



Quintasenergy

QUINTAS ENERGY

ESG Report 2024

MANAGING
POWER







EXECUTIVE SUMMARY

INTRODUCTION

The 2024 Quintas Energy ESG Report underscores the company's unwavering commitment to **sustainability, social responsibility, and corporate governance**. As a leading global provider of renewable energy asset management and advisory services, Quintas Energy has embedded ESG principles into its core business strategy, ensuring that environmental stewardship, employee well-being, and ethical corporate practices drive its operations.

ENVIRONMENTAL COMMITMENT

In 2024, Quintas Energy continued to reduce its environmental impact, achieving an **11.79% reduction in total carbon emissions**, decreasing from **19.78 tCO₂e in 2023 to 17.45 tCO₂e**. The company significantly cut Scope 2 emissions (purchased electricity) by 11.88%, reflecting enhanced energy efficiency measures and greater reliance on renewable sources.

The company's **Integrated Management System (IMS)** ensures compliance with **ISO 14001:2015**, reinforcing its dedication to continuous environmental improvement. In addition, Quintas Energy proactively integrates **biodiversity conservation** into its projects, adopting measures that harmonise renewable energy production with ecological preservation.

SOCIAL RESPONSIBILITY & EMPLOYEE WELL-BEING

Quintas Energy's workforce structure reflects a **strong commitment to diversity and inclusion**, with a near-equal gender distribution and an increase in women occupying **50% of managerial positions**. The company prioritises employee engagement through **comprehensive training programs**, delivering over **4,400 hours of training** in 2024, including SHEQ (Safety, Health, Environmental, and Quality) training for 100% of employees.

A significant highlight of 2024 was the **launch of "Quintas Cares"**, a pioneering initiative focused on **employee well-being, work-life balance, and a preventive safety culture**. This program has led to a **50% reduction in employee turnover** and has been instrumental in fostering a more resilient and engaged workforce.

Additionally, the company extended its community outreach, supporting the **"Tree of Dreams" initiative** for children at risk of social exclusion, donating IT equipment to educational institutions, and funding a **renewable energy project in Ukraine**, ensuring a stable electricity supply for a hospital affected by the ongoing war.

ETHICAL GOVERNANCE & BUSINESS PRACTICES

Strong governance is a key pillar of Quintas Energy's ESG framework. The company upholds strict anti-corruption and compliance policies, with **100% of employees completing anti-bribery and compliance training** in 2024. The implementation of an anonymous whistleblower system ensures transparency and accountability in corporate operations.

Additionally, **ISO 27001 certification for cybersecurity** and **Cyber Essentials accreditation** reflect the company's robust data protection and IT security framework, mitigating risks associated with cyber threats.

ETHICAL GOVERNANCE & BUSINESS PRACTICES

Quintas Energy achieved **ISO 45001:2018 certification**, reinforcing its **zero-incident track record for four consecutive years**. Through proactive risk assessments, advanced safety training, and health initiatives such as medical check-ups and **Automated External Defibrillators (AEDs)**, the company ensures a **safe and healthy work environment**.

ETHICAL GOVERNANCE & BUSINESS PRACTICES

Quintas Energy's **2024 ESG achievements** highlight its **leadership in sustainability, employee engagement, and corporate responsibility**. As the company continues to drive the energy transition, its commitment to **reducing emissions, fostering a positive workplace, and maintaining the highest governance standards** ensures a lasting impact on the renewable energy sector and society as a whole.

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ABOUT THIS REPORT

This report is the first environmental, social and governance (ESG) report released by Quintas Group. Under the principles of objectivity, transparency, and comprehensiveness, it details the Quintas Group's sustainable practices and achievements, focusing on topics of particular concern to stakeholders.

PREPARATION BASIS

This report is prepared according to the Sustainability Reporting Standards of the Global Reporting Initiative. This report references the United Nations' 2030 Sustainable Development Goals (SDGs), combining them with the Quintas Group's current developmental status.

REPORTING PERIOD

From 1 January 2024 to 31 December 2024 (the "reporting period"). Some of the content can be traced back to previous years or extended to 2025 as appropriate.

CONFIRMATION AND APPROVAL

Pending confirmation by senior management, this report is approved by the ESG Steering Committee and released on 27 February 2025.

REPORTING SCOPE

The report takes the Quintas Group as the subject and includes all of its subsidiaries, except Quintas Australia, within the scope of its consolidated statements.

REFERENCES

For the convenience of presentation and reading, "the Quintas Group" is hereafter referred to as "Quintas", the "Company", and "we/us" in this report. As business subjects, subsidiaries of the Quintas Group are referred to by their abbreviation.

LANGUAGES

This report is published in English, Spanish and Italian. In the event of ambiguity between the three versions, the English language version shall prevail.

ACCESS

This report is available in English, Spanish and Italian for readers. For online browsing or downloading this report, please visit the official Quintas Group website (www.quintasenergy.com).

FEEDBACK

We value our stakeholders' opinion.

Please feel free to contact us in the following ways. Your comments will help us to further improve this report and better meet our social responsibility commitments.

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**OUR APPROACH
TO SUSTAINABILITY**



A MESSAGE FROM OUR CEO

At Quintas, we strongly identify with the great goals of our time and have a clear roadmap to achieve them. We share and applaud the passion of all who advocate for a cleaner, sustainable, ethical world, but understand it is easy to make passionate statements. Genuine passion is about the risks we take, the costs we incur and those difficult days of hard work we face when the odds seem against us.

Passion is about keeping promises and keeping faith with the idea that if we adhere to a better standard of corporate citizenship then we all benefit. Since all of us are clear about the road we are on, we want to make a positive impact along the way in every way that a good corporate citizen should.



"It is a privilege to be able to develop a business in the context of the energy transition because our work is in line with our values."

Declan O'Halloran | CEO

AT QUINTAS ENERGY:

- We want our work to bring the costs and risks of the energy transition down so that it moves faster towards its goals.
- We always be a fair employer with a full gender balance whose door is always open to talented people from all backgrounds.
- We are a good corporate citizen that is engaged with our community and the issues affecting people and the environment.
- We are and always will be an innovator in every area of our work.
- We obey the law and invest in full compliance with all of our obligations.
- We are conscious both of our carbon footprint and our consumption.
- We make a deliberate choice every day to reduce our impact on the environment and promote ethical consumption.
- We are a safe place to work and constantly consider proactive steps to protect the health and safety of our employees.
- We work every day to succeed in our goals, and to properly reward everyone who contributes to this.

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OUR VISION

Our world has embarked on an energy transition unlike any other we have previously seen. At the same time, we aspire to create a cleaner environment through innovation in sustainable models of energy generation and economic growth, based on renewed values of respect and inclusivity. Our vision is to be a leading competitive and sustainable corporation, which delivers innovative services and sets an example of a good corporate citizen, a committed employer, and a trusted service provider.

OUR MISSION

Our endeavour is to contribute to the energy transition by successfully deploying capital and expertise in cleantech assets and new models of energy generation. We resolutely aim to provide clients and stakeholders with the best standards in all areas of development, construction, asset management, financial and ESG reporting, compliance, data governance and energy management. Our track record and uniquely comprehensive skillset in our core markets forms the basis for constant improvement and innovation. The better we are in all aspects of our work, the faster the energy transition.

GLOBAL IMPACT

How do we face a global challenge?

According to the International Energy Agency, 23% of world power generation was produced by renewable sources in 2020. This figure may be slowly increasing, but we are yet to reach an adequate level to secure a sustainable future.

Since the formation of the Quintas Group, we have championed the value of renewable energy sources as a sustainable solution for economic growth and environmental protection.



BUSINESS OVERVIEW

KEY BUSINESS & FINANCIAL FIGURES

Quintas Energy is a leading global provider of renewable energy asset management and advisory services, with a robust presence across Spain, the UK, and Italy. Since our inception, we have dedicated ourselves to providing innovative, end-to-end solutions that drive the transition to clean energy, while delivering optimal performance and sustainability for our clients.

In 2024, Quintas Energy managed an extensive portfolio of 10.4GW of renewable energy assets, achieving an 18% productivity boost and an OPEX increase of just 1%. Our client-centred approach has resulted in an industry-leading satisfaction rate of 90.5%, while strategic partnerships drove a 45% growth in collaboration-focused projects. With revenues of €14.4 million and a 25% EBITDA, we continue to deliver exceptional financial performance while upholding our commitment to environmental, social and governance (ESG) principles.

Quintas Energy's full-lifecycle business model involves every stage of renewable energy project management, from technical and financial advisory to 24/7 operational oversight and advanced data analytics. Our integrated solutions empower our stakeholders to achieve their net zero ambitions while we actively invest in emerging technologies like energy storage.

Guided by an unwavering focus on sustainability, innovation, and operational excellence, we strive to set new benchmarks in the renewable energy sector. Our zero regulatory breaches in 2024 reflect our commitment to sound governance and transparency. Looking ahead, Quintas Energy remains at the forefront of the global energy transition, driving value for our clients and shaping a cleaner, greener future.

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QUINTAS AT A GLANCE

Founded in 2008, Quintas Energy provides its global and specialised services to more installed power across more markets than any other company in the sector.

Total Power
10.4+_{GW} ⚡
Backoffice and Management

Founded in Spain
2008 🏠

Total Installations
750+ 📊
Managing over 700 sites globally

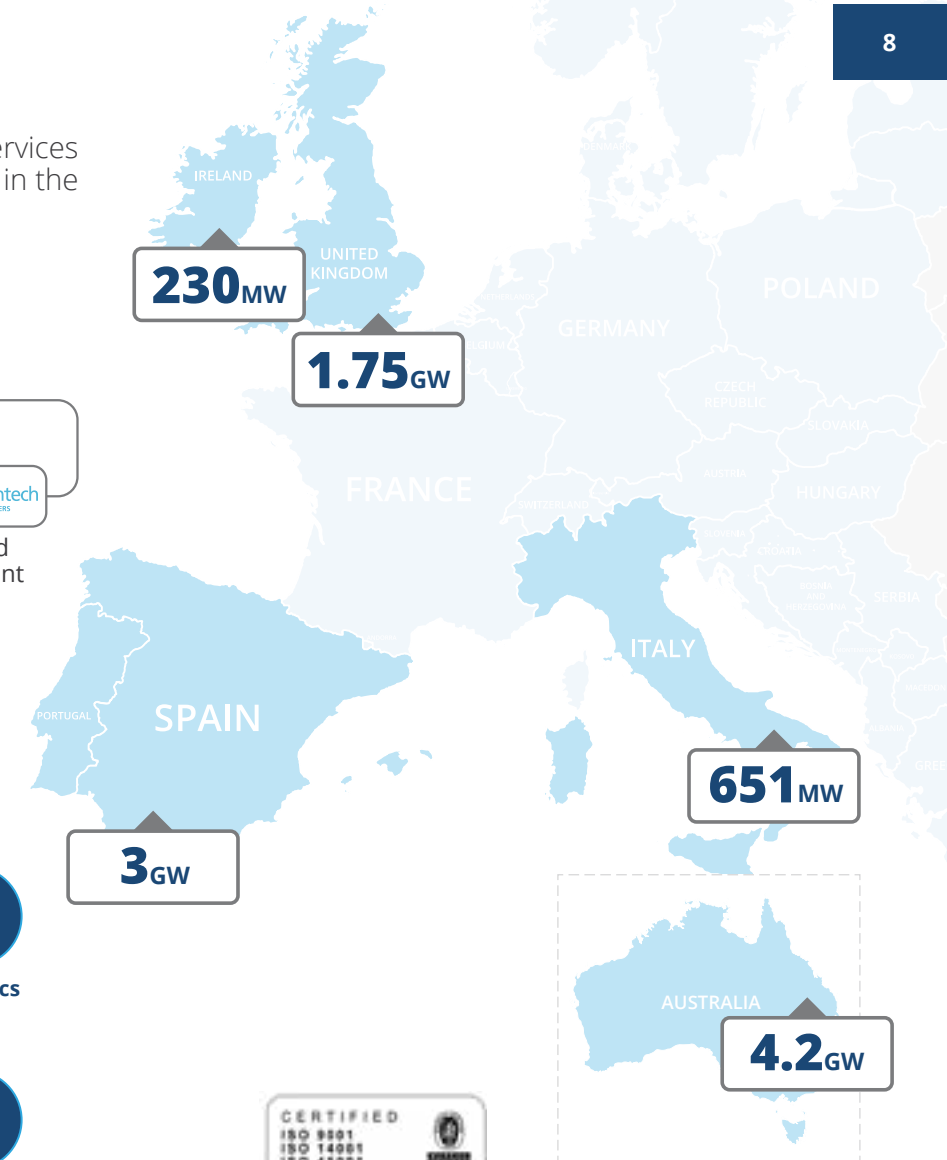
Departmental Structure
200+ 👥
Commercial, Financial, Legal,
Engineering, IT, Advisory, Analytics and
Development

Markets
8 🌐
Active in Spain, Italy, UK, France,
USA, Australia, Ireland & Portugal

Offices
6 🏢
Seville, Rome, London,
Miami, Brisbane, Cork



Quintas Team Numbers¹



1. The exact number of staff varies from quarter to quarter. Quintas Group has consistently employed an average of over 200 people for the last three years and expects to maintain this payroll for the foreseeable future.

