register in the municipality, as well as sponsorship of local festivals and local sports clubs in various municipalities.

5.1.4 Cuida Axis

The main purpose of this axis is to conserve and improve biodiversity in the environments where IGNIS operates. It seeks to add environmental value to that already contributed by the project itself in the framework of its environmental processing.

In this area, IGNIS has agreed to collaborate⁽¹³⁾ to carry out actions in the immediate surroundings of the projects, such as the **construction of a rainwater collection basin to improve the environment for local fauna or the signposting of the paths, including explanatory** signage on the **environmental measures taken** into account for the execution of the project, the benefits of renewable energies and how they work.

In addition, on sites where plants were located in areas adjacent to olive groves, improvement and recovery work has been undertaken. These tasks are being carried out by local contracted personnel, and progress is currently being made in the negotiation of a sharecropping contract with the workers involved.

5.1.5 Dialogue and presence in the territory, the keys to the development of the Commitment Plan

The development of the Commitment Plan would not be possible without **dialogue with the main representatives of the local communities** where it operates, highlighting interaction with mayors, the main associations and, when necessary, with the neighbours themselves to ensure effective communication.

Recognising the importance of establishing a local presence that facilitates direct interaction with neighbours, IGNIS has opened and maintains **offices in rural areas by hiring local staff**. In 2023 IGNIS had offices open in Mondéjar (Guadalajara), Campo Real (Madrid), Perales de Tajuña (Madrid), Torres de Alameda (Madrid), Esquivias (Toledo) and Carrizo de la Ribera (León).

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5.2 WE PRESERVE NATURAL ENVIRONMENT

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Progress in our Sustainability Plan, strategic line “Revitalising local environments” and contribution to SDG 15:



- **164 pre-feasibility studies on various renewable technologies in 2023: 17% have been discarded and 40% have undergone modifications or reductions to ensure their environmental viability.**
- **843.7 K€ invested in environmental consultancy.**
- No developments located in Red Natura 2000.
- Sin brecha salarial significativa entre hombre y mujeres.
- No environmental fines or penalties.
- Collaboration in the reforestation of various degraded environments:
 - CO2GESTION Forest “Ciudad de los Almirantes I” in the municipality of Molezuelas de la Carballeda, Zamora.
 - CO2GESTION “La Carballeda” forest in the municipality of Medina de Rioseco, Valladolid.
 - BOSQUE PROXYA ACCENTURE ALORA in the municipality of Álora, Málaga
 - BOSQUE NATURAL WORLD POBLETE, in the municipality of Poblete, Ciudad Real.
 - Villanueva de Abajo A in the municipality of Congosto de Valdavia, Palencia.
- Collaboration with the NGO Arbio, protecting 32 hectares in Peru.
- Collaboration in the reforestation of Pezuela de las Torres, through corporate volunteering.

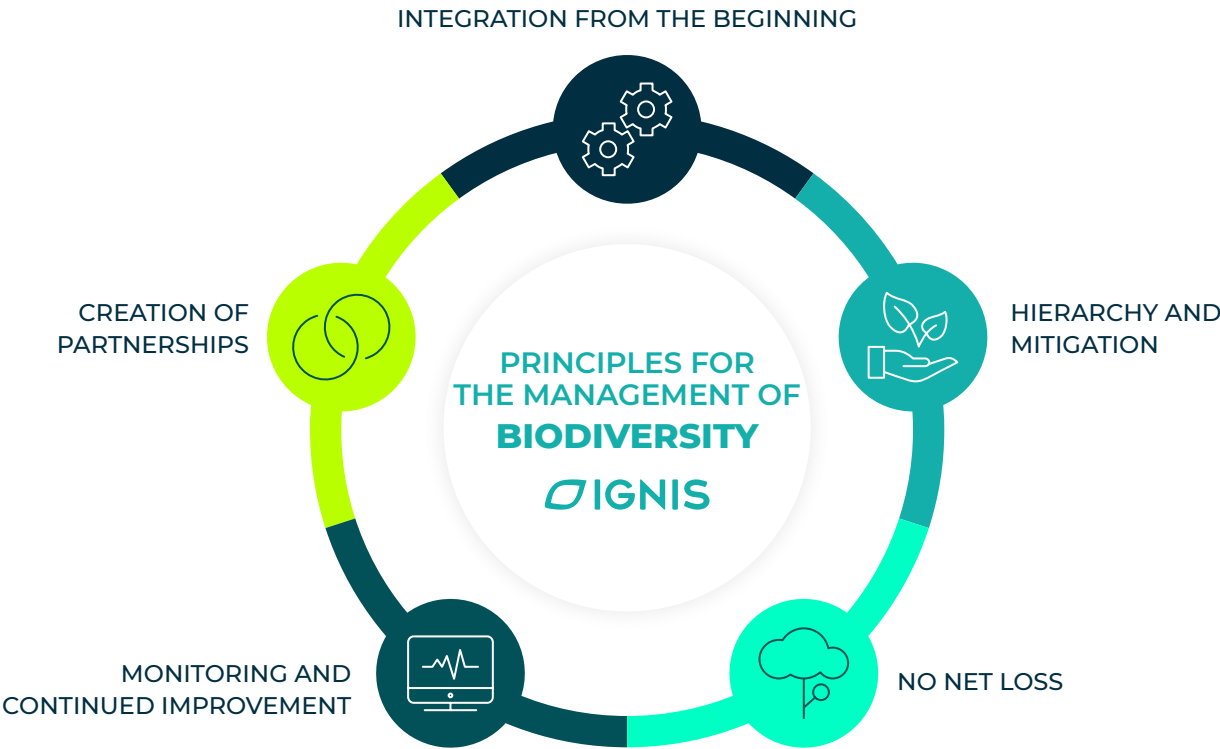
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5.2 We preserve Natural Environment

5.2.1 Biodiversity management principles in IGNIS

IGNIS **integrates the evaluation of biodiversity from the earliest stages of projects**, avoiding, whenever possible, the location of projects in ecosystems of high ecological value and in their connectivity areas. To this end, it develops environmental pre-feasibility studies and maintains fluid contact with the Administration.

