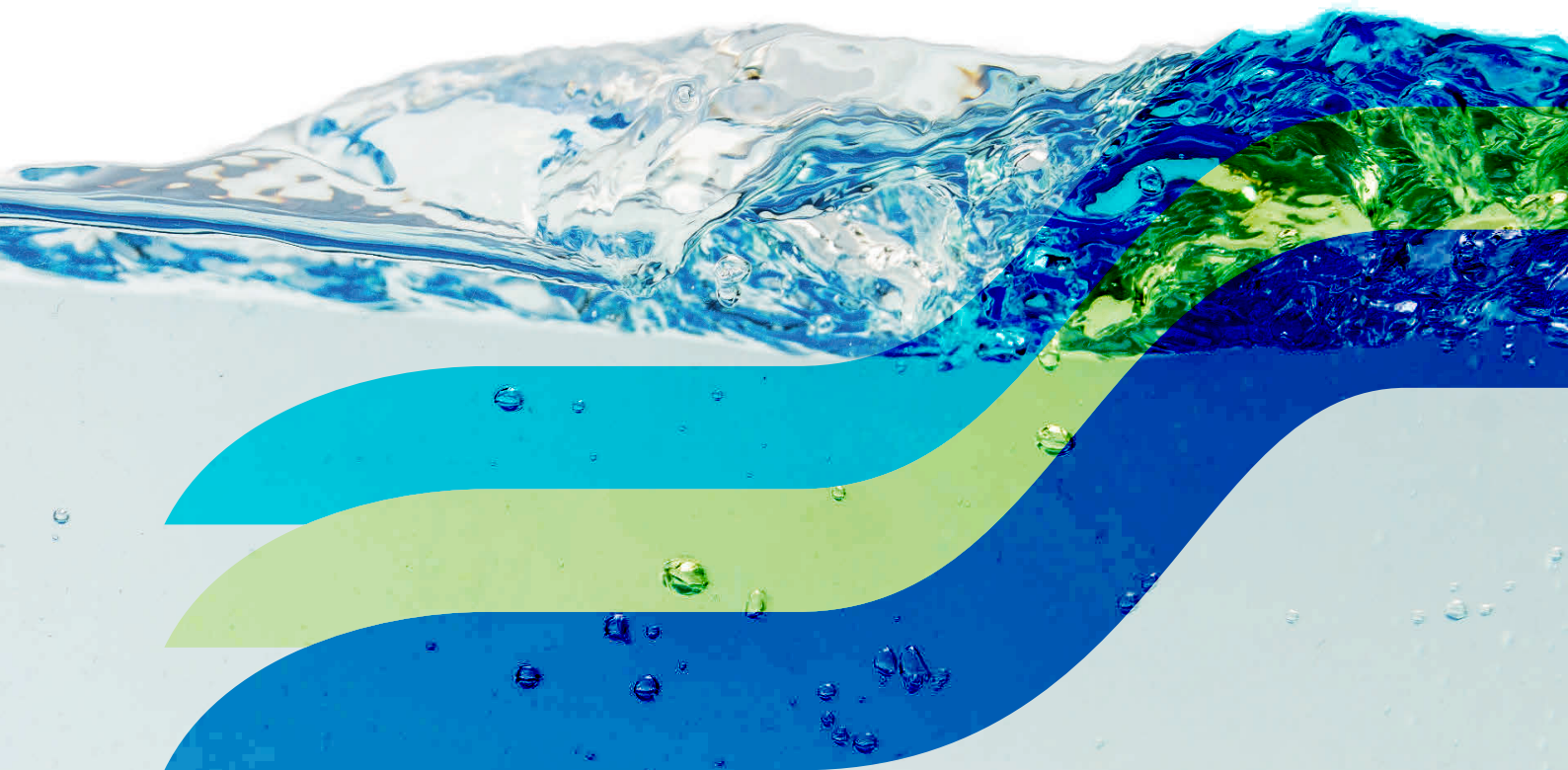




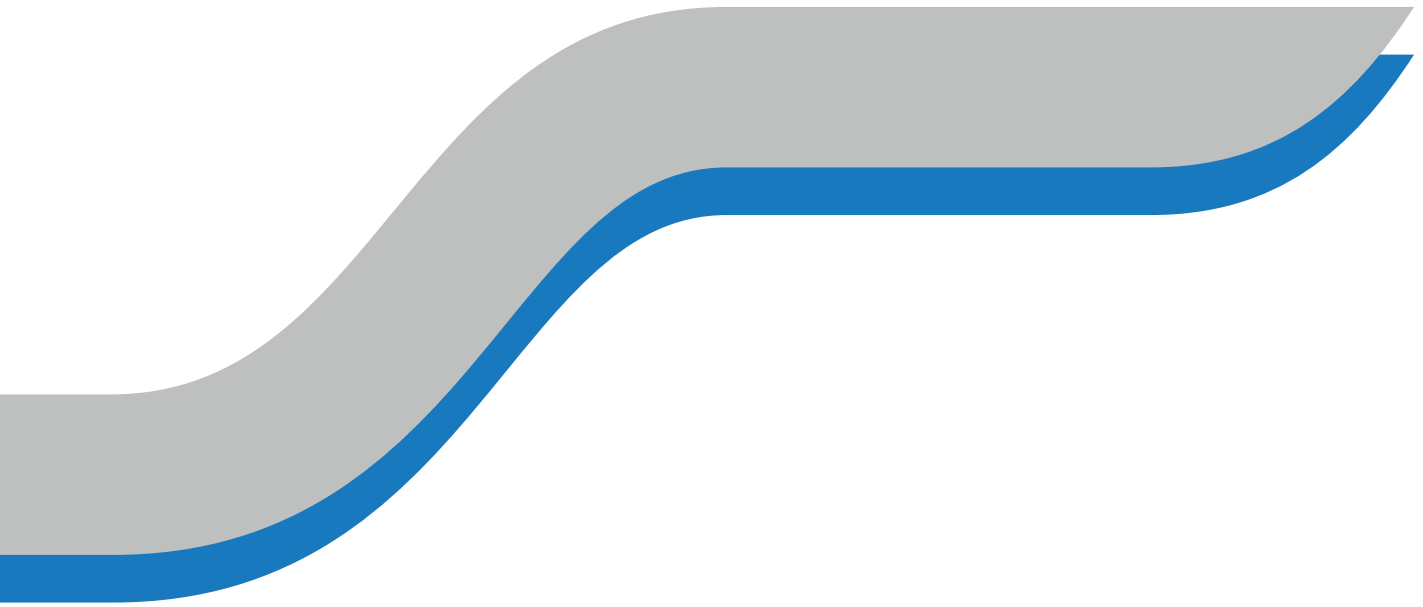
SUSTAINABILITY REPORT 2022



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01. Message from the CEO



Dear Stakeholders,

Welcome to our second Sustainability Report. In this Report we present progress made against our commitments to our investors, employees, communities, and industry partners.

We are proud to communicate that we achieved record financial results in the face of slowing global economic growth and an extremely volatile energy market. In 2022, the world faced a number of challenges including geopolitical tensions related to the war in Ukraine, elevated global inflation, and the lingering effect of the COVID-19 pandemic. Despite all this, we successfully achieved financial growth and continued improving our sustainability performance, including reducing our greenhouse gas emissions since we started our first emissions inventory. Details of our climate change efforts are provided in this report.

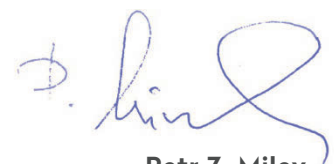
We continued partnering with Morningstar Sustainalytics to understand our ESG Risk Rating and we are proud to announce that our overall ESG Risk Rating improved from the 27.4 received in October 2021 to the 24.9 received in December 2022. The top material ESG areas of improvement include occupational health and safety and product governance.

We understand that the world is falling short of what is needed to achieve the Net Zero goal by 2050, making climate change the biggest threat facing the planet. We are doing our part to achieve Net Zero by 2050 and in 2022, we reinforced our ESG governance and created a Climate Change Task Force to lead our climate change commitments and we reduced our greenhouse gas by approximately 28% since our 2019 baseline year. We also joined the International Hydropower Association (IHA) and commit to the three IHA principles that support the recommendations set out in the IHA's San José Declaration on Sustainable Hydropower,

We understand we have a long journey and with the support of our employees, business partners, and communities we will continue building a strong sustainable company and support this momentum. This will include our investments in biodiversity and people, improving our health and safety performance, understanding our impacts on both people and the environment, taking action to avoid or minimise these impacts, committing to zero tolerance for all forms of corruption, investing resources in our employees, continuing to reducing the use of natural resources, reducing GHG emissions, and taking action to decarbonise our assets. We believe we can only achieve this with strong and efficient corporate governance and a strong and committed workforce.

I would like to take this opportunity to thank our partners, management, communities, and employees for their valuable contributions to our mission and values.

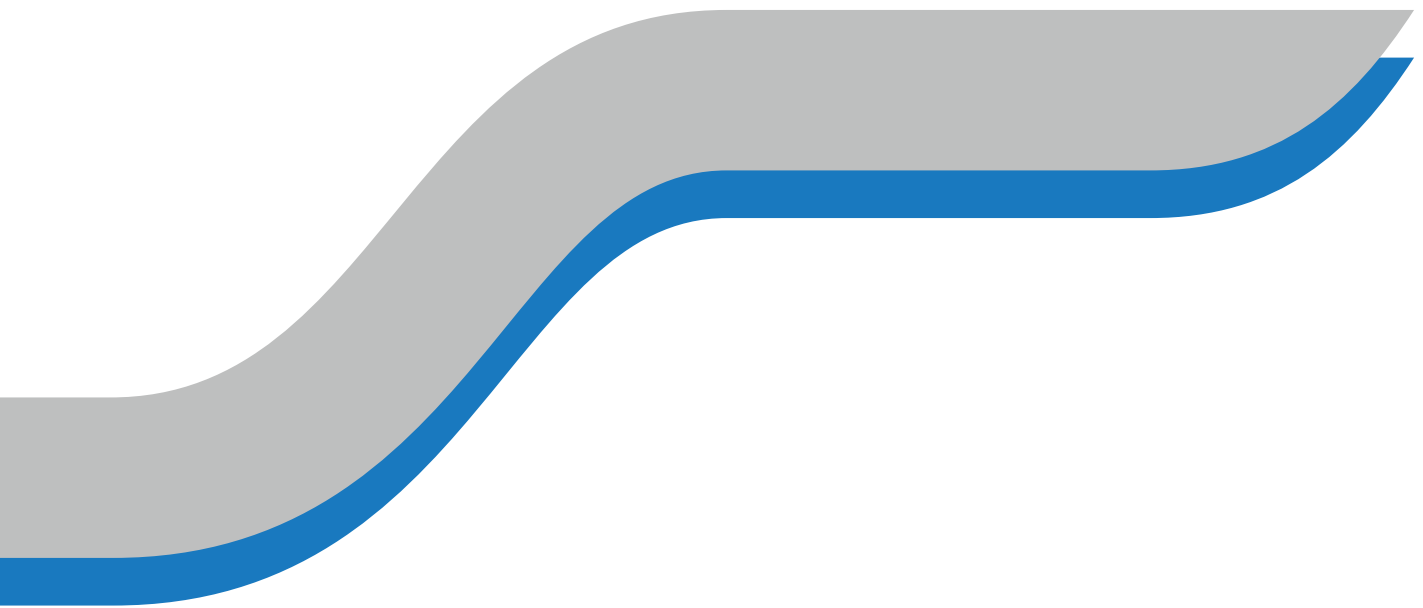
I hope you will find our second Sustainability Report insightful and do not hesitate to contact us if you have any questions or suggestions.



Petr Z. Milev

CEO and Member of the Board of Directors
ENERGO - PRO a.s

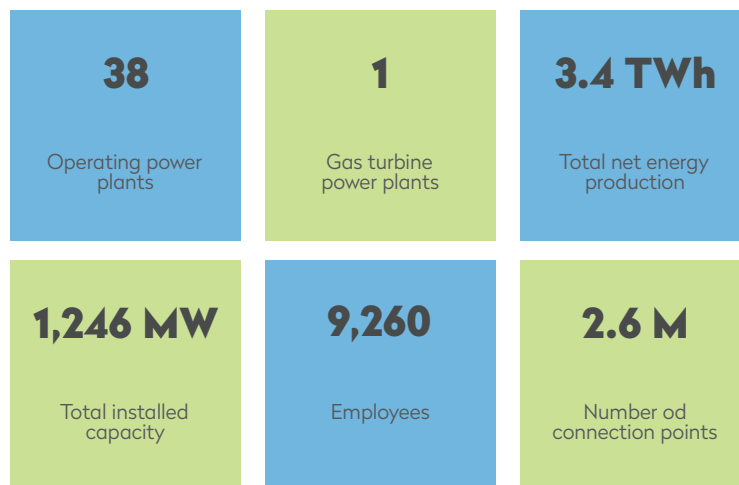
02. How we do business



2.1 Our business

ENERGO-PRO Group is a Czech-based multinational energy holding company engaged in power generation from hydro power plants (HPPs), electricity distribution and power trading in Central and Eastern Europe. We own, operate, and manage hydroelectric power plants where 99% of electricity is generated from hydropower. As an originally Czech company, we have gradually expanded to Bulgaria, Georgia, and Türkiye. The latest milestone was our expansion to Colombia.

The 2022 Sustainability Report covers businesses of ENERGO - PRO a.s. (hereinafter "ENERGO-PRO" or "EPAS") and its affiliated companies Murat Nehri Enerji Üretim A.S. (hereinafter "MNE"), Bilsev Enerji Üretim VE Ticaret A.S. (hereinafter "BLSV"), ENERGO-PRO MVE, s.r.o. (hereinafter "EP MVE") and Dolnolabské elektrárny a.s. (hereinafter "DEL") (all together hereinafter referred as "ENERGO-PRO Group", "the Group" or "EP Group").



2.1.1 Mission

Our mission is to work in compliance with nature.

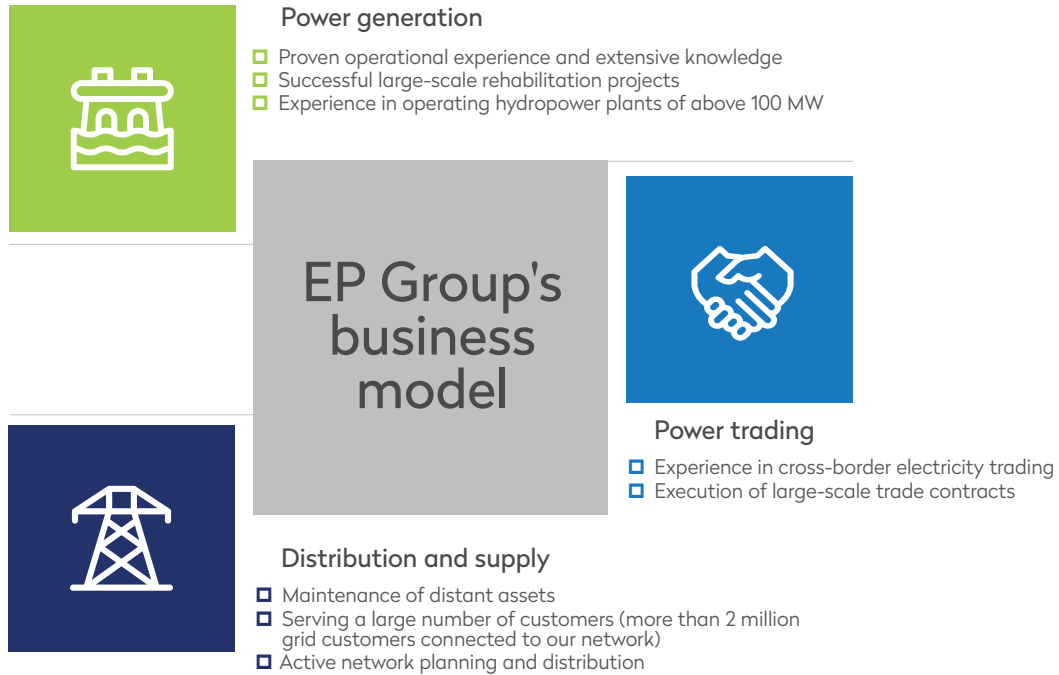
2.1.2 Values

- ▣ **Integrity:** Integrity is one of the key values in conducting our activities. We lead by taking a stand for what we believe is right and complying with the law, ENERGO-PRO Group's Code of Conduct (also the Code) and corporate policies and standards.
- ▣ **Respect:** We respect each other and our partners and stakeholders and are aware that we work in a multicultural environment. We create an environment enabling all our staff to treat each other with respect.
- ▣ **Transparency:** We value transparency in all business undertakings, reporting, and verbal communication.
- ▣ **Ethics:** We are committed to high ethical standards. We take responsibility and accountability for each of our actions and decisions and behave professionally during our daily activities, whether it is dealing with our business partners or working in a sustainable manner.
- ▣ **Operational Excellence:** We strive to achieve operational excellence across our businesses, with particular focus on safety, efficiency, and reliability across generation, distribution, and supply activities in all our countries of operations.

2.1.3 Vision

Our long-term vision is to position ourselves as a leading sustainable renewable energy operator, distributor, and supplier of electricity in the countries where we operate, meeting energy demand, and serving the needs of actively developing regions.

2.1.4 Business model



We focus on three core activities: power generation, distribution and supply and power trading.

Due to our commitment to sustainability and reporting we have adopted a responsible approach to systematically integrate sustainability in our design, construction, and operations with a view to ensuring long-term success.

2.1.5 Strategic priorities



The Group focuses on generating stable and predictable cash flows from electricity distribution and hydropower generation assets, as well as on selective expansion through development and acquisitions. We follow a strategy of international expansion by building up our asset base and developing it over the long-term. We aim to sustain long-term growth while taking into consideration the needs of the communities and environment surrounding our business activities.

We aim to further increase our commitments to sustainable development, the protection of the environment, and the well-being of the communities living in our areas of influence.

Since 2021, ENERGO-PRO Group has been committed to the Ten Principles of the UN Global Compact in the areas of human rights, labour, the environment, and anti-corruption. The UN Global Compact requires companies to embrace these principles and the table below summarises efforts made by ENERGO-PRO Group to embrace the UN Global Compact Principles:

HUMAN RIGHTS

PRINCIPLE 1

- Businesses should support and respect the protection of internationally proclaimed human rights.

ACTIONS

- Support is embedded in our new policies, including the Code of Conduct, Human Resource Policy, Human Rights Policy, Procurement Policy, and Sustainability Policy. Our Code of Conduct specifically mentions our commitments to Human Rights.

PRINCIPLE 2

- Make sure that they are not complicit in human rights abuses.

ACTIONS

- Same as above, in addition, in 2021 we adopted the Human Rights Compliance Acceptance (HRCA) tool applied during the selection process of security companies to ensure potential contractors are not involved in any human rights violation cases. Our Security Policy makes reference to the HRCA due diligence process and training of security personnel on Human Rights.

LABOUR

PRINCIPLE 3

- Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

ACTIONS

- Support is in our Human Resources Policy. Some of our Business Units have collective bargaining agreements.

PRINCIPLE 4

- The elimination of all forms of forced and compulsory labour.

ACTIONS

- Statement included in our Human Resources Policy. We have not had any incident, complaint or whistle blower case regarding forced or compulsory labour.

PRINCIPLE 5

- The effective abolition of child labour.

ACTIONS

- Statement included in our Human Resources Policy. We have not had any incident, complaint or whistle blower case regarding forced child labour.

PRINCIPLE 6

- The elimination of discrimination in respect of employment and occupation.

ACTIONS

- Statement included in our Human Resources Policy. We have not had any incident, complaint or whistle blower case regarding discrimination.

ENVIRONMENT

PRINCIPLE 7

- Businesses should support a precautionary approach to environmental challenges.

ACTIONS

- We undertake impact and risks assessments, including the application of the mitigation hierarchy. We conduct surveys and longterm monitoring of biodiversity and the environment. We take a precautionary approach in our environmental and biodiversity management plans. We make our commitment clear in our Sustainability Policy and ESG Policy

PRINCIPLE 8

- Undertake initiatives to promote greater environmental responsibility.

ACTIONS

- These commitments are stated in our Sustainability Policy, ESG Policy and Code of Conduct. In addition our Procurement Policy requires compliance with our policies and Code of Conduct. Our Business Units actively undertake conservation initiatives and monitoring of biodiversity.

PRINCIPLE 9

- Encourage the development and diffusion of environmentally friendly technologies.

ACTIONS

- Some of our Business Units have put in place environmentally friendly technologies. Refer to the Turkish case studies and Bulgaria case studies discussed in this report.

ANTI-CORRUPTION

PRINCIPLE 10

- Businesses should work against corruption in all its forms, including extortion and bribery.

ACTIONS

- We have an Anti-Bribery and Anti-Money Laundering Policy, a Whistle Blower Policy and our Code of Conduct requires commitment to these policies. We have no cases of material corruption, extortion and bribery.



ENERGO-PRO Group fully supports these principles which are specifically mentioned in our Sustainability Policy and are embedded in our overall approach to sustainability and Environmental, Social, Governance (ESG).

We are committed to transparency in our external reporting, achieving net zero by 2050, and establishing and implementing a **Decarbonisation Plan**. We also commit to supporting the United Nations Sustainable Development Goals (SDGs) and have developed indicators aligned with the SDGs.

2.1.6 Value chain

ENERGO-PRO Group acknowledges that the management of our supply chain and the conduct of our suppliers carries profound implications for the environment, communities, brand reputation, operational and financial achievements, as well as our overall sustainability and ESG performance. With the firm's dedication to sustainability, we believe that suppliers play a crucial position in shaping the success of our business and the fulfilment of our sustainability and ESG objectives.