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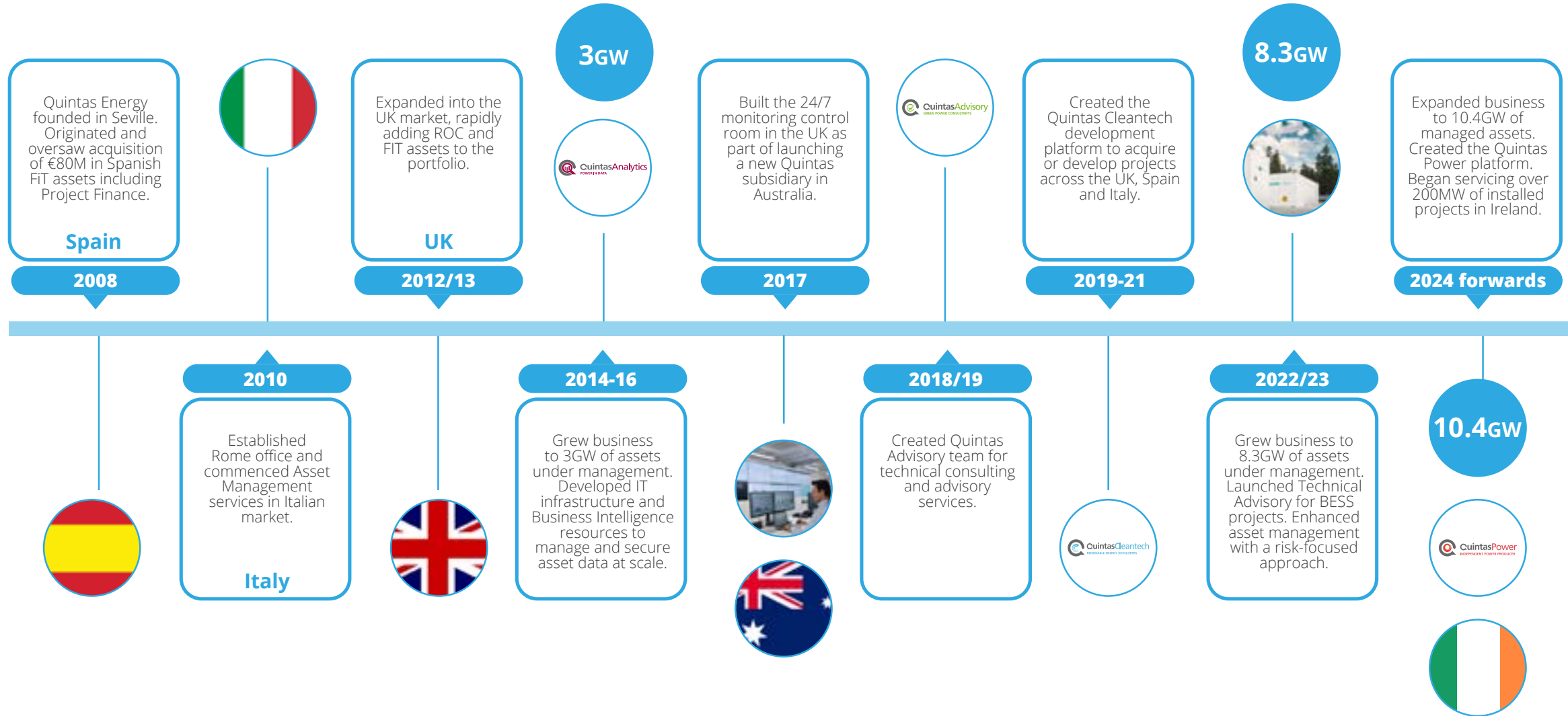
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TRACK RECORD



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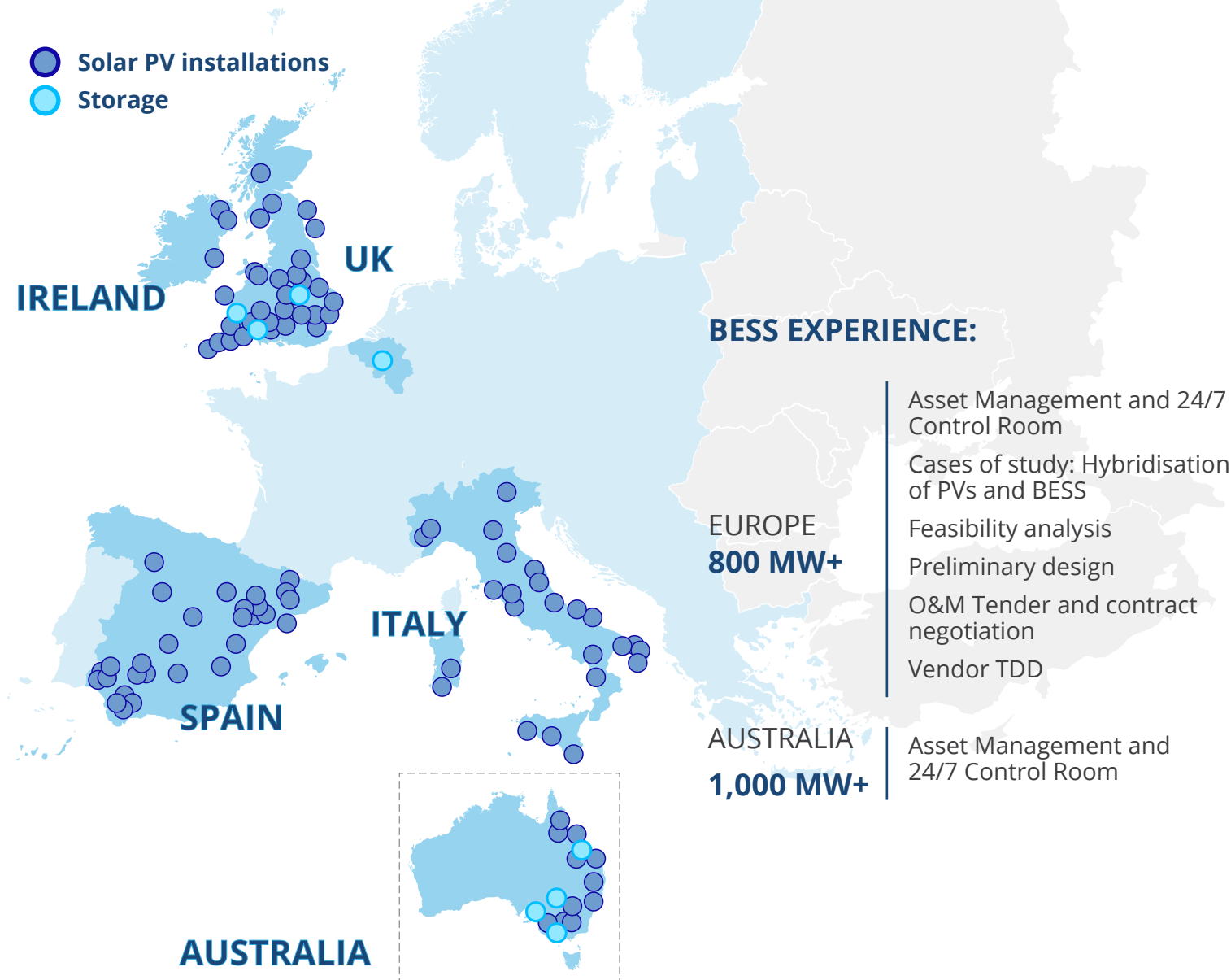
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PORTFOLIOS UNDER MANAGEMENT

- Solar PV installations
- Storage



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1,153 Installations managed by Quintas since 2008

751 Installations currently under Quintas Management

MARKET SHARE:

UK - 19% Australia - 40%
Spain - 29% Italy - 6%



CLIENT PROFILES



Investment
Funds



Asset
Managers



O&M



OUR INVOLVEMENT IN THE SECTOR

Quintas Energy has established a network of offices and service centres throughout Europe and beyond – overseen by our expert teams and coordinated from our headquarters in Seville. Our participation in the renewables sector goes well beyond our asset management, development, and consultancy work, however. We also take an active role in promoting solar PV power, through partnerships with renewable energy organisations and as speakers or exhibitors at industry events.

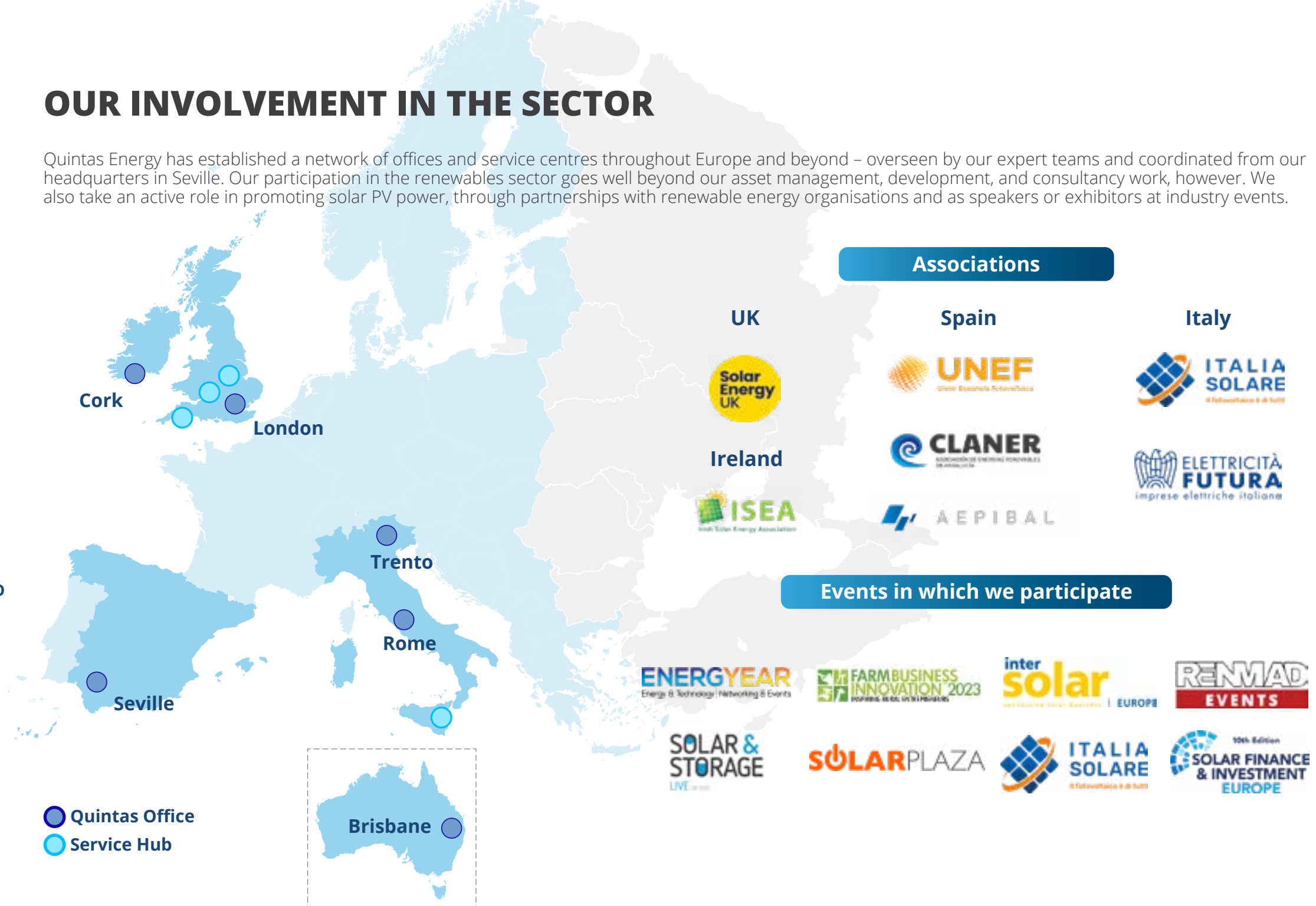
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HOW QUINTAS IS CONTRIBUTING TO A SUSTAINABLE FUTURE

WE ARE COMMITTED TO UNAMBIGUOUS SUSTAINABILITY

At Quintas Energy, sustainability is embedded at the core of our operations and vision for the future. Guided by the United Nations' Sustainable Development Goals (SDGs), we take concrete actions to mitigate climate change, foster social equity, and ensure robust governance. Our efforts aim to create long-term value for all stakeholders while supporting the transition to a sustainable, low-carbon economy.