The design of projects and accompanying environmental measures are guided by the **mitigation hierarchy principle** (avoid, minimise, restore and ultimately offset) and, in the case of offsets, the **principle of ‘no net loss’ of biodiversity**.

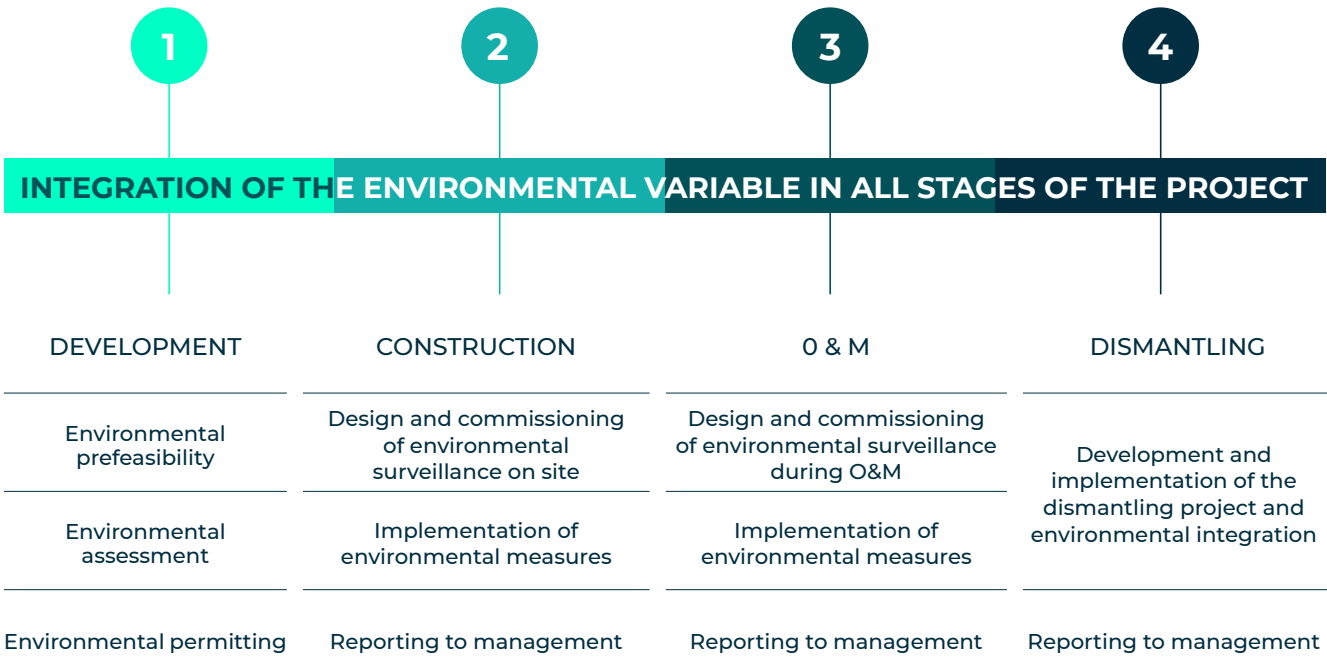


In order to comply with the no net loss principle, it is vital to design and implement different measures adapted to the specific and local situation of each project and to follow them up through environmental monitoring plans, in order to adapt them according to their effectiveness and the needs of the environment, with the ultimate aim of ensuring the preservation and/or improvement of habitats (**Principle of monitoring and continuous improvement**).

IGNIS is convinced that the **establishment** of appropriate **alliances** increases the effectiveness of its actions and has therefore created a network of collaborations with NGOs and other entities with the aim of improving biodiversity in its areas of operation.

5.2.2 Principle of environmental integration from the outset

IGNIS considers that in order to ensure that the preservation and improvement of biodiversity is a reality in its activity, it is necessary to **integrate environmental criteria from the beginning of each project**, coordinated by a professional team in continuous training, a team of expert collaborators and fluid communication with the Administration and other stakeholders.



One of the fundamental components that determines the viability of a project is the environmental variable and, therefore, in accordance with the principle of mitigation, the earliest phases of the projects have **exhaustive environmental pre-feasibility studies in order to** integrate the evaluation of biodiversity, avoiding, whenever possible, the location of projects in ecosystems of high ecological value. In addition, teamwork and internal coordination between the Environment Department and the rest of the departments provides the transversal vision necessary for the integration of all variables.

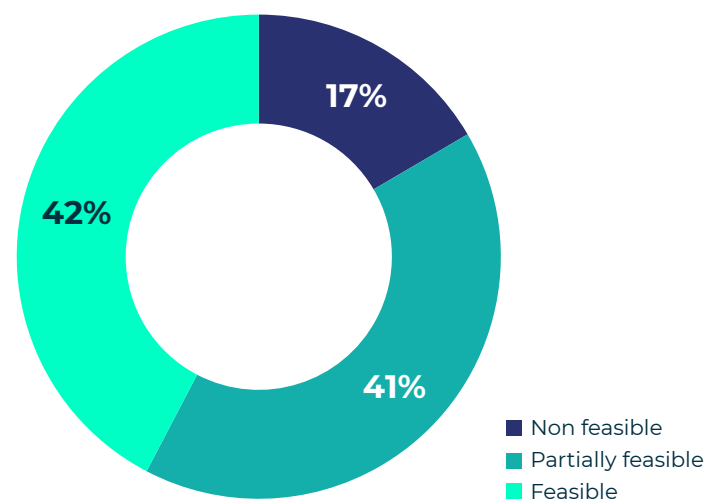
Additionally, at the institutional level, contact is maintained with the different public bodies involved in the environmental permitting process of projects in order to find out environmental details or alternatives that could be decisive in the location of a project.