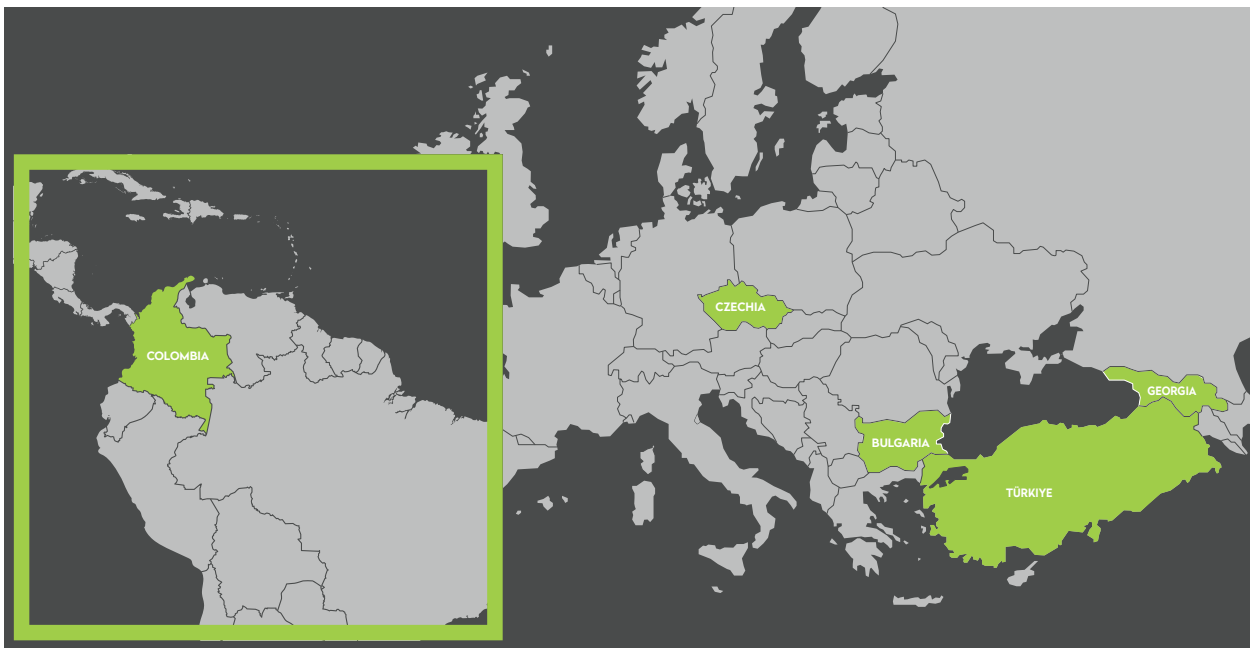
We require all country operations, contractors, sub-contractors, and suppliers to commit to the same standards that are described in the [Code of Conduct](#) and [Procurement Policy](#) describing the procurement process and providing a transparent selection approach.

Before engaging with any potential suppliers, we conduct a screening process to ensure adherence to laws, regulations, and ethical business practices. This process will further be enhanced in 2023 introducing new contractor evaluation criteria and monitoring, including labour issues, human rights, commitment to health and safety, and environmental and social performance. We explore this topic further in the Supplier expectations section of this Report.

2.2. Where we operate

The Group has grown its portfolio over the past 28 years through targeted acquisitions and greenfield developments. We have established a strong presence in Europe, the Black Sea region, and the Caucasus. Namely the Czech Republic, Bulgaria, Türkiye, Georgia, and also in Colombia.

Figure 1: Countries where we operate



2.3. Organisational structure

The Group is organised and managed based on territory markets in which it operates shown in the schematic below:

Figure 2: Organisational structure of DK Holding Investments Group & ENERGO-PRO Group as of 31.12.2022 ^{1,2,3}

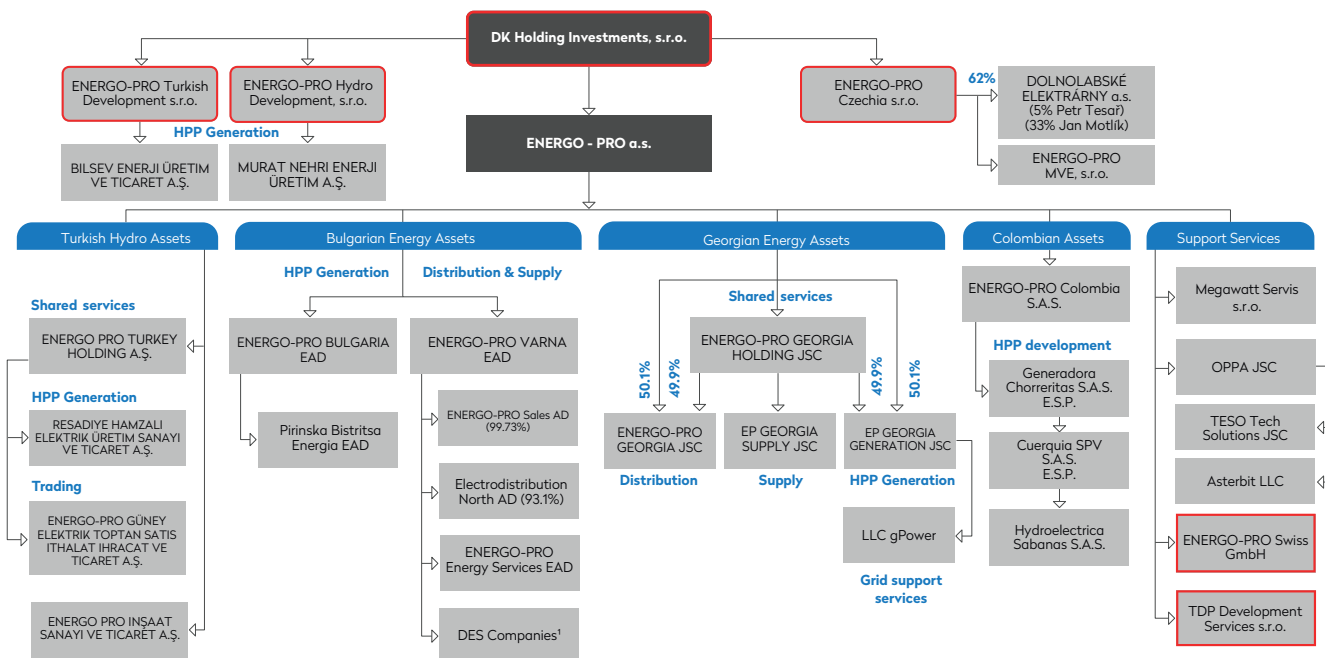


Table 1: List of entities included in the Report

List of ENERGO-PRO Group's entities included in the Report	
Bulgaria	ENERGO-PRO BULGARIA EAD (includes data from Pirinska Bistritsa Energia EAD)
Bulgaria	ENERGO-PRO VARNA EAD** (includes data from ENERGO-PRO SALES AD, Electrodistribution North AD, and ENERGO-PRO Energy Services EAD, DES companies)
Colombia	ENERGO-PRO Colombia S.A.S. (includes data from Generadora Chorreritas S.A.S. E.S.P., Cuerquia SPV S.A.S. E.S.P., Hidroelectrica Sabanas S.A.S.)
Czech Republic	ENERGO-PRO a.s.
Czech Republic	MEGAWATT SERVIS s.r.o.
Czech Republic	ENERGO-PRO MVE, s.r.o.*
Czech Republic	Dolnolabské elektrárny a.s.*
Georgia	ENERGO-PRO Georgia Holding JSC (includes data from ENERGO-PRO Georgia JSC, EP Georgia Supply JSC, EP Georgia Generation JSC, gPower LLC)
Georgia	OPPA JSC (includes data from Teso Tech Solutions JSC, Asterbit LLC)
Türkiye	ENERGO PRO Turkey Holding A.Ş. (includes data from Reşadiye Hamzalı Elektrik Üretim Sanayi ve Ticaret A.Ş., ENERGO-PRO Güney Elektrik Toptan Satış İthalat İhracat ve Ticaret A.Ş.)
Türkiye	ENERGO PRO İnşaat Sanayi ve Ticaret A.Ş.
Türkiye	Murat Nehri Enerji Üretim A.Ş.*
Türkiye	Bilsev Enerji Üretim VE Ticaret A.Ş.*

* Entities included in the Sustainability Report, but not consolidated within ENERGO-PRO.

** Minority interests are adjusted within ENERGO-PRO Varna Group.

¹ DES Companies: DES 001 EOOD, DES 002 EOOD, DES 003 EOOD, DES 005 EOOD, DES 007 EOOD are SPVs established for solar development projects in Bulgaria. Ownership interests are 100% unless stated otherwise.

² DES Companies: DES 001 EOOD, DES 002 EOOD, DES 003 EOOD, DES 005 EOOD, DES 007 EOOD are SPVs established for solar development projects in Bulgaria. Ownership interests are 100% unless stated otherwise.

³ The companies highlighted in red represent ENERGO-PRO Group's entities not included in the Report.

2.4. Corporate governance structure

The governance of ENERGO-PRO Group is based on a two-tier management structure consisting of the Highest Governance Body (HGB) and Senior Management. Together they ensure that the organisation is complying with relevant regulations and standards. As well as developing, approving, and updating sustainable development policies and strategies that address the environmental and social impacts of energy production and distribution. They also look at actions to reduce greenhouse gas emissions (GHG), promote energy efficiency, the use of renewable energy sources and activities that might have a negative impact on the communities and environment in which the Group operates. The HGB also oversees due diligence and other processes related to identifying and managing the organisation's impacts.

The HGB has an ESG governance structure that consists of ESG Committee, Climate Change Task Force and Anti-bribery Committee to oversee the management of the Group's impacts on the economy, environment, and people.

ESG Committee

- ❑ ESG Committee is responsible for managing ESG topics, to review and update the Group's ESG and Sustainability Policy. To drive forward the integration of ESG in the business, report on KPIs annually, ensure correct rollout of new policies, all employees understand the content, and all sites appoint senior ESG focal points.
- ❑ ESG Committee's agenda also includes providing oversight to all issues concerning ESG and overseeing ESG activities, encouraging continuous improvement, identifying opportunities, risks, and providing solutions to manage challenges while working closely with the ESG rating providers and overseeing the preparation of the annual Sustainability Report.
- ❑ The ESG Committee established ESG focal points at each of the Business Units. These focal points are senior staff responsible for ensuring policies, standards and plans are implemented, including annual ESG plans.
- ❑ Members of this committee include the Chief Executive Officer, two Strategic Development Executive Directors, the Group General Counsel, the Chief Financial Officer, and the ES Group Head.
- ❑ Frequency: ESG Core Team as well as ESG Focal Points meet and report monthly. The ESG Committee meets 4 times a year.

Climate Change Task Force

- ❑ Climate Change Task Force is responsible for driving the Decarbonization Plan and implementing solutions to reduce the Group's emissions.
- ❑ It is also responsible for providing recommendations on approaches and interventions to reduce emissions.
- ❑ Its other responsibilities are conducting assessments of climate change risks for the Group (climate change adaptation), reviewing the Decarbonization Plan, participating in the discussions with Climate Change consultants, evaluating the potential effect of different interventions to lower emissions, providing solutions to comply with the Climate-Related Financial Disclosures (TCFD)⁴ and developing budgets.
- ❑ Members of task force include one senior member of each Business Unit.
- ❑ Frequency: meets as needed and at least four times a year.

Anti-bribery Committee

- ❑ An anti-bribery and anti-money laundering committee is responsible for the introduction and overall implementation of the Policy, including the supervision of training activities and the review of reports of internal investigations into alleged irregularities.
- ❑ The Committee has three members: one member of the Board of Directors, Head of the Human Resources Department, and the Group General Counsel.
- ❑ Frequency: meets as needed, at least once per year.

4

⁴<https://www.fsb-tcfd.org/>

2.4.1 Board of Directors

ENERGO-PRO Group directors, professionals with deep industry knowledge and expertise, set the highest standards of control and governance, placing the Group’s direction and motivation to keep achieving new milestones while ensuring transparency, continuous improvement, and inclusivity. The Board of Directors is ultimately accountable for Environmental, Social and Governance as per our policies and Code of Conduct.

The first tier of the governance structure is the ENERGO-PRO Board of Directors made up of:

- Jaromír Tesař - Ultimate beneficial owner and Chairman of the Board
- Petr Milev - Chief Executive Officer
- Vlastimil Ouřada - Chief Financial Officer

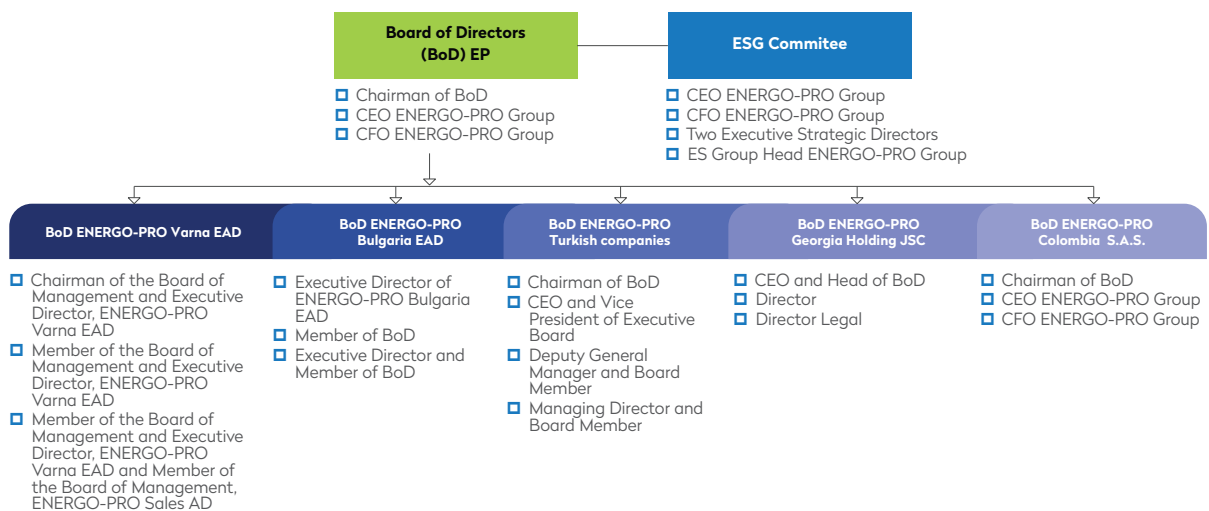
The Group also has a Supervisory Board that constitutes of:

- Christian Edward Blatchford – Chairman of Supervisory Board and Group General Counsel
- Petr Tesař – Member of Supervisory Board

Independence of the board is critical and is further prescribed under the Czech Corporation Act section 435(3), tenure of members on the HGB is five-years.

In addition, each of the Business Units has a Board of Directors as shown in Figure 3.

Figure 3: Governance structure

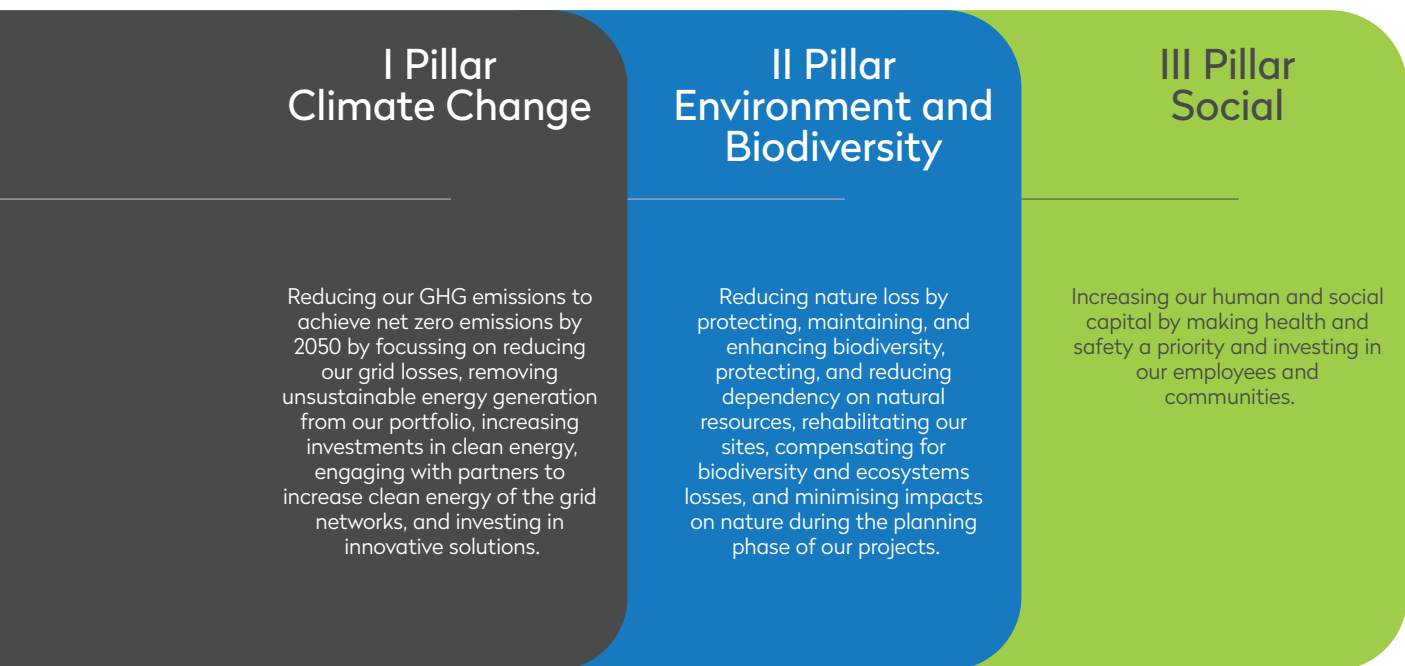


Approach to sustainability

We believe that with this second Sustainability Report, we can better communicate our approach, activities and future commitments related to sustainability and describe the pathways to meet our environmental, social, and governance commitments.

In 2021, we decided to officially begin our sustainability journey and report annually on the Group's sustainability performance. This decision was supported by our investors and stakeholders. We understand that to have access to capital and maintain a transparent and honest relationship with our stakeholders, we must foster a continuous improvement approach towards sustainability throughout all operations.

We adopted new group policies including a [Sustainability Policy](#) and [ESG Policy](#) with clear objectives and commitments. These policies are updated on a regular basis to reflect the current ESG and Sustainability emerging issues and expectations from our stakeholders. Within these policies, we highlight our sustainability strategy, which includes three interconnected pillars and key priorities:



We are committed to applying the mitigation hierarchy by avoiding, minimising, restoring and compensating impacts. All our control measures, including restoration and compensation activities are regularly monitored and managed by qualified staff at the Business Units (BUs) level. The Operations Manager(s) or equivalent are ultimately accountable for ensuring that the implementation of the control measures is managed efficiently and expected results are achieved. When applicable, they will provide adaptive management measures for continuously improving environmental and social practices.

We understand that we need to continue evolving our strategy and policies to align with new requirements and emerging challenges so we can continue growing our business and delivering green energy that improves people's lives.

2.5. Reporting

2.5.1 Reporting process

This Report has been prepared in accordance with the GRI Standards.⁵ We applied GRI's reporting principles of content and quality when drafting this Report. GRI standards ensure the quality of the Report and facilitate the standardisation of information that is important for the comparability of ESG performance. This year, we voluntarily applied some of the concepts presented in the EU Corporate Sustainability Reporting Directive (CSRD). Additionally, ENERGO-PRO Group is a signatory of UN Global Compact and aligns with the UN 2030 Agenda for Sustainable Development and its 17 Sustainable Development Goals, as further highlighted within this chapter. We are also committed to our Decarbonisation roadmap and reducing our emissions in the short and long term. Our aim is to achieve net-zero by 2050.

This Report covers the period from 1 January 2022 to 31 December 2022, except where otherwise noted. This period is aligned with the period of our financial reporting. For the purpose of highlighting trends and drawing conclusions, comparative data for the last two calendar years have also been provided within this Report (the total period covered is 2020 to 2022). However, we note that the total data for 2022 includes additional entities⁶ that were not covered by our previous report. The fact that the scope of data was different in 2020 and 2021 compared to 2022 is reflected in the presentation of this information. More information about our approach to data collection can be found in the Annex of this Report. The Report has not been subject to external assurance in accordance with the requirements of the EU CSRD. We will conduct it when applicable.

Information regarding four steps of the reporting process can be found in the table below.

Table 2: Four steps of the reporting process

Steps	Objectives
Definition and contextualisation	Identifying key stakeholders and their expectations Defining reporting boundaries Defining material topics
Data gathering	Defining data scope and limitations Data collection (quantitative and qualitative) Data controlling and consolidation
Report drafting	Defining report structure Drafting Graphic design and data visualisation
Dissemination	Publishing Internal and external communication

We plan to release our next Sustainability Report for 2023 in 2024.

⁵ GRI Standards applicable from 1 January 2023: Universal Standards (2021), Topic Standards (2016-2020), and Sectoral Standards (2021).

⁶ In 2021, Dolnolabské elektrárny a.s., ENERGO-PRO MVE, s.r.o. were not included in the Report. Refer to our organisational structure, for more information.

2.5.2 Report boundaries

This Report includes information for the entirety of ENERGO-PRO Group and for Murat Nehri Enerji Üretim A.Ş. (operates Alpaslan II HPP), Bilsev Enerji Üretim VE Ticaret A.Ş. (operates Karakurt HPP) in Türkiye, ENERGO-PRO MVE, s.r.o. (operates Brandýs nad Labem HPP) and Dolnolabské elektrárny a.s. (operates Litoměřice HPP) in the Czech Republic, that are not consolidated within the ENERGO-PRO Group. We follow the impact significance assessment structure, but in this new structure we also consider the particularities of each of the BUs. Only non-financial indicators fall within the boundary of this Report. The Report boundaries are based on operational control and are applied to all GRI Indicators.

This approach to the Report's structure was chosen to make it cohesive and easy to follow. Quantitative and qualitative information such as supporting explanations, infographics, and case studies accompany the narrative throughout the text. The Annex includes additional information for a better understanding of this Report, including methodology notes, data tables, and the GRI Content Index.

2.6. Materiality assessment

Starting from 2022, in accordance with the GRI 2021 standards, ENERGO-PRO Group has applied a new methodology for assessing material topics by means of determining the Group's overall impact in the ESG area. This methodology also partially complies with the new European Sustainability Reporting Standards (ESRS).⁷

The new methodology is based on the identification and assessment of all impacts Group's activities have or could have on the environment, economy, and people, including human rights. Significant impacts are then grouped into topics included in the report. Based on the impact assessment, this report includes 11 material topics.

The structure of the Report reflects the materiality assessment performed at the Group level. Therefore, in 2022 we prepared one cohesive Report instead of five small reports which presented individual countries and their respective BUs. This approach also reduces repetition and allows for a deeper understanding of the topics.

Materiality assessment is carried out consistently once a year to comply with all changes that may occur both within ENERGO-PRO Group and changes associated with new global trends. The materiality assessment methodology used to identify and evaluate the material impacts can be found in the Annex of this Report.

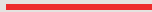
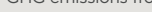
2.6.1 Impact assessment results

Transparency is important for ENERGO-PRO Group. We strive to highlight both the positive and negative impacts of our activities. Working to mitigate our negative impact and increase our positive impact is essential to the sustainable development of our business.


