

# ACCIONA ENERGÍA

KEY ESG  
FIGURES 2020

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# PLANET POSITIVE

## CLIMATE

Unwavering commitment to production solely from renewable sources, contributing to replacing fossil fuels in the national electricity mixes.

### SCOPE 1 AND SCOPE 2 GREENHOUSE GAS EMISSIONS

	Unit	2017	2018	2019	2020
Total direct GHG emissions (Scope 1)	Met. Ton. CO2e	20,943.90	13,282.26	14,165.76	9,116.11
Indirect GHG emissions from energy purchased and consumes (Scope 2)	Met. Ton. CO2e	27,564.05	24,499.79	16,311.28	16,517.07
<b>TOTAL</b>	Met. Ton. CO2e	48,507.95	37,782.05	30,477.04	25,633.18

### ENERGY CONSUMPTION

	Unit	2017	2018	2019	2020
Non-renewable fuels (nuclear fuels, coal, oil, natural gas, etc.) purchased and consumed	MWh	48,135.55	13,831.90	21,188.46	17,572.13
Non-renewable electricity purchased	MWh	70,021.35	62,484.74	42,824.33	43,193.69
Steam / heating / cooling and other energy (non-renewable) purchased	MWh	0	0	0	0
Total renewable energy purchased (Biogas, biomass, biodiesel, certified renewable electricity)	MWh	1,262,019.55	1,258,859.03	1,235,527.22	1,331,648.14
Total non-renewable energy (electricity and heating & cooling) sold	MWh	0	0	0	0
<b>TOTAL NON-RENEWABLE ENERGY</b>	Mwh	118,156.9	76,316.64	64,012.79	60,765.82
Total costs of energy consumption	Euro	15,660,796	11,723,744	10,026,685	9,232,836

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### EVOLUTION OF OTHER EMISSIONS

	Unit	2017	2018	2019	2020
NOx Emissions	Metric tonnes	572.47	629.46	577.80	661.08
SOx Emissions	Metric tonnes	179.99	244.05	191.27	137.81
SF6 Emissions	Metric tonnes	0.08	0.05	0.05	0.05
Ash and gypsum waste composted, reused, recycled, or recovered	Percentage	100%	100%	100%	100%
Direct Dust Emissions	Metric tonnes	8.17	13.34	18.46	5.31

## CIRCULARITY

ACCIONA Energía clearly identifies with the circular economy model in such a way that the generation of renewable energy has for some years now been linked to measures such as the recovery of most of the related waste. It mainly involves slag and ash generated by its biomass plants, which are put to agricultural use. They are used for recovering degraded areas or as an ingredient for producing clinker (the main component of cement), low in carbon.

### WASTE GENERATION AND MANAGEMENT (TONNES)

	2017	2018	2019	2020
Non hazardous waste	34,334.00	36,044.00	31,643.00	34,408.00
Hazardous waste	3,001.00	7,115.00	834.65	746.00
Recycled waste	30,088.40	24,700.45	25,268.96	32,788.86
<b>TOTAL WASTE</b>	<b>37,335.00</b>	<b>43,159.00</b>	<b>32,477.65</b>	<b>35,154.00</b>
<b>TOTAL WASTE DISPOSED</b>	<b>7,246.60</b>	<b>18,458.55</b>	<b>7,208.69</b>	<b>2,365.14</b>

# PLANET POSITIVE

## WATER

ACCIONA Energía has a specific water policy which main objective of which is to support the fundamental human right of access to drinking water and sanitation.

The water agenda is determined by strict compliance with the law, responsible and efficient management, the establishment of specific objectives through the Sustainability Master Plan, the development of new technologies, the integration of water into risk management, the extension of its principles to the value chain and transparent communication.

### USE OF WATER (MILLION m<sup>3</sup>)

	2017	2018	2019	2020
TOTAL NET WATER CONSUMPTION	3,55	0,96	1,01	0,88
Withdrawal: total municipal water supplies	0,55	0,51	0,52	0,40
Withdrawal: fresh surface water	27,32	24,10	21,49	23,78
TOTAL WATER WITHDRAWAL	27,86	24,62	22,02	24,19
TOTAL WATER DISCHARGE	24,31	23,66	21,01	23,31

The company and bodies responsible for the environment implement prevention measures to minimize possible impacts on species that might be found in river ecosystems and other bodies of water, as well as rules for respecting the environmental flow system and the technical requirements set by the Administration itself. The processes that guarantee compliance with the requirements for water collection and discharge are part of the environmental management systems implemented, verified and certified by the company according to the ISO 14001 international standard.

There are three different ways in which ACCIONA uses water in its operations:

- Water for internal consumption: This is water used by the company at its own facilities. This use includes freshwater obtained from the municipality, as well as surface and groundwater.
- This refers to the residual water from ACCIONA's internal consumption that has not evaporated or been used in any company asset and that is removed from the facilities as specified in the relevant discharge permits. All wastewater discharged by ACCIONA complies with the specifications in the relevant discharge permits.
- This refers to water that enters and leaves ACCIONA's facilities (hydroelectric and biomass plants) without generating any type of consumption and without the quality of the water or the ecosystems being affected in any significant way.

As with climate risk management, the management of water-related risks is part of the company's environmental risk management strategy

# PEOPLE CENTRIC

## DIVERSITY AND INCLUSION

Both diversity and inclusion form part of our values. ACCIONA Energía is firmly committed to effective equal opportunities. This commitment promotes diversity as a key competitive advantage for our businesses and priority strategy for people management.