During the year 2023, a total of **164 pre-feasibility studies** have been carried out **on various renewable technologies**. Ninety-four percent of these studies focus on photovoltaic and wind energy, while the rest address other technologies such as hydroelectric power plants, battery farms, or the manufacture of ammonia and green hydrogen.

As a result of the pre-feasibility studies, 17% of the projects have been discarded. Of those that made it through this first filter, 40% have undergone modifications or reductions to ensure their environmental feasibility.

5.2 We preserve Natural Environment

Result of the pre-feasibility studies carried out in 2023



As a result of this process:

- None of the solar plants processed during 2023 are located in areas of Red Natura 2000.
- None of our wind farms under construction and operation are located in the areas of Red Natura 2000.
- In the case of linear infrastructures (power lines) affecting protected areas where it has not been feasible to avoid crossing them (for example, cases in which the WES is surrounded by or very close to a protected area), this has been designed to minimise the effect by planning its passage through marginal areas and even considering its partial burial when necessary.

Projects that pass pre-feasibility analyses are subject to **environmental impact assessment studies (EIA)**. These analyses result in a series of alternatives, all of which are viable. These options are analysed in the EIAs and the one with the lowest impact is selected, after which the potential impacts of the alternative with the lowest impact are identified and a series of mitigation measures (preventive, corrective and compensatory) necessary for the compatibility of the project are proposed.

Both throughout the preparation of the EIAs themselves and during their processing, which includes consultation with the administrations and interested parties, as well as a public information period in which any citizen can participate, **IGNIS has incorporated, when necessary, modifications to its projects in order to streamline their environmental and social feasibility**. In this sense, IGNIS has maintained a fluid dialogue with all the agents involved, trying to incorporate all their requirements.

Environmental impact studies completed with detailed field surveys

- Birdlife census
- Species-specific studies (Montagu's harrier and lesser kestrel)
- Shadow study (flickering)
- Noise study
- Archaeological studies
- Bats census
- Fleet studies
- Surveys and censuses of HIC (Habitats of Community Interest)
- Landscape studies (with 3D modelling for wind turbines)
- Census of mammals
- Census of herpetofauna
- Hydrological studies
- Soil quality characterisation report
- Atmospheric modelling
- Soil investigation proposal.
- Preliminary quantitative risk analysis



PV Plant "PFV Guadacano", Archidona (Málaga).

5.2 We preserve Natural Environment

The Environmental Impact Studies have been carried out in collaboration with specialist consultancies and also with universities such as the Universidad Politécnica de Madrid and the Universidad Complutense de Madrid.

2,347 MW

WITH POSITIVE
ENVIRONMENTAL IMPACT
STATEMENT

254

ENVIRONMENTAL
FEASIBILITY
STUDIES

2,552.5 k€

INVESTED IN
ENVIRONMENTAL
CONSULTANCY

>650.000

HECTARES
REGISTERED
(AVIFAUNA)

18

ENVIRONMENTAL
PROFESSIONALS
IN OUR TEAM

0

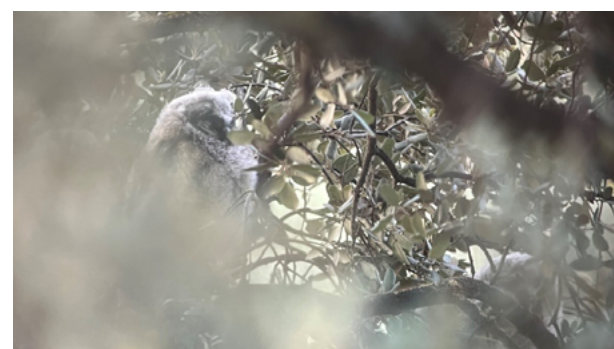
ENVIRONMENTAL
SANCTIONS
OR FINES

Regarding the main environmental effects of IGNIS activity under development:

- Photovoltaic projects, the environmental effects that are mostly classified as significant are those referring to fauna (nuisance or disturbance, effect on or loss of habitats, barrier effect or loss of habitats, barrier effect or loss of sensitive species) and, to a lesser extent, those referring to land use (agricultural and livestock uses and hunting uses) and landscape.
- Wind projects, the primary environmental impacts include habitat loss, disturbance of bird and chiropteran species, as well as landscape disturbance.
- Green ammonia manufacturing projects, the main environmental impacts relate to water consumption and the generation of construction waste.
- Cogeneration and combined cycle plants in operation, the main environmental effect is limited to atmospheric emissions.

5.2.3 Principle of monitoring and continuous improvement

In order to carry out all the measures and recommendations that have been included in the EIAs for each project, **environmental management is carried out** by the construction company during construction, and environmental monitoring is carried out by external companies in coordination with the IGNIS Environment Department to ensure compliance with the conditions of the Environmental Impact Statement and Good Practices. Through monitoring, additional measures are implemented that increase the environmental protection of the surroundings. Examples of these measures include:



Active nest of long-eared owl (Asio Otus) in the surroundings of the PV Plant (no exact location is provided due to protection reasons)



Badger's burrow (Meles meles) within the PV plant (no exact location is provided due to protection reasons)



Implementation of coconut mesh to prevent PV erosion "Valdenebro Solar" Muniesa (Teruel)

- Establishment of a protection buffer around a Long-eared Owl (Asio otus) nest, with strict prohibition of access and any human activity in the area until the chicks have left the nest.
- Establishment of a protection buffer over badger (Meles meles) burrows and latrines, determining movement corridors according to vegetation tesserae and modifying the layout of the photovoltaic modules. Adaptation of the work to the phenology of the badger and spatial needs, carrying out active monitoring with photo-trapping to evaluate the evolution of the individuals.
- Installation of coconut netting to reduce erosion in the area surrounding the project.