Our Key Commitments:

1. Environmental Stewardship:

- We manage over 10.4 gigawatts of renewable energy assets across three continents, significantly reducing greenhouse gas emissions and contributing to the generation of green energy for nearly two million homes annually.
- Our goal of achieving net zero emissions before 2030 aligns with the SME Climate Commitment and the United Nations Race to Zero campaign. This commitment underscores our determination to combat climate change and reduce environmental impact.

2. Social Responsibility:

- As a multicultural and inclusive organisation, we invest in our people by fostering a workplace culture centred on diversity, equality, and well-being. Training, education, and meritocracy are pillars of our talent development strategy.
- We actively engage with stakeholders to align their goals with our sustainability initiatives, ensuring a collaborative approach to achieving shared objectives.

3. Governance Excellence:

- Quintas upholds the principles of the UN Global Compact, embedding human rights, labour standards, environmental protection, and anti-corruption into our corporate strategy. We prioritise transparency, ethical behaviour, and sound governance practices.

Driving Innovation and Change:

Quintas Energy leverages its innovative approach to enhance operational efficiency, reduce costs, and deliver value. From advancing energy storage solutions to utilising state-of-the-art analytics, we aim to lead the renewable energy sector with cutting-edge solutions that meet our clients' needs while supporting global sustainability goals.

Partnerships for Progress:

We understand that collaboration is crucial to addressing the global challenges we face. We partner with governments, NGOs, communities, and other stakeholders to accelerate sustainable development and scale our impact across the value chain.

At Quintas Energy, we remain steadfast in our mission to shape a sustainable future by driving innovation, fostering inclusivity, and ensuring our operations contribute positively to people, planet, and prosperity.

2.3M+

WE HELP THE WORLD REDUCE
MILLIONS OF TONNES OF CO2
EMISSIONS EVERY YEAR.

1.8M+

WE HELP GENERATE GREEN
ENERGY FOR ALMOST TWO
MILLION HOMES WORLDWIDE.

10,400MW

WE MANAGE 10.4 GIGAWATTS
OF GREEN ENERGY ACROSS
THREE CONTINENTS.

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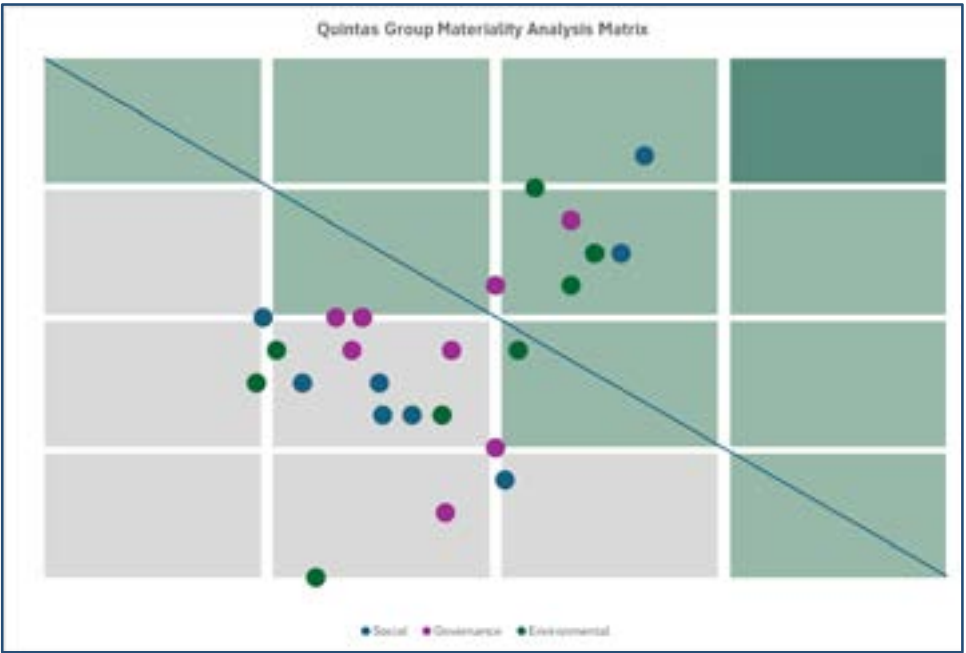
SUSTAINABILITY STRATEGY & GOALS

MATERIALITY ANALYSIS

In September 2015, the United Nations Sustainable Development Summit adopted the 2030 Agenda for Sustainable Development.

Quintas Energy followed the guidance of UN Global Compact, with a focus on creating value for all stakeholders, and combined corporate social responsibility management practices — identifying **12 core goals** based on current business operations and the direction of future strategic development.

We will continue to focus on devoting resources and leveraging our strengths in relevant target areas to refine our corporate social responsibility practices.



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STAKEHOLDER ENGAGEMENT



Quintas has joined the **UN Global Compact**, pledging to support its 10 principles in the areas of human rights, labour standards, the environment and anti-corruption initiatives.

We are committed to integrating the Global Compact and its principles into corporate strategy and culture, actively building partnerships with other member companies and stakeholders, and jointly taking sustainable development actions to contribute to realising the UN SDG targets.

Quintas has also joined the **SME Climate Commitment** and restates the threat that climate change poses to the economy, the natural world, and society at large. Our Company commits to take immediate action in order to achieve net zero emissions before 2030, and to disclose our progress each year.

In doing so, we are proud to be recognised by the **United Nations Race to Zero** campaign, joining governments, businesses, cities, regions, and universities around the world that share the same mission



SUSTAINABILITY STRATEGY & GOALS



ENVIRONMENTAL IMPACT

- 1. Response to Climate Change:** Focuses on adapting to climate risks and mitigating their impact through renewable Energy projects.
- 2. Greenhouse GAS (GHG) Emissions Reporting and Carbon Footprint Reduction:** Highlights the importance of monitoring and reducing GHG emissions across operations.
- 3. Sustainable Resources Use and End-ofLife Management:** Includes waste reduction, circular economy initiatives and efficient use of resources.
- 4. Energy Management:** Incorporates efficient energy use and transitioning to renewable energy sources.



SOCIAL IMPACT

- 1. Gender Equality and Diversity:** Promoting gender equality and inclusive workplace practices.
- 2. Workplace Well-Being and Work-Life Balance:** Focuses on employee satisfaction and mental health.
- 3. Community and Stakeholder Engagement:** Prioritises building strong partnerships and making a positive local impact.
- 4. Talent Engagement and Retention:** Encompasses employee training, career development, and rewards and transitioning to renewable energy sources.



GOVERNANCE IMPACT

- 1. Ethical and Transparent Governance:** Promoting ethical behaviour, anti-bribery, and robust governance structure.
- 2. Crisis and Risk Management:** Addressing cybersecurity risks and overall operational resilience.
- 3. Responsible Supply Chain Management:** Emphasises sustainability and human rights in supply chain practices.



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ENVIRONMENTAL, SOCIAL & CORPORATE GOVERNANCE (ESG)

The Quintas Group is committed to the three pillars of ESG. We believe that these objectives should be built into all Quintas Energy's actions, promoting inclusivity within the group, and making a positive impact on the world around us. This means setting clear goals for ourselves and our clients. Our vision is to be a leading competitive, and sustainable corporation, which delivers innovative services and sets an example of a good corporate citizen, a committed employer, and a trusted service provider.

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|  ENVIRONMENT |  SOCIAL |  CORPORATE GOVERNANCE |
|--|--|--|
| <p>OUR GOALS</p> <ul style="list-style-type: none">• Mitigate the impact of climate change via the transition to net zero carbon emissions• Reduce the costs and risks associated with the energy transition• Continue cutting Quintas Energy's own carbon footprint and reducing waste | <p>OUR GOALS</p> <ul style="list-style-type: none">• Strengthen our commitment to equal opportunities and fair pay• Increase community engagement and philanthropic activities• Ensure Quintas Energy is a safe and healthy place to work | <p>OUR GOALS</p> <ul style="list-style-type: none">• Ensure accounting transparency and integrity• Remain in compliance with all regulatory frameworks• Promote ethical business practices in-house and with our partners |
| <p>HOW DOES QUINTAS DO IT?</p> <p><i>Company Mission</i></p> <p>As a business, Quintas aids the transition to clean energy by deploying capital and know-how to renewable assets, fostering new models of power generation, and moving away from fossil fuels. We aim to provide clients and stakeholders with the highest standards in all areas of our enterprise.</p> <p>As an employer, Quintas also follows sustainable principles in the workplace. We keep waste to a minimum, use recycled materials and our offices consume electricity from renewable sources. Our WFH policies cut car use and we encourage office staff to use public transport, as well as supporting the use of EVs, hybrid vehicles and Seville's city bike scheme Sevici.</p> | <p>HOW DOES QUINTAS DO IT?</p> <p><i>Gender balance and equal opportunities</i></p> <p>We believe strongly in maintaining a good gender balance in the team, with a 50/50 female/male ratio. This is also true at the highest level of the company, with a gender balance of 75/25. Our international staff reflect our equitable hiring policies, putting talent and qualifications first.</p> <p><i>Community engagement</i></p> <p>We are committed to policies that help social justice, such as annual donations to charities chosen by team members.</p> <p><i>A healthy workplace helps everyone grow</i></p> <p>Our hybrid working arrangements were so successful in helping work-life balance during and after the Covid pandemic we made them permanent.</p> <p>Health and Safety is paramount: Staff receive a free medical examination and ergonomics assessment to and prevent occupational hazards and a healthy working environment, where training and development is accessible to all.</p> | <p>HOW DOES QUINTAS DO IT?</p> <p>To ensure concrete corporate governance objectives, we have codified the group's business ethics with a set of official Codes and Policies.</p> <p><i>Code of Ethics</i></p> <p>This mandates legal and regulatory compliance, zero tolerance for bribery and corruption, impartiality, equality, non-discrimination, and safeguarding human and labour rights. It also demands transparent auditing and inspections, plus data protection and client confidentiality.</p> <p><i>Code Of Conduct for Business Partners</i></p> <p>Third parties must hold business associates to the same standards of corporate governance. They must comply with laws and regulations, respect human rights, enshrine ILO standards and maintain the highest standards of occupational health and safety. Business partners must adopt our standards on conflicts of interest, bribery, and corruption.</p> |



ENVIRONMENTAL



A COMMITMENT TO THE ENVIRONMENT & SUSTAINABILITY

At Quintas Energy, sustainability is at the core of our operations. We are deeply committed to **environmental protection and climate action**, ensuring our activities align with global efforts to mitigate climate change. In **December 2024**, we achieved **ISO 14001:2015 certification**, reinforcing our dedication to maintaining an effective Environmental Management System (EMS) and continuously improving our environmental performance. This accreditation demonstrates our commitment to reducing our environmental impact, complying with legal and regulatory requirements, and implementing sustainable best practices across our operations.

Our **Integrated Management System (IMS)** serves as a structured framework that incorporates environmental responsibility, quality, and occupational health and safety, ensuring that every aspect of our work reflects our core values. Through systematic risk identification, impact assessment, and mitigation strategies, we strive to operate with the lowest possible environmental footprint.

As a key player in the renewable energy sector, we actively support the energy transition by managing solar and battery storage assets, optimising energy performance, and ensuring the long-term sustainability of projects. We integrate energy efficiency, waste reduction, and responsible resource consumption into our daily operations, contributing to a greener future.

Achieving ISO 14001:2015 certification is not just a milestone but a testament to our proactive approach towards **environmental excellence**. We will continue to strengthen our sustainability initiatives, work towards carbon reduction, and innovate in our sector to make a meaningful impact in the fight against climate change.

At Quintas Energy, environmental responsibility is not just a goal—it’s a commitment



SCOPE OF THE CLIMATE BALANCE

In **2024**, Quintas Energy demonstrated its dedication to sustainability by achieving an **11.79% reduction** in total carbon emissions, cutting the overall amount from **19.78 Tn CO2 e in 2023 to 17.45 Tn CO2e**.

This progress was driven by a significant **11.88% reduction in Scope 2 emissions** (purchased power), from **19.70 Tn CO2e to 17.36 Tn CO2e**, reflecting our successful energy efficiency initiatives and increased reliance on renewable energy sources.

Scope 1 emissions (direct emissions) rose slightly by **10.13%**, from **0.079 Tn CO2e to 0.087 Tn CO2e**, due to operational adjustments. **Scope 3 emissions** (indirect emissions) are currently being calculated and will be reported in the 2025 ESG Report.