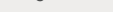

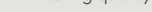


⁷ Not yet effective for this Report. <https://www.efrag.org/lab6>

The results of the materiality assessment are shown below:

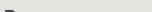

Emission

- A**  GHG emissions from our gas-fired power plant (scope 1 and 2)
- A**  Contributing to GHG emissions from power generation, distribution and supply




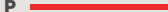
Water management

- A**  Water flow regulation
- P**  Altering quantity of water
- P**  Altering quality of water
- P**  Flood risk due to hydro peaks
- P**  Changing hydrological flow regimes, especially in water-stress areas
- A**  Contributing to water scarcity, especially in water-stress areas


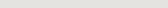

Waste management

- P**  Contamination caused by hazardous waste
- A**  Generating waste non-hazardous from business activities

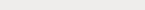



Biodiversity and ecosystems

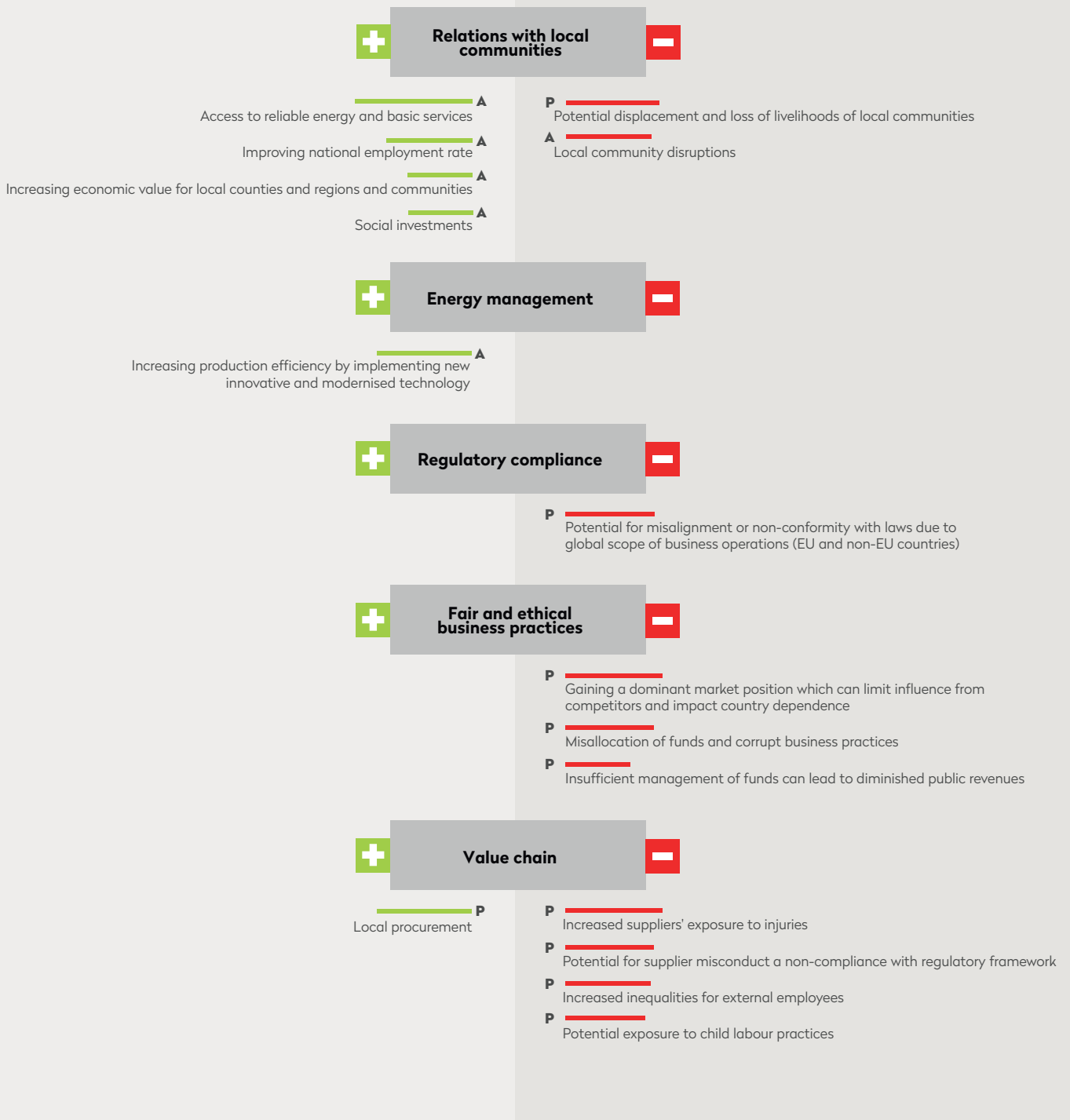
- A**  Altering local aquatic ecosystems and disrupting their natural habitats
- P**  Loss and fragmentation of ecosystems in not sensitive areas
- P**  Contamination local ecosystems with harmful materials
- P**  Altering and clearing the natural landscape in biologically sensitive areas

Health & safety

- A**  Improving employee health and well-being
- P**  Work related injuries and ill health due to our main business activities
- P**  Impact on community safety

Employees

- A**  Creating employment opportunities
- A**  Gender equality and fair employment practices
- A**  Upskilling employees through training programmes
- A**  Increased employee satisfaction through company-wide benefits



As an example, one of the most significant positive impacts of ENERGO-PRO Group operations is access to reliable energy and basic services. We aim to provide a reliable and stable supply of electricity, increase power generation, and further improve the reliability of our hydropower plants. This is achieved through professional and cost-effective investment in rehabilitation and modernisation of equipment and technology. ENERGO-PRO Group shows stable growth due to the efficiency of technical operations and optimisation of the power generation process.

In contrast, negative impacts of construction and operation activities include a change in local ecosystems and disturbance of natural habitat. We recognise that the construction of hydroelectric power plants can damage the surrounding ecosystems. To reduce the negative impacts of hydropower on ecosystems, we implemented several initiatives that aim to maximise ecological benefits. All our significant impacts and their management are described in the body of this Report.

2.7. ESG rating

We conducted our first ESG rating assessment from Morningstar Sustainalytics⁸ in 2021. In December 2022, ENERGO-PRO Group received an ESG Risk Rating of 24.9 from Morningstar Sustainalytics, an improvement of 2.5 from the previous rating and was assessed to be at medium risk of experiencing material financial impacts from ESG factors. The ESG Rating puts ENERGO-PRO Group in the top 24th percentile among all utilities as it ranked 168th out of over 700 utilities and in the top 17th percentile among electric utilities as it ranked 48th out of around 300 electric utilities.

Agency	Group	ESG Rating
		24.9 (medium risk) The Group held the 168 th position from over 700 companies within the industry group.

2.8 Participation in membership associations

At ENERGO-PRO Group, we acknowledge that participation in international associations serves as a knowledge platform for the whole Group, including our Highest Governance Body. We joined a number of associations and through this, we aim to establish partnerships and demonstrate our commitment to ESG and sustainability continuous performance.

In 2022, we became members of the International Hydropower Association⁹ (IHA), a values-based membership organisation that promotes sustainable hydropower as a clean, green, modern and affordable solution to climate change. As a values-based organisation, IHA expects its members to demonstrate alignment with IHA's values as expressed in the San José Declaration on Sustainable Hydropower.

A key principle of the Declaration is that “going forward, the only acceptable hydropower is sustainable **hydropower**”. IHA expects its members to demonstrate acceptance of this key principle by using the Hydropower Sustainability Standard to assess, improve and certify their projects, which we are doing in Colombia. IHA also expects its members to respect the IHA No-go commitment on World Heritage Sites and Duty to protect in Protected areas, and members are required to submit an annual Sustainability Disclosure Form as part of their membership renewal.

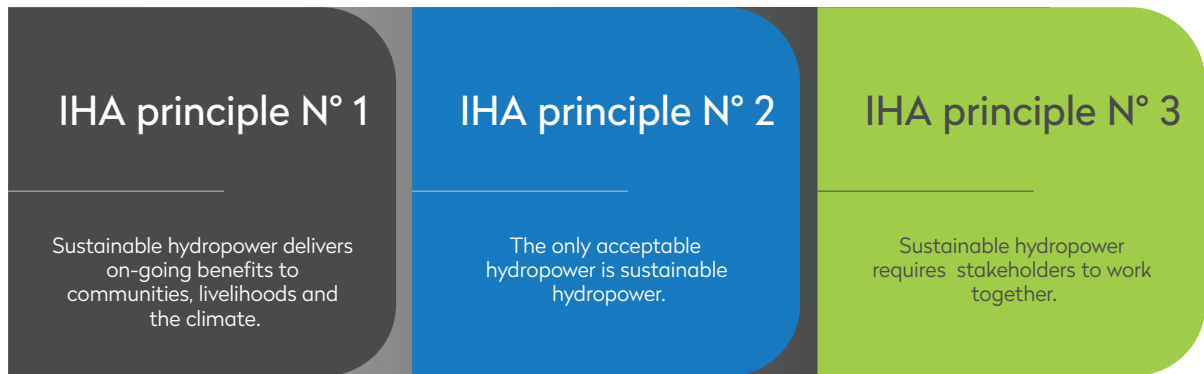
We are a member in good standing and actively collaborate with IHA in the implementation of the Standard and the promotion of sustainable hydropower practices in the countries where we operate

Additionally, IHA encourages its members to calculate their own reservoir GHG emissions and we have received the relevant training on the G-RES¹⁰ tools from them.

⁸ The ESG Rating is available at: Copyright ©2022 Sustainalytics. All rights reserved. This section contains information developed by Sustainalytics (www.sustainalytics.com). Such information and data re proprietary of Sustainalytics and/or its third-party suppliers (Third Party Data) and are provided for informational purposes only. They do not constitute an endorsement of any product or project, nor an investment advice and are not warranted to be complete, timely, accurate or suitable for a particular purpose. Their use is subject to conditions available at

⁹ <https://www.hydropower.org/>

¹⁰ <https://www.hydropower.org/>



ENERGO-PRO Colombia S.A.S. is seeking certification for the 20 MW hydropower Chorreritas Project from the IHA Sustainability (“IHAS”), a subsidiary of the International Hydropower Association. The process includes an initial assessment by IHAS Accredited Assessors followed by a certification process. This initial assessment was conducted in March 2022 and co-financed by the Swiss State Secretariat for Economic Affairs (“SECO”). The Accredited Assessors evaluated the project using the Hydropower Sustainability Environmental, Social and Governance Gap Analysis Tool (“HESG”). The key output of the HESG assessment was a report that included an Environmental and Social Action Plan, gaps in our approach to good practice and recommended actions to resolve the identified gaps. The assessment found only one gap concerning stakeholder engagement. We are planning the certification process for 2024.

We are seeking this certification to further improve our performance as it relates to our social and environmental responsibilities. We will ensure that our performance aligns with the IHAS standards and GIIP. Through this practice, we are also aiming to enhance relationships and communication with stakeholders, which include local communities, local and national authorities, and civil society organisations.

As part of our commitment towards compliance with the IHA’s Hydropower Sustainability Standard and tools, 4 members of our Colombia Environmental and Social Department became IHA certified Sustainability Practitioners.

ENERGO-PRO Group made a commitment to support the Task Force on Climate-Related Financial Disclosures (TCFD), and its recommendations and the Task Force on Nature-Related Financial Disclosures (TNFD).¹¹ ENERGO-PRO Group intends to comply with TCFD and report on all 11 recommendations in the future, for which preparations are already underway.

Since 2021, ENERGO-PRO Group has been committed to the UN Global Compact, which is the world’s largest initiative focusing on corporate responsibility and applying principles in human rights, labour, environment, and anti-corruption. The key mission of the UN Global Compact is to drive business awareness and action in support of achieving the SDGs by 2030. We demonstrate our commitment to the UN Global Compact principles by integrating them in our Sustainability Policy, our decision making and our day-to-day activities.

Our commitment to the SDGs (Sustainable Development Goals) and their supporting targets highlights the Group’s support of the principles embedded in the UN’s document titled Transforming our world: the 2030 Agenda for Sustainable Development. We understand the impact of aligning with these goals and have identified the material contributions as highlighted below.

¹¹ <https://tnfd.global/>

Table 3: SDGs material to the Group operations

Material UN SDGs	ENERGO-PRO Group's areas of action
 <p>7 AFFORDABLE AND CLEAN ENERGY</p>	<ul style="list-style-type: none"> ▷ Invest in and promote initiatives relating to clean and renewable energy ▷ Continually work to improve energy efficiency
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<ul style="list-style-type: none"> ▷ Provide fair employment, safe working conditions, and further invest in talent ▷ Include provisions within the Group's policies for improving inclusive economic growth
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	<ul style="list-style-type: none"> ▷ Establish procedures that will enforce sustainable consumption and production ▷ Promote the use of reusable products
 <p>13 CLIMATE ACTION</p>	<ul style="list-style-type: none"> ▷ Conduct climate change and natural hazard risk assessments (including mitigations) ▷ Prepare for low carbon transition through decarbonisation strategy by setting GHG reduction targets in line with the goals of the Paris Agreement
 <p>15 LIFE ON LAND</p>	<ul style="list-style-type: none"> ▷ Implement mitigation and management plans at all sites that have an impact on natural habitats ▷ Incorporate biodiversity measures into internal policies (Sustainability Policy)
 <p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p>	<ul style="list-style-type: none"> ▷ Implement policies across the Group and our supply chain that address good governance (ex. anti-bribery and whistle-blower), and protect human and labour rights ▷ Uphold legal and regulatory compliance across the Group ▷ Implement corporate transparency into the Group's core values

Furthermore, ENERGO-PRO Group business activities also contribute to SDG 1 – No Poverty, SDG 3 – Good Health and Well-being, SDG 5 – Gender Equality, SDG 6 – Clean water and Sanitation, and SDG 10 – Reduced Inequalities.

2.9. Stakeholder engagement

Our stakeholders are those that have an impact on our business activities or those who are influenced by our business activities. EP Group promotes a transparent approach to engaging with stakeholders as noted in our Group Stakeholder Standard prepared in 2022. Each BU is required to prepare Stakeholder Management Plans, some of these plans also include Stakeholder Mapping. This organisation of stakeholder engagement helps us guide our activities in this field and provide a platform for views and concerns to be expressed throughout the life of each project. The purpose of stakeholder engagement is to maintain our “license to operate” and establish a transparent relationship

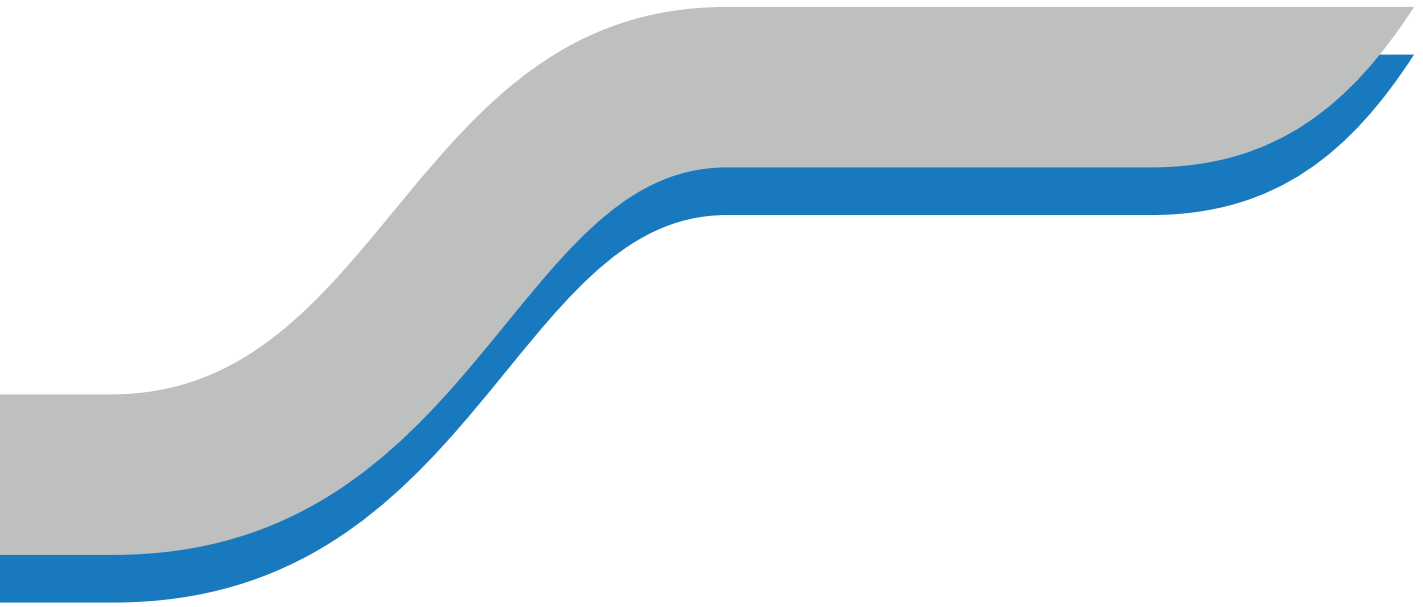
with stakeholders based on mutual trust and respect. It will also support build enduring relationships, secure community, and stakeholder support, and create constructive and responsible relationships with stakeholders. We strive to continuously monitor our stakeholders and ensure regular engagement across a range of channels, as shown in the table below.

Table 4: Stakeholders

Stakeholder group	Communication or engagement channels	Key topics and concerns raised
Customers	Sustainability report, social media channels, press release, website, whistle-blower channels, customer department, direct contact	Reliable and affordable access to basic services, Regulatory compliance
Employees	Sustainability report, social media channels, press release, website, whistle-blower channels, trainings, grievance mechanism, policies and standards	Health and safety, Employee development, employee rights and benefits, policy and standard rollout
Trade unions	Sustainability report, social media channels, press release, website, whistle-blower channels	Employee development, Health and safety, Operational security
General public	ESG report, social media channels, press release, website, whistle-blower channels	Biodiversity and natural resources, Health and safety, Water management, Waste management, Community investment, Resettlement, ESIA consultation
Local communities	Sustainability report, social media channels, press release, website, whistle-blower channels, grievance mechanism, direct communication, focus group discussions	Biodiversity and natural resources, Health and safety, Community investment, Resettlement, Project information and update, Employment and procurement, ESIA consultation, General engagement
Investors and shareholders	Annual report, Sustainability report, social media channels, press release, website, direct contact	Regulatory compliance, Operational security, Tax transparency, Relevant Good International Industry Practice (GIIP) compliance
Government and local authorities	Annual report, Sustainability report, direct contact	Reliable and affordable access to basic services, Relations with local communities, Regulatory compliance, Social and environmental assessment of new projects, Operational security, Tax transparency, Community investment, Consultation, Biodiversity partnership
Suppliers	Annual report, Sustainability report, social media channels, press release, website, whistle-blower channels, direct contact, training, policies and standards, monitoring, grievance mechanism	Fair and ethical business practices, Regulatory compliance, Health and safety, social and environmental legal compliance, compliance with our policies and standards

In addition, in 2022 we prepared a Group Grievance Mechanism Procedure and specific grievance procedures at the Business Unit level, enabling communities and employees to voice their concerns and complaints. We believe this provides an effective way to manage community and labour relations. Depending on the project, Grievance boxes have been installed in the communities and our sites to allow our stakeholders to raise their grievances in writing if they prefer. The Grievance Mechanism provides information regarding the channels available to stakeholder to raise concerns. Stakeholders are informed of the existence of the grievance mechanism procedure. At some BUs, stakeholders have contributed to the development, design, review, operation, and improvement of these mechanisms.

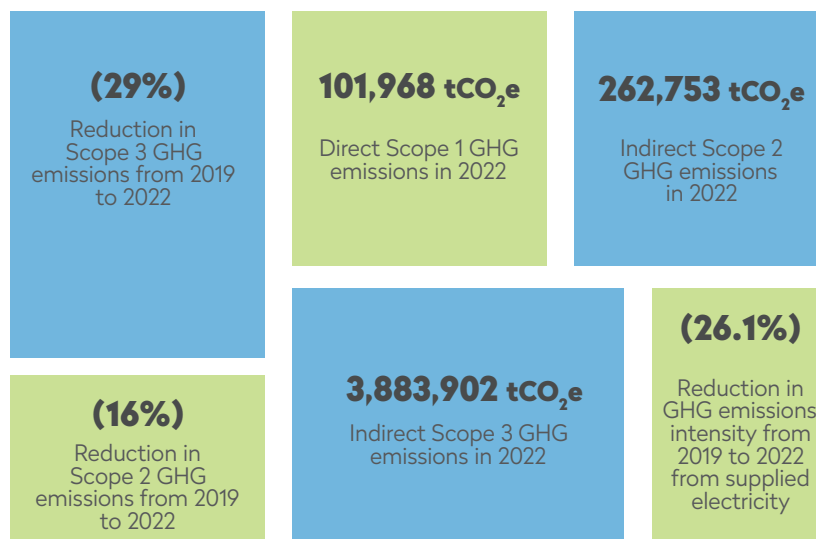
03. Environment







We recognise that climate change is one of the most pressing global challenges of our time, and we are committed to reducing our carbon footprint and promote sustainable energy practices. The Group is dedicated to protecting the environment and reducing our impact on biodiversity and natural resources. We ensure that our operations comply with all ENERGO-PRO Group's policies and standards as well as all relevant environmental regulations and standards by monitoring and minimising our greenhouse gas emissions and water use, minimizing waste generation and promoting energy efficiency.

3.1. GHG emissions

Figure 4: Key emissions indicators



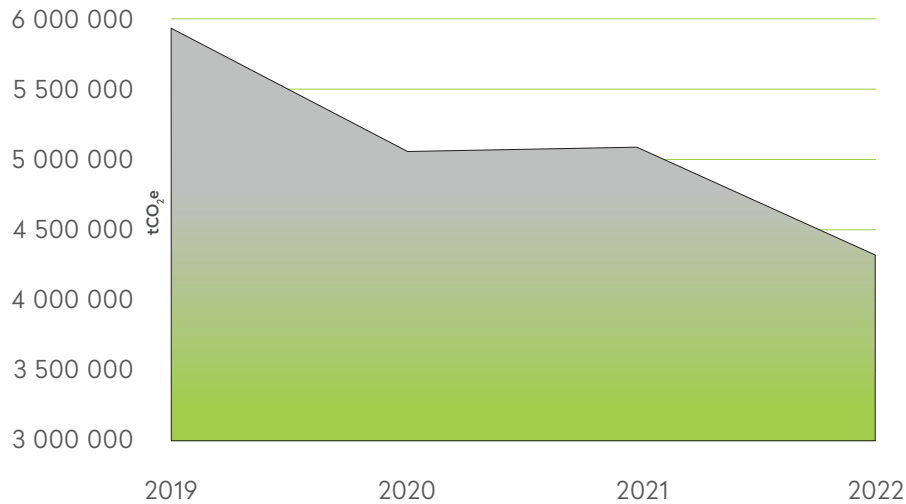
With a firm focus on environmental stewardship, ENERGO-PRO Group recognises the need for action and embraces its role in the transition towards a low-carbon future. Through data collection and analysis, we offer a transparent overview of our GHG emissions profile, outlining strategies and achievements. The Group uses the following indicators to track emissions intensity over time.