During the operation phase, **O&M operators** are provided with basic **environmental training** and the facilities are equipped with waste management providers, and environmental monitoring continues to ensure that all environmental requirements are properly met.

IGNIS has **software that optimises environmental monitoring tasks** through the processing of the data collected, EPC-tracker (in the works phase) and G-MAO (in the Operation and Maintenance phase).

5.2 We preserve Natural Environment

5.2.4 No net loss principle

In line with the principle of mitigation, IGNIS accompanies its projects with numerous measures for the conservation and enhancement of the biodiversity around its projects:

Actions envisaged for the preservation and promotion of biodiversity

- Installation of drinking troughs and hanging feeders for the promotion of game species.
- Maintenance of natural areas inside the plants as reservoirs for fauna by planting native vegetation.
- Permeability measures for photovoltaic plants to favour the connectivity of populations and avoid the barrier effect.
- Creation of ponds to act as watering places for all types of birdlife and other species.
- Planning of work to respect breeding and nesting seasons.
- Agri-environmental programmes to compensate for the loss of habitat generated by the project and to favour steppe bird populations.



Fencing for the protection of Montagu's harrier (*Circus pygargus*) nest
during the cereal harvesting season in Andalusia.

- Use of livestock for the maintenance of plant vegetation, avoiding the use of herbicides and other chemicals.
- Installation of biodiversity-enhancing elements in and around the plants (nest boxes, insect hotels, chiropteran shelters, cairns, etc.).



Controlling vegetation using livestock in the PV Plant "Ignis Generación"
Escatrón (Zaragoza)

In addition to all these actions associated with projects under development, throughout 2023, IGNIS has collaborated with **other measures that contribute to the preservation and promotion of biodiversity**, such as:

- Collaboration reforestation of various degraded environments as a way of offsetting part of its 2022 carbon footprint:
 - CO2GESTION Forest "Ciudad de los Almirantes I" in the municipality of Molezuelas de la Carballeda, Zamora.
 - CO2GESTION "La Carballeda" forest in the municipality of Medina de Rioseco, Valladolid.
 - BOSQUE PROXYA ACCENTURE ALORA in the municipality of Alora, Malaga
 - BOSQUE NATURAL WORLD POBLETE, in the municipality of Poblete, Ciudad Real.
 - Villanueva de Abajo A in the municipality of Congosto de Valdavia, Palencia.
- Collaboration with the NGO Arbio, contributing to the protection of 32 hectares of Amazonian forest in Peru, one of the countries where IGNIS is developing renewable projects.
- Collaboration with the Reforesta association in which IGNIS volunteers and their families spent a day planting native species in Pezuela de las Torres, thus contributing to the renaturalisation of these areas.

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5.2 We preserve Natural Environment

5.2.5 Biodiversity Partnership Principle

*In 2023, IGNIS has signed agreements with environmental protection groups for the enhancement of habitats and their biodiversity with the **ultimate goal of achieving a net positive impact on biodiversity.***

ORGANISATION/ENTITY	OBJECTIVE OF THE PARTNERSHIP
Universidad de Valencia	GPS tracking of eagle species around the plant. Applied research project on spatial ecology and behaviour of large eagles in relation to photovoltaic installations.
Group for the Rehabilitation of Native Fauna and their Habitat (GREFA)	<p>Development of compensatory measures proposed by IGNIS in terms of:</p> <ul style="list-style-type: none"> • Protection of power lines. • Marking of specimens. • Restoration of silos for the reintroduction of lesser kestrels. • Pond designs in the PFVs. <p>There is also active collaboration with GREFA, having requested data on specimens already marked with this group and which have helped in the processing of the projects.</p> <p>(Projects to be developed in 2024)</p>
National Ecological Association	Monitoring of Aquila Chrysaetos Homeyeri in their breeding territories around Solar Photovoltaic Plants.



Nest box in PV plant “PFV Guadacano” under construction, Antequera (Málaga)



Tadpole of common frog (*Pelophylax perezi*) and stair snake (*Rhinechis scalaris*) found in the PV plants of the Caparacena 400, Pinos Puente (Granada)



Active nest box in PV Plant Valdenebro Solar, Muniesa (Teruel)

6 ABOUT THIS REPORT

This report includes information on the environmental, social and governance aspects of the subsidiaries, associates and direct or indirect investees referred to in the consolidated financial statements of Ignis Energy Holdings, S.L. and covers the calendar year 2023.

The matters reflected in the report respond to the relevant issues arising from the materiality analysis (see section Materiality analysis) and cover the requirements of Law 11/2018, of 28 December, which amends the Commercial Code, the revised text of the Capital Companies Act approved by Royal Legislative Decree 1/2010, of 2 July, and Law 22/2015, of 20 July, on Auditing of Accounts, in relation to non-financial information and diversity.