These achievements underline Quintas Energy's commitment to reducing its environmental impact. By implementing robust strategies, we continue to prioritise lowering emissions across all scopes, ensuring alignment with our sustainability goals and climate action commitments.

| Carbon emissions by Scope (in t CO2e) | 2023 | 2024 | Change in % |
|---------------------------------------|-------|-------|-------------|
| Scope 1 total | 0.079 | 0.087 | 10,13% |
| Scope 2 total | 19.70 | 17.36 | -11,88% |
| Total | 19.78 | 17.45 | -11.77% |

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A COMMITMENT TO THE ENVIRONMENT & SUSTAINABILITY

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| Carbon emissions by Scope (in t CO2e) | 2023 | 2024 | Change in % |
|---------------------------------------|-------|-------|-------------|
| Scope 1 | 0.079 | 0.087 | 10.13% |
| Scope 2 | 19.70 | 17.36 | -11.88% |
| Purchased electricity | 19.70 | 17.36 | -11.88% |

| Total Energy consumption (in kWh) (Gas+electricity) | 2023 | 2024 | Change in kWh | Change in % |
|---|--------|--------|---------------|-------------|
| Seville office | 88,530 | 79,400 | -9,130 | -10.31% |
| London office | 128 | 1,094 | 966 | 754% |
| Rome office | 6,579 | 3,530 | -3,049 | -46.34 |
| Total | 95,236 | 84,028 | -11,208 | -11.77% |

| Energy consumption per worked hours (in kWh) (Gas+electricity) | 2023 | 2024 | Change in kWh per worked hour | Change in % |
|--|-------|-------|-------------------------------|-------------|
| Seville office | 0.294 | 0.233 | -0.060 | -20.58 |
| London office | 0.007 | 0.053 | 0.050 | 704.9 |
| Rome office | 0.446 | 0.161 | -0.280 | -63.91 |
| Total | 0.284 | 0.220 | -0.064 | -22.67% |

SCOPE 1, SCOPE 2 AND ENERGY CONSUMPTION

In 2024, Quintas Energy achieved notable reductions in emissions and energy consumption, demonstrating its commitment to sustainability. **Scope 2 emissions** (purchased electricity decreased significantly by **11.88%**, from **19.70 tCO2e in 2023** to **17.36 tCO2e**, showcasing the success of energy efficiency initiatives and renewable energy integration.

Total energy consumption across all offices fell by **11.77%**, from **95,236 kWh in 2023** to **84,028 kWh**. This includes a 10.31% reduction in the Seville office and a **46.34% reduction** in the Rome office. While the London office saw a substantial **754% increase**, this reflects operational changes and an increased footprint rather than inefficiency.

Energy consumption per hour worked fell by **22.67%**, from **0.284 kWh in 2023** to **0.220 kWh**. Both the Seville and Rome offices showed substantial reductions of **20.58%** and **63.91%**, respectively, underscoring improved efficiency measures.

These results affirm Quintas Energy's progress in reducing its environmental impact through targeted sustainability efforts.

SCOPE 3

At Quintas Energy, we are committed to continuously improving our sustainability practices and enhancing transparency in our environmental reporting.

While our current carbon footprint reporting focuses on Scope 1 and Scope 2 emissions, we are actively working to include Scope 3 emissions in our assessments. This effort is part of our ongoing improvement actions, aiming to provide a comprehensive view of our indirect emissions.

The full reporting of **Scope 3 emissions** is slated for **2025**, enabling us to better identify further reduction opportunities and align more closely with our commitment to global climate goals and sustainable usiness practices.



EMISSIONS INTENSITY

| Relative emissions (Scope 1, 2) | 2023 | 2024 | Change in % |
|--|-------|-------|-------------|
| Emissions per turnover (in t CO2e/€ million) | 1.41 | 1.22 | -10.13% |
| Emissions per FTE (in t CO2e/€ million) | 19.70 | 17.36 | -11.87% |

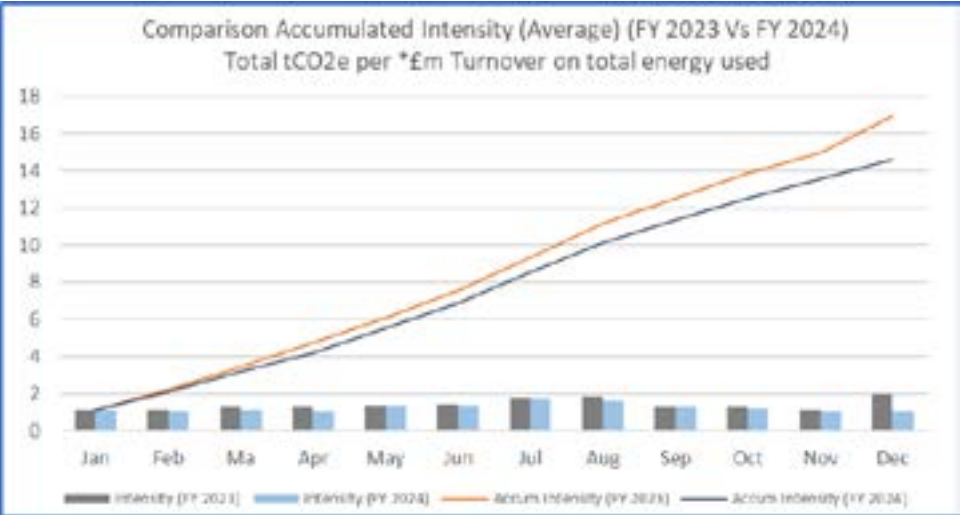
In **2024**, Quintas Energy demonstrated substantial progress in reducing its **emissions intensity**, reflecting our ongoing commitment to sustainability. **Relative emissions per turnover** decreased by **13.47%**, from **1.41 tCO2e per € million in 2023** to **1.22 tCO2e per € million in 2024**. This significant improvement highlights the effectiveness of our operational efficiency measures and our ability to generate greater financial output with a reduced environmental impact.

Similarly, **relative emissions per full-time employee (FTE)** decreased by **11.87%**, from **19.70 tCO2e in 2023** to **17.36 tCO2e in 2024**. This reduction reflects our efforts to optimise resource utilisation and integrate sustainable practices into our workforce operations, ensuring that emissions per employee align with our environmental objectives.

These results demonstrate that Quintas Energy is successfully balancing business growth with environmental responsibility. Our strategies, including improved energy efficiency, increased reliance on renewable energy, and streamlined processes, are delivering measurable outcomes in reducing emissions intensity.

Moving forward, we remain committed to further reducing our carbon intensity metrics, ensuring that our operations continue to align with global climate goals and sustainable business practices.

COMPARISON ACCUMULATED INTENSITY (AVERAGE) (FY 2023 VS FY 2024) TOTAL TCO2E PER *€M TURNOVER ON TOTAL ENERGY USED



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BIODIVERSITY, WATER CONSUMPTION & WASTE

BIODIVERSITY

We prioritise biodiversity as a core component of our sustainability strategy.

Recognising the importance of intact ecosystems, we implement measures to preserve and enhance biological diversity within our renewable energy projects.

The assets we manage integrate biodiversity-focused initiatives, such as using land to create habitats for various flora and fauna, avoiding monoculture practices, and minimising the use of chemicals like fertilisers or herbicides.

By fostering coexistence between nature and clean energy, we ensure our assets contribute positively to local ecosystems.

These efforts align with our commitment to climate-friendly solutions and preserving biodiversity for future generations.

WATER CONSUMPTION

We only use water in our offices, so the amount required is minimal.

Within our offices, only a small proportion of the water used is for drinking purposes, the rest being utilised for toilet facilities.

WASTE

We don't generate a high amount of waste in our everyday operations.

Any waste that is generated relates to office refuse (paper, toner cartridges, urban waste, etc.)

WATER RESOURCES MANAGEMENT

| | GRI | Seville Office | London Office | Rome Office | Total |
|-----------------------------|-------|----------------|---------------|-------------|---------|
| Water consumption (Litres) | 303-5 | 206,610 | 10,200 | 0 | 216,810 |
| Water intensity (Litres/m²) | 303-5 | 201.4 | 425 | 0 | 188,9 |

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ACHIEVING A BALANCED WORKFORCE STRUCTURE & REDUCING EMPLOYEE TURNOVER

EMPLOYEES BY EMPLOYMENT TYPE

Since 2021, Quintas Energy has undertaken significant efforts to reshape its employee structure, aligning it with our vision for a balanced and sustainable workforce.

By 2024, the company successfully transitioned from a pyramid-like organisational structure (28 employees in grades 2.2/2.3 in 2021) towards a more rugby ball-shaped structure (49 employees in grades 2.2/2.3 in 2024).

This transformation reflects Quintas Energy's commitment to fostering a diverse and well-distributed workforce, ensuring professional development opportunities across all levels.

EMPLOYEE TURNOVER



Rotation KPI only includes the people who leave the company. People who join as replacements do not contribute to the calculation. Newly-created positions are not included in the KPI.

This improvement is mirrored in the reduction of employee turnover rates. Our Rotation KPI has seen a sharp decline, moving from 6.74% in Q4 2022 to 2.69% in Q4 2024, demonstrating a strengthened employee retention strategy.

These results stem from targeted initiatives such as professional development programmes, fair remuneration policies, and enhanced employee engagement practices.

By improving workforce distribution and turnover rates, Quintas Energy not only achieves internal stability but also reinforces its dedication to ESG principles, ensuring the company remains a sustainable and forward-looking employer.

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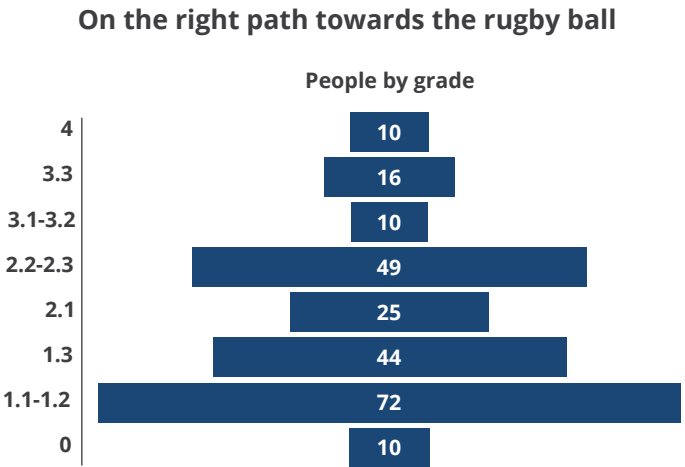
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EMPLOYEES





HUMAN CAPITAL & PARENTAL LEAVE

EMPLOYEES BY TYPE OF EMPLOYMENT / TYPE OF CONTRACT

| | GRI | Seville office | London office | Rome office | Total |
|--|-------|----------------|---------------|-------------|-------|
| Total Quintas Group worldwide | 102-8 | 208 | 13 | 15 | 236 |
| Total workforce in full-time equivalents (FTE) | 102-8 | 205 | 12 | 11 | 228 |
| Total workforce in part-time equivalents (PTE) | 102-8 | 3 | 1 | 4 | 8 |
| Managers | 102-8 | 60 | 5 | 4 | 69 |
| Non-management employees | 102-8 | 122 | 2 | 9 | 133 |
| Female workforce | 102-8 | 100 | 4 | 9 | 113 |
| Male workforce | 102-8 | 108 | 9 | 6 | 123 |
| Women in engineering and technical positions | 102-8 | 17 | 1 | 0 | 18 |
| Men in engineering and technical positions | 102-8 | 35 | 0 | 2 | 37 |
| Women in support roles | 102-8 | 7 | 0 | 1 | 8 |
| Men in support roles | 102-8 | 7 | 0 | 0 | 7 |
| Women in lower/middle management | 102-8 | 9 | 1 | 2 | 12 |
| Men in lower/middle management | 102-8 | 10 | 3 | 0 | 13 |
| Women in upper management | 102-8 | 3 | 1 | 0 | 4 |
| Men in upper management | 102-8 | 3 | 1 | 0 | 4 |

The 2024 employment data reflects a balanced and strategic distribution of the workforce across Seville, London, and Rome offices, supporting the operational needs in renewable energy markets. A total of 236 employees are engaged through various employment types and contract structures, ensuring flexibility and alignment with local labour regulations and business demands.

Among the workforce, 133 employees are on permanent full-time contracts, representing a significant commitment to long-term engagement and stability. Temporary contracts apply to 18 employees, which might address short-term project demands or seasonal activities. Part-time employment is practiced by 37 individuals, showcasing efforts to enhance workplace inclusivity and accommodate diverse working arrangements.

From a gender perspective, this distribution demonstrates our steps towards achieving gender balance. The London office reflects a high proportion of permanent contracts, while Seville and Rome offices display a mix of permanent and temporary roles, possibly reflecting regional market conditions. This diversity in employment contracts ensures Quintas Energy remains flexibility in navigating regulatory and economic contexts.

In conclusion, the workforce structure underpins Quintas Energy's operational adaptability and commitment to long-term sustainability, offering a robust foundation for continued growth in the renewable energy sector.

