

# Shaping tomorrow everyday

November 2023





## ALL STRATEGIC PILLARS CONFIRMED







INVESTOR DAY 2023

**STRATEGY** 

9M 2023 RESULTS

Support energy independence

Counter climate change and responsible use of resources

Electrification of consumptions

Strong technical expertise

Capability to execute Repower EU funded investments

Become a preferred partner for local stakeholders (Public-Private Partnership)

Reinforce competitive strength

Expand offerings of integrated services

Increase physical and digital presence

ANNEXES





80%

of investments for a SUSTAINABLE GROWTH

INVESTOR DAY 2023

STRATEGY

#### **DECARBONIZATION**

#### **CARBON INTENSITY**



SUSTAINABLE FINANCING

# LEADER IN CIRCULAR ECONOMY

#### NET WASTE TREATMENT CAPACITY



# SUSTAINABLE WATER MANAGEMENT





9M 2023

ANNEXES





of investments are in our Reference Areas

**INVESTOR DAY 2023** 

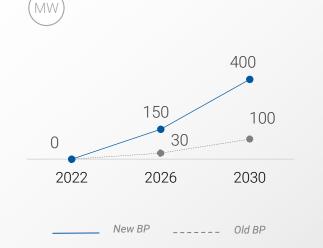
**STRATEGY** 

#### PREFERRED PARTNER

(M inhabitants served



#### **ENERGY COMMUNITIES**



### KNOW-HOW TO SUPPORT THE **NATIONAL SYSTEM**







50%

of investments to improve our SERVICE QUALITY

INVESTOR DAY 2023

STRATEGY

#### **SERVICE QUALITY**

**PURIFICATION CAPACITY** 

+15%

E.E. INTERRUPTION FREQUENCY (SAIFI)

-40%

#### **DIGITALIZATION**

E.E. & GAS SMART METERS

100%

WATER NETWORK DISTRICTUALIZATION

90%

#### **CUSTOMER SATISFACTION**

INCREASE IN LOCAL PRESENCE

+55%

INSOURCING OF CUSTOMER OPERATIONS'
KEY ACTIVITIES

75%

9M 2023 RESULTS

ANNEXES



INVESTOR

# INVESTMENTS FULFILLING ALL OUR STRATEGIC PILLARS: FOCUS ON RENEWABLES AND ENERGY COMMUNITIES



#### RENEWABLE ENERGY DEVELOPMENT

- Development of 3 GW of photovoltaic (70%) and wind (30%) onshore and offshore capacity including co-development projects
- 15% of total renewable capacity with "development and management" business model
- Acceleration of growth with minority financial partner



#### **ENERGY COMMUNITIES**

Boost on energy communities in reference territories for 0.4 GW



#### **STABILIZING ENERGY PRICES**

- Renewable capacity development integrated with customer portfolio (B2C and B2B coverage)
- Long-term PPAs for effective energy management (60%)



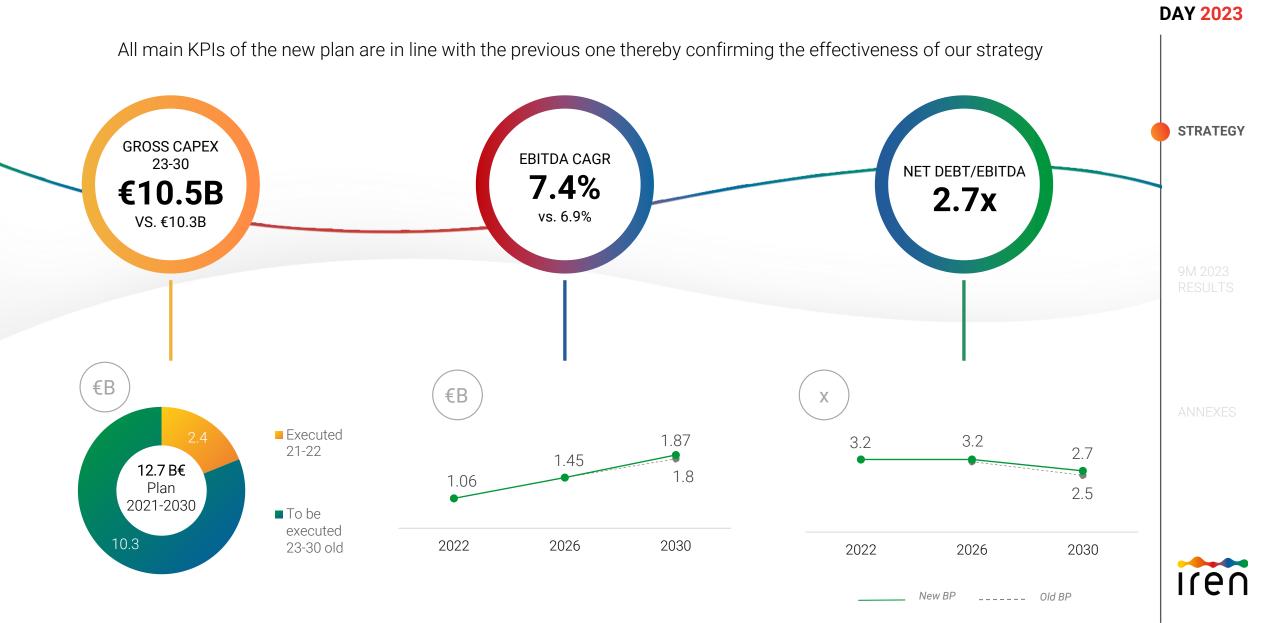
#### **Current renewable capacity (solar & wind) FY2022:**

- 145 MW installed
- 70 MW under construction
- >400 MW under authorization



**INVESTOR** 

## NEW BUSINESS PLAN MAIN KPIS



## HIGHLY SUSTAINABLE INVESTMENT PLAN





#### **Resilient**

70% regulated and semiregulated activities

## **Highly sustainable**

80% sustainable investments\*, 75% eligible\* for EU Taxonomy

### **Flexible**

30% mandatory investments

## **Including external growth**

12% consolidation, M&A, tenders

## **Financially affordable**

Incl. 20% external fundings/financial partners



\* Only organic investments

## 

INVESTOR DAY 2023



### 2022 – 2030 GROWTH PILLARS:

#### **Organic growth:**

+580M€

#### **Inorganic growth:**

+170M€

#### **Asset rotation:**

-60M€

#### **Efficiencies and synergies:**

+100M€

### **Scenario and regulation:**

+30M€

### **Resilient business profile maintained:**

~70% of EBITDA from regulated and semiregulated activities

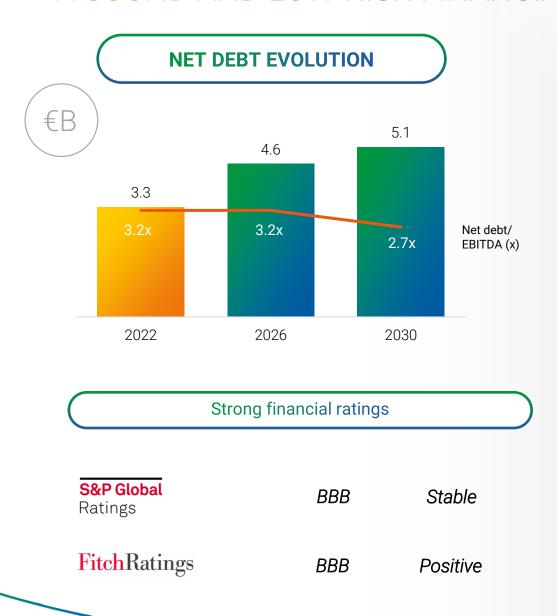
STRATEGY

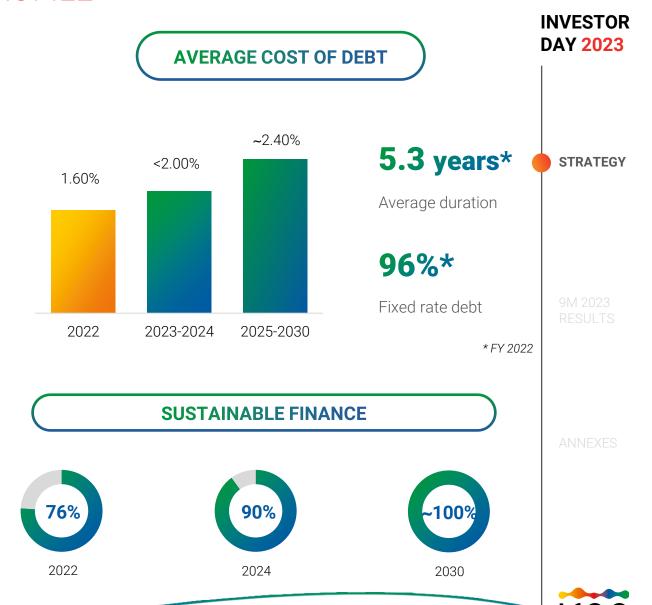
9M 2023

ANNEXES



### A SOUND AND LOW-RISK FINANCIAL PROFILE

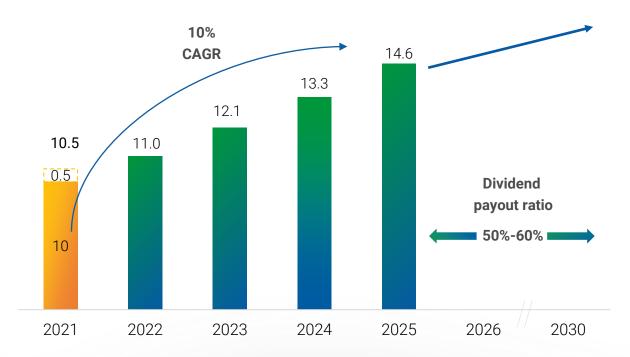




### **DIVIDEND POLICY**

#### **DIVIDEND POLICY**

Dividend per share, c€



**BP MAIN TAKEAWAYS** 

STRATEGY

INVESTOR DAY 2023

**Dividend policy confirmed** 

Strengthened investment plan

**Increased visibility on plan execution:** most of the projects planned for 2026 already authorised or in execution

Overall **reduced execution risk of the Plan** with reinforced mitigating levers in place