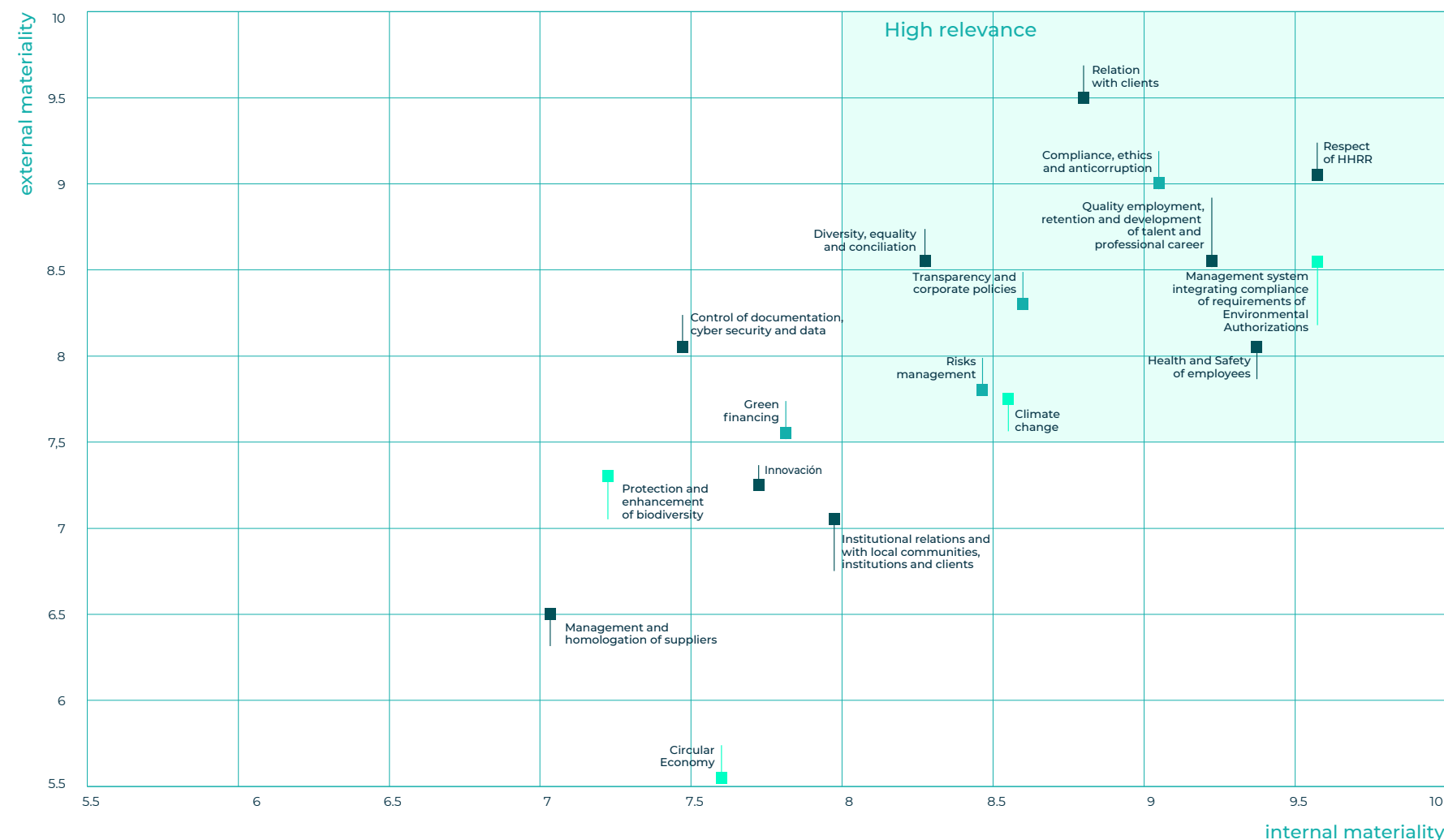
6.1 Materiality analysis

IGNIS conducted a materiality exercise in 2022 in order to understand the issues that are relevant both internally and to its key stakeholders. To this end, 26 potentially relevant ESG issues were first identified according to an industry benchmark.

Subsequently, interviews were conducted with the heads of the main business areas of the activity, as well as with the interlocutors of our main stakeholders (employees, customers, suppliers and local communities) so that they could assess this list of relevant issues. Finally, in order to integrate the vision of the Public Administration/regulatory stakeholder group, we analysed which of the 26 potentially relevant issues had the greatest intensity in the main regulatory advances in ESG matters at national and European level.

The results of the materiality analysis are shown in the following matrix. For their representation, the 26 material topics were grouped into 17 categories taking into account the content and the assessment in the consultation. The results obtained have served as a basis both for the drafting of this report and for the structuring of the IGNIS Strategic Plan.

During 2023, there have been no significant changes that could alter the results of the materiality analysis performed in 2022. Therefore, this analysis and its conclusions have been maintained, although a new analysis will be carried out in 2024 under the perspective of dual materiality.