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HUMAN CAPITAL & PARENTAL LEAVE

PARENTAL LEAVE

| | GRI | Seville office | London office | Rome office | Total |
|--|-------|----------------|---------------|-------------|-------|
| Women who went on maternity / parental leave | 401-3 | 8 | 0 | 0 | 8 |
| Women who returned from maternity / parental leave | 401-3 | 2 | 0 | 0 | 2 |
| Return to work rate | 401-3 | 100% | - | - | 100% |
| Total number of female employees retained 12 months after returning to work following a period of parental leave | 401-3 | 0 | 0 | 0 | 0 |
| Retention rate of female employees that took parental leave | 401-3 | 100% | - | - | 100% |
| Men who went on paternity / parental leave | 401-3 | 2 | 0 | 0 | 2 |
| Men who returned from paternity / parental leave | 401-3 | 2 | 0 | 0 | 2 |
| Return to work rate | 401-3 | 100% | - | - | 100% |
| Total number of male employees retained 12 months after returning to work following a period of parental leave | 401-3 | 0 | 0 | 0 | 0 |
| Retention rate of male employees that took parental leave | 401-3 | 100% | - | - | 100% |

The parental leave data for Quintas Energy in 2024 demonstrates a commitment to supporting employees in balancing their professional responsibilities and family needs. A total of eight employees utilised parental leave across the Seville, London, and Rome offices. Of these, two returned to work after taking parental leave, reflecting a robust reintegration process that ensures continued career progression and our support for work-life balance.

The London and Rome offices recorded no instances of parental leave in 2024. This absence is not indicative of cultural practices or awareness gaps but rather reflects the smaller team sizes in these locations and the lack of any requirement for parental leave, such as pregnancies or other qualifying circumstances.

The 100% return-to-work rate across the organisation highlights Quintas Energy's employee-centred approach, ensuring continued support for work-life balance and career progression. This data underscores the company's ability to foster an inclusive and supportive workplace, aligning with its ESG objectives.

Quintas Energy's parental leave practices provide a strong model of social responsibility. As the company grows, continuing to monitor and adapt these policies will help sustain high employee satisfaction and ensure inclusivity across all offices.

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EMPLOYEE TURNOVER

EMPLOYEE BREAKDOWN BY AGE & TURNOVER

| | GRI | Seville office | London office | Rome office | Total |
|----------------|-------|----------------|---------------|-------------|-------|
| 29 and younger | 401-1 | 64 | 1 | 3 | 68 |
| 30-50 | 401-1 | 133 | 7 | 10 | 146 |
| 50 and above | 401-1 | 11 | 5 | 2 | 18 |

AVERAGE LENGTH OF EMPLOYMENT

| | GRI | Female | Male | Total |
|----------------|-------|--------|------|-------|
| 29 and younger | 405-1 | 3.91 | 3.38 | 3.63 |

HIRES/DEPARTURES

| | GRI | Seville office | London office | Rome office | Total |
|----------------|-------|----------------|---------------|-------------|-------|
| 29 and younger | 401-1 | 56/39 | 2/0 | 1/1 | 59/40 |
| 30-50 | 401-1 | 17/9 | 2/0 | 5/2 | 24/11 |
| 50 and older | 401-1 | 1/2 | 0/0 | 2/0 | 1/2 |

In 2024, Quintas Energy demonstrated a dynamic approach to workforce management, as reflected in its employee turnover data. The company employed 236 individuals, distributed across its offices in Seville, London, and Rome.

The workforce was well-balanced by age, with 68 employees aged 30 or younger, 146 aged between 31 and 50, and 18 aged above 50. This distribution highlights Quintas Energy's ability to attract and retain talent across diverse age groups, fostering a multi-generational and experienced workforce.

The average length of employment for employees stood at 3.63 years, indicating a stable workforce with moderate retention rates. The data shows Quintas Energy's focus on employee satisfaction and career growth opportunities, which are critical to ensuring a sustainable and engaged team.

In terms of hires and departures, the **Seville office** accounted for the **majority of workforce changes**, with 59 hires and 40 departures. Similarly, the London office recorded 24 hires and 11 departures, while the Rome office saw one hire and two departures. These figures demonstrate Quintas Energy's active efforts to expand its talent pool, particularly in its primary hub in Seville, to meet the demands of its growing operations.

Overall, the turnover data reflects Quintas Energy's proactive workforce management. By balancing recruitment with retention and fostering a diverse, multi-generational team, the company continues to support its operational needs while aligning with its broader ESG objectives of employee well-being and sustainability.

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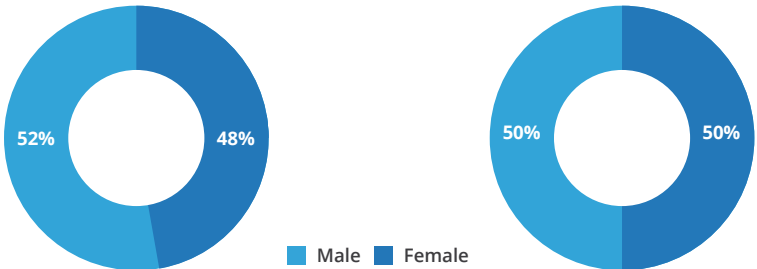
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DIVERSITY & EQUAL OPPORTUNITIES



EMPLOYEES

STAFF WITH MANAGERIAL RESPONSIBILITIES

Quintas Energy demonstrated its commitment to fostering diversity and promoting gender equality across its workforce in 2024.

The employee gender distribution reveals a near-equal split, with **52% male and 48% female employees**, reflecting a strong alignment with global standards for workplace inclusivity. Such balanced gender representation underscores Quintas Energy's proactive efforts to recruit and retain talent equitably across all offices.

The ratio of male to female employees in managerial positions further highlights the company's dedication to equal opportunities. With a **50/50 split of male and female employees in managerial roles, Quintas Energy sets an example of gender parity in leadership**. This achievement reflects deliberate efforts to break traditional barriers and provide equal access to leadership opportunities, contributing to a progressive workplace culture.

DIVERSITY

| | GRI | Seville office | London office | Rome office | Total |
|----------------------------|-------|----------------|---------------|-------------|-------|
| European | 405-1 | 207 | 12 | 15 | 234 |
| Asian and Pacific Islander | 405-1 | 0 | 0 | 0 | 0 |
| American | 405-1 | 2 | 1 | 0 | 3 |
| African | 405-1 | 0 | 0 | 0 | 0 |
| Australian | 405-1 | 0 | 0 | 0 | 0 |
| Other minority group | 405-1 | 1 | 0 | 0 | 1 |

The diversity section of the data indicates that Quintas Energy employs people with disabilities, demonstrating the company's inclusive hiring practices.

Quintas Energy's focus on diversity and equal opportunities is aligned with its Environmental, Social, and Governance (ESG) commitments, particularly in fostering inclusive workplaces and equitable representation.

By continuously prioritising diversity, Quintas Energy enhances its resilience and strengthens its appeal as a forward-thinking employer in the renewable energy sector.

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NON-DISCRIMINATION, FREEDOM OF ASSOCIATION & EMPLOYEE TRAINING AND DEVELOPMENT



EMPLOYEE TRAINING AND DEVELOPMENT

| | GRI | Total |
|--|-------|-------|
| Total number of Safety, Health, Environmental and Quality (SHEQ) training (hours) | 404-1 | 2,918 |
| Percentage of employees who have enrolled in SHEQ Training (%) | 404-1 | 100% |
| Total number of development training hours (internal) | 404-1 | 463 |
| Total number of development training hours (external provider) | 404-1 | 1,484 |
| Percentage of employees who have enrolled in development Training (%) | 404-1 | 100% |
| Total number of training provided to all employees (including all types) | 404-1 | 4,402 |
| Percentage of employees receiving regular performance and career development reviews | 404-1 | 100% |

In 2024, we reaffirmed our commitment to fostering an inclusive and equitable workplace. No cases of discrimination were reported during the year, reflecting the company's strong adherence to its Code of Ethics and its dedication to diversity and inclusion. Additionally, no violations of freedom of association were reported, further demonstrating the company's respect for employees' rights to union participation. Quintas Energy continues to ensure that all employee wages and salaries are based on union agreements, fostering a fair and transparent compensation structure.

Employee training and development were pivotal to Quintas Energy's strategy in 2024. The company approved and delivered extensive training programs for its workforce, reflecting its emphasis on professional growth and adherence to high standards of Safety, Health, Environmental, and Quality (SHEQ). **A total of 2,918 hours of SHEQ-related training** were completed, with 100% of employees participating in these sessions. This achievement underscores the company's commitment to creating a safe and healthy work environment while empowering employees with essential knowledge.

Quintas Energy also prioritised broader development opportunities, **delivering 463 hours of internal training and 1,484 hours through external providers**. All employees participated in development training, highlighting a strong culture of continuous learning. **Overall, the company provided 4,402 hours of training across various topics**, reflecting its proactive investment in human capital.

Furthermore, 100% of employees engaged in regular performance and career development reviews, reinforcing Quintas Energy's focus on fostering a motivated and skilled workforce. By aligning individual career aspirations with organisational goals, the company ensures its employees are well-positioned to contribute effectively to its success.

Quintas Energy's commitment to non-discrimination, freedom of association, and comprehensive employee development underscores its dedication to fostering an inclusive, fair, and high-performing work environment. These efforts align seamlessly with the company's Environmental, Social, and Governance (ESG) objectives, ensuring sustained growth and employee satisfaction.

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COMMUNITY ENGAGEMENT AND DEVELOPMENT

We believe that fostering community development is integral to our mission of creating a sustainable and inclusive future. In 2024, we proudly embraced our role in supporting meaningful initiatives that positively impact the communities where we operate. One highlight was our participation in the “Tree of Dreams” campaign: an initiative led by Fundación “la Caixa” to bring joy and hope to children at risk of social exclusion.

The “Tree of Dreams” embodied the spirit of solidarity and teamwork. At our offices, we set up a special Christmas tree adorned with ornaments representing letters from children, each sharing their heartfelt Christmas wish. Our employees enthusiastically stepped forward as “elves,” selecting ornaments and committing to fulfilling these children’s dreams. With participation spanning our London, Rome, and Seville offices, the initiative became a truly global effort.

To ensure the timely delivery of gifts, our team worked diligently to coordinate contributions, with a deadline to guarantee these special offerings would reach the children before Christmas. Over and above the donations themselves, our employees exemplified the values of empathy, generosity, and shared purpose, creating a sense of unity both within the company and with the broader community.

This initiative reflects Quintas Energy’s commitment to making a difference not only through renewable energy but also by uplifting those in need. By supporting projects like the “Tree of Dreams,” we reaffirm our dedication to building stronger, more resilient communities, driven by the belief that small actions can create lasting impacts. Together, we are building a brighter future, one child’s dream at a time.

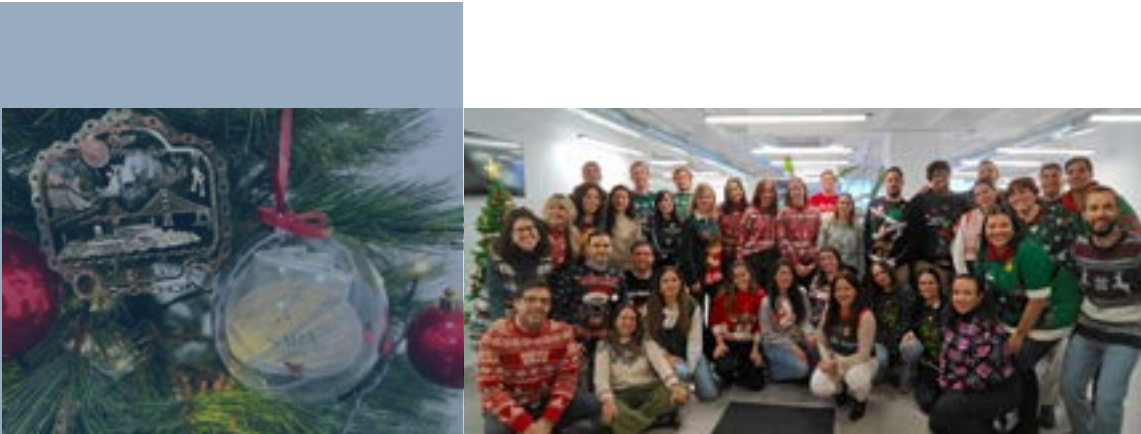
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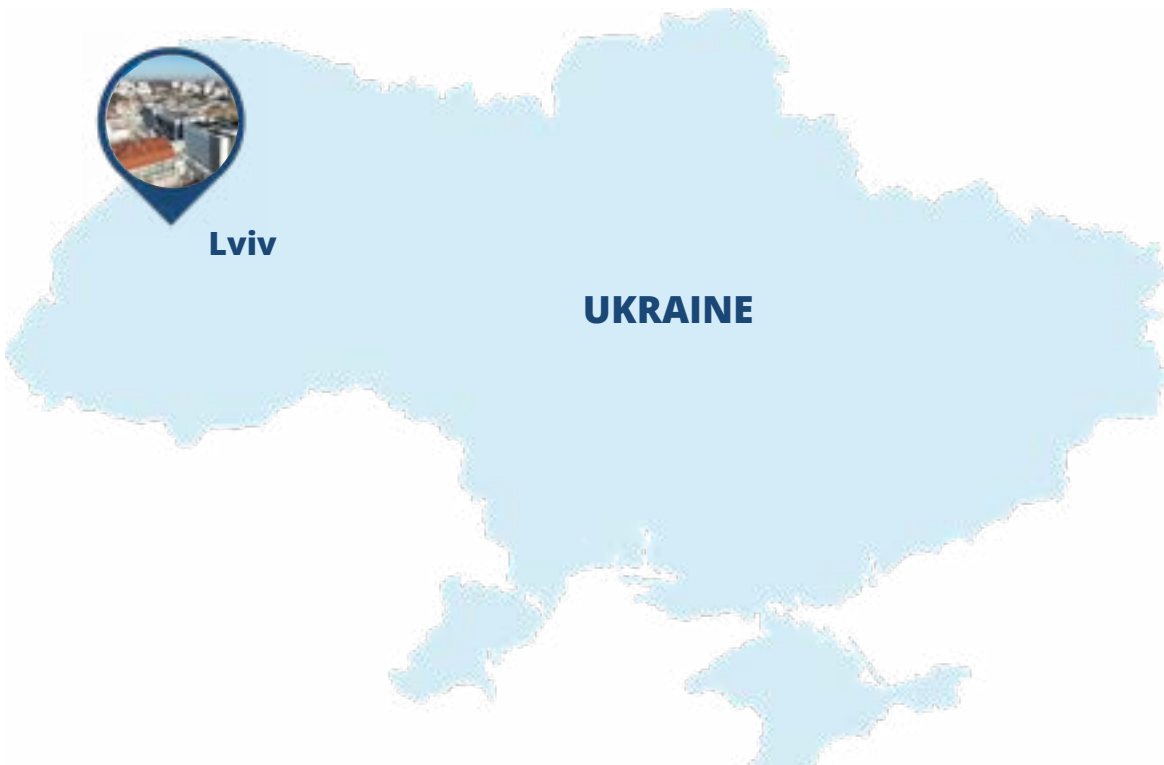
COMMUNITY ENGAGEMENT AND DEVELOPMENT