	2019	2020	2021	2022	% change since 2019
 Operational intensity Emissions per unit of revenue (tCO ₂ e / EUR) *	0.0071	0.0070	0.0047	0.0024	(65.8%)
 Distribution losses Emissions per MWh distributed (tCO ₂ e / MWh)	0.0292	0.0258	0.0251	0.0242	(17.2%)
 Supplied electricity Emissions per MWh supplied (tCO ₂ e / MWh)	0.498	0.452	0.430	0.368	(26.1%)
 Generated electricity Emissions intensity per MWh generated (tCO ₂ e / MWh)	0.0338			0.0319	(5.6%)

* The indicator Emissions per unit of revenue (tCO₂e/ EUR) must be read with caution since it does not account for inflation and increase cost of energy.

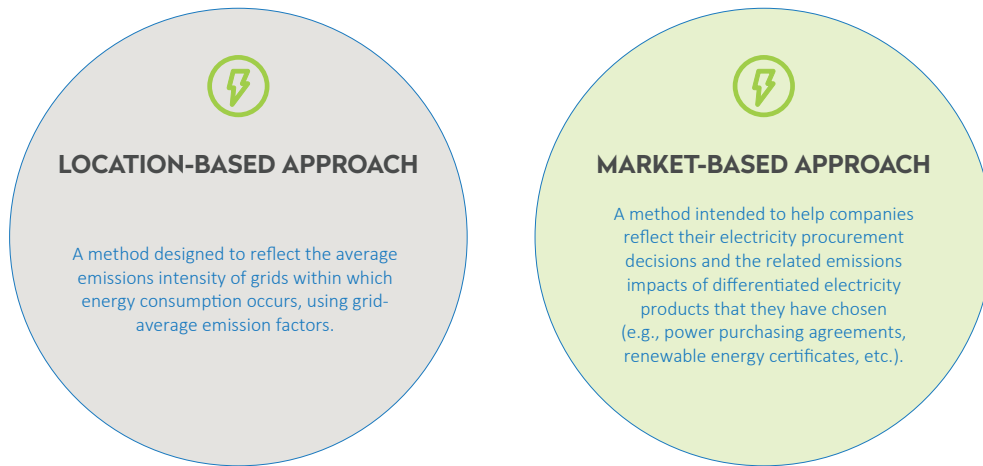
In 2021, we commissioned our first GHG inventory, setting 2019 as our baseline year which corresponded to the pre-COVID-19 pandemic. In 2022, we decided to commission three additional years (2020, 2021 and 2022) to align with expectations from our investors and ESG rating providers. Figure 5 shows the total emissions generated from 2019 to 2022.

Figure 5: GHG emissions 2019-2022



In 2022, we created a Climate Change Task Force, the purpose of this Task Force is to drive our Climate Change objectives, monitor our Decarbonisation roadmap, prepare a Climate Change Adaptation Risk Assessment, and implement measures to increase our resilience. We also made a change to our GHG inventory methodology. Our Climate Change consultants suggested changing methodology from market-based approach to location-based approach. The rationale for making this change was that the location-based approach is more representative of the emissions that we consume and is more suitable for traded electricity emissions.

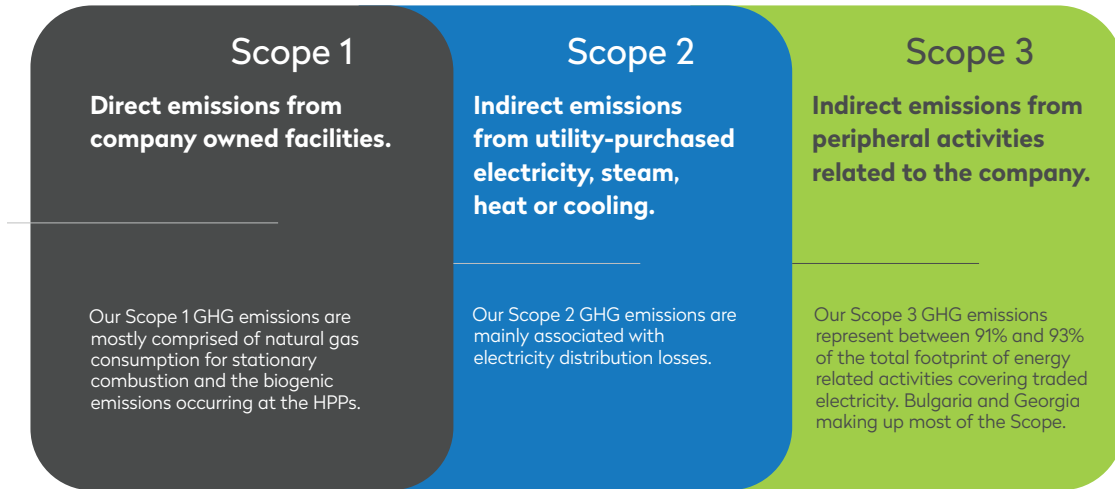
The **GHG Protocol**¹² offers companies two approaches to report on their electricity-based emissions:



Another methodological change was the use of the [Intergovernmental Panel on Climate Change \(IPCC\) methodology](#) instead of the G-RES tool used in 2021. We will be using the G-RES tool and seeking IHA verification for our larger reservoirs in the near future. Due to these methodological changes our 2019 GHG footprint increased by 6.8% from 5,503,706 tCO₂e to 5,877,703 tCO₂e.

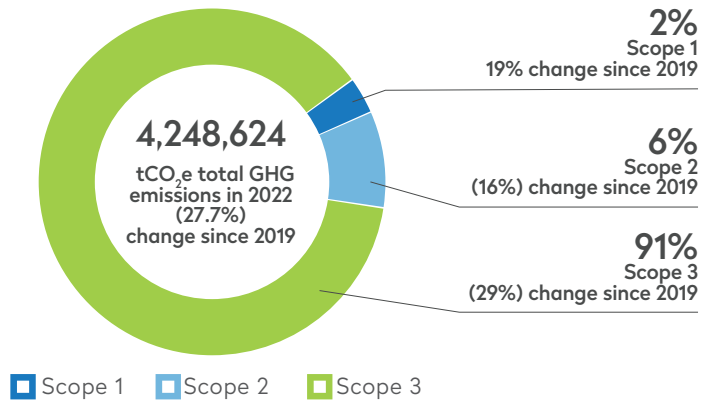
¹² The GHG Protocol Corporate Accounting and Reporting Standard provides requirements and guidance for companies and other organisations preparing a corporate-level GHG emissions inventory. <https://ghgprotocol.org/corporate-standard>

3.1.1. Summary of GHG results



Following our 2019 GHG baseline measurement totalling 5,877,703 tCO₂e, **we are proud to announce that our total emissions decreased by 27.7% to 4,248,624 tCO₂e in 2022.** Scope 1 emissions increased by 19% due to the impoundment of two large reservoirs, Scope 2 decreased by 16% and Scope 3 decreased by 29% (see Figure 6).

Figure 6: Total 2022 GHG emissions and changes by Scope 1, 2, 3 (the sum of values may differ due to rounding)



The table below shows the GHG inventory for Scopes 1, 2 and 3 for our business activities from 2019 to 2022. The table shows that Scope 3 emissions represent between 91%-93% of the total footprint. Energy related activities (covering traded electricity in Bulgaria and Georgia) make up most of this scope.

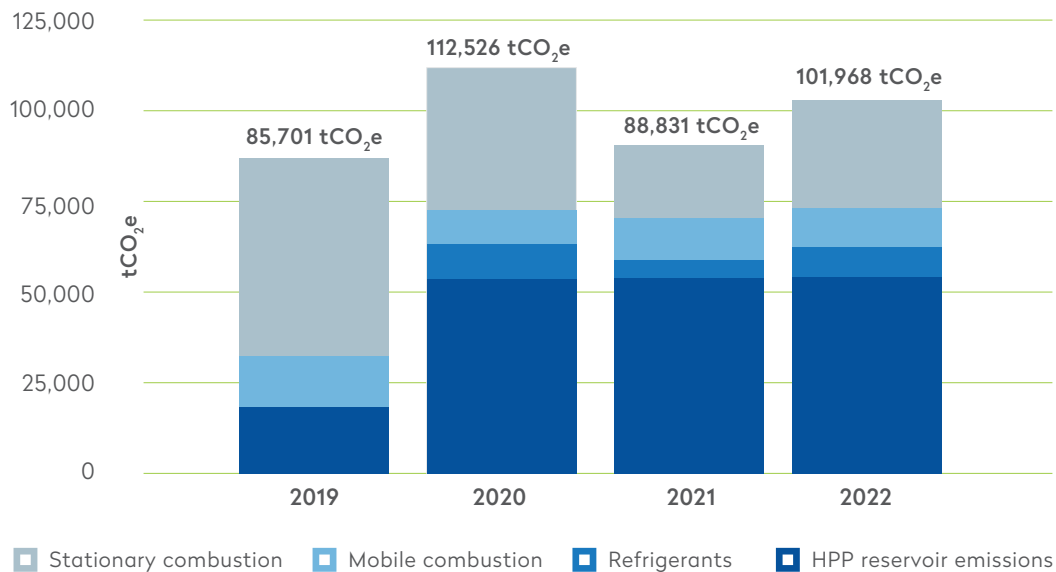
Table 5: Summary of GHG results 2019 - 2022¹³

GHG emissions	2019		2020		2021		2022	
	tCO ₂ e/year	As % of Total	tCO ₂ e/year	As % of Total	tCO ₂ e/year	As % of Total	tCO ₂ e/year	As % of Total
Scope 1	85,701	2%	112,526	2%	88,831	2%	101,968	2%
Scope 2	313,387	5%	266,524	5%	268,992	5%	262,753	6%
Scope 3	5,478,615	93%	4,709,003	93%	4,754,582	93%	3,883,902	91%
Total GHG emissions	5,877,703	100%	5,088,053	100%	5,112,405	100%	4,248,624	100%

Scope 1

Scope 1 GHG emissions account for 2% of our total GHG footprint over time, the major contributors were reservoir emissions. The main drivers for the changes in Scope 1 GHG emissions were the impoundment of two large reservoirs in Türkiye which resulted in an increase of our reservoir GHG emissions (approximately 19% from 2019 to 2022) and the fluctuations in natural gas consumption at gPower (Gardabani gas power plant operated by the company gPower LLC) in Georgia. Our GHG emissions from gPower however declined by 47.7% between 2019 and 2022, mostly due to changes in natural gas consumption due to favourable weather conditions in Georgia.

Figure 7: Scope 1 emissions 2019-2022

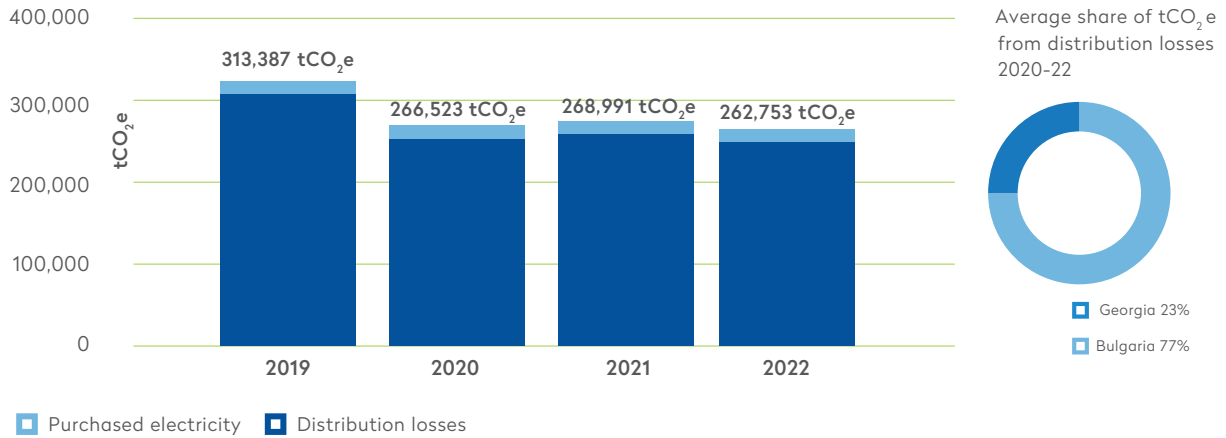


Scope 2

Scope 2 GHG emissions represent between 5% to 6% of our GHG footprint. Distribution losses are ENERGO-PRO Group's second largest source of emissions, accounting for 98% of Scope 2 GHG emissions. Overall, Scope 2 GHG emissions decreased by 16% between 2019 and 2022. This is largely due to a decrease in distribution loss emissions between 2019 and 2020, caused by changes to the grid energy mix in Bulgaria. As of 2019, heat also accounts for a minimal share of total Scope GHG emissions, at less than one percent, to insignificant as shown in the graph below.

¹³ The sum of values may differ by +/- one unit due to rounding.

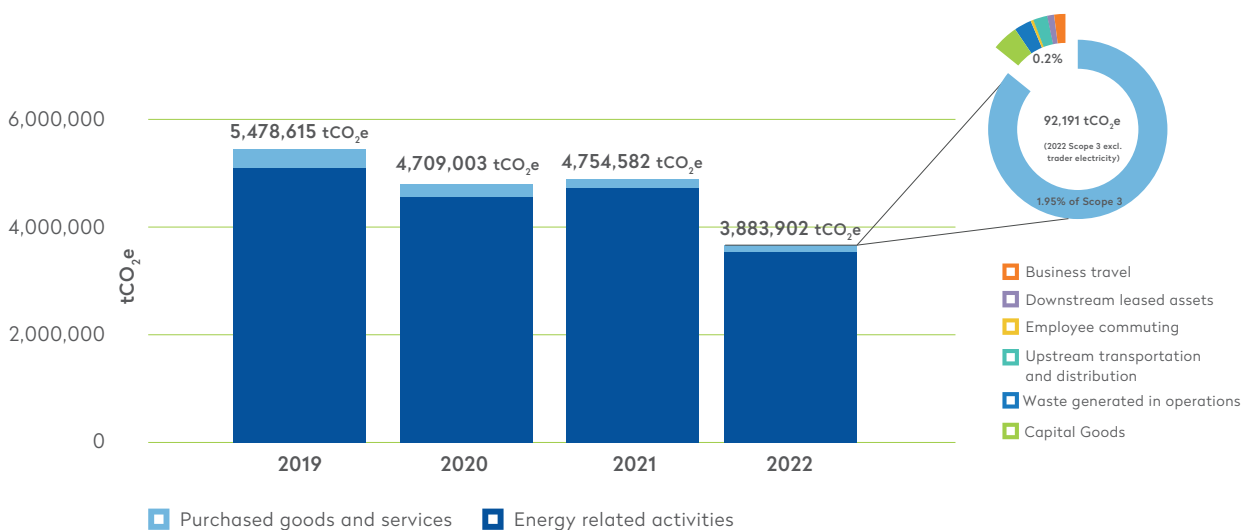
Figure 8: Scope 2 emissions 2019-2022



Scope 3

Scope 3 represents between 91% and 93% of ENERGO-PRO Group's total carbon footprint. Traded electricity represents 98% of our scope 3 emissions. Emissions from traded electricity are from “generation of electricity that is purchased by ENERGO-PRO Group and sold to end users”. These emissions have reduced significantly since 2019 as shown in Figure 9. These reductions are primarily driven by a 25% decrease in the emissions intensity of the electricity being generated due to less coal in the energy mix. Purchased goods and services account for 2% of the total Scope 3 GHG emissions in 2022, these emissions reduced by 58% due to the construction completion of Karakurt HPP and Alpaslan II HPP.

Figure 9: Scope 3 emissions 2019-2022



3.1.2. Emission intensity

As an electricity generating company, an important KPI is power generation emission intensity. In 2019, the Group had an overall emissions intensity related to electricity generation at 33.8 gCO₂e/kWh (revised indicator) and in 2022 31.9 gCO₂e/kWh which is a decrease of about 5%, mostly due to a decrease of GHG emissions from the Gardabani thermal power plant operated by gPower LLC in Georgia. This result gives us a very comfortable position in comparison to our European energy utility peers, where such results are expected only after implementation of significant decarbonisation measures in the coming years.

Targets

Our target for Scope 1 is based on our business model and our commitment to achieving Net Zero by 2050. For Scope 1 and as shown above our overall emissions intensity is very low due to the high share of hydropower in our electricity generation mix, making it difficult for us to further reduce our absolute emissions. Our Scope 1 target is to align our assets with the [EU Taxonomy Standard](#) threshold which requires sustainability activities to be 100g CO₂e/kWh or less. Scope 2 target for electricity distribution is 46% reduction of absolute emissions. The emissions from distribution losses are largely dependent on the energy mix of the grid, which is beyond ENERGO-PRO Group's control. We can reduce emissions from distribution losses by making the distribution system more efficient and decreasing the actual volume of such losses. ENERGO-PRO Group has not yet set a target for Scope 3 due to the limited ability to influence the overall electricity generation mix in our operating markets, however, as seen previously the emissions in this Scope were reduced due to the improvement in Bulgaria of their energy mix. We hope this reduction on coal dependence will continue.

We understand we have challenges establishing targets aligned with the Science Based Targets Initiative¹⁴ since we are already low emitters in our generation business and there are limited levers to further reduce our emissions. We are exploring different platforms for the revision of our targets.

Decarbonisation roadmap

Our Decarbonisation roadmap provides recommendations on how to reduce our emissions in the short term, 2030 and longer term, 2050 and achieve Net Zero by 2050.

For Scope 1, we are increasing our investments in the share of renewables, in particular solar energy, in our portfolio to further decrease our production emission intensity. We are in the process of completing the feasibility study and EIA for the installation of a solar power plant in Türkiye (Alpaslan II HPP). We are also looking at ways to minimise the use of the gPower gas/thermal power plant (TPP) and only use it during emergencies, but this is highly dependent on the weather conditions in Georgia and instructions from the transmission system operator. Although we recognise the emissions in the office and operations are minor contributors to GHG we invested in more efficient energy systems, including reduction in car fleets and changing to electric/hybrid cars once changes are required in the car fleets. We are also exploring in Georgia options for clean energy certificates and offsetting our emissions by investing in reforestation.

For Scope 2, we made improvements in our distribution losses and are evaluating how to proceed with greening of our grid operations and increasing improvements in technology to reduce grid losses. ENERGO-PRO Group expects to deploy ~57 million EUR (27.4 million in Bulgaria and 34.6 million in Georgia) between now and 2035. We expect to replace approximately 261,000 meters in the next 2 years and 6,000-meters annually in Bulgaria. In Georgia we expect to replace approximately 500,000 meters between now and 2035, approximately 40,000 per year. This will ensure the accuracy and reliability of measurements for customers, generators, and suppliers. It will allow to keep grid losses to the technical limit despite the growing number of connected renewable generations and the significant changing

¹⁴ <https://sciencebasedtargets.org/>

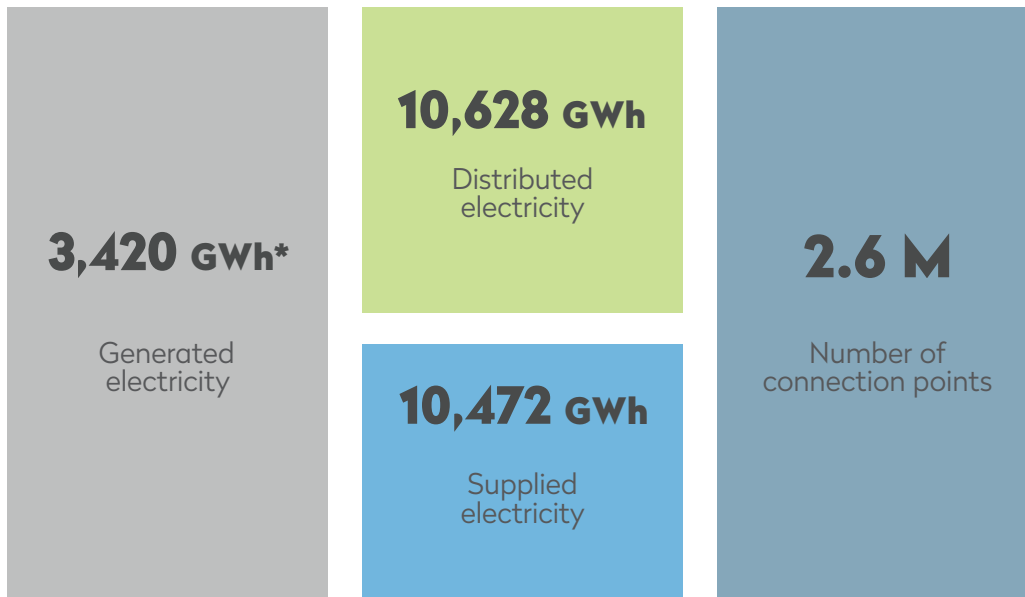
load flows in the grid. Reduced grid losses in turn will contribute to improved energy efficiency and reduction of GHG emissions of our distribution business in Bulgaria and Georgia.

For Scope 3, we engage with stakeholders to increase clean energy of the supply and distribution business, increase our understanding of the electricity origin, evaluate our supply chain, provide advice, and raise awareness to consumers in Georgia and Bulgaria about electricity efficiency, in particular:

1. Customer engagement: We engage with customers to buy low carbon products through awareness campaigns.
2. Policy engagement: Ensure ENERGO-PRO Group does not support trade associations that have negative climate activities/positions.
3. Supplier engagement: Integrate GHG issues in the selection process of suppliers. We are in the process of preparing a Procurement manual that provides guidelines in the selection process including environmental and social KPIs.

3.2 Energy production and management

Figure 10: Energy Management

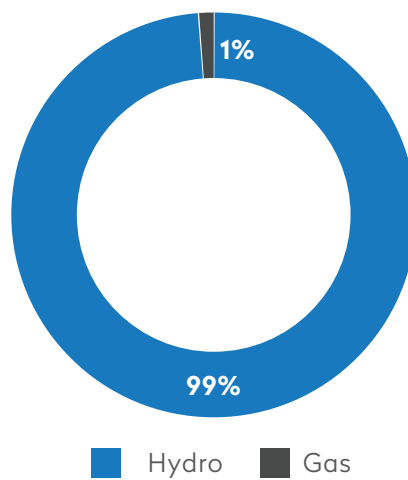


* Includes HPPs and TPP generation

The Group aims to provide a safe, reliable, and stable supply of electricity, increase power generation, and further improve the reliability of our hydropower plants (HPPs). This is achieved through professional and cost-effective investments in HPPs rehabilitation and modernisation.

We also understand the importance of sustainable energy management in mitigating and minimising the environmental impacts of our operations. The Group continuously works on improving energy efficiency, reducing GHG emissions, and increasing our use of renewable energy sources. We also proactively work towards removing emission producing energy generation from our portfolio, increasing investments in clean energy and investing in innovative solutions.