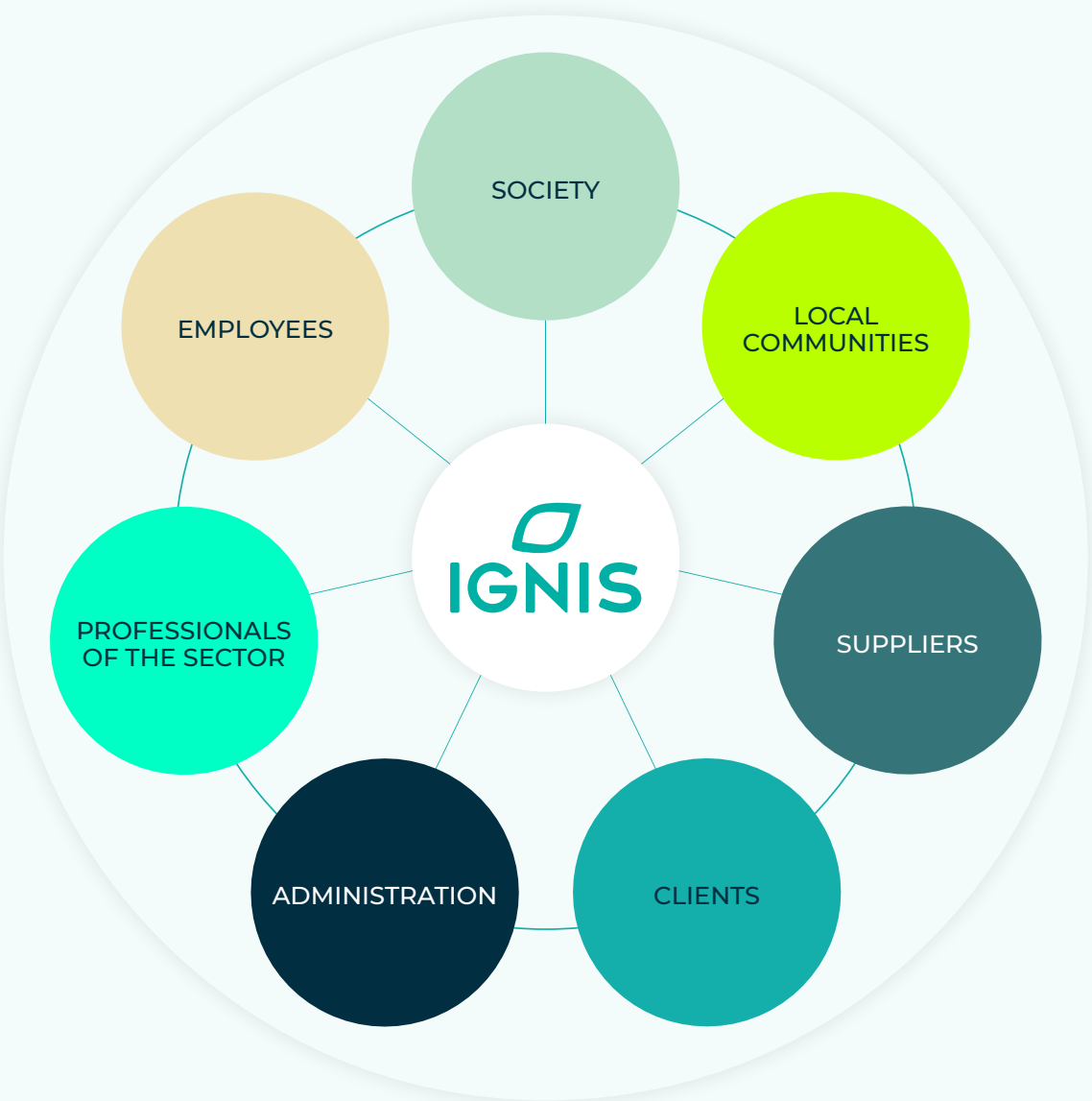
ENVIRONMENT		1	Climate Change
		2	Circular Economy
		3	Protection and promotion of biodiversity
		4	Management system integrates compliance with the requirements of the Environmental Authorisations
SOCIAL	LABOUR	5	Quality employment, talent retention and development and career development
		6	Diversity, equality and work-life balance
		7	Employee Health and Safety
		8	Documentation, cybersecurity and data control
		9	Innovation
	STAKEHOLDER GROUPS	10	Institutional and local community, institutional and client relations
		11	Supplier management and approval
		12	Customer relations
		13	Respect for Human Rights
GOVERNANCE		14	Compliance, ethics and anti-corruption
		15	Transparency and corporate policies
		16	Risk management
		17	Green finance

6

6.1 Materiality analysis



During 2023, IGNIS has maintained and nurtured communication channels with its **stakeholders**



- Periodical update of corporate website including the news section and new section on sustainability.
- Preparation of Press releases and media dissemination.
- Whistleblowing Channel.
- Assistance and listening of public information of projects..
- LinkedIn (13.637 new followers and 73 posts in 2023).
- Non-financial information statement.
- Organization of meetings and forums with neighbours from the different municipalities where IGNIS develops its projects.
- Supporting corporate, cultural, environmental and sports initiatives of the municipalities through the Commitment Plan.
- Audits of suppliers.
- Conduct of Conduct for Suppliers
- Due Diligence Processes
- Improved Call Center for end-customer service.
- Implementation and update of new websites for the sale of products and services.
- Meeting with the different administrations to explain projects.
- LinkedIn (13.637 new followers and 73 posts in 2023).
- Participation in forums and conferences.
- Talent section of corporate website.
- Participation in Company consortium for R&D projects.
- Participation in Company Associations of renewable sector.
- Virtual events “Ignis Together” and “Ignis Update”
- New employee intranet.
- Feed-back interviews.
- Coffee with Human Resources.
- Preparation and dissemination of internal communications.
- Employee mailbox to promote innovation and social action.