Basket of additional development opportunities to support the national economic system (currently not included in the plan)

9M 2023

ANNEXES



Dividend increase compared to 2021 Business Plan







**INVESTOR** 

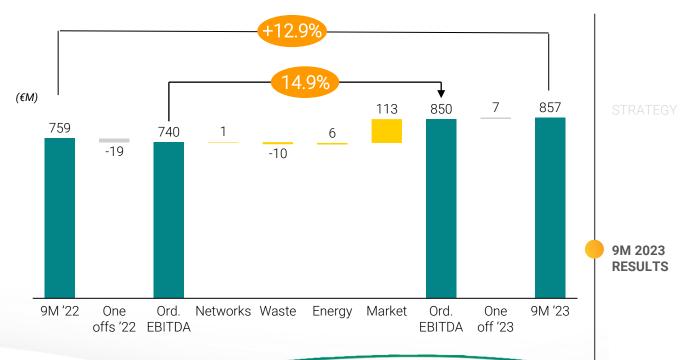
**DAY 2023** 

### ENERGY SUPPLY RECOVERY DRIVEN EBITDA GROWTH



CIVI				
	9M '22	9M '23	Δ	Δ%
Revenues	5.644	4.626	-1.018	-18,0%
EBITDA	759	857	98	12,9%
EBIT	321	325	4	1,0%
EBIT Adj.**	321	366	45	14,0%
Group net profit	141	177	36	25,6%
Technical capex***	557	548	-9	-1,6%
Net Financial Position	3,347*	3.930	583	17,4%

#### **EBITDA EVOLUTION**





#### **Tailwinds**

- Market BU profitability recovery
- Higher hydroelectric prices and volumes
- Integration of collection activities in Tuscany and newly consolidated water network in Sicily



#### Headwinds

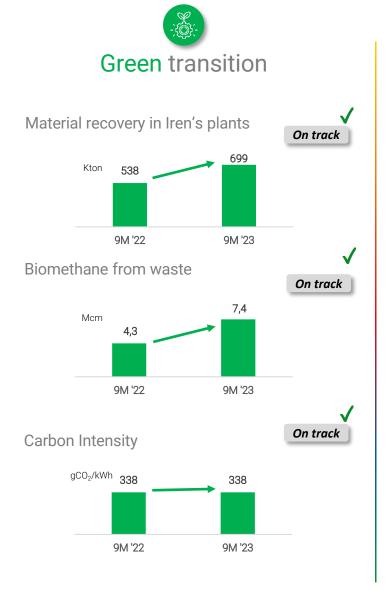
- Strong MSD reduction
- Lower Heat volumes
- Organic growth offset by inflation impact on opex

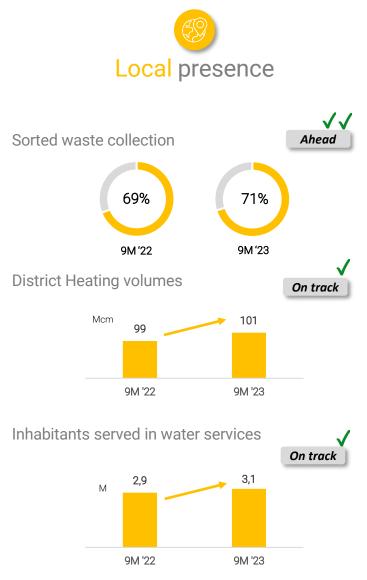


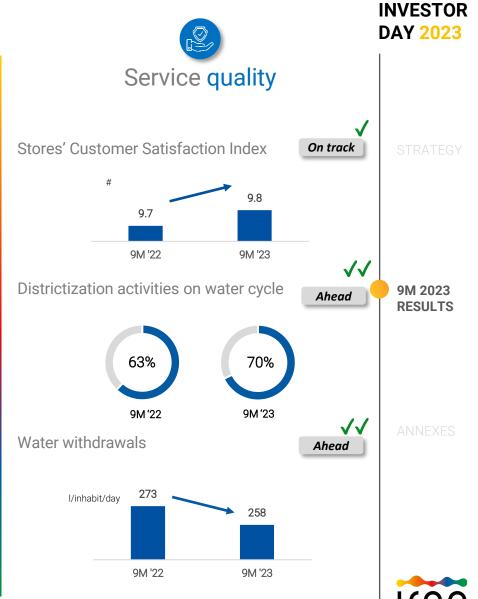
<sup>\*</sup> FY 2022 Data

<sup>\*\*\*</sup> Adjusted for provisions related to Italian Government's clawback decree on renewable prices (41€M) \*\*\*\* Total investments, including M&A and other, at 831€M (-23% vs 9M 2022)

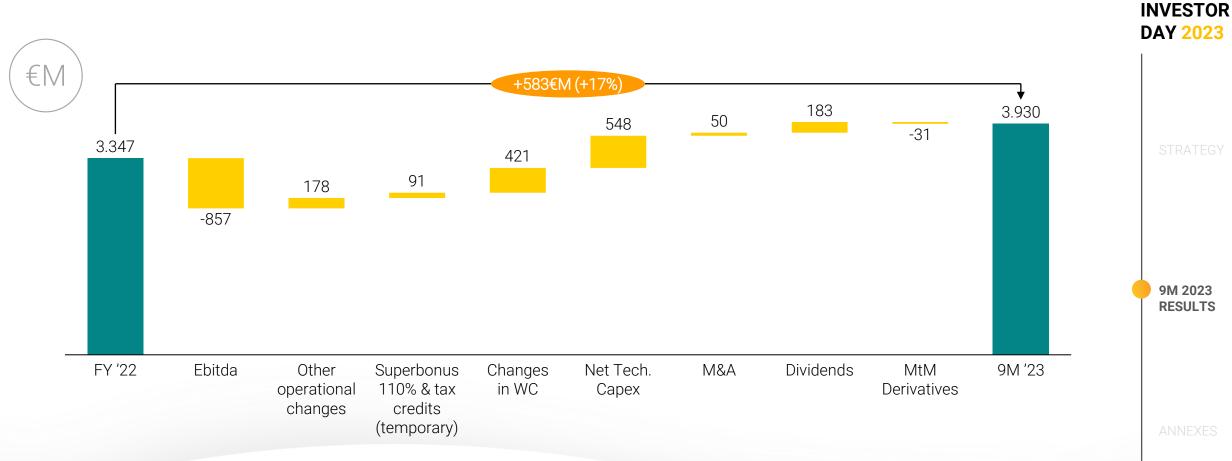
## SUSTAINABLE GROWTH CONTINUED THROUGHOUT THE QUARTER







## NET FINANCIAL POSITION EVOLUTION (9M 2023 VS FY2022)



NWC reduction is expected by the end of the year thanks to:

- Continuous reduction of Superbonus 110% tax credits
- Confirmed normalization of gas payment terms with energy suppliers (restored conditions as before gas market tensions)
   starting from October



## **CLOSING REMARKS**

Guidance 2023 CONFIRMED INVESTOR DAY 2023

STRATEGY

- **EBITDA +10%** vs FY2022
- Gross Investments at 1.3€B
- NFP/EBITDA: 3,3x

9M 2023 RESULTS

ANNEXES







### IREN AT A GLANCE



a capacity of 3 GW of which 0.8GW

renewables

National player in the energy sector with

2.2M customers







### Business Plan @2030

BP Regulatory Framework

Results

Finance

ESG

## NETWORKS: DOUBLING OF RAB TO 5B€ SUPPORTED BY SERVICE

EXCELLENCE



Network enhancement to improve operational efficiency and service quality resulting in RAB growth

**Inorganic growth** through consolidations and tenders also in the South of Italy



**RAB** 

INVESTOR DAY 2023

STRATEGY



Upgrade to «smart grid» by accelerating investments for:

- performance improvement
- support to electrification of consumptions
- digitalization