Figure 11: Total net energy production by primary energy source in 2022



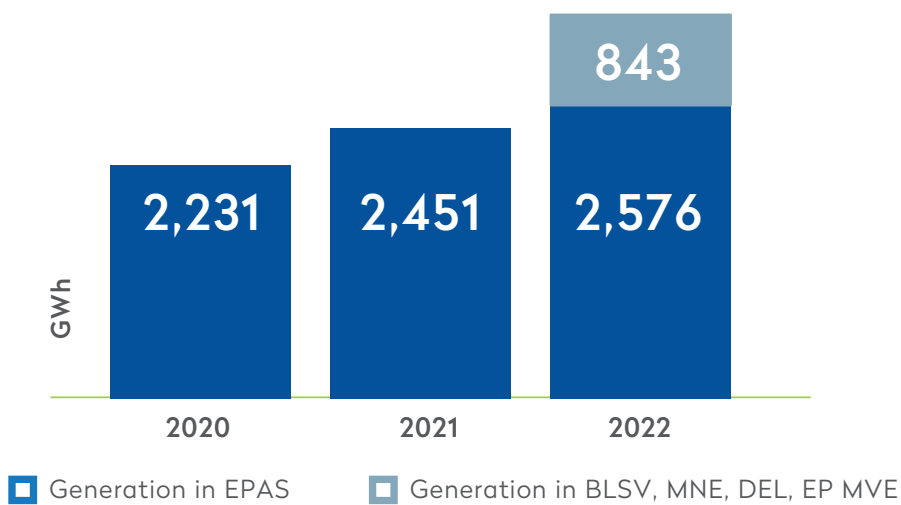
3.2.1 Securing affordable and consistent energy supply

The Group is continuously implementing new technologies and practices across our operations to increase production efficiency, ensure safe and consistent energy supply, and reduce our energy consumption.

Power generation

In 2022, our total installed capacity was 1,246 MW with a total net production of 3,420 GWh through 38 hydro power plants and one gas turbine power plant. We produce 99% of electricity from renewable resources via our plants. Two large HPP's commissioned in 2020, Alpaslan II HPP (280 MW) and Karakurt HPP (97 MW) added a significant generation capacity to the renewable source generation and the rest was driven by HPPs in Bulgaria, Georgia, and Türkiye.

Figure 12: Total net generated electricity between 2020-2022

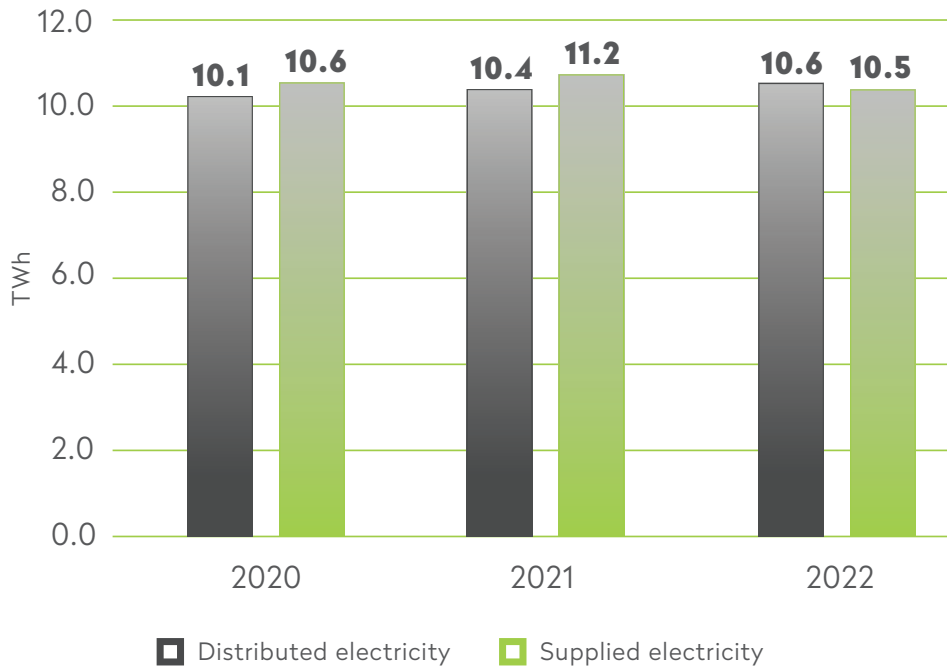


In **Bulgaria**, the EP Bulgaria entity is the largest private HPP producer in the country. Our electricity is generated by 14 hydropower plants with a total installed capacity of 166 MW and an annual net production of 389 GWh. In **Georgia**, we operate 15 HPPs with total installed capacity of 489 MW and turbine gas power plant with total installed capacity of 110 MW. Combined, the annual net electricity production is 1,752 GWh. In **Türkiye**, the Group operates five hydropower plants with total installed capacity of 470.4 MW and annual production of 1,242 GWh. In Czech Republic, the Group operates two hydropower plants with a total installed capacity of 10 MW and an annual net electricity production of 38 GWh.

Power distribution and supply

In 2022, we distributed 10,628 GWh and supplied 10,472 GWh of electricity to over 2.5 million customers, where over 1.3 million customers were served in **Bulgaria** and more than 1.2 million in **Georgia**. In 2022 there was a decline in the supplied electricity mainly due to lower demand for electricity in the Bulgarian market driven by elevated prices and milder weather, as well as a reduction in our free-market supply customers due to our increased focus on risk management and profitability.

Figure 13: Total net distributed and supplied electricity between 2020-2022



3.3. Water management

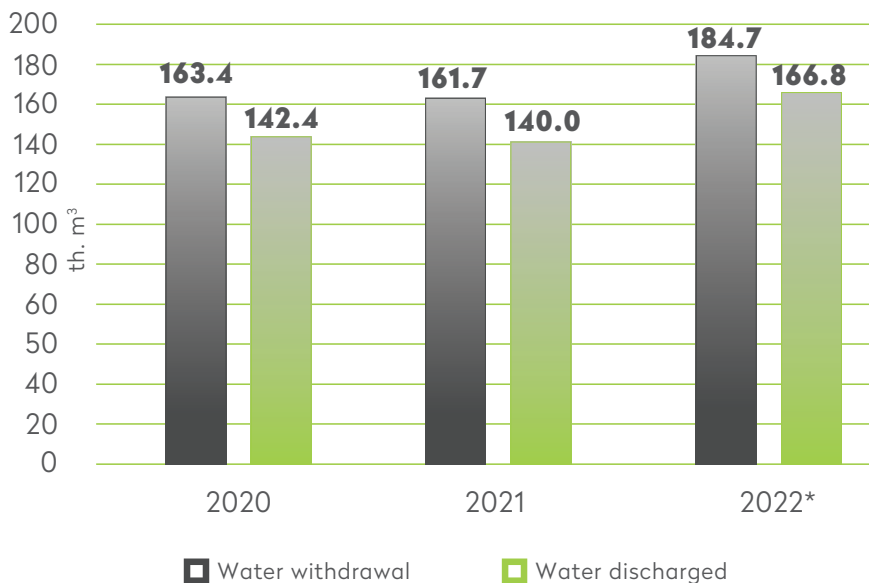


When it comes to **water management**, we strive for environmentally sustainable management of water resources in all our operations which means we continuously work towards improving the efficiency of water use, minimising impacts on aquatic ecosystems, and regulating our HPPs to balance low flows and reduce flooding.

We work hard on our efforts to conserve water resources, mitigate water-related risks, and promote responsible water usage throughout our operations. The Group adheres to the national and where applicable, international standards such as the IFC’s Sustainability Policy and the Performance Standards on Environmental and Social Sustainability, and the IHA’s Hydropower Sustainability Standard in geographies where we operate to ensure we avoid and/or minimise negative impacts on our surrounding communities, the environment and biodiversity.

In 2022, we initiated water use baseline monitoring and implemented measures to reduce water consumption across our business units in line with our commitments stated in our Sustainability Policy and ESG Policy. We also engage our stakeholders in water use reduction.

Figure 14: Water withdrawal to perform business activities (not including water to generate power in HPPs) and water discharge between 2020-2022



*Data for 2022 also include entities that are not consolidated within the EPAS (MNE, BLSV, DEL, EP MVE)

Total volume of **water withdrawal** in 2022 was 185 thousand m³ where majority came from power generation segment from surface water, groundwater, and municipality sources.

Total volume of **water discharged** in 2022 was 167 thousand m³. The Group's **water consumption** amounted to 18 thousand m³. Compared to last year, water withdrawal, discharge, and consumption both saw an increase, which corresponds to the increase in our activities in Türkiye.

3.3.1. Water footprint reduction

ENERGO-PRO Group is committed to sustainable water stewardship. We understand the importance of ongoing monitoring, evaluation, and adaptation of water management practices to ensure long-term water security and environmental resilience. Since our hydropower reservoirs regulate **water flow**, they positively contribute to the reduction of **water floods** and droughts, but our efforts do not end here. We actively look at where we could contribute to lowering water scarcity in water-stress areas through decreased water consumption and monitoring. In **Bulgaria** we draw water from mountains located in a high-water stress area. Therefore, we actively monitor the situation to ensure safety and sufficient capacity, as well as preserving freshwater biodiversity. Such a close monitoring also enables us to actively manage our impacts. We also raise awareness in our offices and sites regarding reduction of water consumption. In **Colombia** we strive to conserve water and ensure best quality measures are in place prior to the start of the construction phase which is expected to start in early 2023. These measures include:

- Flow monitoring of at least seven water sources with follow-up checks twice a year.
- Installation of two hydrometric stations for measuring flow of the San Andrés River.
- Annual monitoring of the physical-chemical water parameters of the San Andrés River.
- Annual training on minimising and using water efficiently.
- Monitoring of industrial and domestic wastewater discharge during the construction and operation phase of the project. This will be monitored every six months during the construction phase and annually during the operation phase.

In **Georgia**, we use water for cooling our thermal PP's and to run our hydropower operations. To overcome our limitations in tracking our water discharge, we are in the process of installing water meters to improve our ability to do so in coming years. Currently, we collect data for our Shaori and Dzevrula reservoirs, which are seasonally regulated and filled in the spring. In **Türkiye** the volume of discharged water contains a value for the volume of water that passes through our hydroelectric power plants, thus it is currently impossible to report on water consumption, however we are implementing processes to monitor water consumption more accurately. To prevent waste pollution, a sewage treatment plant has been built at Alpaslan II HPP in line with national regulation to purify wastewater before releasing it into the river. Sewage treatment plants or septic tanks are used at all our HPPs during construction and operations, depending on the number of employees. Water quality analysis is conducted at all our sites during construction and operations, the frequency of the analysis is done according to national regulation and/or GIIP. In 2022 we found no significant irregularities.

3.4 Waste management

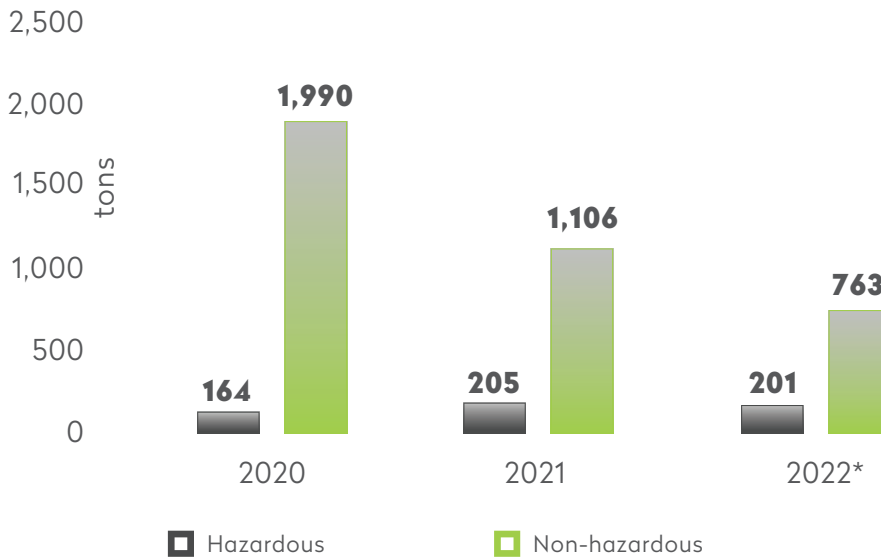


Our BUs have established plans and procedure to ensure effective waste management. This entails collection, segregation, transportation, storage, treatment (based on the waste management hierarchy principle) and disposal. Our waste management procedures comply with legal requirements and the lifecycle approach.

We strive to minimise waste generation to the greatest extent possible. Our Group, along with its dedicated teams, diligently monitors and documents the waste disposal procedures. All waste, regardless of its hazardous or non-hazardous nature, is entrusted to government-accredited companies that dispose of it in strict compliance with our EIA obligations and/or permits.

3.4.1. Waste production

Figure 15: Total waste produced between 2020-2022



*Data for 2022 also include entities that are not consolidated within the EPAS (MNE, BLSV, DEL, EP MVE)

The waste production of ENERGO-PRO Group relates mainly to activities such as construction and equipment maintenance. The Group takes action to prevent waste generation very seriously and throughout this we were able to successfully decrease our total waste. Both non-hazardous and hazardous waste handling is addressed in [ENERGO-PRO Group Sustainability Policy and each Business Unit management systems](#).

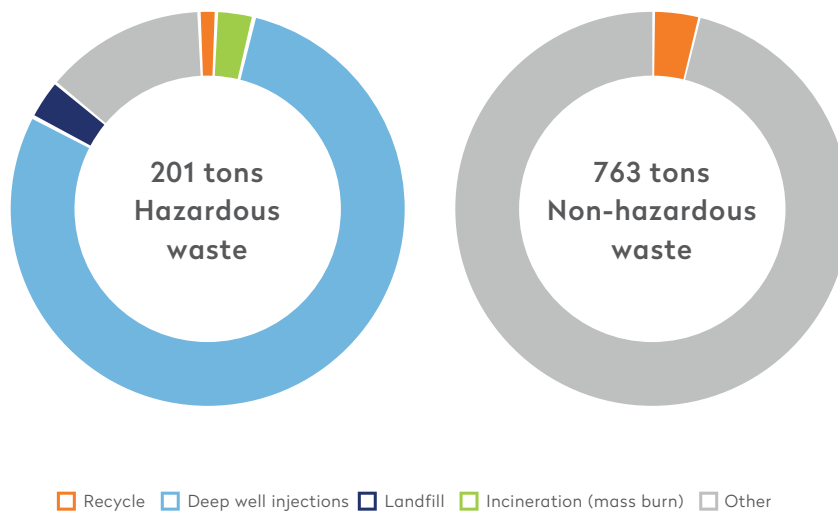
In 2022, the Group recorded over **30% less production of non-hazardous waste**, representing a significant decrease in waste production compared to 2021. This is mostly due to a decrease in our distribution and supply business in Bulgaria.

In **Colombia**, we are planning the construction of the Chorreritas HPP in early 2023, this will lead to increase of construction waste. Therefore, as part of our management approach our waste management plans will be prepared and implemented based on a detailed assessment of the nature and volumes of waste. To establish good practice, each contractor under our general management programme will be obligated to provide a waste management plan and/or strategy that they will follow during their contracted activities.

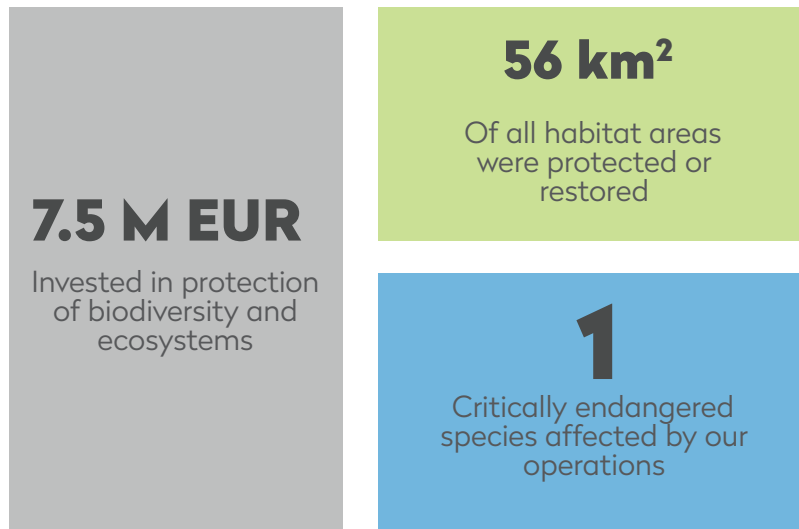
3.4.2. Hazardous waste

Even though we recognise the significant impact of hazardous waste, the Group is **not a large-scale generator** of such waste. Only 201 tons of hazardous waste were produced in 2022 out of which almost 80% was disposed via deep well injection, in compliance with national regulation. Majority of our hazardous waste comes from our power generation business in Georgia.

Figure 16: Waste disposal methods in 2022

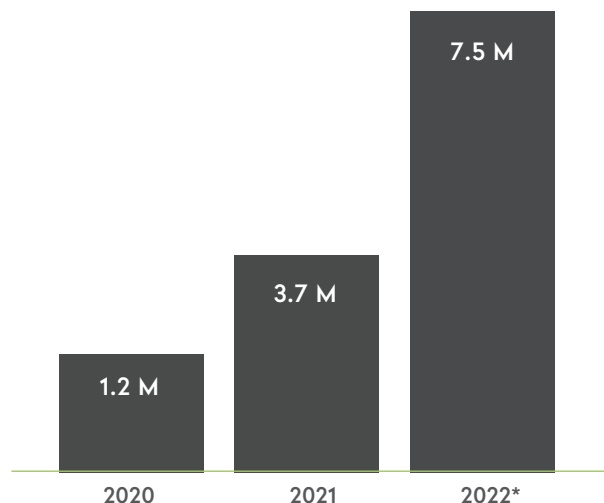


3.5. Biodiversity and ecosystems



ENERGO-PRO Group is deeply committed to biodiversity protection and environmental conservation. We strive to meet and exceed compliance with all applicable environmental laws and regulations in conducting our business. The Group’s mission is to work in compliance with nature and we take a proactive approach to limiting and reducing our biodiversity impacts. Our path to reducing nature loss is by protecting, maintaining, and enhancing biodiversity, reducing dependency on natural resources, rehabilitating our sites, compensating for biodiversity and ecosystems losses, and minimising impacts on nature during the planning phase of our projects. We engage with local ecology experts on a regular basis to proactively identify and put in place measures to protect biodiversity. For impacts that cannot be fully avoided or minimised, compensation measures are often considered in discussions with local authorities and other stakeholders. Furthermore, we believe such a responsible approach to biodiversity management helps us gain acceptance from local communities.

Figure 17: Total monetary value of investments in protection of biodiversity and ecosystems between 2020-2022



*Data for 2022 also include entities that are not consolidated within the EPAS (MNE, BLSV, DEL, EP MVE)

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

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

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

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

Case study: Biological septic tanks were installed in Georgia.



Picture 1: Biological septic tanks

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

Case study: The Alpaslan II project in Türkiye

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

Stakeholders' engagement

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



Picture 2: Training given to schools about endemic species



Rehabilitation

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



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

Afforestation

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

Wildlife protection

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

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



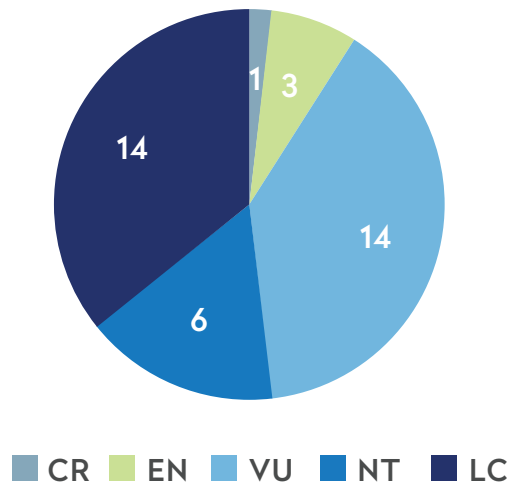
Picture 4: Release of *Capoeta damascina* and nesting rafts

3.5.1. Sensitive areas

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

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

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



3.5.2. Aquatic ecosystems

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

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

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



Picture 5: Fish re-stocking in Bulgaria

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

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

¹⁵ International Union for Conservation of Nature.

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



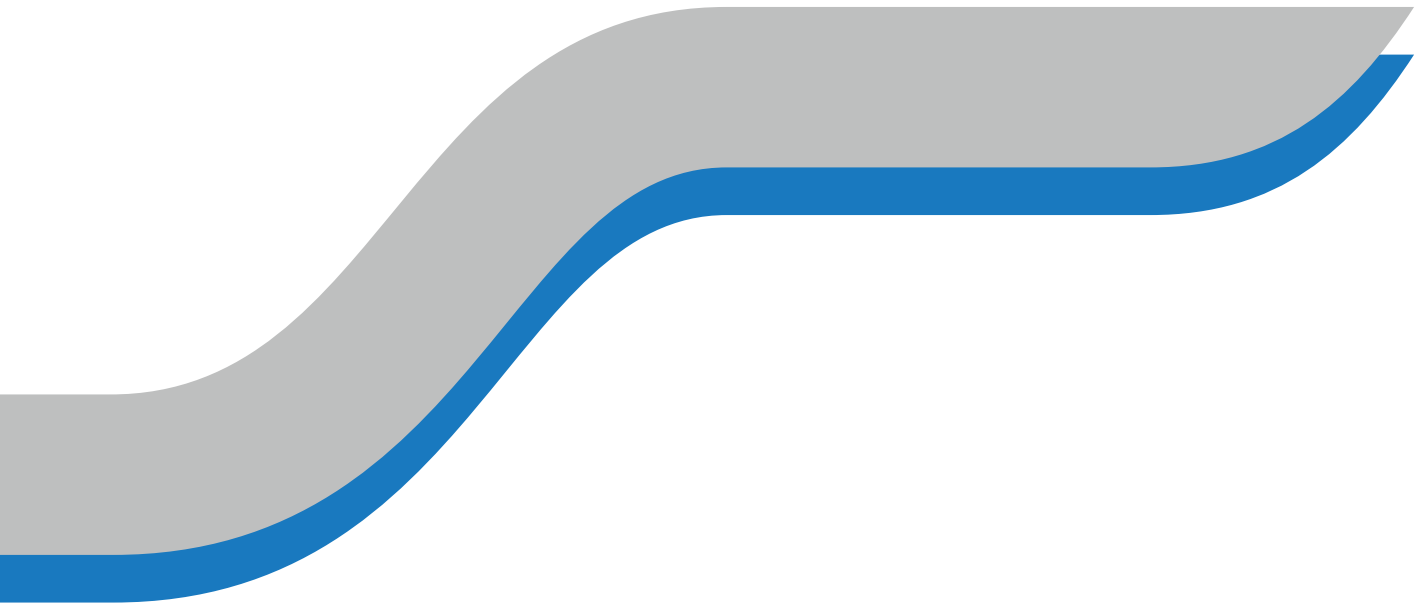
Picture 6: Typical activities of the reforestation programme

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

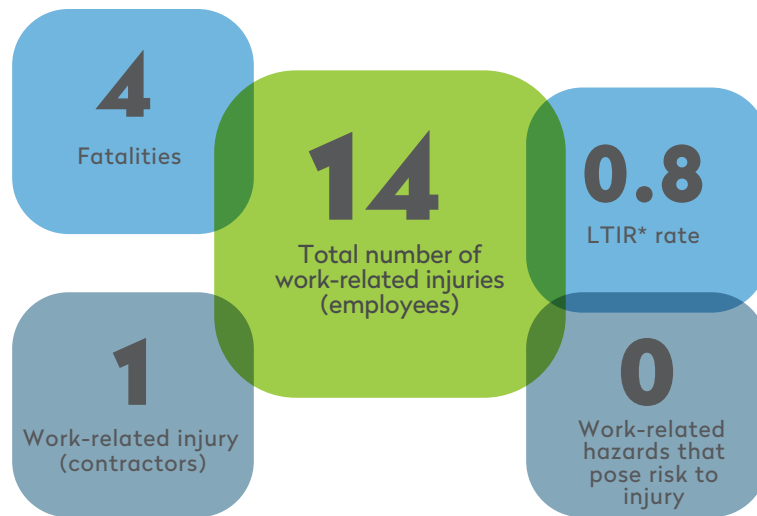
3.5.3. Operational accidents

The Group has not recorded any significant spills.