QUINTAS ENERGY PROJECT IN UKRAINE

At Quintas Energy, we are committed to making a real difference in communities facing extreme challenges. In collaboration with **Osborne Clarke (OC)**, we identified a **critical energy resilience project** in **Lviv, Ukraine**, where the ongoing war has severely impacted the country's energy infrastructure.

To support the local community, Quintas Energy and Osborne Clarke worked together to install a **50kW photovoltaic system** with **48kWh of battery storage** on the roof of a **hospital in Lviv**. This initiative **ensures at least four hours of stable energy per day, providing essential electricity for medical operations**, even in the face of power disruptions. As part of our commitment, **Quintas Energy donated €20,000** towards this project, helping to finance the renewable energy system and ensure its successful implementation.

This project aligns with our commitment to the UN Sustainable Development Goals (SDGs), particularly **Affordable and Clean Energy (SDG 7)** and **Good Health and Well-being (SDG 3)**. By implementing renewable energy solutions, we are not only addressing the urgent energy crisis in Ukraine but also **supporting healthcare services** and **enhancing community resilience**.



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COMMUNITY ENGAGEMENT & DEVELOPMENT

DONATION TO THE SEVILLE FOOD BANK FOUNDATION

At Quintas Energy, we believe in sustainability and supporting education.

As part of our commitment to local charities, on May 2023, Quintas Energy donated 5,000€ to the Seville Food Bank Foundation.



IT EQUIPMENT DONATION FOR THE LUCUS SOLÍS SECONDARY SCHOOL

At Quintas Energy, we believe in sustainability and supporting education.

Instead of letting unused IT equipment go to waste, in 2023, **our IT team** donated it to **Lucus Solís Secondary School**, where it will be repurposed for computer classrooms.



This initiative supports the **UN Sustainable Development Goals (SDGs)**, particularly Quality Education (SDG 4) and Responsible Consumption and Production (SDG 12), by extending the life of valuable resources while enhancing students' learning experiences. We are proud to contribute to the local community and promote **circular economy practices** that align with our ESG commitments.

Together, we can create a more sustainable future.

CRECER CON FUTURO

In 2022, Quintas Energy organised a **Solidarity Coffee** with the NGO **“Crece con Futuro”** to support their incredible work with vulnerable children. This event, held in our **Seville office**, allowed our team to engage with the organisation and learn about their impactful initiatives. Additionally, Quintas Energy **donated €5,000** to support their mission.



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COMMUNITY ENGAGEMENT & DEVELOPMENT

QUINTAS ANNUAL FAMILY EVENT

At Quintas Energy, we value our people and their well-being. Our Annual Family Event at El Cortijo El Esparragal on January 2024 was a fantastic opportunity to strengthen bonds, enjoy engaging activities, and celebrate our inclusive company culture.

The day featured team-building activities, our traditional Pub Quiz, and a relaxed, informal atmosphere for all to enjoy.

Aligned with our ESG commitment, we prioritised employee safety, ensuring responsible transport options and promoting a safe environment. Everyone had a memorable day, fostering collaboration, inclusion, and well-being, key pillars of our sustainability vision. Together, we thrive!



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OCCUPATIONAL HEALTH & SAFETY

HEALTH & SAFETY

| | GRI | Seville office | London office | Rome office | Total |
|--|-------|----------------|---------------|-------------|-------|
| Operational sites for which an assessment of occupational health and safety risks has been carried out | 403-1 | 1 | 1 | 1 | 3 |
| Number of injuries | 403-9 | 0 | 0 | 0 | 0 |
| Number of fatal accidents | 403-9 | 0 | 0 | 0 | 0 |

OCCUPATIONAL SAFETY MANAGEMENT

Quintas Energy demonstrated its steadfast commitment to occupational health and safety in 2024, achieving ISO **45001:2018 certification** through Bureau Veritas.



This significant milestone highlights the effectiveness of the company's safety management systems, which are integral to its **Integrated Management System (IMS) policy**. By adhering to international standards, Quintas Energy reinforces its position as a responsible and proactive employer, aligned with its Environmental, Social, and Governance (ESG) goals.

A key achievement during the year was the achievement of **zero accidents and zero injuries**. This was possible thanks to proactive measures put in place that sought to identify potential workplace hazards and preventive measures implemented to safeguard employees. This reflects the success of the company's preventive strategies and commitment to maintaining a safe work environment.

Quintas Energy's occupational health and safety strategy includes a **comprehensive training program**. All new employees undergo mandatory IMS inductions, which cover workplace safety, ergonomic best practices, and safety protocols for visits to solar photovoltaic power plants. Regular refresher training, delivered through user-friendly e-learning platforms, ensures continuous compliance with safety standards and reinforces the company's culture of safety.

By embedding health and safety considerations into its operations and maintaining ISO 45001 certification, Quintas Energy underscores its proactive approach to creating a safe workplace.

These initiatives highlight the company's dedication to employee well-being, contributing to its long-term operational excellence and sustainability, and enhancing its ESG performance.

EMPLOYEE PARTICIPATION

We foster a strong **Safety Culture** through monthly H&S meetings and quarterly senior H&S reviews. Employees receive regular training in first aid, fire safety, stress awareness, and digital disconnection, alongside annual medical examinations, ensuring compliance and well-being.

Our **monthly SHEQ Update** keeps employees informed on KPIs, SHEQ strategy, and key safety topics.

IDENTIFYING RISKS AND WORK-RELATED INJURIES

We proactively **evaluate risks** through ongoing assessments, quarterly statutory inspections, and annual audits.

In 2024, we conducted **risk assessments** for our offices, work processes, site visits, and computer screen use, implementing **protective measures** where needed.

With **zero work-related illnesses or accidents in four years**, we maintain a **safe and healthy workplace** for all employees.

HELPING OUR EMPLOYEES LEAD HEALTHIER LIVES

We are committed to supporting our employees' well-being and work-life balance.

We offer a private medical scheme with Adeslas, a possibility to have a private pension scheme, and a home working programme. Employees also benefit from extra holidays, exclusive discounts, and offers.

These initiatives, alongside a healthy and flexible working environment, ensure our employees feel valued, supported, and empowered to lead healthier lives, both professionally and personally, while fostering a strong, motivated workforce.



OCCUPATIONAL HEALTH & SAFETY

GOING THE EXTRA MILE FOR HEALTH & SAFETY

We are committed to exceeding standard health and safety requirements by **going the extra mile** in implementing innovative **H&S strategies**. Our **proactive approach** ensures that all employees and stakeholders benefit from a safe, healthy, and compliant work environment.

In 2024, we introduced multi-language H&S induction videos covering occupational risk prevention, evacuation procedures, and emergency communication, ensuring accessibility for all employees across different regions. Additionally, we launched an Integrated Management System (IMS) portal, providing a central hub for policies, procedures, risk assessments, and training materials.

To strengthen workplace safety, we developed and implemented nine Risk Assessment Method Statements (RAMS), covering site visits, feasibility studies, and PV structure inspections. Mandatory and specialised H&S training has been significantly expanded, with courses in mental health, stress management, and workplace ergonomics, ensuring a holistic approach to well-being.

We also implemented **comprehensive occupational health check-ups**, detecting early health risks and proactively addressing employee well-being. Our recent acquisition of an **Automated External Defibrillator (AED)** and corresponding first-aid training has positioned Quintas Energy as a **cardio-protected company**, ensuring preparedness for medical emergencies.

Through continuous engagement and improvement, our **incident frequency and severity rates remain at zero**, and we have maintained **over four years without workplace accidents**, demonstrating our **commitment to creating a world-class safety culture**.

SUCCESS STORIES: HEALTH & SAFETY IN ACTION AT QUINTAS ENERGY

Our commitment to **proactive health and safety measures** has already had a significant **positive impact** on employee well-being.

In April 2024, a routine occupational health check-up detected elevated liver function markers in one of our employees. Thanks to early intervention and additional testing, a serious liver condition was ruled out, providing peace of mind and preventing potential long-term health issues.

Similarly, another employee was identified with high cholesterol and a risk of Type 2 diabetes. Through a personalised wellness plan, they significantly improved their health, reducing the risk of chronic illness.

Additionally, our first aid training program recently helped an employee respond to

a workplace emergency, ensuring swift and effective intervention in a critical situation.



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RESPONSIBLE CORPORATE MANAGEMENT

At Quintas Energy, responsible corporate management is built on a foundation of strong values and sustainable practices. Ensuring that all employees participate in compliance training is a priority, with the goal of achieving 100% participation. This reflects our proactive approach to mitigating the potential risks associated with compliance violations.

Such violations can have significant repercussions, not only for businesses but also for society. These breaches may lead to financial losses, criminal or civil lawsuits, reputational harm, and a weakened corporate culture. Acknowledging these risks, our Compliance department, chaired by our General Counsel, plays a central role in safeguarding the integrity of our operations. Lawful behaviour is not just a requirement but a cornerstone of sound corporate governance.

Our compliance framework addresses critical areas such as preventing corruption, bribery, money laundering, and market manipulation. We also place a strong emphasis on upholding business ethics, protecting data, and ensuring IT security and compliance. To support these objectives, we have implemented robust laws, policies, and guidelines that provide a clear structure for compliance management.

Education and awareness are key components of our approach. Employees are equipped with practical tools and resources, including training modules with real-life scenarios, to help them navigate compliance challenges. Our written Code of Ethics outlines the fundamental principles that guide decision-making in compliance-related matters.

In addition to training, our Compliance department offers personalised support, providing advice on specific cases where employees may need guidance. Internal investigations and regular monitoring ensure adherence to our compliance framework, reinforcing our commitment to transparency and accountability.

All essential compliance information, including guidelines and policies, is readily accessible through Quintas Energy's Integrated Management System. By fostering a culture of integrity and ethical behaviour, we strengthen our corporate management practices, reduce risks, and build trust among stakeholders.

This structured and proactive approach ensures that compliance remains integral to Quintas Energy's operations, supporting our broader ESG objectives for 2024 and beyond.

PREVENTING CORRUPTION, BRIBERY AND MONEY LAUNDERING

Corruption poses a significant obstacle to development, and while the risk of corruption or bribery in the European countries where Quintas Energy operates is considered low, the company remains vigilant. Our compliance team closely monitors this issue, ensuring that existing policies and processes are regularly reviewed and updated as necessary.

Quintas Energy's Code of Ethics provides clear guidance for employees on managing interactions with business partners and public officials. It includes detailed instructions on the acceptance and offering of favours, accompanied by practical examples to aid understanding. To reinforce these principles, all employees and members of the management board receive training on anti-corruption guidelines and procedures.

In 2024, Quintas Energy demonstrated its commitment to ethical business practices by ensuring that all employees completed an anti-corruption training program. This initiative underscores our dedication to fostering a transparent and responsible corporate culture. No cases of corruption or bribery were reported during the year, highlighting the effectiveness of our preventive measures.

By prioritising integrity and compliance, Quintas Energy continues to safeguard its operations, uphold its values, and support sustainable development across its areas of operation.