Improvement of **commercial quality** and increase in **operational efficiency** 

Repower EU funds for networks resilience





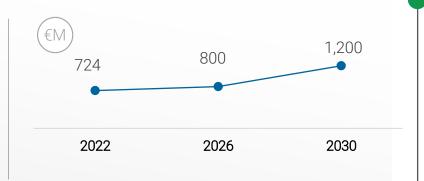
Business Plan



Maintain the current network in the **reference territories** and boost **energy transition and digitisation** 

Development in strategic areas through tenders

Financial exposure optimization through sale of minority interest to a financial partner within 2023

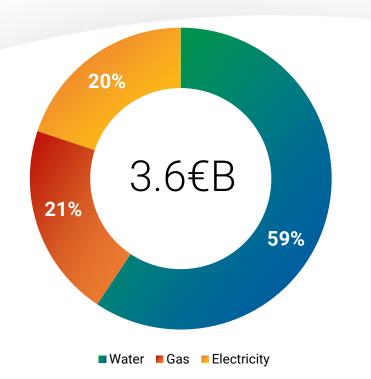




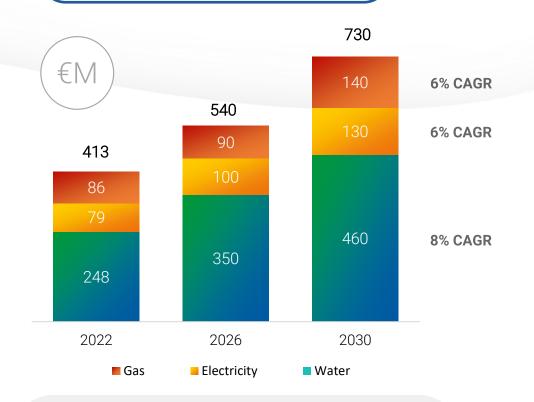
# NETWORKS: VALUE CREATION THROUGH DEVELOPMENTS IN STRATEGIC AREAS

## INVESTOR DAY 2023









- Stable WACC
- Inflation impact on costs recovered through tariffs and RAB revaluation
- Efficiencies



**ANNEXES** 

Business Plan

# WASTE: COLLECTION EXPANSION TO SUPPORT MATERIAL AND ENERGY RECOVERY

## INVESTOR DAY 2023

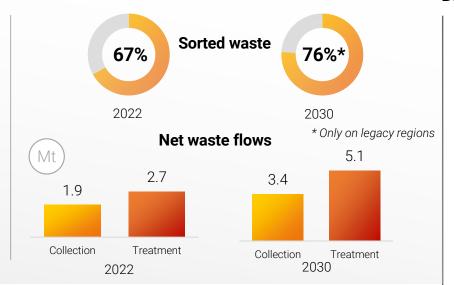
**COLLECTION** 



**Territorial expansion** (M&A, consolidations and tenders) to protect plant flows

Push on **sorted waste collection** with roll-out of "pay- as you throw" model

Push for **automation** and **digitalization** to increase efficiency



OTTATLOT

9M 2023 RESULTS

TREATMENT & MATERIAL RECOVERY

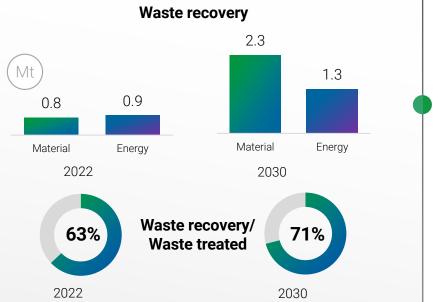
Development of supply chains related to **urban collection** (organic fraction, wood, paper) to cope with the increase in the user base

Expansion in **plastic treatment and recycling**, also through partnerships

Positioning on emerging supply chains (electronics, textiles, batteries)

**Development of 2 WTEs** for regional needs

Remoduling of organic waste plants development linked to system overcapacity

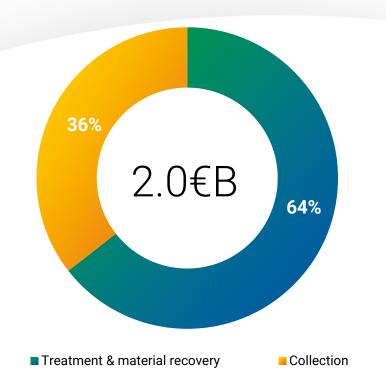




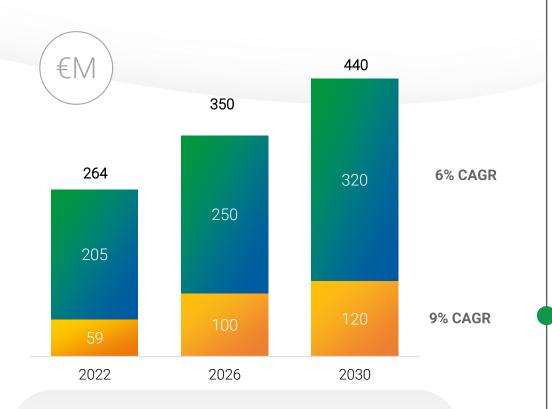
# WASTE: GROWTH DRIVEN BY INCREASING TERRITORIAL PRESENCE AND NEW FACILITIES

## INVESTOR DAY 2023









- Positive effect of inorganic growth in collection
- Contribution of new treatment and material recovery plants



**ANNEXES** 

Business Plan

## **ENERGY: PROGRESSIVE DECARBONISATION OF GENERATION** SOURCES

INVESTOR **DAY 2023** 

**RES, HYDRO & STORAGE** 

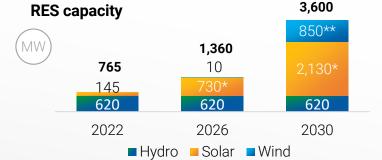


**RES development** integrated with customer portfolio

- Long-term PPAs for effective energy management on third-party renewable plants
- Boost of Energy Communities
- Offshore wind co-development

Hydroelectric: focus on concessions renewal

Storage: development consistent with RES growth scenario \*Includes Energy Communities "seller model": 60 MW at 2026 and 200MW at



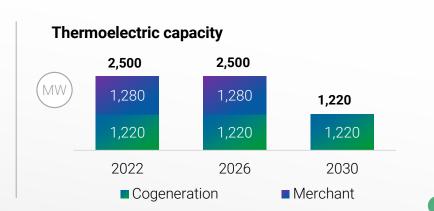
2030: \*\* Includes 400MW of offshore wind in co-development

**THERMOELECTRIC** 

Completion of plant flexibilization including air cooling

Decommissioning of thermoelectric merchant asset (after 2026)

Increase short-term generation to support system security





**ANNEXES** 

Business Plan



Volume development in the medium to long term

Drive towards decarbonisation/circularity of the system

**Energy optimisation** in grid operation

Adoption/pilot innovative technologies



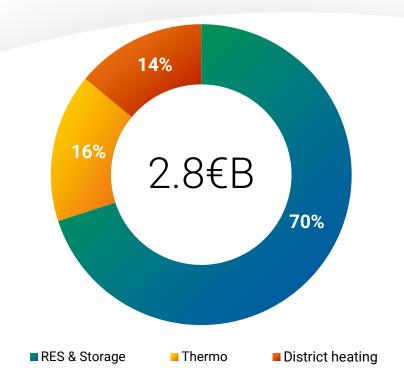




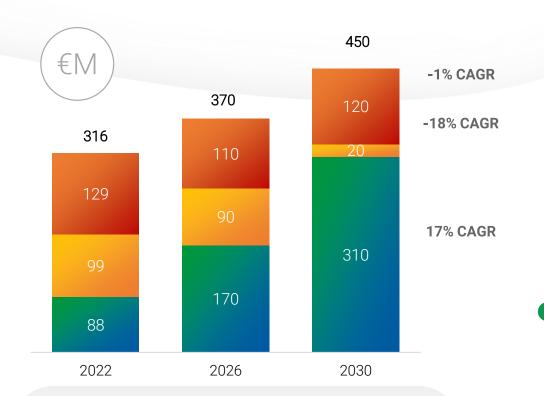
## ENERGY: DEVELOPMENT LED BY NEW RES CAPACITY











- New RES capacity development
- Divestment of thermoelectric asset (merchant base)
- Extention of district heating network



## MARKET: FOCUS ON ELECTRIFICATION OF CONSUMPTIONS AND RETAIL CLIENTS

#### INVESTOR **DAY 2023**



Customer base growth and customer value increase through:

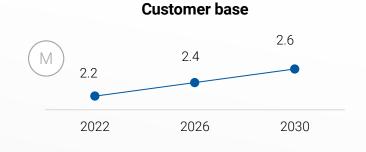
- Electrification of consumptions
- Further boost of Iren Plus Cross-selling services (penetration rate from 32% in 2022 to 39% in 2030)

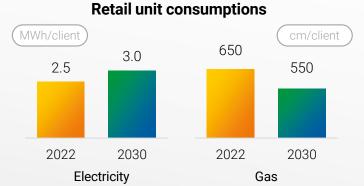
Development of energy communities (+250,000 customers)

Acceleration of rebalancing of acquisition channel mix in favour of web self and store channels

Improvement of **customer satisfaction** also through internalisation of services

Medium- to long-term PPA development with end customers (both B2B and B2C) to stabilise margins