04. Social



4.1. Health and safety



*Lost Time Incident Rate. Calculated by dividing the total number of lost time injuries in a certain time period by the total number of hours worked in that period, then multiplying by 1,000,000.

Health and safety are material topics for the operations of ENERGO-PRO Group. We put great emphasis in ensuring that we create a safe working environment in all areas of our business, not only for our employees but also for others working on our premises (e.g., contractors), we do acknowledge however that we need to improve our safety performance and avoid safety incidents for our workers, contractors, and communities. We are diligently working to improve our safety performance.

The health and safety of our employees are of the utmost importance to us, and we strive to continuously improve our practices in this area. Our social strategy includes increasing our human and social capital by making health and safety a priority and by investing in our employees and communities.

This chapter also focuses on **community health and safety**, during our main operations, construction and distribution. Additionally, ENERGO-PRO Group has many internal programmes to improve the health and well-being of our employees, these are also mentioned in this chapter.

We developed a **Human Rights Compliance Assessment** which has been used in Türkiye and Colombia and it will be introduced to other Business Units in 2023. The purpose of this assessment is to increase our due diligence of security contractors.

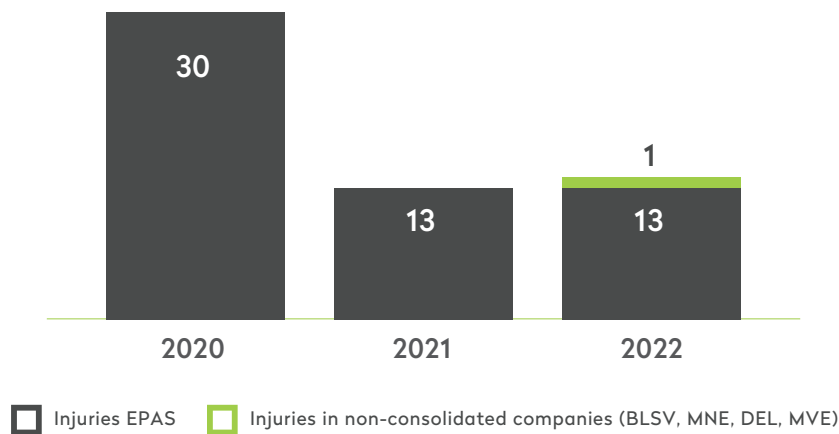
4.1.1. Work-related injuries

The risk of injuries is considered as a significant impact of our activities, especially due to the potential to cause serious harm to our workers. Given the nature of ENERGO-PRO Group operations, we recognise that our employees face physical and ergonomic work-related hazards. Therefore, we maintain a zero-accident culture as health and safety is our highest priority. To prevent accidents, all employees must follow our safety principles and work procedures. To ensure high HSE standards and compliance with legislative changes and to mitigate the risk of injuries, a risk assessment is performed for each of the company's BUs and for each type of workplace, considering the specific characteristics of each work environment and task. These risks generally include electric shocks, traumatic injuries, extreme weather conditions, working at heights, working with heavy mobile equipment or bites from various insects or reptiles and other physical hazards.

We hold mandatory on-site and online operational health and safety trainings delivered by contracted HSE experts or in-house HS experts for all employees at least three times a year. Employees working in higher-risk areas participate in this training more regularly. In cases of injury or illness, a workplace doctor is available to attend to workers during construction, and during operations, we rely on nearby health services and a doctor that conducts periodic visits to our HPPs.

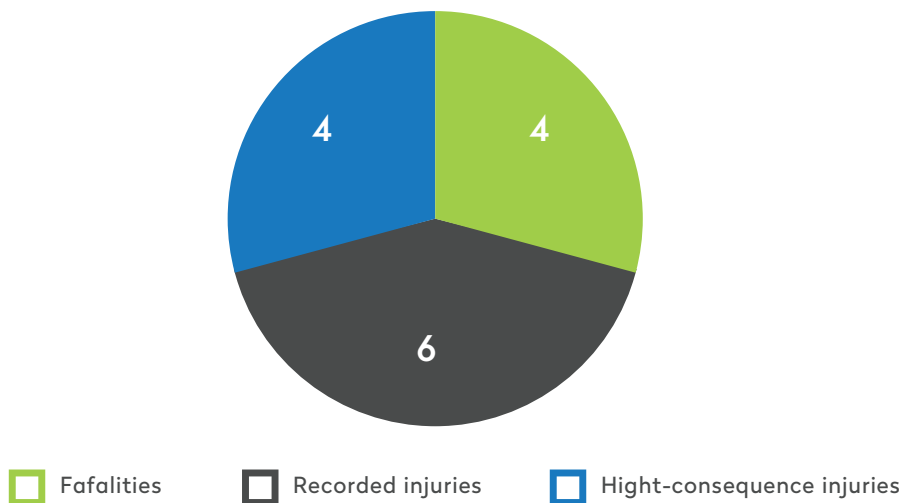
We make sure to properly track and record all work-related injuries and accidents. In 2022, we recorded total of 13 incidents within the Group, same as last year. The number of total injuries in 2022 includes 4 fatalities and 4 high-consequence injuries. There was also 1 injury in non-consolidated companies that is included in the scope of this report. Additionally, 1 injury to contractors was registered. In 2022, LTIR was 0.7 within the EPAS. Together, with non-consolidated companies, the LTIR is 0.8.

Figure 19: Total number of work-related injuries (consolidated data for ENERGO-PRO) between 2020-2022



Unfortunately, the number of injuries did not decrease compared to last year. However, we were able to decrease the number of work-related injuries within the EPAS by 57% since 2020. This decline was due to the reduction in recordable injuries in Bulgaria and Georgia.

Figure 20: Work-related injuries including high-consequence injuries in 2022



We provide personal protective equipment to our employees and train them to use it properly. The Group believes that providing and integrating a sound environmental, health, and safety programme in our business is the key to our success.

The following measures help us to continually improve our HSE standards:

- ▣ conducting regular occupational health and safety inspections,
- ▣ conducting occupational health and safety audits (at least annually),
- ▣ providing regular occupational health and safety training (including legal requirements) and evaluating our compliance with occupational health and safety legislation.



Czech Republic

In the Czech Republic, the scope of our occupational health and safety management is defined in our **Health and Safety Policy**. We outsource our safety and health at work, fire protection, environment, and revisions of technical equipment to external professional company [CIVOP](#), whose activities include, but are not limited to the following:

- ▣ processing and updating mandatory documentation,
- ▣ provisions relating to personal protective equipment, and
- ▣ addressing accidents at work through proper investigation and prevention processes.

Bulgaria

To prevent life-threatening accidents for workers engaged in clearing, maintenance, and construction activities, Electrodistribution North AD prepared recommendations for safe work near power lines which all relevant employees must be familiar with. Since our objective to protect lives and ensure safe work extends beyond our employees, these recommendations are also sent to municipalities, institutions, and partners with a request for assistance to reach the maximum number of personnel carrying out activities near power lines. The aim is to take preventive measures to preserve human life and health. These rules are also published on our intranet so our employees can access them at any time.

Türkiye

The fact that ENERGO-PRO in Türkiye recorded no case of work-related injury in 2022 reflects the effectiveness of our health and safety programme. In Türkiye's non-consolidated companies, MNE and BLSV, only 1 non-high-consequence injury was recorded.

Georgia

Our work-related injuries increased from 5 in 2021 to 7 in 2022, all attributed to ENERGO-PRO Georgia JSC. We conducted a thorough investigation, implemented corrective actions, provided ongoing safety

training and education to our employees to help prevent future incidents, undertook regular reviews, updated our safety procedures and monitored the effectiveness of our safety practices to ensure they remain current and effective. However, we recognise that we need to do more to avoid the number of work-related accidents.

The ENERGO-PRO Georgia Holding JSC Department of Labour Safety was established to ensure occupational health and safety practices are aligned with the requirements of the Organic Law of Georgia on Labour Safety and ISO 45001. It provides services on a contractual basis to ENERGO-PRO Georgia JSC, EP Georgia Generation JSC, EP Supply JSC and gPower LLC.

4.1.2 Impact on community safety

At ENERGO-PRO Group we recognise the risk of negative impact on the health and safety of the local communities. In 2022 ENERGO-PRO Georgia JSC documented non-work-related incidents with civil society, which included electric shocks. Although these incidents were not caused by ENERGO-PRO Georgia JSC we consider this risk as significant due to its potential to cause harm to people. To minimise the risk to the communities we have implemented preventive measures to protect human health and safety from overhead power lines and other energy infrastructure objects. In 2023, we will implement further measures, including working with an International HS expert to conduct an assessment of the community incidents.

We continue to improve safety of the neighbouring communities that surround our operations by fencing our electrical installations. In addition, we have developed community health and safety management plans and awareness-raising campaigns on electrical hazards that should dramatically decrease the risk of incidents within local communities.

4.2 Employees

At ENERGO-PRO Group, the well-being and satisfaction of our employees is very important. We actively work to ensure that our employees feel empowered, engaged, and constantly grow while providing a safe, inspiring, inclusive, and caring work environment. Our most important positive impact relevant for this topic is the **creation of employment opportunities**.

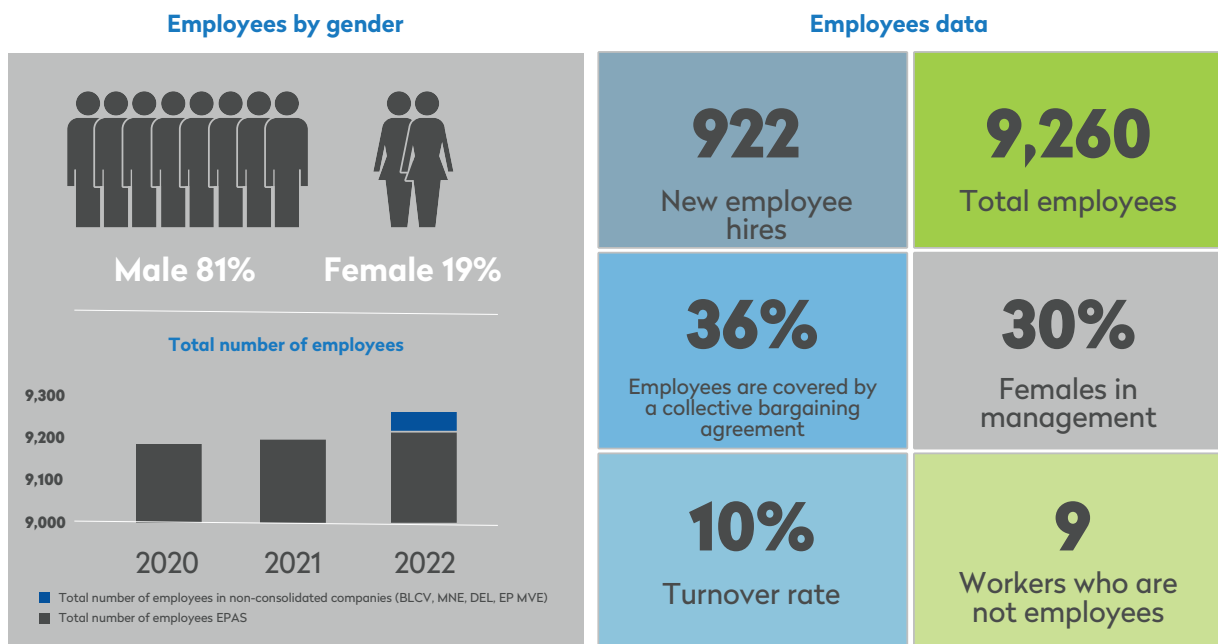
The Group provides an opportunity for people to work in different parts of our operations. We are creating equal employment opportunities through the **promotion of gender equality and fair employment practices**. We are also upskilling employees through training programmes. To increase employee satisfaction and create a healthy work environment, ENERGO-PRO Group provides a **wide range of company benefits**.

At the end of 2022, the Group had 9,203 permanent and temporary employees within EPAS and 9,260 together with non-consolidated companies, while 908 workers had left during the year. In 2022, the ENERGO-PRO Group had 9,018 permanent contract employees and 242 temporary contract employees.

In 2022, EPAS together with non-consolidated companies employed 922 professionals across five countries, 19% of whom were women. In 2022, the Group had 9 not direct workers who were external contractors and provided advisory services in the areas of legal, environmental, and social and financial advisory, and advisory on a new hydro project. Moreover, 36% of ENERGO-PRO Group employees are covered by a **collective bargaining agreement**.

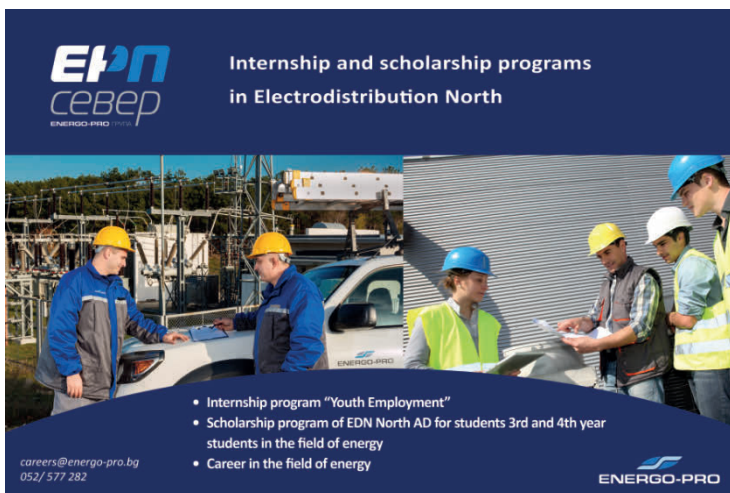
In 2022, the employee turnover rate of ENERGO-PRO Group was 10%, this represents a 2% increase compared to last year.

Figure 21: Total number of employees 2020-2022



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

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



Picture 7: Careers poster

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

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



Picture 8: Career Forum “Technology of Success”

Case study: HR internship programme social project for students



Picture 9: HR internship

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

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

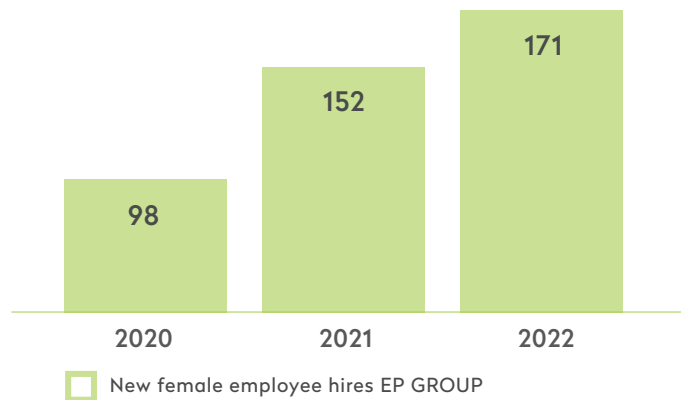
process, planning and conducting the training for employees and using specific software for employee administration and payroll processes.

4.2.1. Employment opportunities and gender equality in the recruitment process

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

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

Figure 22: New female employee hires between 2020-2022¹⁶



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

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

Bulgaria

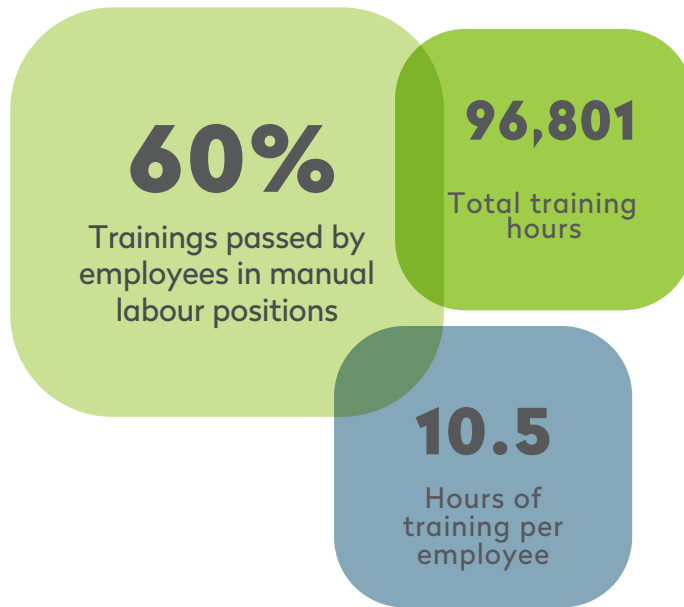
In Bulgaria, special attention is paid to the development of young professionals in the energy sector. ENERGO-PRO Varna EAD has developed an internship and scholarship programme in cooperation with our partners in secondary and higher education institutions. They provide their graduates with an opportunity to gain professional experience in the field of electricity distribution. Supporting young professionals with no job experience is our established practice.

Georgia

In 2022, 15% of our employees ENERGO-PRO Georgia JSC were female. ENERGO-PRO Georgia JSC is perceived as a "gender-friendly" company. We are the proud winner of the "**Entrepreneurship for Gender Equality**" award. This is awarded to companies that promote gender equality in the workplace, marketplace, and the communities. Our gender equality programmes include:

- Working with United States Agency for International Development (USAID) Engendering Utilities programme since 2015 to develop tailored action plans to incorporate gender equality in its business practices and attract female students and youth. In the scopes of this project company developed flexible additional benefits system, especially for female employees, covering from 50% to 75% of salary (in addition to the Government's financial support) for six months pregnancy period, approximately two years maternity period, flexible working hours during the pregnancy period, gifts for new-borns, and other.
- Recruitment system – some initiatives implemented by ENERGO-PRO Georgia JSC/ ENERGO-PRO Georgia Holding JSC include using gender-inclusive language in job advertisements, gender-sensitive job descriptions, "behaviour" based interview process, including female panel members in the interview process.

4.2.2. Employee development and training programmes

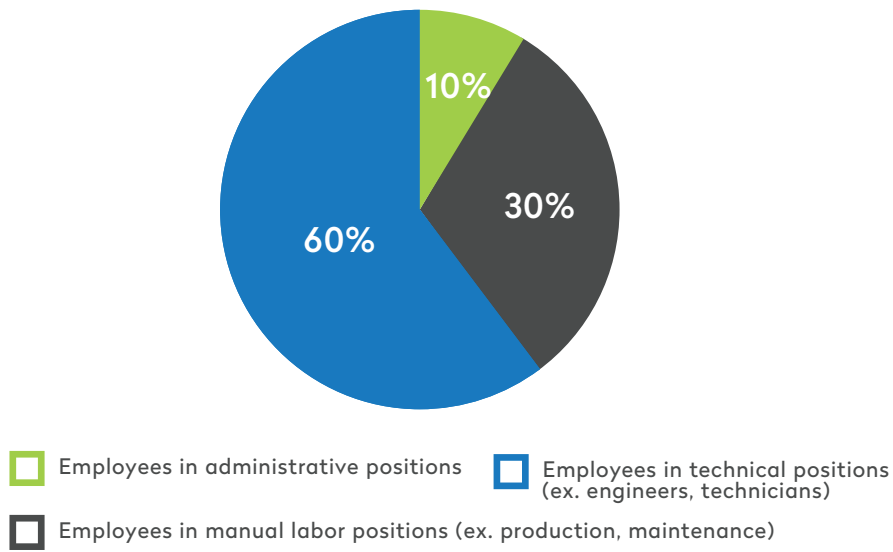


We value safety, integrity, personal responsibility, and teamwork in our workplaces and are committed to providing the training and education necessary for each employee to perform their tasks effectively and safely.

 E-TRAINING	 TRAINING HOURS	 TRAINING TOPICS
<p>The HR Department is creating an e-training portal for easy remote access.</p>	<p>We are establishing a new performance evaluation system in 2023. Initiating the process is among the strategic goals of the HR Department.</p> <p>We will track the total number of hours spent on training per employee.</p>	<ul style="list-style-type: none"> Water saving training ISO training Waste reduction training HSE training English language training Energy saving training Grievance mechanism training Self-motivation Wellbeing Personal and professional development Policy training Technology and metaverse training

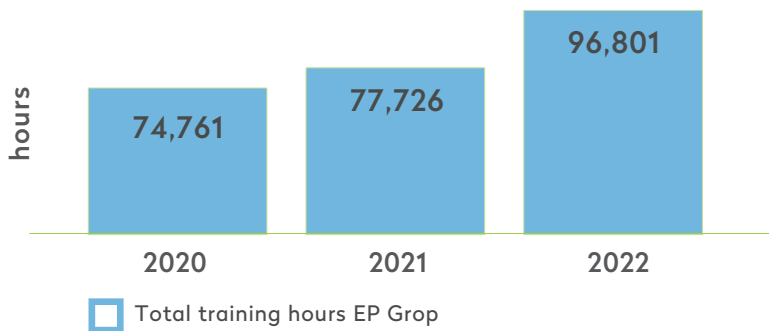
All employees in all positions underwent 96,801 hours of training, resulting on average in 10.5 hours of training per employee. Employees in manual labour positions had 57,777 hours, representing 60% of all training hours. Given our commitment to safety, the employees of our subcontractors are also obligated to undergo training and familiarise themselves with our safety plans and instructions for safe work. Every year senior managers take online anti-corruption training, and other employees take refresher courses. The training plans for 2022 included a water saving training, ISO certification training, waste reduction training, HSE training, English language training, energy saving training, grievance mechanism training, self-motivation, well-being, personal & professional improvement training, anti-corruption training, and technology and metaverse training.