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6.2 Table of compliance with law 11/2018

INFORMATION TO BE REPORTED	COMMENT	PAGE
GENERAL INFORMATION		
Business model		11-23
Companies included	The full details of the companies included in the scope of consolidation can be consulted in the Annual Accounts of Ignis Energy Holding, S.L.	
Organisation and structure		11; 34-35
Business environment		6-7
Markets		24-27
Trends and strategic positioning		8-9; 22-23; 30-31
Policies		36-39
Description of the policies applied with regard to environment, social and personnel policies, human rights, anti-corruption and anti-bribery.		36-39
Risks		42-45
Due diligence procedures applied for the identification, assessment, prevention and mitigation of significant risks and impacts and verification and monitoring, including what measures have been taken		42-45
Explain procedures used to identify and assess risks in accordance with national, European or international frameworks of reference in the field.		42
ENVIRONMENTAL INFORMATION		
Preventing environmental impact		96-107
Detailed information on the current and foreseeable effects of the company's activities on the environment and, where appropriate, health and safety, environmental assessment or certification procedures.		102
Resources dedicated to environmental risk prevention		96-107
Application of the precautionary principle, the amount of provisions and safeguards for environmental risks		98
Measures to prevent, reduce or remedy carbon emissions that seriously affect the environment		54
Circular Economy		63-63
Measures for prevention, recycling, reuse, other forms of recovery and disposal of waste		62-63
Actions to fight against food waste	No material	No material

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6.2 Table of compliance with law 11/2018

INFORMATION TO BE REPORTED	COMMENT	PAGE
Sustainable use of resources		56-61
Water consumption (m3)		56-57
Consumption of raw materials		57-58
Raw materials		45-48
Direct and indirect energy consumption		52
Measures taken to improve energy efficiency		54
Climate Change		43-50
Significant elements of greenhouse gas emissions generated as a result of the company's activities, including the use of goods and services it produces		52-53
Measures adopted to adapt to the consequences of climate change		54
Voluntary emission reduction targets set in the medium and long term and means implemented to that end		54-59
Biodiversity		96-107
Measures taken to preserve or restore biodiversity		96-107
Impacts caused by activities or operations in protected areas		100
PERSONNEL INFORMATION		
Employment		68-85
Total number and distribution of employees by gender, age, country and occupational classification		68-69
Total number and distribution of types of employment contracts, average annual number of permanent contracts, temporary contracts and part-time contracts by sex, age and occupational classification		72-75
Number of redundancies by gender, age and occupational classification		70
Average earnings and their evolution broken down by gender, age and professional classification		71-78
Pay gap, the pay for equal or average jobs in society		77
The average remuneration of directors and executives, including variable remuneration, per diems, indemnities, etc.		78-79

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6.2 Table of compliance with law 11/2018



INFORMATION TO BE REPORTED	COMMENT	PAGE
Work organisation		72, 79, 82, 85
Organisation of working time		72
Number of absence hours (IT)		82
Measures aimed at facilitating the enjoyment of work-life balance and encouraging the co-responsible exercise of work-life balance by parents.		72-79-85
Occupational health and safety		80-82
Health and safety conditions at work		80-82
Accidents at work, in particular their frequency and severity, as well as occupational diseases; disaggregated by sex.	No se han registrado enfermedades profesionales.	82
Social relations		65; 73-74
Organisation of social dialogue, including procedures for informing and consulting with staff and negotiating with them		71, 80, 85, 95, 111
Percentage of employees covered by collective bargaining agreements by country		71
The balance sheet of collective agreements, particularly in the field of occupational health and safety at work		71
Training		83-84
Policies implemented in the field of training		83
The total number of training hours per professional category		83-84
Diversity and equality		86-87
Employees with disabilities		86
Measures taken to promote equal treatment and equal opportunities for men and women: Equality Plans		86
Measures taken to promote employment, protocols against sexual and gender-based harassment, integration and universal accessibility of persons with disabilities.		86
Policy against all forms of discrimination and, where appropriate, diversity management		86
RESPECT FOR HUMAN RIGHTS		
Implementation of human rights due diligence procedures		38-39; 46

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6.2 Table of compliance with law 11/2018



INFORMATION TO BE REPORTED	COMMENT	PAGE
Prevention of risks of human rights abuses and, where appropriate, measures to mitigate, manage and remedy possible abuses committed		38-39; 46
Complaints of human rights violations		38
Promotion and enforcement of the provisions of the ILO core conventions related to respect for freedom of association and the right to collective bargaining, elimination of forced labour and the effective abolition of child labour.		36-39; 71
FIGHT AGAINST CORRUPTION AND BRIBERY		
Measures taken to prevent corruption and bribery		40-41
Measures to combat money laundering		40-41
Contributions to foundations and other non-profit organisations		89
SOCIETY		
Impact of the company's activity on local employment and development		90-95
Impact of the company's activity on local populations and the territory		90-95
Relations with local community actors and the modalities of the dialogue with these actors		95
Partnership or sponsorship actions		95
Inclusion of social, gender equality and environmental issues in procurement policy		46
Consideration in relations with suppliers and subcontractors of their social and environmental responsibility		46
Monitoring and audit systems and audit results		46
Consumer health and safety measures		17
Complaint systems		17
Number of complaints received by consumers		17
% response rate to customer/consumer complaints		17
Country-by-country benefits		26-27
Taxes on profits paid		26-27
Public subsidies received		26-27

6.3 Independent verification report



INFORME DE VERIFICACIÓN INDEPENDIENTE DEL ESTADO DE INFORMACIÓN NO FINANCIERA

A los Accionistas de Ignis Energy Holdings, S.L.:

De acuerdo al artículo 49 del Código de Comercio, modificado por la Ley 11/2018, de 28 de diciembre, hemos realizado un encargo de verificación, con el alcance de seguridad limitada, del Estado de Información no Financiera (en adelante EINF) correspondiente al ejercicio finalizado el 31 de diciembre de 2023 de Ignis Energy Holdings, S.L. y sociedades dependientes (en adelante, Grupo).