**ANNEXES** 

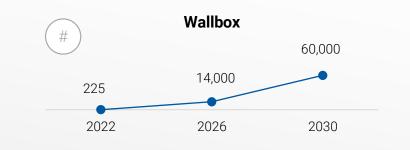
Business Plan



Development of leadership position in private charging infrastructure on our customer base

Installation of semi-public charging stations on territories where Iren manages the electricity grid (enabling synergies)

Development of charging infrastructure for local public transport by leveraging public funds

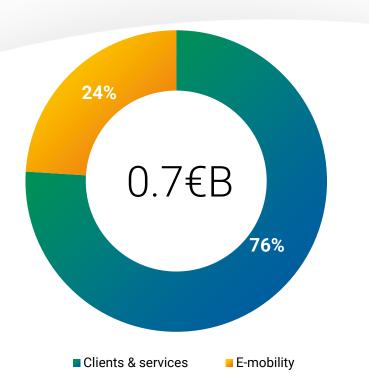




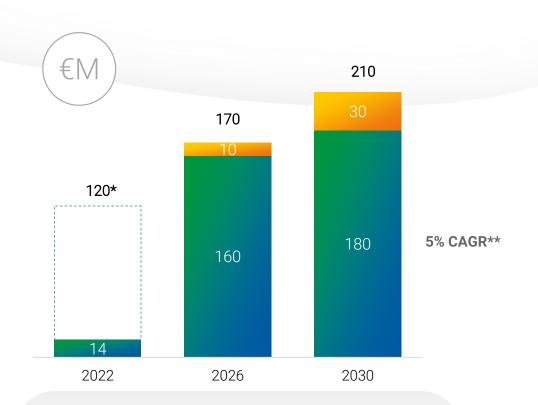
## MARKET: PROFITABILITY RECOVERY AND NEW SUSTAINABILITY-LINKED BUSINESS LINES

#### **INVESTOR DAY 2023**





#### **EBITDA GROWTH**



- Full recovery of customer portfolio value
- Contribution of E-mobility
  - Growth in product and service margins thanks to energy communities with seller model



<sup>\*</sup> Standard profitability

<sup>\*\*</sup> Based on standard profitability

# SMART SOLUTIONS: LOCAL PREFERRED PARTNER TO EXECUTE GREEN TRANSITION

INVESTOR DAY 2023

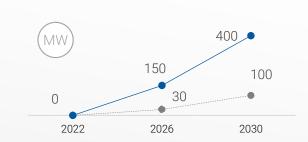
ENERGY COMMUNITIES



**Development of energy communities** on the "producer" or "seller" model according to customer needs

Development of integrated services portfolio complementary to energy communities for long-term value generation





STRATEGY

9M 2023 RESULTS

PUBLIC ADMINISTRATION

## Development of service portfolio for value generation on target territories and municipalities:

- Enhancement of **districts** starting with redevelopment of **key services** (e.g. schools, hospitals, public buildings)
- Integrated management of complex projects of relevance to territories by leveraging PPP tools (e.g. specific local public transport services)
- "Smart" services (security, LTZ access, parking, ...)

#### PA renovation projects

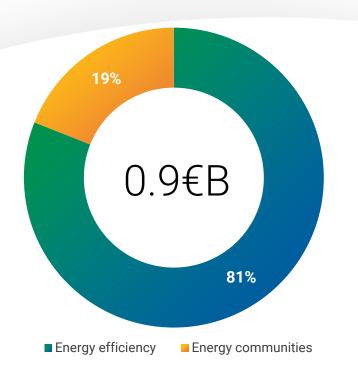




## SMART SOLUTIONS: ROBUST EBITDA GROWTH LEVERAGING AN INTEGRATED PORTFOLIO OF SOLUTIONS

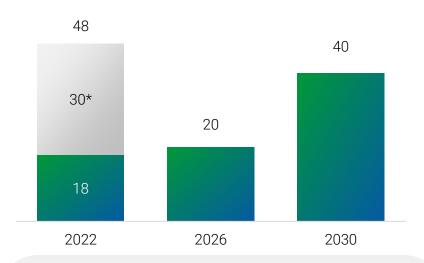
## **INVESTOR**





#### **EBITDA GROWTH: 10% CAGR**





- Contribution of energy communities «producer model»
- Public/private partnership for the energy efficiency of public buildings

**DAY 2023** 



## BUSINESS UNIT - CAPEX AND PROFITABILITY



INVESTOR DAY 2023

STRATEGY

9M 2023 RESULTS

Business Plan

**ANNEXES** 

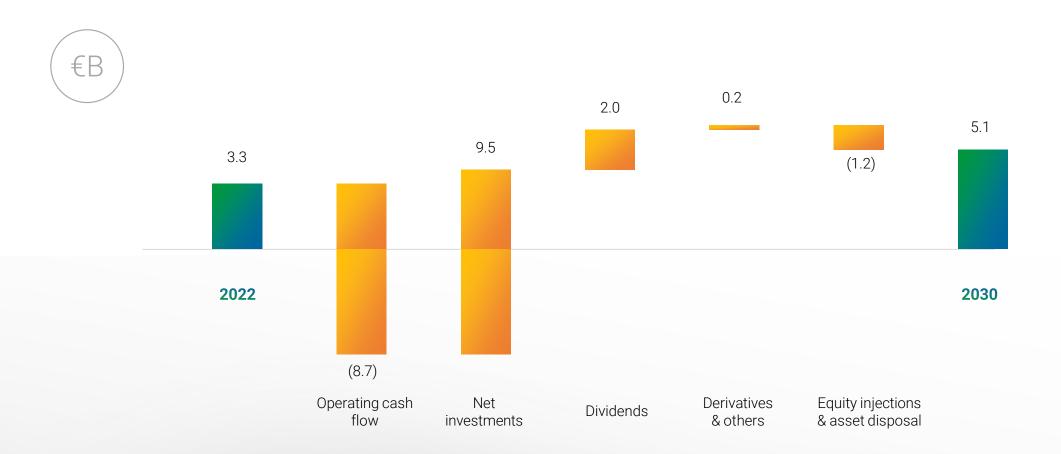


## CAPITAL ALLOCATION 2022-2030



**ANNEXES** 

Business Plan



Scrupulous balance between Cash Flow generation and investments Dividends coherent with a 10% CAGR





Business Plan @2030

BP Regulatory Framework

Results

Finance

ESG

## REGULATORY FRAMEWORK

	GAS DISTRIBUTION	ELECTRICITY DISTRIBUTION	WATER SERVICE	Integrated waste collection service & regulated plants <sup>1</sup>
Regulatory period	6 years (2020 - 2025)	8 years (2016 – 2023)	4 years (2020 – 2023)	4 years (2022 – 2025)
WACC methodology update	6 years (2022 – 2027)	6 years (2022 - 2027)	4 years (2020 – 2023)	6 years (2022 - 2027)
WACC update	Every 3 years for general parameters (2022)*, specific parameters** in 2023 (confirmed)	Every 3 years for general parameters (2022)*, specific parameters in 2024	Every 2 years (2022)	Every 3 years for general and specific parameters** (2022)

## INVESTOR DAY 2023

STRATEGY

9M 2023

ANNEXES

Regulatory Framework

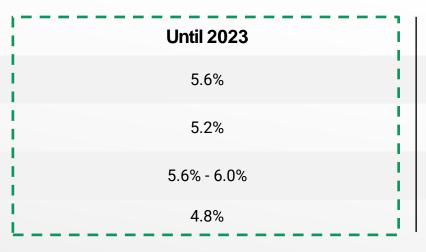
#### Actual rates (pre tax)

Gas distribution and metering

Electricity distribution and metering

Integrated waste collection – regulated plants

Water integrated service



2024 - 2030	į
5.6%	į
5.2%	1
5.6% - 6.0%	į
4.8%	i

Already defined values





## **BUSINESS PLAN SCENARIO**

	2022	2026	2030
<b>PUN</b> (€/MWh)	303.1	108.5	80.2
<b>PSV</b> (€cent/smc)	121.9	39.0	23.7
ETS (€/Ton)	80.9	82.3	91.1
Clean spark spread - PSV (€/MWh)	22.5	5.2	2.7
Hydro Green Certificates (€/MWh)	42.9	45.8	76.7
Energy Efficiency Certificates (€/TEE)	256.8	250	250

# INVESTOR DAY 2023

STRATEGY

9M 2023 RESULTS

ANNEXES

Regulatory
Framework



## NETWORKS CONCESSIONS

# INVESTOR DAY 2023

#### **GAS NETWORKS**

#### **WATER NETWORKS**

#### **ELECTRICITY NETWORKS**

ATEM	EXPIRY
Genova 1	Expired
Parma	Expired
Reggio Emilia	Expired
Vercelli	Expired
Piacenza 2 - Est	Expired

AREA	EXPIRY
Piacenza	Tender ongoing
Reggio Emilia	2040
Genova	2032
Parma*	2027
Vercelli 1	2023
La Spezia	2033