Figure 23: Total training hours by employee position in 2022



ENERGO-PRO Group aims to regularly improve the qualifications of employees through training programmes. In 2022, the total number of training hours together with non-consolidated companies increased by 25% compared to last year. This increasing trend can be attributed to new personal development training, new training for foremen and introduced training for leaders. For example, in 2022, a training session on policies was also organised for the Board of Directors and BUs.

Figure 24: Employee training hours between 2020-2022¹⁷



Bulgaria

In 2022, various training sessions were offered to improve awareness of company policies (e.g., ESG Policy and Code of Conduct) and educate employees on diverse topics, such as compliance and General Data Protection Regulation. To educate our employees more effectively, an internal Training Policy was implemented. The total number of hours spent on trainings in 2022 at our Bulgarian companies amounted to 67,170 hours, this represented 26 hours, on average, of training per employee.

Czech Republic

As part of building a high-performance culture, we actively encourage our employees to continuously develop their skills and competencies. In 2022, a total of 77 employees¹⁸ spent 1,099 hours on training, which represented 14 training hours, on average, per employee. To ensure compliance with our policies,

¹⁷ The 2022 graph shows data that includes both EPAS and non-consolidated companies (MNE, BLSV, DEL, EP MVE)

¹⁸ Including EP MVE and DEL.

we incorporated policy awareness into our trainings. For example, our office employees familiarise themselves with these policies through online e-learnings, while on-site employees undergo in-person training sessions once a year.

In addition, within the framework of the Czech Grant Programme, there is a partnership between ENERGO-PRO Georgia JSC / ENERGO-PRO Georgia Holding JSC as a partner of the Akaki Tsereteli State University and the Czech Technical University. This programme includes the exchange of theoretical and practical knowledge and experiences between the universities to help develop technical training programmes. Furthermore, through this partnership, ENERGO-PRO Group launched a special class at the Akaki Tsereteli State University.

Türkiye

In 2022, the average hours of training per employee amounted to approximately 21 hours across our Turkish business unit together with non-consolidated companies (BLSV, MNE). This number is higher than in previous years thanks to the implementation of a new training system. The HR Department provides trainings in first aid, infectious diseases, English language training, working at height, personal growth, environmental awareness and more.

Georgia

Our Georgian companies established a comprehensive training programme that includes external certifications and internal training for employees. Employee training is adjusted annually to ensure alignment with our business strategy and the professional growth of individual employees. Capacity building programmes include health and safety, project management, labour safety accreditation, Service+, English and Georgian language courses, Industrial Financial System (IFS) programmes, and integration training. In addition, we provide environmental training once a year on a scope defined by experts and approved by the national government. In 2022, on average, we provided 4 hours of training per employee.

More than 50% of our employees in Georgia do not operate a personal computer, especially those living in mountainous regions. To fully implement all new policies, including sustainability policies, we use policy training and an SMS notification system. The launch of a new employee assessment system based on the ENERGO-PRO Varna EAD model has been postponed in Georgia for the moment, but it is planned to be launched in the near future. We will categorise our employees by positions, pay gaps, job longevity, and assess individuals' skills, development, and aspirations, and gather feedback from managers to further improve the effectiveness and well-being of our employees. In the past, ENERGO-PRO Georgia JSC received an award from the Millennium Challenge Corporation for the best business partner of professional education in Georgia. This confirmed the company's efforts and commitment toward higher education.

4.2.3 Benefits

We are determined to increase the positive impact on our employees by offering a wide range of financial and non-financial benefits and incentives related to welfare, healthcare, social and other care to our full-time employees, and by providing a healthy work environment to all. Moreover, ENERGO-PRO Group companies provide benefit beyond the scope of obligations given by the Labour code in individual countries, as we contribute to employee health and well-being through a wide range of internal programmes.

Bulgaria

In Bulgaria, we attribute our success and leading position in the Bulgarian energy market to the relentless efforts of our employees. To ensure the satisfaction and adequate compensation of our workforce, we provide the following benefits to our full-time employees:

- Additional paid leave (employees are entitled to additional paid leave if they work under specific conditions or in positions with a flexible work schedule, or for the purposes of further education or professional development)
- Parental leave
- Retirement provision
- Disability and invalidity coverage
- Life insurance and health care
- Social welfare benefits (food vouchers, Easter payment, Energy Day payment, summer payment, Christmas payment)
- Medical fund for employees and their families (intended for lifesaving treatments)
- Discounts

Such compensation and work culture help maintain low staff turnover and aid the hiring process. The number of employees did not substantially decrease even during the pandemic years of 2020-2021.

Georgia

In Georgia, we provide a wide range of benefits for full-time employees such as life insurance health care, disability and disability coverage, parental leave, and retirement provision. Our employees also get additional social benefits including extra hours for doctor visits from 50% to 75% salary payments in addition to the government's financial support during maternity leave, and access to internal and external trainings.

Czech Republic

We offer social benefits that include meal allowances, free refreshments, laptops and mobile phones for business and personal purposes, favourably priced mobile tariffs including data for employees and their families, and discounts on some of the products offered by our suppliers. We also promote sports activities and employees can use a special card for sports and relaxation facilities throughout the Czech Republic.

Türkiye

In Türkiye, we provide health care as a benefit. Also, the HR Department provides trainings in first aid, infectious diseases, working at height, personal growth, English language training, energy saving training, self-motivation, well-being, personal & professional improvement training, policy training, and technology and metaverse training.

Colombia

In Colombia, we provide benefits for full-time employees such as life insurance, health care, disability and invalidity coverage, parental leave, and retirement provision.

4.3. Relations with local communities



Another material topic is the relationship with local communities. ENERGO-PRO Group's greatest positive impact is its social contribution to providing access to reliable energy, heat, and basic services, especially providing the necessary social infrastructure, including the construction of roads. The positive contribution to the public infrastructure is mainly **determined by the production and distribution of energy**. Moreover, the positive social impact of our generation facilities is related to the **improvement of the local employment rate**. ENERGO-PRO Group is also increasing economic value for local counties, regions, and communities such as local employment, procurement, and tax contributions, and access to services through **social investments**. On the other hand, there is a risk of potential displacement and **loss of livelihoods for local communities** due to the construction of reservoirs, power plants and other ancillary facilities. In addition, there are potential **disruptions to the local community**, such as noise and dust, during the construction period.

Case Study: Community development at Alpaslan II

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



Picture 10: Cooperative training

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

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



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



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

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

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

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

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



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



Picture 14: Basic training on Beekeeping and Honey Production



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



Picture 16: A photo from a training session for women



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

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

Case study: Support of the regional communities in Bulgaria

A new initiative in support of the regional communities in Bulgaria “ENERGO-PRO Group for society” started in September 2021. It is planned to be a long-term programme with an annual budget of BGN 100,000. The main idea is to finance innovative projects with long-term effects on local communities in areas such as child development, building environmental values, energy efficiency, environmental protection, and sustainable urban development. The establishment of the initiative is a confirmation of the commitment of the companies in the Group to sustainable development and the well-being of the communities falling within the zone of influence of our investments.

Through investments in socially significant public projects, in Bulgaria the Group aims to be a positive example for other companies that seek to change the public environment and to encourage people to contribute in a positive way. The maximum funding that a project can win is BGN 5,000. It is possible for the projects to be co-financed by third parties. In 2022, 14 projects with a total value of over BGN 60,000 were approved for funding. Some of the projects funded include:

Table 6: Projects funded by “ENERGO-PRO Group for society”

Project	Location
Construction of a corner for practical activities and outdoor lessons “Green Classroom”	Yard of Primary School “Vasil Aprilov”, Varna
“Looking to the Future” Research Centre	Primary School “Dimitar Talev”, Dobrich
Room “Emotional Kaleidoscope”	Kinder garden “Moryache”, Varna
Green Classroom	Slantse Kinder Garden, Shumen
“Young Reporter” Club	Professional tourism school “Prof. Dr. A. Zlatarov”, Varna

Through the initiative we supported projects that are not just in need of funding but those that form values and attitudes for sustainable change for the benefit of the local and national community. The Group’s goals are the implementation of approved projects to have a long-term effect and to benefit local communities. Priority is given to innovative projects that introduce new practices in the relevant fields. The projects supported so far will contribute to enriching the learning environment and educational needs of children of different ages by introducing modern approaches to building environmental values, and practical knowledge in various areas of the educational process.

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

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

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



Picture 18: Hydropower plant in Brandýs nad Labem

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

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

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

4.3.1. Reliable and affordable access to basic services

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

Bulgaria

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

In general, ENERGO-PRO Varna EAD maintains a high and stable collection rate. In certain cases, we negotiate instalment plans with household customers having payment difficulties.

ENERGO-PRO Energy Services EAD provides information with energy efficiency advice to its customers via its webpage, as well as brochures in its customer service centres. The company has also participated in information campaigns such as providing information and materials for the new Energy Label of appliances introduced by the EU. ENERGO-PRO Energy Services EAD is also a licensed energy auditor by the Sustainable Energy Development Agency of Bulgaria and conducts energy audits with advice to non-household customers for energy efficiency measures. The company is also an engineering, procurement, and construction contractor and constructs solar power plants for energy consumption optimisation for its customers.

Georgia

ENERGO-PRO Georgia JSC distribution network covers all Georgian regions except the main part of Tbilisi. EP Georgia Supply JSC provides electricity to customers within the license area of ENERGO-PRO Georgia JSC and has three public obligations - universal, public, and last alternative until January 1, 2025. EP Georgia Supply JSC provides benefits such as postponing the deadlines for payment of consumed electricity and the right to redistribute the debt for a certain period. In addition to the 15 HPPs that EP Georgia Generation JSC operates, Gardabani gas turbine power plant provides a guaranteed reserve of generation capacity to ensure the stability, security, and reliability of Georgia's unified electricity system.

We are dedicated to helping combat energy poverty. Through special programmes, for example the state and territorial administrative units provide financial assistance to low-income citizens, disadvantaged customers, pensioners, and citizens who live in the high mountain regions of Georgia. In Georgia the Group offers supportive financial mechanisms to its customers to resolve late payment issues.

4.3.2. Local community disruptions and community engagement

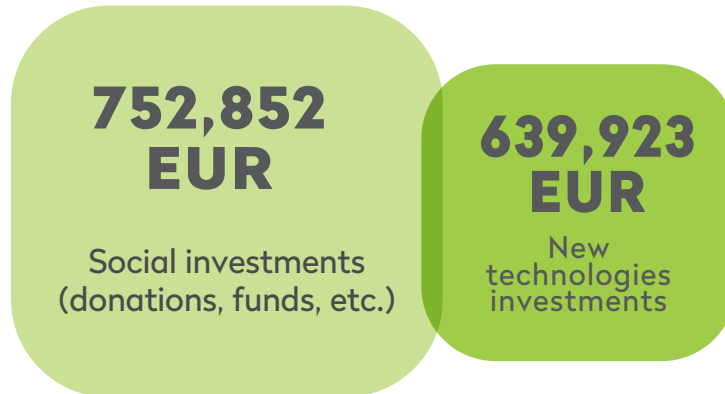
In 2022, there was not a single case of resettlement of local communities. The last case was done at Alpaslan II HPP and Karakurt HPP in Türkiye in 2019 and completed in 2021.

ENERGO-PRO Group's activities could impact the communities during construction and operations by the generation of dust, noise, road traffic, disruption to ecosystem services, and other. To limit and manage our negative impact, ENERGO-PRO Group has established good practices for open communication with local communities and authorities. We organise regular meetings with local authorities and the communities. Some of the issues and topics discussed include new grid connections, community investment, school education programs, biodiversity, capacity building, and other. We also notify local municipalities about any planned power outages related to grid maintenance.

Türkiye

Taking our social responsibility seriously, we are facilitating resettlement and livelihood restructuring projects in cooperation with village representatives beyond compliance with legislation and in line with international standards. In 2021, we resettled 3 villages and 2 hamlets, our efforts in 2022 were the implementation of a robust Livelihood Restoration Action Plan and finalizing the government expropriation process.

4.3.3. Supporting countries, regions, local communities and improving local employment rate



ENERGO-PRO Group supports the cultural and social vitality of local communities through its donation and sponsorship programmes. In 2022, our donations and sponsorships totalled 752,852 EUR. Moreover, ENERGO-PRO Group has a positive impact on the local employment rate since it hires people from local communities. In 2022, 12 employees hired from the local community are senior management personnel at significant EP's locations.

Bulgaria

ENERGO-PRO Varna EAD is committed to fulfilling its civic and social responsibility, and we recognise the important role non-profit, and charitable organisations play in the communities where our employees live and work. We demonstrate support for these groups through financial contributions.

Colombia

Due to a history of social and environmental incidents related to hydropower development in Colombia, we have found that local communities are hesitant to accept new projects. This scepticism stems from the public fear of potential flooding, landslides, displacement of people, and reduced water availability for the local communities. We are prepared to do everything in our capacity to overcome this public distrust, duly addressing all concerns that might arise.

To manage the risk of possible public protest, we have been communicating about the construction project openly and extensively with multiple stakeholders, including environmental agencies, local authorities, affected property owners and community representatives. We plan to continue to communicate regularly with communities not only during the initial phases of the project but also throughout our activities.

To further strengthen the established relationships between ENERGO-PRO Colombia S.A.S. and local communities, we have prepared a robust Stakeholder Engagement Plan, which includes:

- ▣ resolving complaints, petitions, and grievances,
- ▣ monitoring the development of construction activities and then operations, and
- ▣ monitoring environmental management activities with an emphasis on quality control.

Türkiye

ENERGO-PRO Group in Türkiye strives to create value in the energy sector and economy by facilitating investments in renewable energy at the lowest possible cost to people and nature. In instances in which it is impossible to prevent negative social impacts, ENERGO-PRO Group acts upon its commitment to provide support and adequate mitigation and compensation to affected local communities and ensure

that its activities serve the people in the long run. In line with our values of transparency and integrity, we effectively engage and communicate with stakeholders in relation to social and environmental matters. The ENERGO-PRO Group Environmental and Social team arranges Community health and safety meetings with affected communities, in which it transparently communicates potential risks posed by its facilities and activities.

Georgia

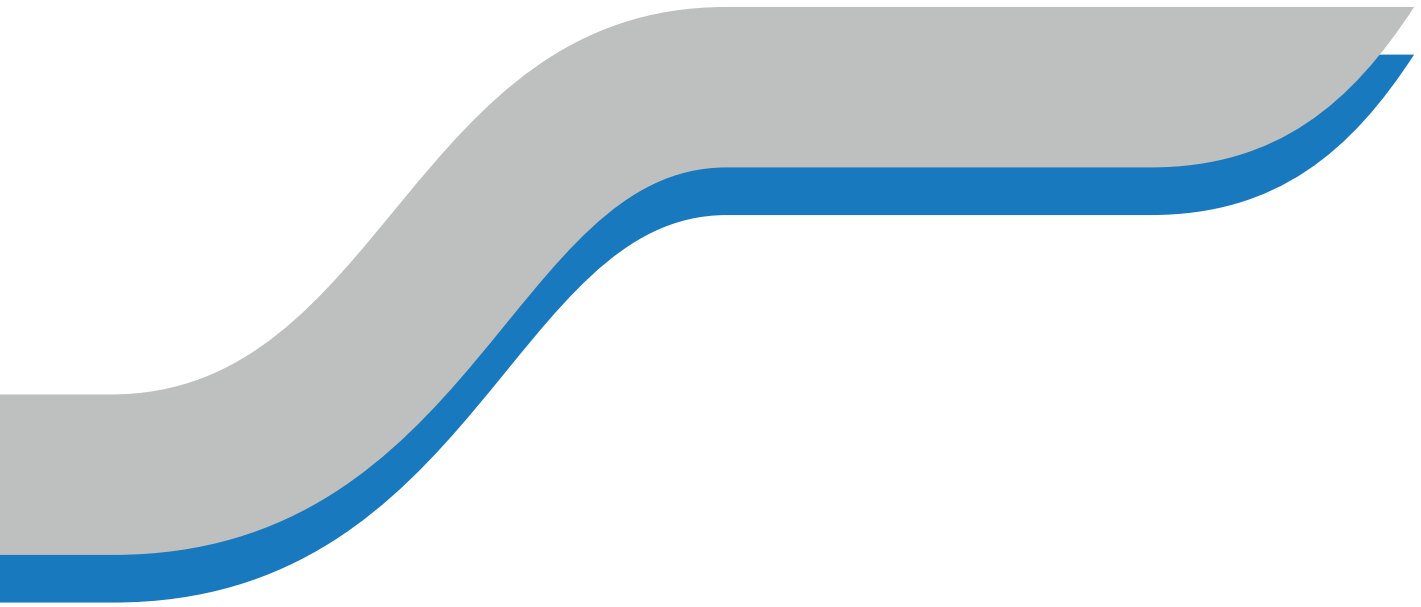
To further support local communities, we contribute funding to certain charitable organisations, such as Katarzisi. In 2022, the following charity activities were conducted totalling 12,747 EUR <https://nbg.gov.ge/en/monetary-policy/currency>¹⁹:

Table 7: Charity activities in Georgia

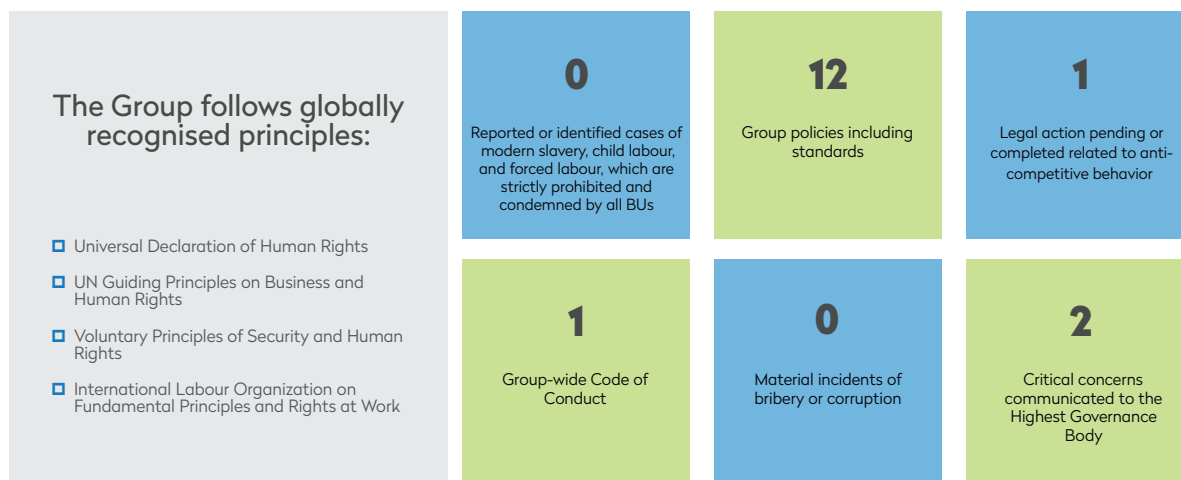
Charity activities	Donation amount
Fund "Life"	3,467 EUR
Katarzisi – Christmas and Easter dinner financing	686 EUR
Zestaponi Katarzisi (Christmas and Easter)	347 EUR
For Nikoloz Janelidze (child with health issue)	221 EUR
Fund "Future way" (organisation for kinds with special needs)	225 EUR
Energy Veterans Union (monthly payment)	7,801 EUR

¹⁹ Amounts recalculated from Georgian Lari (GEL) by the FX rate of the National Bank of Georgia at 31 December 2022, available online <https://nbg.gov.ge/en/monetary-policy/currency>

05. Governance



5.1. Fair and ethical business practices



ENERGO-PRO Group's global presence has the potential to negatively impact **business competition** by gaining a dominant market position that can limit influence from competitors and impact country dependence. Additionally, insufficient **fund management** has the potential to increase inequalities due to the misallocation of funds caused by corrupt business practises, and lead to diminished public revenues. We can prevent these negative impacts by properly defining relevant processes and responsibilities within our internal policies.

To ensure a standardised internal approach to operating our business with integrity and in a fair and responsible manner, in 2021, ENERGO-PRO Group implemented a Group-wide Code of Conduct. The Code applies to all ENERGO-PRO Group employees, including temporary workers, directors, and executives. We also expect our contractors and consultants to abide by the Code. Much of the content in the Code is detailed in ENERGO-PRO Group specific policies and standards, which were approved by the CEO of the Group and implemented in 2021. These policies and their objectives are summarised in the Annex 7.5. Detailed information about each policy and standard is available on [our website](#).

Embedding the Group's policy commitments

Our policies make several commitments including the principles in the United Nation's Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the Voluntary Principles on Security and Human Rights, the declaration of the International Labour Organisation on Fundamental Principles and Rights at Work, including the precautionary approach, and others. The Group's policies were rolled out to all BUs. To ensure accessibility and understanding of our policies by all, they are translated to the local languages where we operate, and trainings are provided by each business unit in person and/or online to their staff.

Each BU is required to prepare an annual ESG plan that is aligned with the Group-wide policies and commitments. Staff at each BUs are responsible for embedding these commitments, such as those relating to communities, human resources, governance, occupational health and safety, and the environment. Dashboards and KPIs are examples of how BUs integrate our commitments. Dashboards that highlight key indicators are prepared monthly and shared with the HGB, and KPIs are updated annually to highlight the performance of each business unit. Training on our commitments is provided by each business unit.

Mechanisms for seeking advice and raising concerns.

ENERGO-PRO Group has implemented several internal channels that allow for concerns to be raised, while also providing support to those that seek any advice. These channels are:

1. a Group-wide **Whistle-blower Policy**,
2. a **Grievance Standard**, where business units have grievance mechanism procedures in place, such as the use of grievance boxes, and
3. the **Human Resources department**.

Overall, regular monitoring is implemented by the Group to help identify any negative issues that may require remediation. Some sites conduct their monitoring with communities, which includes grievances, the assessment of community satisfaction, and well-being. The effectiveness of these channels is also tracked with the use of grievance logs at each site, as well as employee surveys.

With the use of these channels, 2 critical concerns were raised to the Highest Governance Body in 2022. These concerns were raised by BLSV and MNE in Türkiye and were related to national administrative process connected to the construction projects in Turkey. One of the concerns was resolved and the other one is waiting for government decision. Overall, critical concerns are discussed in Board of Director meetings, both at the Group and Business Unit level. In addition, they are discussed in ESG Committee meetings.

Colombia Whistle Blower Case Investigated and Resolved

In addition to reported concerns, we also investigated one case reported through our whistle-blower channels in 2022. EPAS employee notified the Whistle Blower Designated Person that a Sales Representative of a potential supplier in Colombia had attempted to bribe him/her during a tender process. The Whistle Blower Designated Person proceeded to investigate the case. The investigation showed that the employee was correct. EPAS sent a letter to the potential supplier informing them of the situation and removing them from the tender process. The head of the potential supplier received the letter well and congratulated EPAS for this decision, commenting that this type of decision was not common.

