















The **Sustainability and Transition Plan** sets out the new medium-term (2030) and long-term (2040) targets across the **five focus areas: decarbonization, circular economy, water resources, resilient cities and people.**

The following is a summary of the medium- and long-term objectives and targets of Iren Group and their correlation with the categories of customers and stakeholders.

Focus area	TARGET		Customers/ stakeholders	SDGs
	2030	2040		
Decarbonization				
Installed power from renewable sources	1,070 MW	1,390 MW	environment, community, institutions	
Carbon intensity of energy generation (Scope 1)	312 gCO ₂ /kWh	129 gCO ₂ /kWh	environment, business customers, community, suppliers, investors	
Certified renewable electricity purchased (Scope 2)	50%	100%	environment, community	
Reduction of Scope 3 emissions (compared to 2020) deriving from:			environment, community, suppliers, investors	
• use of sold products (gas)	-17%	-26%		
• fuel and energy related activities Energy savings from production processes	-1%	-40%		
	828,000 TOE	1,162,000 TOE	environment, suppliers	
Emissions avoided from waste recovery	1,654,000 tCO ₂ eq	2,036,000 tCO ₂ eq	community, institutions, environment	
Circular economy				
Sorted waste collection in legacy regions	75.5%	80.0%	customers, communities, institutions, suppliers, environment	
Sorted waste collection in other areas	70.8%	74.0%		
Material recovery from waste in Group facilities	1,533,000 t	1,539,000 t	communities, business customers, institutions, investors, environment	
Biomethane from biodegradable waste	31.1 million m ³	31.1 million m ³	community, institutions, environment	
Reuse of water from wastewater treatment	6.2 million m ³	20 million m ³	environment, business customers, community	
Water resources				
Wastewater treatment capacity	4,438,000 A.E.	4,438,000 A.E.	environment, business customers, community	
Water withdrawals from the environment	240 l/inhab./day	228 l/inhab./day	environment, community	
Water network leaks (legacy regions)	26.5%	22.0%	environment, community, investors	
Water network leaks (all regions)	27.5%	24.0%		
District subdivision of water networks (legacy regions)	78.9%	89.2%	environment, community	
District subdivision of water networks (all regions)	76.0%	87.2%		
Resilient cities				
District heated volumes	125 million m ³	135 million m ³	customers, users, community, environment	
Eco-vehicles on total fleet	35%	53%	environment, community	
Green electricity sold to retail clients	2,500 GWh	3,000 GWh	customers, environment	
Energy saving from Group products/services	513,000 TOE	587,000 TOE	customers, community, environment	
Group store network in local areas	304	304	customers, users	
Iren people				
Employment, development and skills enhancement				
New hires (cumulative from 2020) ⁽¹⁾	+6,740	+9,400	Own workforce	
Training hours per capita	23.8	25.0		
Employees evaluated on performance ⁽²⁾	89%	90%		
Diversity & Inclusion				
Women in managerial roles	27%	30%	Own workforce	
Hires under 30 out of total hires ⁽³⁾	≥ 50%	≥ 50%		
Welfare and people care				
Injury incidence rate	44	41	Own workforce	
Employees with corporate health care	100%	100%		

⁽¹⁾ Progressive growth compared to 2020; ⁽²⁾ Out of eligible population: Executives, Junior Managers and white-collar employees in service for more than 6 months in the year; ⁽³⁾ Progressive percentage on cumulative recruitment from 2020 onwards on a permanent basis and independent of contract takeovers and internalisations.