Visit our company website to find out more about our policies:



Anti-bribery & Corruption Policy



Code of Ethics



Code of Conduct for Business Partners

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RESPONSIBLE CORPORATE MANAGEMENT

PREVENTING MARKET MANIPULATION

Quintas Energy is deeply committed to fair market practices and compliance with antitrust and monopoly laws, ensuring that its operations promote healthy competition within the renewable energy sector. While the nature of our business model limits interactions that could raise antitrust concerns, our Compliance Team remains proactive in monitoring this area to mitigate potential risks.

To strengthen awareness, our Compliance Team instructs employees participating in organisations or professional forums where they may interact with other market participants. This guidance ensures that all interactions are conducted ethically and in full compliance with applicable laws, reinforcing our commitment to transparency and fair competition.

In the 2024 reporting year, no legal proceedings related to anti-competitive behaviour or breaches of antitrust and monopoly laws involved Quintas Energy. This outcome highlights the effectiveness of our compliance framework and our team's dedication to upholding these principles.

By fostering a culture of ethical business conduct and proactive compliance, Quintas Energy supports responsible corporate governance, fair market dynamics, and trust among stakeholders. These efforts remain integral to our Environmental, Social, and Governance (ESG) objectives, ensuring sustainable and ethical growth.

CREATING TRANSPARENCY WITH REGARDS TO CONFLICTS OF INTEREST

At Quintas Energy, we prioritise business decisions that serve the best interests of the company and align with our core values. We rely on employees to act with integrity, basing decisions on objective criteria and avoiding influence from personal relationships or interests.

To uphold transparency, all employees are required to disclose any personal circumstances that may result in a conflict of interest, whether actual or potential. These disclosures are reviewed by the Compliance Team, ensuring that each case is thoroughly assessed and, if necessary, explicitly approved before proceeding.

Additionally, employees planning to take on secondary employment must notify Human Resources and obtain prior approval to avoid any potential conflicts.

In 2024, no unresolved conflicts of interest were reported, reflecting the effectiveness of our policies and the commitment of our employees to ethical practices. By fostering transparency and accountability, Quintas Energy ensures that business decisions remain impartial, reinforcing trust and integrity within the organisation.

CERTIFIED DATA PROTECTION AND IT SECURITY

In 2024, Quintas Energy reinforced its commitment to data protection and IT security by achieving **ISO 27001:2022 accreditation from Bureau Veritas** in July and obtaining **Cyber Essentials Certification** by year-end. These certifications underscore our dedication to maintaining robust cybersecurity measures and safeguarding sensitive information.

Our IT department plays a crucial role in this endeavour, developing and enforcing company-wide IT security guidelines. In addition to conducting regular security audits and monitoring, the department trains employees on security protocols and equips security officers with the necessary skills to address emerging threats. Employees complete mandatory IT security training modules, covering topics such as cybercrime attack vectors, phishing prevention, and recent internal security incidents. These efforts have heightened employee awareness and strengthened our first line of defence against cyber threats.

Throughout the year, several attempted email-based attacks targeted Quintas Energy's IT infrastructure. Thanks to our employees' vigilance and advanced security systems, none of these attempts were successful. To further fortify our defences, the IT department performs regular penetration tests and emergency simulations, using the results to identify vulnerabilities and implement improvements. Emergency procedures are also routinely tested and updated to ensure effectiveness.



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RESPONSIBLE CORPORATE MANAGEMENT

ANONYMOUS WHISTLEBLOWER SYSTEM

Maintaining integrity and ethical business practices is at the core of our operations. To uphold these values, we have implemented a robust anonymous whistleblower system, providing our employees, partners, and stakeholders with a secure platform to report concerns or suspected misconduct that may harm the company or its stakeholders.

This whistleblower system operates as a confidential communication channel. The communication tools are:

- By e-mail: **compliance@quintasenergy.com**
- By Post: Att. Compliance Area
- Through the complaints channel which will be accessed via the Quintas Website.
- Verbally, by telephone via a voice messaging system or by means of a face-to-face meeting.

Employees can report issues anonymously or reveal their identity, depending on their preference. These reports are then forwarded to the appropriate compliance management team for thorough investigation and resolution.

The whistleblower system is designed to address a wide range of issues, including potential violations of company policies, unethical business practices, corruption, and breaches of competition law. By fostering a transparent reporting mechanism, we aim to mitigate risks and strengthen accountability within our organisation.

At Quintas Energy, we recognise the sensitivity of whistleblowing and stress the importance of responsible use. Reports should be based on verified facts, avoiding baseless accusations that may harm individuals unjustly. To further protect all parties, the platform ensures that all information is handled discreetly and securely.

In addition to its investigative function, the whistleblower system aligns with our long-term commitment to compliance and governance excellence. By integrating this system into our broader ESG framework, we are reinforcing our dedication to ethical practices and risk mitigation.

The anonymous whistleblower system is a vital part of our culture of trust and responsibility, empowering employees and stakeholders to take an active role in protecting our organisation and fostering a sustainable, ethical workplace. Through this initiative, we continue to demonstrate our unwavering commitment to transparency, accountability, and governance best practices.

MODERN SLAVERY POLICY

At Quintas Energy, we uphold a zero-tolerance approach to modern slavery and human trafficking, recognizing these practices as severe violations of fundamental human rights. Our Anti-Slavery and Human Trafficking Policy reflects our commitment to ethical conduct and integrity in all business dealings. We have implemented robust systems and controls to ensure that modern slavery is not present within our operations or supply chains. This commitment aligns with our disclosure obligations under the Modern Slavery Act 2015.

We expect the same high standards from all our contractors, suppliers, and business partners. Our contracting processes include explicit prohibitions against the use of forced, compulsory, or trafficked labor, and we require our suppliers to uphold these standards within their own supply chains. To maintain transparency, we encourage all individuals working for or on our behalf to report any concerns regarding modern slavery. Our Compliance Area is responsible for implementing and monitoring this policy, providing training, and ensuring its effectiveness. By fostering a culture of vigilance and accountability, we aim to prevent, detect, and address any instances of modern slavery, reinforcing our dedication to ethical business practices and the protection of human rights.

Visit our company website to find out more about our policies:



Whistleblower Channel



Anti-slavery and Human Trafficking Policy

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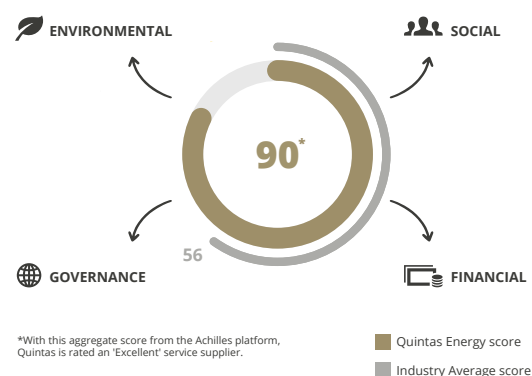
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RESPONSIBLE CORPORATE MANAGEMENT

ACHILLES SCORING: EXCELLENCE AND TRANSPARENCY AT A GLANCE

Achieving IMS certification was the main goal of this project, but for a truly integrated management system, we felt a little more was needed. After all, the aim is to provide a solid touchstone for quality that current and future clients can rely on. There are few accreditations more trustworthy than ISO, but to help maintain the commitment to continuous improvement, we wanted to make it as easy as possible for customers to see why they can trust us to provide the best possible services. That's why we have adopted the Achilles Sustainability Score.



Achilles is a leader in supply chain risk and performance management, and its comprehensive sustainability score helps organisations across the world with supply chain benchmarking and comparison. Using a methodical framework, Achilles assesses a supply organisation's processes, policies and systems in four areas: **environmental, social, and corporate governance (ESG), occupational health and safety (OH&S), cybersecurity and financial management**, eventually assigning the organisation a rating in each area, plus an overall percentage score – with 51-60 rated "Satisfactory", 61-75 scoring "Good", 76-85 "Very Good" and 86-100 being an "Excellent" rating.

We are very proud to announce that **Achilles has rated the Quintas Energy group "Excellent"**, placing us well above the industry average for each area with a **current overall score of 89**. This places us near the top of our field, with only a handful of other companies also in the running.

BDO FINANCIAL AUDIT FEEDBACK

As part of our ongoing commitment to transparency and accountability, Quintas Energy engaged BDO Auditors for the latest financial inspection of our operations. The audit assessed the overall effectiveness of our internal controls, financial reporting accuracy, and compliance with regulatory and operational requirements.



BDO Auditors provided a **positive evaluation** of our internal control framework, confirming that our **business risks are clearly identified, processes are well-defined, and operational systems remain adequate and effective**. The auditors highlighted the **experience and expertise of our personnel**, noting that our structured approach to governance supports the company's financial stability and operational efficiency.

The assessment concluded that **Quintas Energy's internal controls are robust and in line with industry benchmarks**. In comparison with similar-sized multinational subsidiaries in Spain, the auditors confirmed that our resourcing levels are **both adequate and competitive**, ensuring that our financial and operational oversight meets international best practices.

Importantly, the audit confirmed that **no significant adjustments were required in our financial statements**, reinforcing the reliability of our financial reporting processes. Compared to the prior year, **our overall internal control assessment has remained stable**, with no perceptible changes that would impact our financial governance.

At Quintas Energy, we remain dedicated to upholding the highest standards of financial integrity and operational excellence. We appreciate the thorough insights provided by BDO Auditors and will continue to refine our internal controls and compliance frameworks to drive long-term sustainability and stakeholder confidence.

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INTEGRATED MANAGEMENT SYSTEM (IMS)



At Quintas Energy, we are committed to achieving **excellence, sustainability, and operational efficiency** through the implementation of our **Integrated Management System (IMS)**. By the end of 2024, we successfully obtained ISO 9001 (Quality Management), ISO 14001 (Environmental Management), and ISO 45001 (Occupational Health & Safety Management) certifications with Bureau Veritas, demonstrating our dedication to continuous improvement and responsible business practices.

The **IMS** consolidates multiple management standards into a **single, streamlined system**, reducing bureaucracy, enhancing efficiency, and ensuring **compliance with industry best practices**. This integration enhances decision-making, improves resource optimisation, and creates a **structured framework** that aligns with our long-term **business goals and ESG commitments**.

Key benefits of our IMS include:

- Enhanced Health & Safety culture, shifting from a compliance-based approach to proactive risk management and employee well-being.
- Improved process efficiency, eliminating redundant procedures and enhancing productivity.
- Optimised resource allocation, reducing operational costs while maintaining high standards.
- Standardised policies and procedures, ensuring compliance with international and client expectations.
- Sustainable growth, reinforcing our commitment to environmental responsibility and regulatory compliance.

Moving forward, Quintas Energy will continue to refine and enhance our IMS to support business innovation, sustainability, and operational excellence, ensuring that quality, safety, and environmental responsibility remain at the core of our operations.

QUINTAS DIGITALISED ASSET MANAGEMENT MODEL (DAMM)

We are committed to integrating our **Integrated Management System (IMS)** with **Asset Management (AM)** and **IT Innovation Program** to create a robust, efficient, and sustainable operational framework. This integration supports our long-term business vision, ensuring that our processes are aligned with **safety, quality, cybersecurity, environmental responsibility, and operational excellence**.

The **collaboration between IMS and AM leaders** is essential for enhancing decision-making, aligning worksystems with client expectations, and fostering a proactive approach to process optimisation.

Additionally, **AI and digitalisation** are fundamental to our strategy. We leverage **ChatGPT and the Agentic Model** as a **Virtual Assistant** to enhance decision-making by consolidating policy frameworks, best practices, and operational data.



Meanwhile, our **IT Innovation Program** focuses on **digitalising and automating** non-human tasks, freeing resources for strategic initiatives.

To ensure coordination and visibility, we utilise **Battuta**, our programme management tool, to oversee **all AM and IMS initiatives**, enhancing transparency and efficiency across departments.

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QUINTAS CARES

EMPLOYEE WELL-BEING AND PREVENTIVE CULTURE

At Quintas Energy, we believe that our people are our greatest asset. Recognising that a healthy, engaged, and motivated workforce is essential for long-term success, we have developed Quintas Cares, a comprehensive initiative designed to foster **employee well-being, work-life balance, and a strong preventive culture.**

Through **Quintas Cares**, we actively address psychosocial risks in the workplace by creating a healthy work **environment** and enhancing working conditions. Our program is built on **four key pillars**:

- **Work-life balance:** We offer **flexible work policies**, remote work options, and additional vacation days based on seniority. Employees can also swap public holidays for another day off, take their birthday as a paid holiday, and benefit from special leave arrangements.
- **Social benefits:** Employees receive **healthcare insurance, pension plans, restaurant and transport vouchers, and childcare support.**
- **Preventive culture:** By placing well-being at the centre of our strategy, we promote **safety, mental health awareness, and employee engagement.**
- **Talent attraction and retention:** Thanks to Quintas Cares, our employee turnover rate decreased by **50% in 2024**, demonstrating the success of our approach.