AREA	EXPIRY
Torino	2030
Parma	2030
Vercelli 1	2030

9M 2023 RESULTS

ANNEXES

Regulatory
Framework



### HYDROELECTRIC AND WASTE CONCESSIONS

#### **HYDROELECTRIC CONCESSIONS**

#### **MAIN WASTE CONCESSIONS**

# INVESTOR DAY 2023

QTD ATECV

9M 2023

**ANNEXES**Regulatory
Framework

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AREA	Hydroelectric plant	Electric power (MW)	Expiry	
Piemonte 1	Pont Ventoux-Susa	157	2034	
Piemonte 2	Valle Orco e S. Mauro	300	Expired (2010) issued PPP proposal	
Piemonte 3	S. Lorenzo, Moncalieri, La Loggia, Valle Dora	25	-	
Campania	Nucleo Tusciano	108	2029	
Liguria	Brugneto, Canate	10	Expired (2014) water management concession expire in 2032	

AREA	EXPIRY
Parma	2037
Piacenza	2037
Reggio Emilia	Expired
Torino	2033
Vercelli 1	2028
Vercelli 2	2030
La Spezia	2028
Toscana sud	2033





Business Plan @2030

BP Regulatory Framework

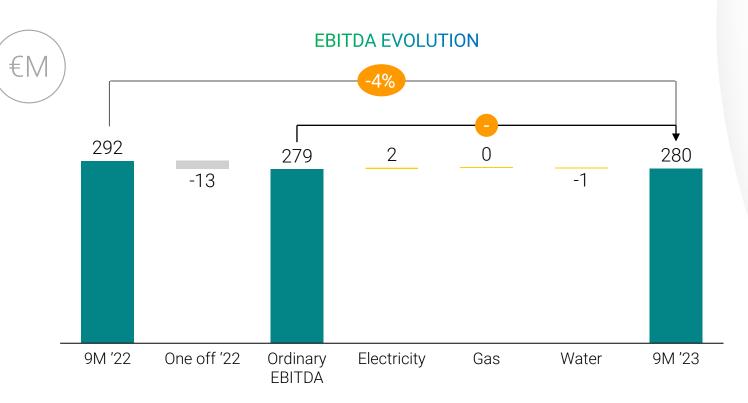
Results

Finance

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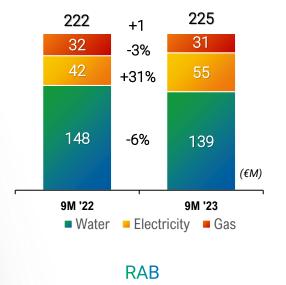
#### **NETWORKS**

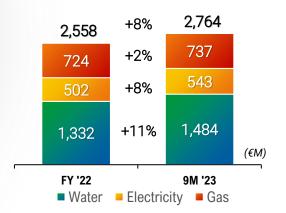
## Tariffs increase offset by severe inflation impact on opex



- Higher regulated tariffs (+18€M) thanks to investments made in PY
- Persistent severe inflation scenario affecting operational costs
- Strong investment in electricity continued (+31%) in line with BP's targets
- Consolidation in water sector (+4€M): Acquaenna, operating in Sicily







INVESTOR DAY 2023

STRATEGY

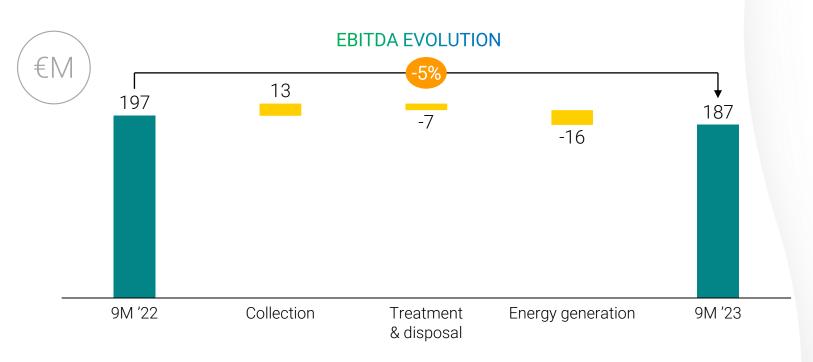
9M 2023 RESULTS

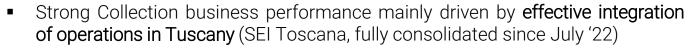
**ANNEXES**Results



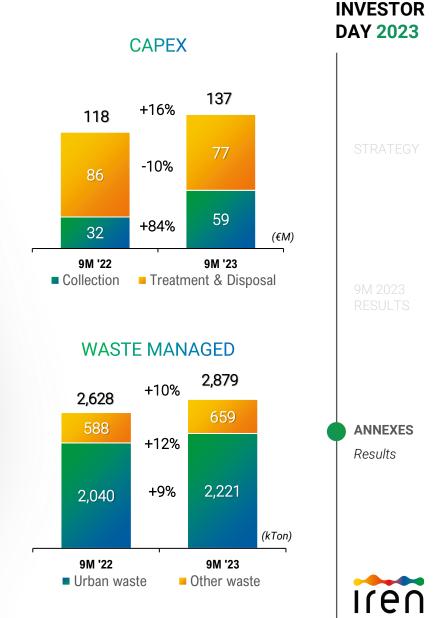
#### WASTE

# Lower prices scenario partially counterbalanced by external growth.

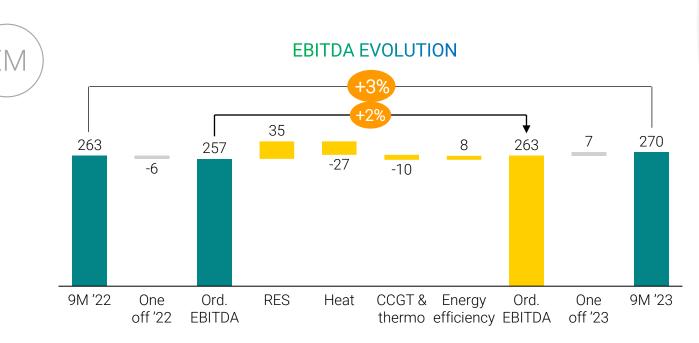




- Lower recyclable waste prices and brokerage margins. Contribution of new plants (FORSU and wood) not fully reflected in numbers due to start-up costs and ramp-up activities
- Lower energy margins, as a results of energy scenario



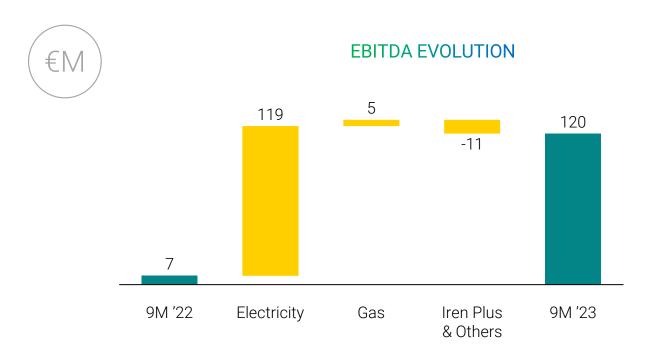
# ENERGY Hydro margins offset by the MSD downside trend



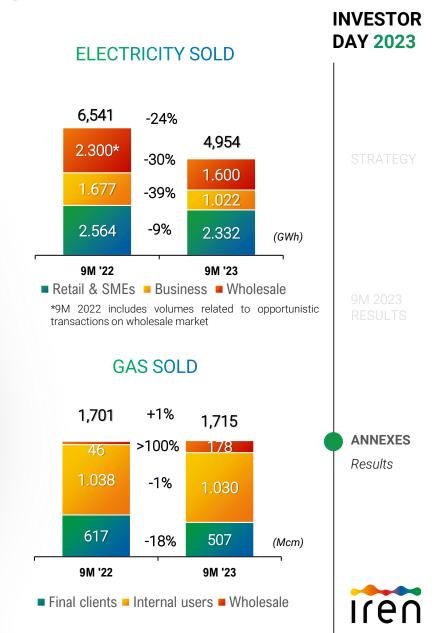
- RES benefited from higher Hydro volumes (+49% yoy) in combination with higher prices as a result of an effective hedging activity
- Clients' consumptions optimization and mild temperatures over past winter led to a severe reduction in Heat distributed
- CCGT & Thermo performance impacted by the reduction in MSD demand (25€M vs 70€M in '22) partially offset by a positive clean spark spread and the full availability of Turbigo plant
- Energy efficiency's positive performance

#### **INVESTOR DAY 2023 HEAT DISTRIBUTED** 1,970 -17% 1,634 (GWht) 9M '22 9M '23 **ELECTRICITY PRODUCED** 5,670 +6% 6,021 **ANNEXES** Results 4.940 +1% 4.886 +38% 1.081 (GWh) 784 9M '22 9M '23 RES Gas plants

# MARKET Confirmation of the recovery of electricity' portfolio value



- Recovery of the full value of the electricity portfolio
- Decrease in electricity volumes sold linked to strategic decision to increasingly focus on retail rather than business customers to reduce volatility in combination with energy saving actions put in place by retail clients
- Positive gas performance despite volumes contraction due to mild winter temperatures and severe demand reduction
- The end of incentives led to a slowdown in Iren Plus product sales