El EINF *IGNIS. ESTADO DE INFORMACIÓN NO FINANCIERA 2023. Informe de sostenibilidad*, forma parte del Informe de Gestión, incluyendo la información requerida por el artículo 49 del Código de Comercio vigente, y constituye el EINF del Grupo, que incluye información adicional a la requerida por la normativa mercantil vigente en materia de información no financiera que no ha sido objeto de nuestro trabajo de verificación. En este sentido, nuestro trabajo se ha limitado exclusivamente a la verificación de la información identificada en la Tabla “6.2 TABLA DE CORRESPONDENCIA CON LA LEY 11/2018” incluida en el EINF adjunto.

Responsabilidad del Consejo de Administración y de la Dirección

La formulación del EINF incluido en *IGNIS. ESTADO DE INFORMACIÓN NO FINANCIERA 2023. Informe de sostenibilidad*, así como el contenido del mismo, es responsabilidad del Consejo de Administración de Ignis Energy Holdings, S.L. El EINF se ha preparado de acuerdo con los contenidos recogidos en la normativa mercantil vigente, descritos en la tabla *Correspondencia con la Ley 11/2018* del EINF, habiendo sido estos evaluados en el marco del proceso de verificación.

La responsabilidad del Consejo de Administración alcanza los mecanismos y procesos para la obtención de información y elaboración del EINF, e incluye el diseño, la implantación y el mantenimiento del control interno que se considere necesario para permitir que el EINF esté libre de incorrección material, debida a fraude o error.

Nuestra responsabilidad

Nuestra responsabilidad es expresar nuestras conclusiones en un informe de aseguramiento independiente de seguridad limitada basándonos en el trabajo realizado, sobre la información recogida exclusivamente en el EINF y correspondiente al ejercicio 2023.



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Hemos llevado a cabo nuestro trabajo de revisión teniendo en consideración los requisitos establecidos en la Norma Internacional de Encargos de Aseguramiento 3000 en vigor, “Encargos de Aseguramiento distintos de la Auditoría y de la Revisión de Información Financiera Histórica” (ISAE 3000) emitida por el Consejo de Normas Internacionales de Auditoría y Aseguramiento (IAASB) de la Federación Internacional de Contadores (IFAC).

Tal y como establecen las referidas normas, en un trabajo de aseguramiento limitado los procedimientos tienen un menor alcance y extensión y, por lo tanto, la seguridad proporcionada es también menor que la realizada en un trabajo de aseguramiento razonable y el presente informe de verificación sólo puede entenderse en estos términos.

Los procedimientos que realizamos en el trabajo de verificación se basan en nuestro juicio profesional, e incluyeron consultas a directivos, observación de procesos de recopilación y validación de la información, inspección de documentación, procedimientos analíticos y pruebas de revisión por muestreo sobre la información recogida en el EINF, con carácter general, se describen a continuación:

- Reuniones con el personal del Grupo para conocer el modelo de negocio, las políticas y los enfoques de gestión aplicados, los principales riesgos relacionados con esas cuestiones y obtener la información necesaria para la revisión externa.
- Análisis del alcance, relevancia e integridad de los contenidos incluidos en el EINF en función de su significancia, tal y como expresa la normativa mercantil vigente.
- Análisis de los procesos para recopilar y validar los datos presentados en el Estado de Información no Financiera del ejercicio 2023.
- Revisión de la información relativa a los riesgos, las políticas y los enfoques de gestión aplicados en relación a los aspectos materiales presentados en el EINF.
- Comprobación, mediante pruebas, en base a la selección de una muestra, de la información relativa a los contenidos incluidos en el EINF del ejercicio 2023 y su adecuada compilación a partir de los datos suministrados.

Nuestra independencia y control de calidad

Hemos cumplido con los requerimientos de independencia y demás requerimientos de ética de nuestro Código de Ética para Servicios Profesionales de Aseguramiento de información no financiera que está basado en los principios fundamentales de

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integridad, objetividad, competencia profesional, diligencia, confidencialidad y profesionalidad.

Nuestra firma aplica un sistema global de control de calidad que incluye políticas y procedimientos documentados relativos al cumplimiento de requerimientos de ética, normas profesionales y disposiciones legales y reglamentarias aplicables. Nuestra firma aplica la norma internacional ISO 14001 para minimizar el impacto ambiental de nuestros servicios.

El equipo de trabajo ha estado formado por profesionales expertos en revisiones de información no financiera y, específicamente, en información sobre cuestiones medioambientales, sociales y relativas al personal, de derechos humanos, a la lucha contra la corrupción y el soborno y a la relación de las empresas con la sociedad.

Conclusión

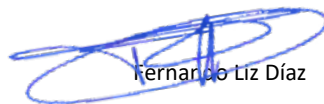
Basándose en los procedimientos realizados en nuestra verificación y en las evidencias que hemos obtenido, no se ha puesto de manifiesto aspecto alguno que nos haga creer que el EINF correspondiente al ejercicio finalizado el 31 diciembre de 2023 del Grupo no ha sido preparado, en todos sus aspectos significativos, conforme a los contenidos recogidos en la normativa mercantil vigente en materia de información no financiera y teniendo en consideración a modo orientativo los criterios de los estándares GRI cuando así se refleja, así como aquellos otros criterios descritos en el EINF.

Uso y distribución

Este informe ha sido preparado en respuesta al requerimiento establecido en la normativa mercantil vigente en España a la fecha de su emisión, por lo que podría no ser adecuado para otros propósitos y jurisdicciones.

A 29 de mayo de 2024

VALORA CONSULTORES DE GESTIÓN, S.L.



Fernando Liz Díaz

VALORA Consultores de Gestión, S.L. – CIF: B-15829443
HQ: Paseo de la Castellana, 43, 28046. Madrid
Reg. Merc. A Coruña. Tomo 2583. Sección General. Folio 165. Hoja nº C-28656. Inscripción 1ª