



Five main priorities reaffirming our roadmap in sustainability

| | 2023 | 2025 | 2026 | 2030 | |
|--|---|-------------|--------------------------|---|-------------------------------|
| Boosting electricity as a clean, autonomous, local, stable, safe and competitive source of energy | | | | | |
| DECARBONISATION | Carbon Neutral in electricity generation in 2030 Specific emissions global mix (g CO ₂ /kWh) | 77 | 60 (<70) ⁽¹⁾ | 55 | Carbon Neutral ⁽²⁾ |
| | Net Zero in scopes 1, 2 and 3 before 2040 | In progress | | SBTi milestone fulfilled ⁽³⁾ | |
| | NOx emissions kg / MWh | 0.34 | 0.17 (new) | 0.15 | < 0.10 |
| | Sustainable light vehicle fleet % of total light vehicle fleet | 31% | 48% (new) | 56% | 100% |
| | Storage capacity Cumulative installed storage capacity (GWh) | 101.9 | 108 (102) ⁽⁴⁾ | 118 | 136 |
| INNOVATION AND DIGITALIZATION | Smart Grids % automation of high and medium voltage assets | 78% | 83% | 85% | 90% (new) |
| | Investment in R&D Million euros (annual) | 384.4 | 420 | 443 | 550 |
| | Green hydrogen Annual production (kt H ₂) | 0.42 | 2 (35) ⁽⁵⁾ | 5 | 120 (350) ⁽⁶⁾ |
| | Cybersecurity assessments Number of annual assessments or external verifications | 2,497 | 2,000 | 2,000 | 2,000 |
| SUSTAINABLE FINANCE | CAPEX Aligned (new) % of Taxonomy aligned CapEX ⁽⁴⁾ | 88.8% | -90% | -90% | -90% |
| | Sustainable financing % of total financing | 90% | Min. 80% ⁽⁵⁾ | Min. 80% ⁽⁶⁾ | - |
| Working to ensure a sustainable value chain | | | | | |
| SUSTAINABLE SUPPLY CHAIN | Purchases from sustainable suppliers % of total purchases | 90% | ≥ 85% | ≥ 85% | ≥ 85% |
| | Percentage of sustainable suppliers (new) % of main suppliers subject to sustainable development policies and standards | 88% | > 85% | > 85% | > 85% |
| CUSTOMERS | Quality of supply Reduce the Global SAIDI (vs 2019-21 period avg) | -8.6% | -10% | -11% | -16% (new) |
| | Smart solutions portfolio Million solutions | 14 | 18 | 19 | 21 |
| | Public charging points⁽⁷⁾ Thousands | -14 | -32 | -38 | -60 |
| | Customer accessibility solutions⁽⁸⁾ Number of solutions | 43 | 62 (30) | 63 | 63 (new) |
| | Digital customers % of total commercial customers | 73% | 75% (73%) ⁽⁹⁾ | 76% | 80% |

(1) Previous target established in CMD 2022.
 (2) <10 gCO₂/kWh
 (3) Intermediate target as certified by SBTi (Science-based targets initiative).
 (4) Organic capex; according to European Taxonomy Regulation.
 (5) Average ESG financing for 2023-25 period.
 (6) Average ESG financing for 2024-26 period.
 (7) Calculated as logic terminals. Considering this target and current forecasts for electric vehicle penetration, the total number of public and private charging points projected for 2030 would reach 400k.
 (8) Including Neoenergia solutions from 2023 onwards.



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|--|--|---------------------|----------------------------|---------------|------------------------|
| Protecting nature and fostering an efficient use of resources | | | | | |
| BIODIVERSITY PRESERVATION | Conservation, restoration and plantation of trees Number of trees (Million) & No Net Deforestation in 2025 | 3.4 | 8 | 10 | 20 |
| | Net positive impact in 2030 % assets with biodiversity assessment and neutrality plan | 0% | 20% | 25% | 100% (Net positive) |
| EFFICIENT USE OF RESOURCES | Specific water consumption reduction % reduction of water consumption intensity vs 2021 | -10.9% | -32% (-19%) ⁽⁹⁾ | -36% | -63% |
| | Blade and Solar Panel Recycling % of blades and panels recycled of total Blades and panels dismantled ⁽⁹⁾ | 87% ⁽¹⁰⁾ | 50% | 50% | 100% |
| Strengthening human and social capital | | | | | |
| DIVERSITY AND INCLUSION | External EDGE certification⁽¹¹⁾ Attainment | In process | ✓ (2024) | - | - |
| | Presence of women in relevant positions % women | 27.8% | 30% | 31.2% | 35% |
| | Presence of women in positions of responsibility % women | 34.4% | 35% | 35.3% | 36% |
| | External EDGE plus certification⁽¹²⁾ Attainment | In process | In process | ✓ | - |
| HEALTH & SAFETY | Green mind Global deployment | - | Implementation | Certification | - |
| | Occupational Safety TRIR (reduction vs 2021) | -17% | -10% | -13% | -21% |
| EMPLOYEE UPSKILLING | Green skilling Program deployment | - | ✓ | ✓ | - |
| | Training in cybersecurity and protection of information Annual hours of training completed | 94,915 | 63,000 | 64,480 | 68,000 |
| COMMUNITY DEVELOPMENT | Beneficiaries of the "Electricity for all" program Million beneficiaries (cumulative) | 12.4 | 14 | 15 | 16 |
| | Beneficiaries of the Foundations programs Million annual beneficiaries | 7.2 | 8 | 8 | 10 |
| | Corporate volunteering No of annual volunteers (thousands of employees and companions) | 20.5 | 19 (15) ⁽⁹⁾ | 19.5 | 23 |
| Keeping our culture of ethics, transparency and good governance | | | | | |
| CORPORATE GOVERNANCE | Corporate Governance Maintain best practices | ✓ | ✓ | ✓ | ✓ |
| COMPOSITION OF THE BOARD OF DIRECTORS | Percentage of independent directors Over 50% | ✓ (71%) | ✓ | ✓ | ✓ |
| | Gender balance Maintain | ✓ (43%) | ✓ | ✓ | ✓ |
| | Diversity in the Board of Directors Promote | ✓ | ✓ | ✓ | ✓ |
| COMPLIANCE | Compliance system Obtain/maintain (yearly) | ✓ | ✓ | ✓ | ✓ |
| HUMAN RIGHTS | Human Rights Due Diligence Continuous revision of the DD System | ✓ | ✓ | ✓ | ✓ |
| STAKEHOLDER ENGAGEMENT | Stakeholder Engagement Model % of facilities with the model implemented | 55% | 70% (✓) ⁽⁹⁾ | 75% | 90% (✓) ⁽⁹⁾ |

(9) Includes blades and panels out of operation with a destination decision different from disposal.
 (10) Only includes blades.
 (11) External Certification of equal gender (EDGE Certification) by December 31, 2024.
 (12) External Certification on Diversity and Inclusion, including generational diversity, disability inclusion, Race/Ethnic, Nationality and LGTBQ+ (EDGEplus Certification) by 2026.