Business Plan @2030

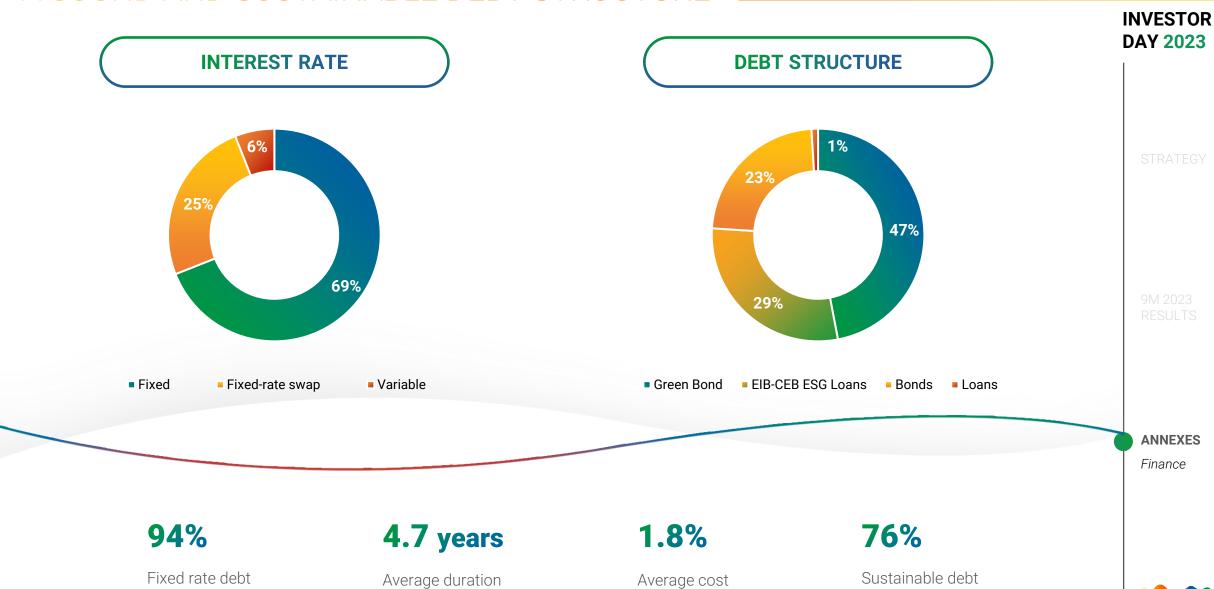
BP Regulatory Framework

Results

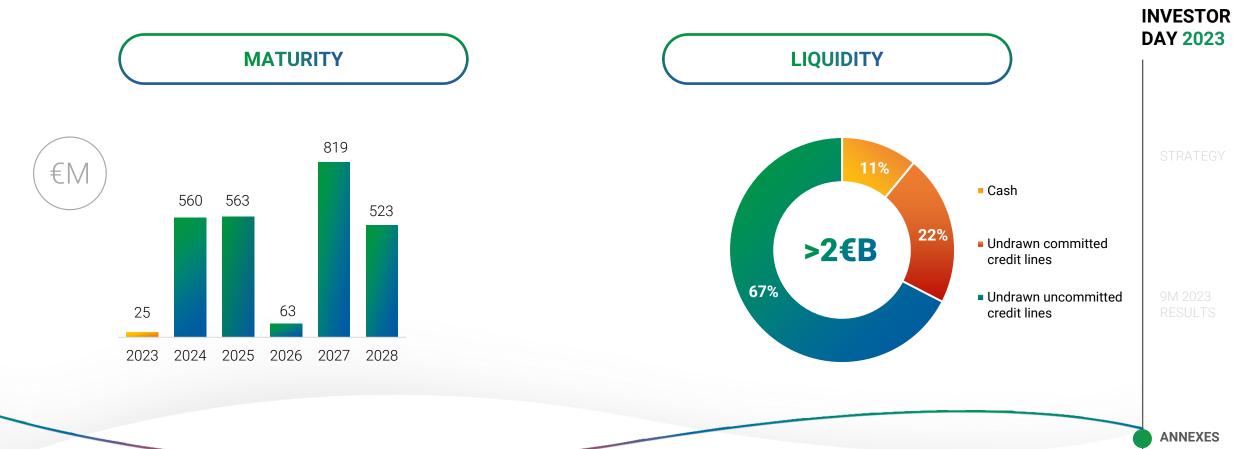
Finance

ESG

#### A SOUND AND SUSTAINABLE DEBT STRUCTURE



# BROAD LIQUIDITY TO COPE WITH MATURITIES

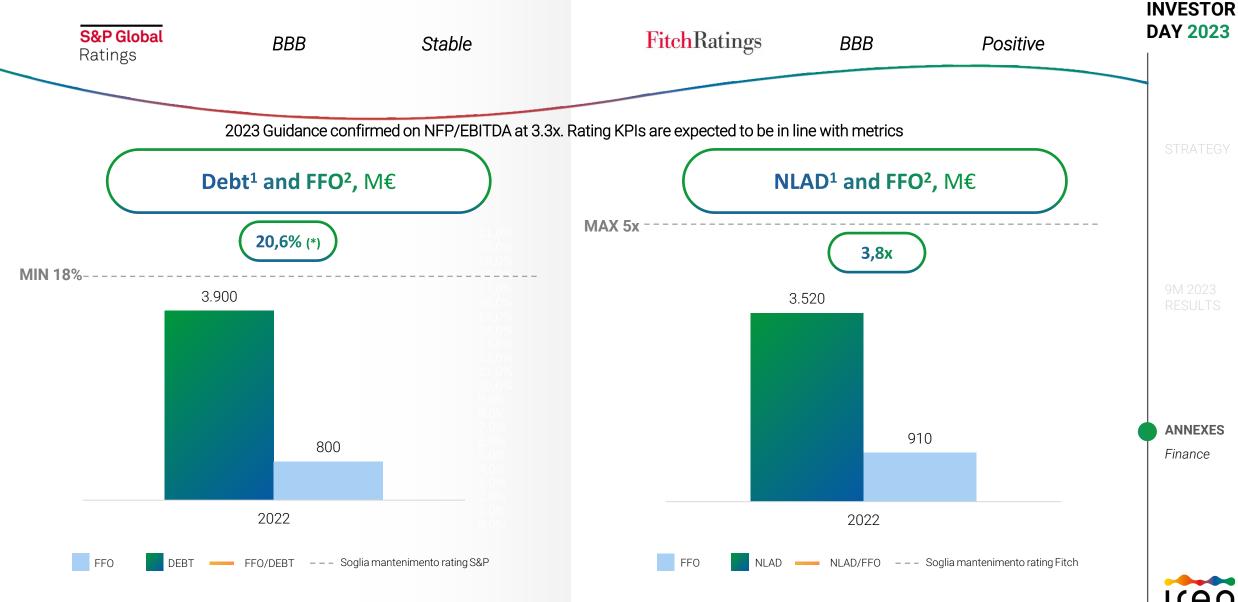


- First maturity in November 2024 and balanced maturity distribution during years
- Strong availability of undrawn uncommitted credit lines



Finance

#### STRONG COMMITMENT TO MAINTAIN FINANCIAL SOLIDITY



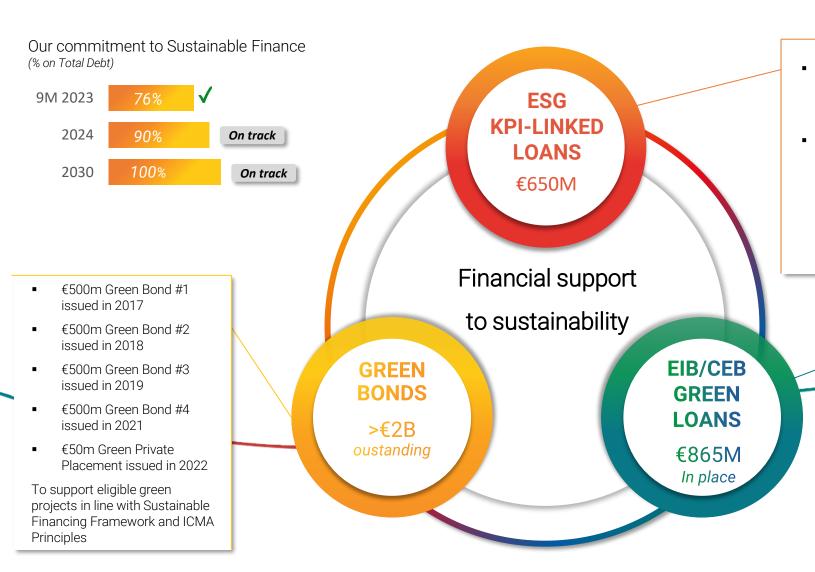
<sup>1.</sup> Debt (Adjusted Gross financial position according to S&P criteria)

<sup>2.</sup> Fund from Operations (according to S&P criteria)

<sup>3. (\*)</sup> FFO/Debt 20.6% refers to the pro-formed data

<sup>1.</sup> Net Lease Adjusted Debt (Adjusted Gross financial position according to Fitch criteria)
2. Fund from Operations (according to Fitch criteria)