5.1.1. Business competition

In the Code, ENERGO-PRO Group details information about how we conduct business, which highlights our approach to fair competition. We promote free competition and abide by laws and regulations that promote free competition. We seek competitive advantage through lawful and ethical practices between our competitors and at different levels of our supply chain. We abide by anti-trust local and international regulations and other laws regulating fair competition.

In 2022, we reported 1 legal action by OPPA JSC in Georgia, currently pending, that stemmed from anti-competitive behaviours. The reason for the initiation of legal proceedings by the National Bank of Georgia in 2018 was the denial of access to our system, due to which the bank issued an administrative act. This act obliged us to give access to our system to the other payment service provider. We lodged an appeal against the administrative act which was brought before the Tbilisi City Court. The scheduled session for the court proceedings has been rescheduled to take place on 1 September 2023.

5.1.2. Fund management

To address potential negative impacts caused by insufficient management of funds, ENERGO-PRO Group implemented anti-corruption, anti-bribery and anti-money laundering, and tax transparency measures Group-wide.

Anti-Corruption

To maintain and strengthen our competitive position on the market, we have adopted a zero-tolerance policy for bribery and corruption, where in 2022, no material incidents of bribery or corruption occurred. Our emphasis on integrity is not just an internal matter; we also have strict requirements for our suppliers and counterparties. Anti-corruption measures apply to all our companies and their activities, employees, and third parties, such as clients, business partners, suppliers, contractors, and service providers. We encourage all to report any violations of anti-corruption. All rules and principles to combat corruption and bribery are part of our internal regulations (ABC/AML Policy, Code of Conduct, Procurement Policy). We require that all employees take personal responsibility and act in accordance with our ethical expectations, which are laid out in our Code of Conduct and policies. Tailor-made face-to-face training programmes, e-learning tools, instructions, and Questions and Answers documents support these ambitions.

Anti-Bribery and Anti-Money Laundering

No sponsorship of any political party or movement is permitted under our Anti-Bribery and Anti-Money Laundering Policy. Sensitive cases such as lobbying, memberships in non-governmental organisations (NGOs), or trade associations are addressed on an individual basis according to our Code of Conduct. Sponsorships or contributions to associations or other entities are authorized only after a diligent screening to verify:

- scope and nature of the sponsorship or contribution,
- business justification for the sponsorship or contribution,
- identity and integrity of the recipient, and
- overall legitimacy of the initiative.

The Group has put in place an Anti-Bribery Committee that meets regularly. Any conflicts of interest can be raised here, as well as using appropriate internal channels mentioned at the beginning of the Fair and ethical business practices chapter. Conflicts of interest are disclosed to shareholders and publicly disclosed in our Sustainability Report.

Tax transparency

As a business operating in the Czech Republic, we are subject to taxation and ensure we pay the correct amount of tax on the profits that we earn. All our tax obligations are transparently disclosed in our 2022 Annual report.

5.2. Regulatory compliance



ENERGO-PRO Group operates in the highly regulated sectors of electricity generation, distribution, trading and supply, and related services, which are subject to a broad range of regulatory regimes on the national and EU level. As a result, there is a potential for misalignment or **non-conformity with laws** that may result in fines and/or regulatory intervention.

Emerging global security issues and expectations from our partners and stakeholders have intensified our information security management. Overall, we ensure our BUs align with ENERGO-PRO Group's security procedures and practices. In 2022, we did not face any significant material security incidents.

Table 8: Overview of the Group's operational security measures

	Bulgaria – ENERGO-PRO Varna EAD	Georgia
Operational security measures	<ul style="list-style-type: none"> ▷ ISO 27001 certification (Information security management); external audits conducted annually. ▷ In compliance with national cybersecurity law. 	<ul style="list-style-type: none"> ▷ All Georgian companies have implemented an internal Data Processing and Data Protection Policy in accordance with new regulations set for DSO within the implementation of the new Georgian energy reorm.²² ▷ Cybersecurity requirements are prepared by an external consultancy firm and comply with ISO 27001.

²² This is the result of a government resolution that included the company on the list of third category critical information system subjects, which occurred on 30 December 2021.

5.2.1. Non-conformity with laws

ENERGO-PRO Group focuses on operating in compliance with all relevant laws, as well as industry-specific regulations, where inspections are performed at a site level to identify non-compliances. Despite these efforts, in 2022, we reported 4 significant non-monetary instances of non-compliance with laws and regulations.

For monetary fines, we have internally set a threshold of significance for reporting monetary instances of non-compliance in the amount of 10,000 EUR. All fines received in 2022 did not exceed this value and were classified as not significant.

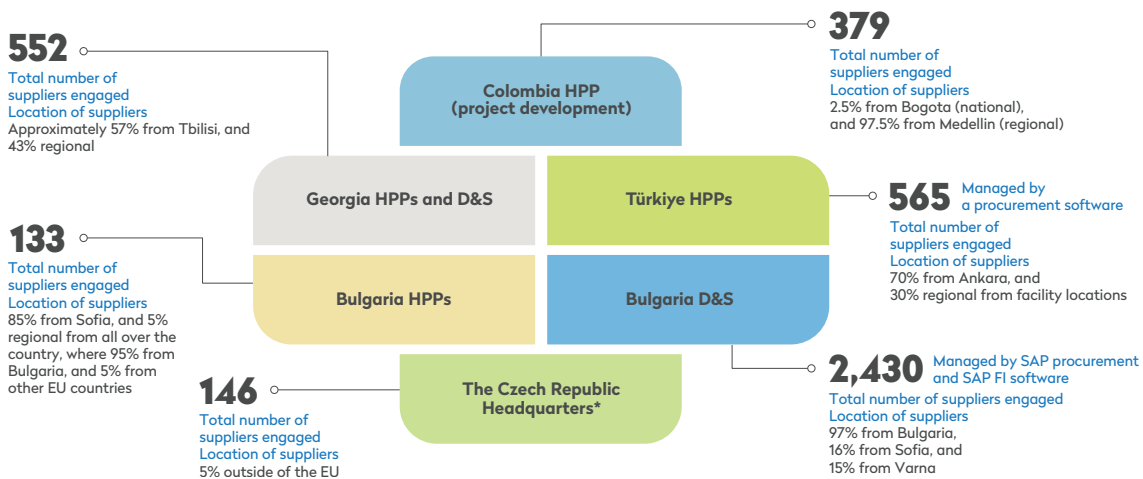
Once non-compliance or violation has occurred, measures are taken to prevent the recurrence of such non-compliance. First, it is necessary to investigate and determine whether non-compliance is indeed genuine. During the investigation, the person who raised the issue is informed of the process and duration. Further, if true, the non-compliance is resolved after investigation. Communication is ensured with the person who caused the discrepancy. Depending on the case, the problem can be reported to employees to prevent it from happening again. Some cases may be more sensitive than others.

5.3. Value chain



When assessing impacts in our value chain, ENERGO-PRO Group identified that these impacts are mainly concentrated in our supply chain. ENERGO-PRO Group believes that suppliers play a key role in the success of our business and our sustainability commitments, therefore supply chain management is essential throughout the Group. When selecting our suppliers, all country operations are required to develop Procurement Procedures that are aligned with our Global Code of Conduct and policies. These procedures describe our procurement process and highlight our supplier expectations, thereby providing a transparent approach to selecting suppliers. Our purchasing processes are defined in the Energo Pro Procurement Process and described further at the BU level. In addition, BUs are required to apply the ENERGO-PRO Group has a General Terms and Conditions for Purchase of Goods and Services.

The scope of ENERGO-PRO Group's suppliers is summarised in the following infographic:



²⁰ The volume of suppliers is very small in the Czech Republic, and it is difficult the entity to get this information since it is often combined with other BUs. Therefore, supplier information for ENERGO-PRO in the Czech Republic is only provided for headquarters.

Additionally, ENERGO-PRO Group realises the potential that we must contribute to a country's economy through our spent on **local procurement** in countries where we operate.

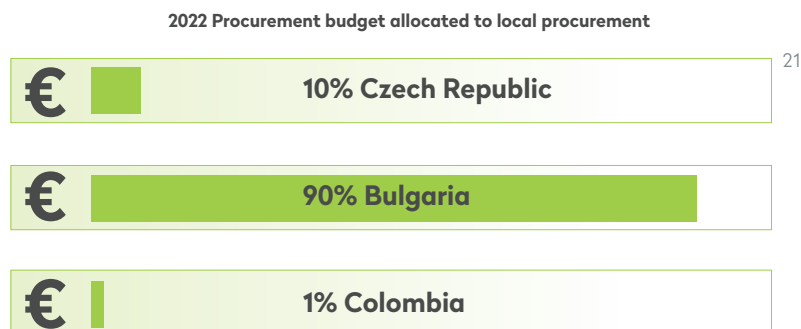
5.3.1 Supplier expectations

In addition to adhering to all our policies and Code of Conduct, we expect our suppliers to act ethically and in full compliance with the applicable rules in the countries where they conduct business. This is managed through regular inspections by our onsite personnel. There are not a lot of contractors at ENERGO-PRO Group at the moment, therefore the onsite staff are able to manage this area effectively. For example, the personal identification of each personnel is verified to help ensure there are no cases of child labour, and compliance with environment and OHS management systems is verified on site. If non-conformities are found, they are reported so that appropriate courses of action can be taken. We have more work to do regarding our supply chain. In 2023, we are planning to implement a robust supplier selection process and supplier management that will include additional supplier monitoring in human rights, labour, environmental and social performance and health and safety.

In **Colombia**, we apply supplier selection criteria, which includes looking into a suppliers' conduct towards their employees. Also, in Colombia, we have selection criteria that range from guaranteeing the hiring of local labour to generate employment in the territory, the hiring of women and the inclusion of suppliers from different parts of Colombia. Next year we plan to develop a supplier formalisation programme to help local communities become key providers of essential services.

5.3.2 Local procurement

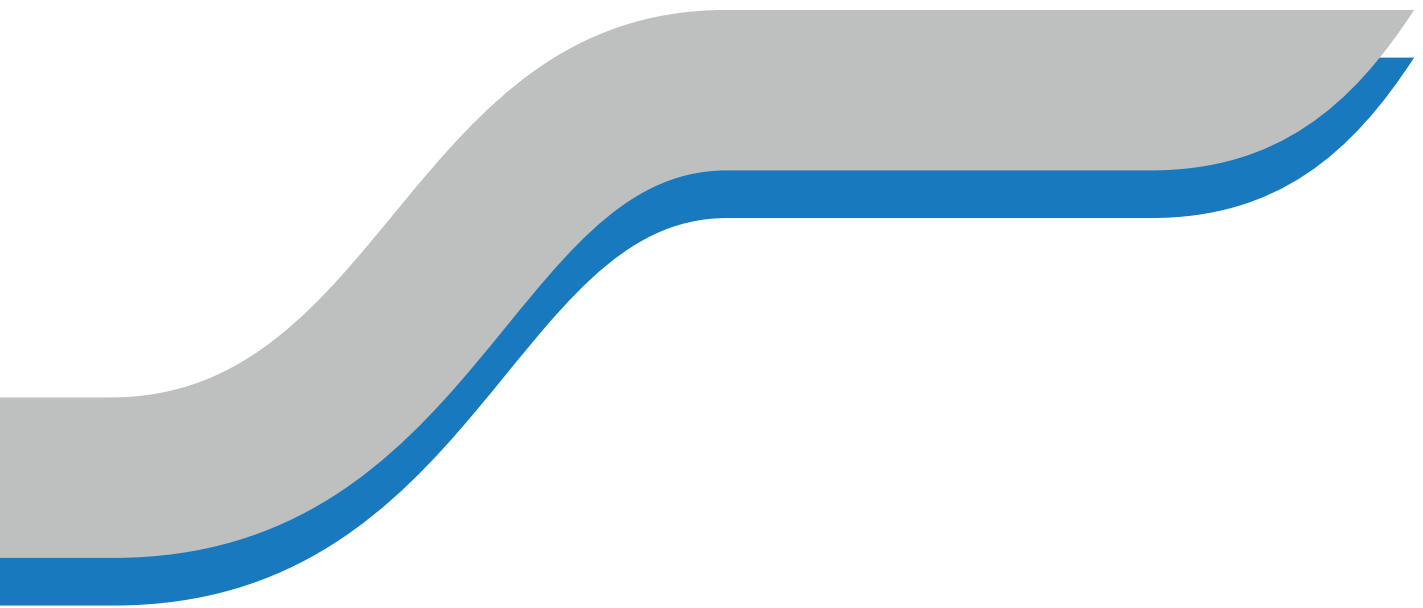
In 2022, the global scope of our business operations continued to enable ENERGO-PRO Group to have a positive impact on the local economies in which we operate. More specifically, as it relates to suppliers, a portion of our procurement budget was distributed amongst local suppliers in the countries that we operate. The Group's 2022 distribution of funds to local suppliers is further depicted in the infographic below.



We recognise we need to strengthen our supply chain management and monitoring. EP Group is currently developing manuals and processes to integrate sustainability in our value chain. We are preparing Contractor Management and Monitoring Plans, Evaluation checklists and Manuals to improve our supply chain performance and make them stronger and more sustainable.

²¹ The data for the Czech Republic is solely represented by ENERGO-PRO a.s., as the data is not available for HPPs in the Czech Republic, and it is not relevant to Megawatt s.r.o.

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6.2. Abbreviations

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

6.3. Units

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

6.4. Methodology notes

Materiality Assessment

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

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

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

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

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

6.5. Group's internal policies

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

Table 10: Overview of the Group's internal policies

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

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

6.6. Data

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

Tables in this section include six columns of data:

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

Tables in this section also include the following shortcuts:

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

6.6.1. Data tables per segment

Table 16: Emissions

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

Table 17: Energy production and management

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

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

Table 18: Water management

Indicator	EPAS 2020	EPAS 2021	EPAS 2022	EP MVE + DEL 2022	BLSV + MNE 2022	EP Group 2022
Water withdrawal (th. m³)						
Total volume of water withdrawn (th. m³)	163	162	169	0.1	16	185
withdrawal from:						
Surface water (water that occurs naturally on the Earth's surface) (th. m3)	2	1	0	0	16	16
Groundwater (water that is being held in, and that can be recovered from, an underground formation) (th. m3)	67	63	62	0.1	0	62
Seawater (water in a sea or in an ocean) (th. m3)	0	0	0	0	0	0
Produced water (water that enters an organisation's boundary as a result of organisational activities, ex. extraction) (th. m3)	0	0	0	0	0	0
Third-party water (refers to municipal water suppliers and municipal wastewater treatment plants, public or private utilities, and other organisations involved in water use and effluents) (th. m3)	94	97	106	0	0	107
Total volume of water withdrawn from water stress areas (th. m ³)	0	0	0	0	0	0
withdrawal from:						
Surface water (water that occurs naturally on the Earth's surface) (th. m3)	0	0	0	0	0	0
Groundwater (water that is being held in, and that can be recovered from, an underground formation) (th. m3)	0	0	0	0	0	0
Seawater (water in a sea or in an ocean) (th. m3)	0	0	0	0	0	0
Produced water (water that enters an organisation's boundary as a result of organisational activities, ex. extraction) (th. m3)	0	0	0	0	0	0
Third-party water (refers to municipal water suppliers and municipal wastewater treatment plants, public or private utilities, and other organisations involved in water use and effluents) (th. m3)	0	0	0	0	0	0
Water discharge						
Total volume of water discharged (th. m³)	142	140	151	0.1	16	167
discharged to:						
Surface water (water that occurs naturally on the Earth's surface) (th. m3)	142	140	151	0.1	16	167
Groundwater (water that is being held in, and that can be recovered from, an underground formation) (th. m3)	0.0	0.1	0.3	0	0	0.3
Seawater (water in a sea or in an ocean) (th. m3)	0	0	0	0	0	0
Total volume of water discharged to water stress areas	0	0	0	0	0	0
freshwater (≤1,000 mg/L Total Dissolved Solids); (th. m ³)	0	0	0	0	0	0
other water (>1,000 mg/L Total Dissolved Solids). (th. m ³)	0	0	0	0	0	0

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

Table 19: Waste management

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

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

Table 20: Biodiversity and ecosystems

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

Table 21: Employee and social

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

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

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

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

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

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

Table 11: Operational data

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

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

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

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

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

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

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

Table 12: Water management

Water withdrawal			
Total volume of water withdrawn (th. m³)	2020	2021	2022
EPAS	163	162	169
BLSV	N/A	15	10
MNE	N/A	20	6
DEL	0	0	0
EP MVE	0	0	0
EP Group	163	197	185
withdrawal from:			
Surface water (water that occurs naturally on the Earth's surface) (th. m³)	2020	2021	2022
EPAS	2	1	0
BLSV	N/A	0	10
MNE	N/A	N/A	6
DEL	0	0	0
EP MVE	0	0	0
EP Group	2	1	16
Groundwater (water that is being held in, and that can be recovered from, an underground formation) (th. m³)			
EPAS	67	63	62
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	67	64	62
Seawater (water in a sea or in an ocean) (th. m³)			
EPAS	0	0	0
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	0
Produced water (water that enters an organisation's boundary as a result of organisational activities, ex. extraction) (th. m³)			
EPAS	0	0	0
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	0
Third-party water (refers to municipal water suppliers and municipal wastewater treatment plants, public or private utilities, and other organisations involved in water use and effluents) (th. m³)			
EPAS	94	97	106
BLSV	N/A	15	0
MNE	N/A	20	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	94	132	106

Water withdrawal			
Total volume of water withdrawn from water stress areas (th. m³)			
EPAS	0	0	0
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	0
withdrawal from:			
Surface water (water that occurs naturally on the Earth's surface) (th. m³)	2020	2021	2022
EPAS	0	0	0
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	0
Groundwater (water that is being held in, and that can be recovered from, an underground formation) (th. m³)			
EPAS	0	0	0
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	0
Seawater (water in a sea or in an ocean) (th. m³)			
EPAS	0	0	0
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	0
Produced water (water that enters an organisation's boundary as a result of organisational activities, ex. extraction) (th. m³)			
EPAS	0	0	0
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	0
Third-party water (refers to municipal water suppliers and municipal wastewater treatment plants, public or private utilities, and other organisations involved in water use and effluents) (th. m³)			
EPAS	0	0	0
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	0

Water withdrawal			
Water discharge			
Total volume of water discharged (th. m³)	2020	2021	2022
EPAS	142	140	151
BLSV	N/A	15	10
MNE	N/A	20	6
DEL	0	0	0
EP MVE	0	0	0
EP Group	142	175	167
Discharged to:			
Surface water (water that occurs naturally on the Earth's surface) (th. m³)	2020	2021	2022
EPAS	142	140	151
BLSV	N/A	15	10
MNE	N/A	20	6
DEL	0	0	0
EP MVE	0	0	0
EP Group	142	175	167
Groundwater (water that is being held in, and that can be recovered from, an underground formation) (th. m³)			
EPAS	0	0	0
BLSV	N/A	N/A	N/A
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	0
Seawater (water in a sea or in an ocean) (th. m³)			
EPAS	0	0	0
BLSV	N/A	N/A	N/A
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	0
Total volume of water discharged to water stress areas (th. m³)			
EPAS	0	0	0
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	0
Freshwater (≤1.000 mg/L Total Dissolved Solids); (th. m³)			
EPAS	0	0	0
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	0

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

Table 13: Waste management

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

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

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

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

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

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

Table 14: Biodiversity and ecosystems

Biodiversity			
Size of operational site owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas (km²)	2020	2021	2022
EPAS	0	0	0
BLSV	N/A	0	0
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	0
Size of all habitat areas protected or restored (km²)			
EPAS	0	0	0
BLSV	N/A	0	0
MNE	N/A	56	56
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	56	56
Total number of IUCN Red List species and national conservation list species			
Critically endangered (absolute value)	2020	2021	2022
EPAS	0	0	1
BLSV	N/A	N/A	N/A
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	1
Endangered (absolute value)			
EPAS	0	0	2
BLSV	N/A	N/A	N/A
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	2
Vulnerable (absolute value)			
EPAS	1	1	13
BLSV	N/A	N/A	N/A
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	1	1	13
Near threatened (absolute value)			
EPAS	0	0	2
BLSV	N/A	N/A	N/A
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	2

Biodiversity			
Size of operational site owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas (km²)	2020	2021	2022
Least concern (absolute value)			
EPAS	0	0	1
BLSV	N/A	N/A	N/A
MNE	N/A	0	0
DEL	0	0	0
EP MVE	0	0	0
EP Group	0	0	1
Biodiversity and ecosystems protection investments			
Total monetary value of investments in protection of biodiversity and ecosystems (EUR)	2020	2021	2022
EPAS	1,237,438	3,679,481	7,367,985
BLSV	N/A	0	8,610
MNE	N/A	145,000	119,696
DEL	0	0	0
EP MVE	0	0	0
EP Group	1,237,438	3,824,481	7,496,292

Table 15: Employee and social

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

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

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

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

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

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

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

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

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

Employees			
Recordable injuries (absolute value)			
EPAS	2	0	0
BLSV	N/A	0	0
MNE	N/A	9	1
DEL	0	0	0
EP MVE	0	0	0
EP Group	2	9	1
Work-related hazards that pose risk to injury²⁴			
Physical (e.g., temperature extremes, constant loud noise, spills) (absolute value)	2020	2021	2022
EPAS	Yes	Yes	Yes
BLSV	N/A	Yes	Yes
MNE	N/A	Yes	Yes
DEL	Yes	Yes	Yes
EP MVE	Yes	Yes	Yes
EP Group	Yes	Yes	Yes
Ergonomic (e.g., improperly adjusted workstations, vibrations) (absolute value)			
EPAS	Yes	Yes	Yes
BLSV	N/A	No	No
MNE	N/A	No	No
DEL	No	No	No
EP MVE	No	No	No
EP Group	Yes	Yes	Yes
Chemical (e.g., exposure to solvents) (absolute value)			
EPAS	No	No	Yes
BLSV	N/A	No	No
MNE	N/A	No	No
DEL	No	No	No
EP MVE	No	No	No
EP Group	No	No	Yes
Biological (e.g., exposure to blood and bodily fluids) (absolute value)			
EPAS	Yes	Yes	Yes
BLSV	N/A	No	No
MNE	N/A	No	No
DEL	No	No	No
EP MVE	No	No	No
EP Group	Yes	Yes	Yes
Psychosocial (e.g., verbal abuse, harassment) (absolute value)			
EPAS	Yes	Yes	Yes
BLSV	N/A	No	No
MNE	N/A	No	No
DEL	No	No	No
EP MVE	No	No	No
EP Group	Yes	Yes	Yes

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

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

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

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

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

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

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

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

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

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

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

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

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

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

6.7. GRI Content Index

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

GRI Standard Other source	Disclosure	Location	Omission
		Reference	

General disclosures

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

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

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

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

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

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

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