As part of **our commitment to workplace safety and best preventive practices**, Quintas Energy participated in the **“Best Preventive Practices” event**, submitting our candidacy to be recognised as an **Andalusian model company** in occupational health and safety. Held at **Hotel Meliá Lebreros**, the event gathered **nine leading companies**, showcasing best practices in **workplace safety, risk mitigation, and well-being initiatives.**

Beyond well-being, **Quintas Cares** is complemented by **our leadership program**, which empowers **visionary and resilient leaders** to drive **sustainability, strategic thinking, and global collaboration.** By integrating **employee well-being, workplace flexibility, and leadership excellence**, we ensure that our teams are aligned with our **corporate sustainability and growth objectives.**



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|---------------------------------|--|
| Application declaration | This report was prepared in accordance with the GRI Standards 2021 and covers the period from the 1 January 2024 to 31 December 2024 |
| GRI 1 applied | GRI 1: Foundation 2021 |
| Applicable GRI Sector Standards | Not applicable |

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| Activities and workers | 2-6 Activities, value chain and other business relationships | Page 7 | |
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| | 2-8 Workers who are not employees | Page 22 | 6 |
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| | 2-10 Nomination and selection of the highest governance body | Page 23 | |
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| | 2-12 Role of the highest governance body in overseeing the management of impacts | Page 35 | |
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| | 2-28 Membership associations | Page 35 | |
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| Disclosures on material topics | 3-1 Process to determine material topics | Page 13 | |
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| GRI 201: Economic Performance 2016 | 201-1 Direct economic value generated and distributed due to climate change | Page 18 | 7 11 |
| | 201-2 Financial implications and other risks and opportunities due to climate change | Page 17 | 7 11 |
| GRI 203: Indirect Economic Impacts 2016 | 203-1 Infrastructure investments and services supported | Page 34 | 11 17 |
| | 203-2 Significant indirect economic impacts | Page 34 | 11 17 |



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| GRI 205: Anti-corruption 2016 | 205-1 Operations assessed for risks related to corruption | Page 35 | 10 16 |
| | 205-2 Communication and training on anti-corruption policies and procedures | Page 35 | 10 |
| | 205-3 Confirmed incidents of corruption and actions taken | Page 35 | 10 |
| GRI 206: Anti-competitive Behaviour 2016 | 206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices | Page 35 | 16 |
| GRI 302: Energy 2016 | 302-1 Energy consumption within the organisation | Page 18 | 7 8 9 12 13 |
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| GRI 303: Water and Effluents 2018 | 303-5 Water consumption | Page 20 | 7 8 9 13 15 |
| | 304-2 Significant impacts of activities, products and services on biodiversity | Page 20 | 7 8 9 13 15 |
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| GRI 305: Emissions 2016 | 305-1 Direct (Scope 1) GHG emissions | Page 18 | 7 8 9 11 12 13 15 |
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| GRI 306: Waste 2020 | 306-1 Waste generation and significant waste-related impacts | Page 20 | 7 8 9 11 12 13 15 |
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| GRI 401: Employment 2016 | 401-1 New employee hires and employee turnover | Page 25 | 5 6 |
| | 401-2 Benefits provided to full-time employees that are not available to temporary or part-time employees | Page 22 | 6 |
| | 401-3 Parental leave | Page 24 | 5 6 |
| GRI 403: Occupational Health and Safety 2018 | 403-1 Occupational health and safety management system | Page 32 | 3 |
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| GRI 404: Training and Education 2016 | 404-1 Average hours of training per year per employee | Page 27 | 4 6 |
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| | 404-3 Percentage of employees receiving regular performance and career development reviews | Page 27 | 6 |
| GRI 405: Diversity and Equal Opportunity 2016 | 405-1 Diversity of governance bodies and employees | Page 26 | 5 |
| | 405-2 Ratio of basic salary and remuneration of women to men | Page 26 | 5 |
| GRI 406: Non-discrimination 2016 | 406-1 Incidents of discrimination and corrective actions taken | Page 27 | 5 |
| GRI 408: Child Labour 2016 | 408-1 Operations and suppliers at significant risk of incidents of child labour | Page 35 | |



| GRI Standard / Other Sources | Disclosure | Location (page/link) | UN Global Compact Principles |
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| GRI 409 Forced or Compulsory Labour 2016 | 409-1 Operations and suppliers at significant risk of incidents of forced or compulsory labour | Page 35 | 2 4 |
| GRI 413: Local Communities 2016 | 413-1 Operations with local community engagement, impact assessments and development programs | Page 36 | 11 17 |
| | 413-2 Operations with significant actual and potential negative impacts on local communities | Page 36 | 11 17 |
| GRI 414: Supplier Social Assessment 2016 | 414-1 New suppliers that were screened using social criteria | Page 35 | |

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DATA ANNEX – ENVIRONMENTAL INDICATORS

CARBON EMISSIONS BY SCOPE

| Carbon Emissions by Scope (in t CO2e) | GRI | 2023 | 2024 | Change in % |
|--|-------|-------|-------|-------------|
| Scope 1 | 305-1 | 0.079 | 0.087 | 10.13% |
| Scope 2 | 305-2 | 19.70 | 17.36 | -11.88% |
| Purchased electricity | 305-2 | 19.70 | 17.36 | -11.88% |
| Emissions per turnover (in t CO2e/€ million) | 305-4 | 1.41 | 1.22 | -13.47% |
| Emissions per FTE (in t CO2e/€ million) | 305-4 | 19.70 | 17.36 | -11.87% |

TOTAL ENERGY CONSUMPTION

| Total Energy Consumption (in kWh) (Gas + Electricity) | GRI | 2023 | 2024 | Change in kWh | Change in % |
|---|-------|--------|--------|---------------|-------------|
| Seville office | 302-1 | 88,530 | 79,400 | -9,130 | -10.31% |
| London office | 302-1 | 128 | 1,094 | 966 | 754% |
| Rome office | 302-1 | 6,579 | 3,530 | -3,049 | -46.34% |
| Total | 302-1 | 95,236 | 84,028 | -11,208 | -11.77% |

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DATA ANNEX – ENVIRONMENTAL INDICATORS

ENERGY CONSUMPTION PER WORKED HOURS

| Energy consumption per worked hours (in kWh) (Gas + Electricity) | GRI | 2023 | 2024 | Change in kWh per worked hour | Change in % |
|--|-------|-------|-------|-------------------------------|-------------|
| Seville office | 305-2 | 0.294 | 0.233 | -0.060 | -20.58% |
| London office | 305-2 | 0.007 | 0.053 | 0.050 | 704.9% |
| Rome office | 305-2 | 0.446 | 0.161 | -0.280 | -63.91% |
| Total | 305-2 | 0.284 | 0.220 | -0.064 | -22.67% |

WATER RESOURCE MANAGEMENT

| | GRI | Seville office | London office | Rome office | Total |
|---|-------|----------------|---------------|-------------|-------|
| Non-hazardous waste generated | 306-1 | 0% | 0% | 0% | 0% |
| Waste diverted from landfill (recycled, reused) (%) | 306-4 | 100% | 100% | 100% | 100% |
| Waste directed to landfill (%) | 306-5 | 0% | 0% | 0% | 0% |

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DATA ANNEX – SOCIAL INDICATORS

QUINTAS’ WORKFORCE

| | GRI | Seville office | London office | Rome office | Total |
|--|-------|----------------|---------------|-------------|-------|
| Total Quintas Group worldwide | 102-8 | 208 | 13 | 15 | 236 |
| Total workforce in full-time equivalents (FTE) | 102-8 | 205 | 12 | 11 | 228 |
| Total workforce in part-time equivalents (PTE) | 102-8 | 3 | 1 | 4 | 8 |
| Managers | 102-8 | 60 | 5 | 4 | 69 |
| Non-management employees | 102-8 | 122 | 2 | 9 | 133 |
| Female workforce | 102-8 | 100 | 4 | 9 | 113 |
| Male workforce | 102-8 | 108 | 9 | 6 | 123 |
| Women in engineering and technical positions | 102-8 | 17 | 1 | 0 | 18 |
| Men in engineering and technical positions | 102-8 | 35 | 0 | 2 | 37 |
| Women in support roles | 102-8 | 7 | 0 | 1 | 8 |
| Men in support roles | 102-8 | 7 | 0 | 0 | 7 |
| Women in lower/middle management | 102-8 | 9 | 1 | 2 | 12 |
| Men in lower/middle management | 102-8 | 10 | 3 | 0 | 13 |
| Women in upper management | 102-8 | 3 | 1 | 0 | 4 |
| Men in upper management | 102-8 | 3 | 1 | 0 | 4 |

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DATA ANNEX – SOCIAL INDICATORS

EMPLOYEE BREAKDOWN BY AGE

| | GRI | Seville office | London office | Rome office | Total |
|--------------|-------|----------------|---------------|-------------|-------|
| 29 and under | 102-8 | 64 | 1 | 3 | 68 |
| 30-50 | 102-8 | 133 | 7 | 10 | 146 |
| 50 and older | 102-8 | 11 | 5 | 2 | 18 |

AVERAGE LENGTH OF EMPLOYMENT

| | GRI | Female | Male | Total |
|---------------------------------------|-------|--------|------|-------|
| Average length of employment in years | 405-1 | 3.91 | 3.38 | 3.63 |

DIVERSITY

| | GRI | Seville office | London office | Rome office | Total |
|----------------------------|-------|----------------|---------------|-------------|-------|
| European | 405-1 | 207 | 12 | 15 | 234 |
| Asian and Pacific Islander | 405-1 | 0 | 0 | 0 | 0 |
| American | 405-1 | 2 | 1 | 0 | 3 |
| African | 405-1 | 0 | 0 | 0 | 0 |
| Australian | 405-1 | 0 | 0 | 0 | 0 |
| Other minority group | 405-1 | 1 | 0 | 0 | 1 |

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DATA ANNEX – SOCIAL INDICATORS

HIRES/DEPARTURES

| | GRI | Seville office | London office | Rome office | Total |
|----------------|-------|----------------|---------------|-------------|-------|
| 29 and younger | 401-1 | 56/39 | 2/0 | 1/1 | 59/40 |
| 30-50 | 401-1 | 17/9 | 2/0 | 5/2 | 24/11 |
| 50 and older | 401-1 | 1/2 | 0/0 | 2/0 | 1/2 |

PARENTAL LEAVE

| | GRI | Seville office | London office | Rome office | Total |
|--|-------|----------------|---------------|-------------|-------|
| Women who went on maternity / parental leave | 401-3 | 8 | 0 | 0 | 8 |
| Women who returned from maternity / parental leave | 401-3 | 2 | 0 | 0 | 2 |
| Return to work rate | 401-3 | 100% | - | - | 100% |
| Total number of female employees retained 12 months after returning to work following a period of parental leave | 401-3 | 0 | 0 | 0 | 0 |
| Retention rate of female employees that took parental leave | 401-3 | 100% | - | - | 100% |
| Men who went on paternity / parental leave | 401-3 | 2 | 0 | 0 | 2 |
| Men who returned from paternity / parental leave | 401-3 | 2 | 0 | 0 | 2 |
| Return to work rate | 401-3 | 100% | - | - | 100% |
| Total number of male employees retained 12 months after returning to work following a period of parental leave | 401-3 | 0 | 0 | 0 | 0 |
| Retention rate of male employees that took parental leave | 401-3 | 100% | - | - | 100% |

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DATA ANNEX – SOCIAL INDICATORS

HEALTH & SAFETY

| | GRI | Seville office | London office | Rome office | Total |
|--|-------|----------------|---------------|-------------|-------|
| Operational sites for which an assessment of occupational health and safety risks has been carried out | 403-1 | 1 | 1 | 1 | 3 |
| Number of injuries | 403-9 | 0 | 0 | 0 | 0 |
| Number of fatal accidents | 403-9 | 0 | 0 | 0 | 0 |

EMPLOYEE TRAINING AND DEVELOPMENT

| | GRI | Total |
|--|-------|-------|
| Total number of Safety, Health, Environmental and Quality (SHEQ) training (hours) | 404-1 | 2,918 |
| Percentage of employees who have enrolled in SHEQ Training (%) | 404-1 | 100% |
| Total number of development training (internal) | 404-1 | 463 |
| Total number of development training (external provider) | 404-1 | 1,484 |
| Percentage of employees who have enrolled in development Training (%) | 404-1 | 100% |
| Total number of training provided to all employees (including all types) | 404-1 | 4,402 |
| Percentage of employees receiving regular performance and career development reviews | 404-1 | 100% |

COMMUNITY ENGAGEMENT AND DEVELOPMENT

| | GRI | Seville office | London office | Rome office | Total |
|----------------------------|-------|----------------|---------------|-------------|-------|
| Donations to the community | 203-2 | 1 | 1 | 1 | 3 |

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ESG Report

2024



Quintasenergy

MANAGING
POWER

SEVILLE

ROME

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MIAMI

BRISBANE

CORK