#### SUSTAINABLE FINANCE



INVESTOR DAY 2023

with several financial institutions for €650m

ESG KPI-Linked Term Loans envisages KPIs included in Sustainable Financing Framework\*:

In 2022, Iren entered 6 Term Loan agreements

- ✓ Scope 1 GHG emissions reduction
- ✓ Water leaks

9M 2023 RESULTS

- Very long-lasting relationship with multilateral banks (European Investment Bank and Council of Europe Development Bank) with €2B+ granted over the period
- Currently, financing facilities for approx. €865m are in place to finance Iren projects to support the green transition and the sustainable strategy

**ANNEXES** 

Finance



Green Bonds are issued under the €4B EMTN Program renewed on May 2023
\* In one Term Loan the selected KPIs are i) Water Leaks and ii) Water Withdrawal from the environment

#### FRAMEWORK COMPONENTS

#### **Green Financing Component**



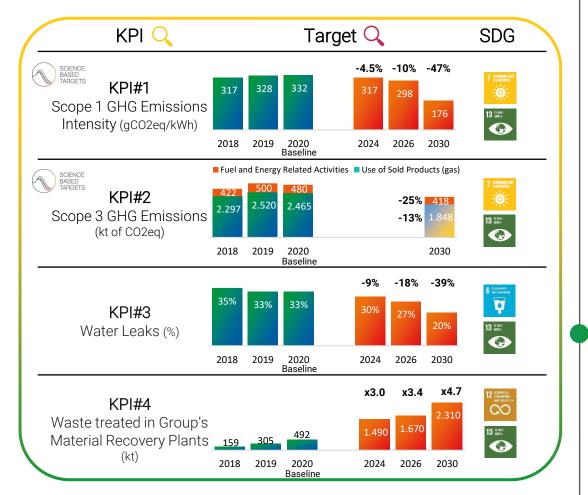
#### **Sustainability-Linked Component**

**INVESTOR DAY 2023** 

	Category Q		Eligible Projects/Activities	SDG	
-	Renewable Energy	•	Hydroelectric power electricity generation Solar PV electricity generation Wind power electricity generation	7 (1) (1) (1) (1) (1) (1) (1) (1) (1) (1)	
-	Energy Efficiency	•	Energy network development Electricity storage Thermal storage capacity Cogeneration facilities District heating networks Gas network hydrogenation Buildings energy efficiency Waste to Energy facilities Waste-to-chemical facilities	7 ************************************	
-	Circular Economy	•	Waste urban collection Waste urban recycling Waste urban treatment	11 Secretary A 1 13 Secretary A 13 Secretary A 13 Secretary A 14 Secretary A 15 S	
_	Sustainable Water and Wastewater Management	•	Wastewater treatment plant upgrades Water distribution network efficiency	12 seems 12 seems 13 seems 14 seems 15 seems 16	
	Clean	•	Electric Vehicles	7 INTERNAL AND 9 RECEIP MANAGEMENTS	

E-mobility

Transportation



**ANNEXES** Finance



#### **BOND PORTFOLIO**

- Balanced debt structure
- Frequent issuer with 7 bonds outstanding
- Strong value also in the secondary market
- 9 May 2023: last update of Iren's bond issue program "Euro Medium Term Notes" (EMTN), filed with the Irish Stock Exchange. The bonds to be issued under the Program, with a total maximum value of € 4B, will be placed with institutional investors.



Bond	Cod ISIN	Issue quantity (€)	Outstanding ammount (€)	Annual coupon (%)	Maturity (y)	Maturity date	Issue price (%)	Rating Fitch / S&P
Green Private Placement 2028	XS2512307229	50.000.000	50.000.000	2,88%	6	05/08/2028	100	BBB
Green Bond 2031	XS2275029085	200.000.000 300.000.000	200.000.000 300.000.000	0,25%	10	17/01/2031	94,95 99.03	BBB/BBB
Eurobond 2030	XS2197356186	500.000.000	500.000.000	1,00%	10	01/07/2030	98,144	BBB/BBB
Green Bond 2029	XS2065601937	500.000.000	500.000.000	0,88%	10	14/10/2029	99,345	BBB/BBB
Green Bond 2025	XS1881533563	500.000.000	500.000.000	1,95%	7	19/09/2025	99,129	BBB/BBB
Green Bond 2027	XS1704789590	500.000.000	500.000.000	1,50%	10	24/10/2027	98,356	BBB/BBB
Eurobond 2024	XS1511781467	500.000.000	500.000.000	0,88%	8	04/11/2024	98,974	BBB/BBB
Eurobond 2022	XS1314238459	500.000.000	refunded	2,75%	7	02/11/2022	99,398	BBB/BBB
Eurobond 2021	XS1086104681	300.000.000	refunded	3,00%	7	14/07/2021	99,225	BBB/BBB
Private Placement	XS0979548954	260.000.000	refunded	4,37%	7	14/10/2020	100,783	Not applicable
Private Placement	XS1030889411	100.000.000	refunded	3,00%	5	11/02/2019	98,728	Not applicable

INVESTOR DAY 2023

STRATEGY

9M 2023 RESULTS

**ANNEXES**Finance



TOTALE 4.210.000.000 3.050.000.000





Business Plan @2030

BP Regulatory Framework

Results

Finance

ESG

#### ESG RATINGS AND INDEXES

# INVESTOR DAY 2023









3-

Moody's | ESG Solutions

64/100





Included in the index



2023, Iren first participation in CSA assessment

**S&P Global** Ratings

63/100

STRATEGY

9M 2023

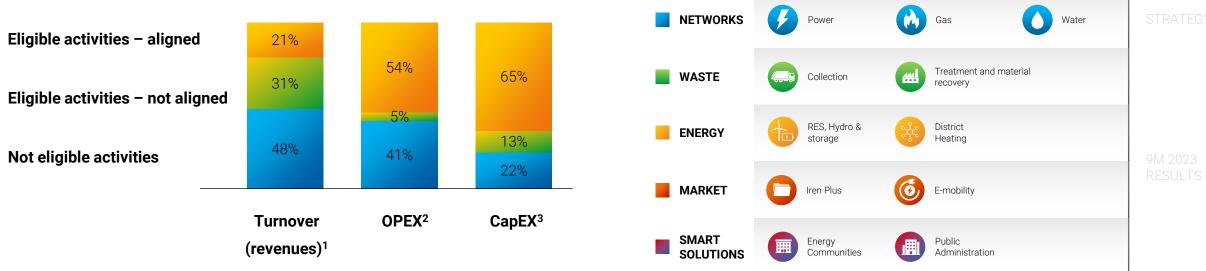
**ANNEXES**ESG



#### FOCUS ON EU TAXONOMY IN 2022 —

# INVESTOR DAY 2023

Eligible, aligned and non-eligible activities related to the KPIs required by the EU Taxonomy





ANNEXES

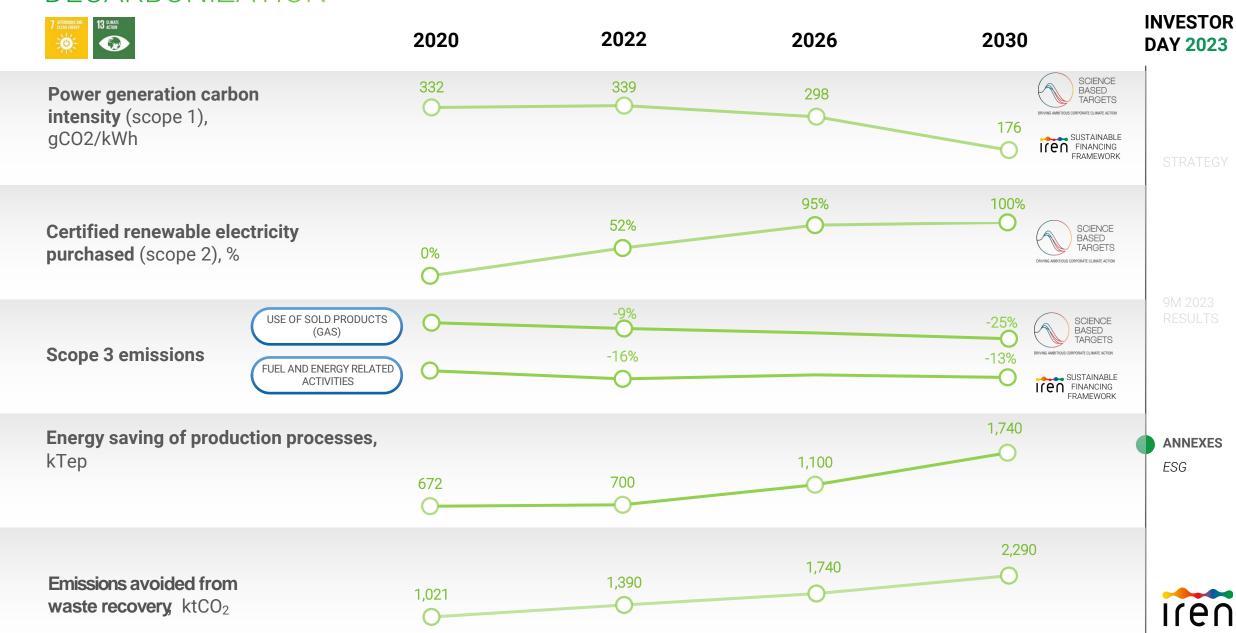
ESG

<sup>1)</sup> Revenues sterilized from the effects of IFRIC12. Only revenues from external sales considered in the numerator. Taxonomy does not consider as eligible activities such as the sale of electricity and gas (around 29% of total revenues), which could have a positive impact on climate change mitigation if geared towards the marketing of electricity from renewable sources or low-carbon gas. By sterilising this effect, the share of revenues related to eligible activities would be over 80%.