### DIVERSITY

#### WORKFORCE BREAKDOWN BY GENDER

Diversity Indicator	2020
Share of women in total workforce (as % of total workforce)	27.33
Share of women in all management positions, including junior, middle and top management (as % of total management positions)	20.53
Share of women in junior management positions (as % of total junior management positions)	20.59
Share of women in top management positions (as % of total top management positions)	10.81
Share of women in management positions in revenue-generating functions (as % of all such managers)	15.02
Share of women in STEM-related positions (as % of total STEM positions)	24.69

#### WORKFORCE BREAKDOWN BY NATIONALITY

Nationality	Share in total workforce (as % of total workforce)	Share in all management positions, (as % of total management workforce)
Spanish	58.89	73.3
Chilean	9.98	5.99
American (US)	9.79	4.09

# PEOPLE CENTRIC

## DIVERSITY

### WORKFORCE BREAKDOWN BY OTHER MINORITIES

Diversity Indicator	% FTEs
People with disability	2

### WORKFORCE BREAKDOWN BY AGE GROUPS

Age Groups:	Numerical
<30 years old	198
30-50 years old	1,144
>50 years old	201

## RECOGNITION

ACCIONA Energía's people management model is supplemented by policies and initiatives designed to optimise employee performance, enhance their professional development and manage objective-based compensation.

## HIRING

	2017	2018	2019	2020
Total number of new employee hires	305	323	347	205
Percentage of open positions filled by internal candidates (internal hires)	2%	36%	21%	32%
Average hiring cost/FTE (euros)	1,200	1,200	1,200	1,200

## EMPLOYEE TURNOVER RATE

	2017	2018	2019	2020
Total employee turnover rate	3.97%	4.66%	4.14%	8.89%
Voluntary employee turnover rate	3.71%	4.44%	3.81%	6.58%

# INTEGRATE TO TRANSFORM

## FINANCING IMPACT

Maximizing the capacity of sustainable finances enhances the company’s value and the competitive regenerating advantages of the projects.

ACCIONA Energía promotes innovative solutions for sustainable funding which make it possible to create differences and advantages in the development of regenerative infrastructure, building on the interest of the capital markets in financing the existing gaps in fulfilment of the Sustainable Development Goals.

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### 2020 Social Contribution

More than €3M

(LBG methods, itemised according to Sustainable Development Goals)

### Type of Philanthropic Activities

Type of Philanthropic Activities	2020
Charitable Donations (% of total costs)	16.10
Community Investments (% of total costs)	68.80
Commercial Initiatives (% of total costs)	15.20

# INTEGRATE TO TRANSFORM

## FINANCING IMPACT

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### Philanthropic Contributions

Type of Contribution (euros)	2020
Cash contributions	3,067,910
Time: employee volunteering during paid working hours	0
In-kind giving: product or services donations, projects/partnerships or similar	7,236
Management overheads	1,070,147

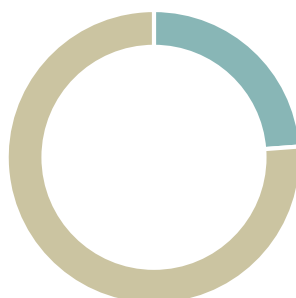
### Contributions to associations for the promotion of sustainability and trade associations

As part of the UNE 19601 and ISO 37001 certification process, the Corporate Donations and Non-Commercial Sponsorship Standard was developed and adopted. The aim of this standard is to establish a framework of action that allows the group to ensure that donations and non-commercial sponsorship to charity or non-profit organisations are not a front for illegal payments to civil servants or other people, which would be an infringement of the company’s Anticorruption Guidelines.

In 2020, ACCIONA Energía contributed € 617,296 to associations or organisations for promoting sustainability and trade associations, amongst others.

**477,406 €**

Industry associations SEOPAN, Australian Contractors Association, Wind Europe, Australian Contractors Association Membership, Global Wind Energy Council, Clean Energy Council (Australia)



**139,890 €**

Institutions for promoting sustainability and the global dialogue World Economic Forum and World Business Council for Sustainable Development (WBCSD)

- Lobbying, interest representation
- Trade associations



# INTEGRATE TO TRANSFORM

## THE MAIN AREAS WHERE CONTRIBUTIONS WERE MADE

### **Decarbonisation of the economy, clean energy, meeting the goals of the Paris Agreement on climate change:**

ACCIONA Energía is focused in actively pursuing an effective implementation of the Paris Agreement and its decarbonisation compromises in all the geographical areas where the company operates. To this end, we actively engage, either directly or through collective think tanks or trade associations in lobbying and communications efforts to try to implement effective measures to decarbonize the economy. At a global and multilateral level, we channel our engagement mostly through institutions or global partnerships. IN 2020, ACCIONA Energía continued to participate in the development of an energy model based on increased penetration of renewable energies. Another line of action was the electrification as an indispensable tool for the transition to a decarbonized economy. The development of regulatory frameworks conducive to green public procurement and to support for policies that favor energy saving and efficiency were priority, as well as policies to promote sustainable mobility.

The total amount invested in this area during the year was € 602,587.

In 2020, ACCIONA Energía's engagement with the institutions and business associations with which it collaborates focused fundamentally on contributing to public consultation processes and supporting regulatory development in the fields of energy, in connection with the need to deepen the transition to an economy based on clean energy and free of emissions, in which care for the environment is as important as ensuring supply.

It is worth mentioning that ACCIONA Energía actively participates in regional and national associations regarding the regulation of the energy sector such as AEE, APPA, UNEF and AEDIVE) as well as European (as WindEurope, ESTELA and EUFORES) and international ones (GWEC), among others. The company actively takes part in their activities and holds positions of responsibility in their governing bodies.