<sup>2)</sup> Excluding overheads, raw materials, personnel for the management of activities, management of R&D projects, electricity, fluids or reagents

<sup>3)</sup> Including, at the denominator, increases in tangible and intangible assets before depreciation, amortisation, impairment and any revaluation, including also increases resulting from corporate mergers and capitalised long-term leases (IFRS 16).

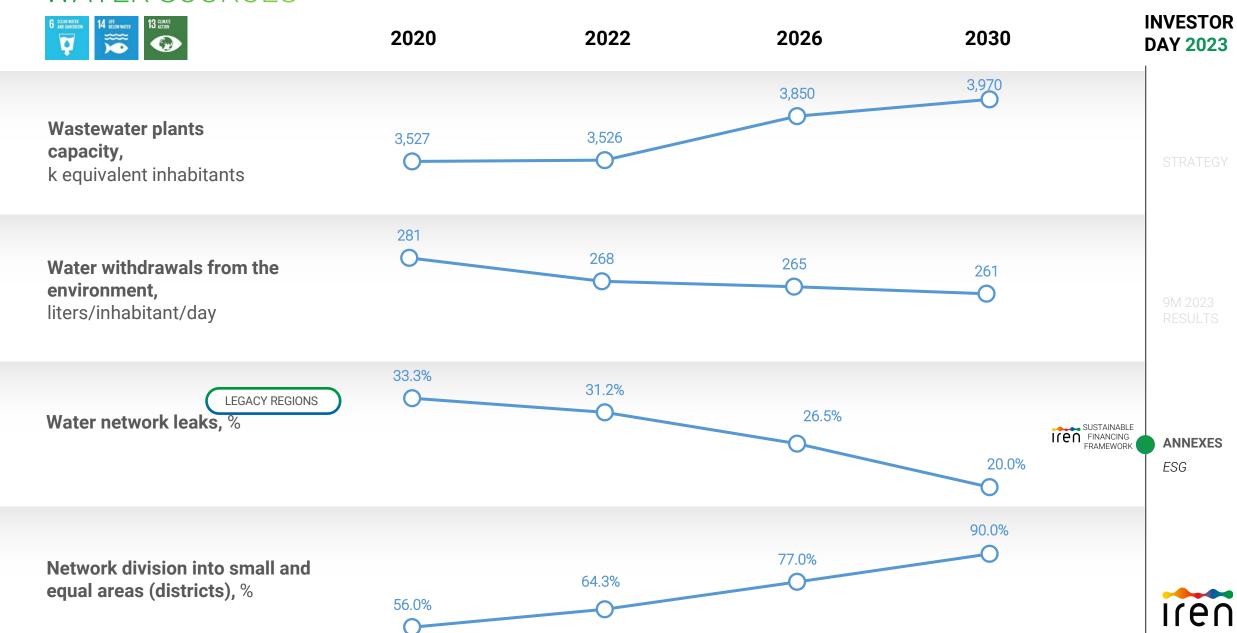
#### **DECARBONIZATION**



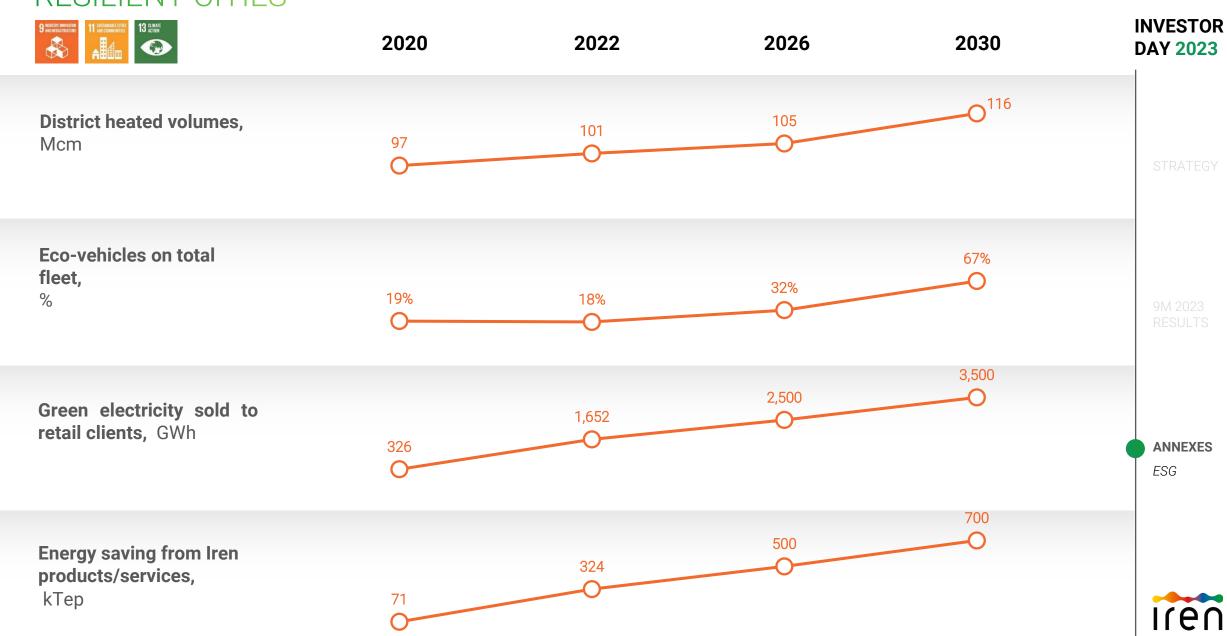
#### CIRCULAR ECONOMY



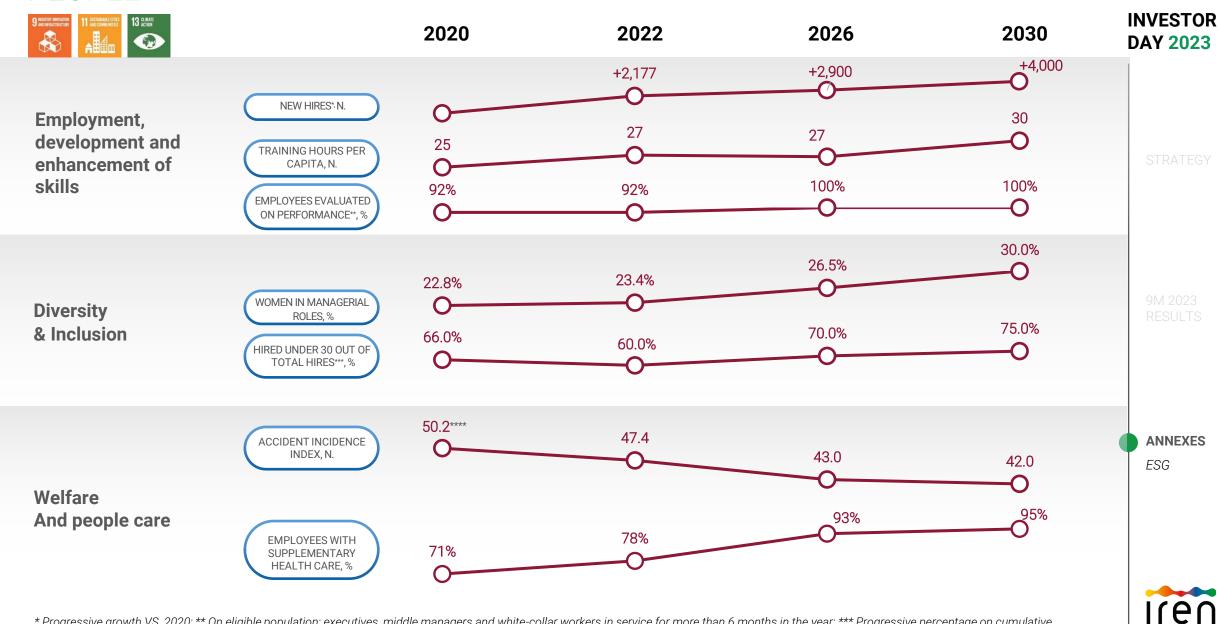
#### WATER SOURCES



#### RESILIENT CITIES



#### **PEOPLE**



<sup>\*</sup> Progressive growth VS. 2020; \*\* On eligible population: executives, middle managers and white-collar workers in service for more than 6 months in the year; \*\*\* Progressive percentage on cumulative hires from 2020 on permanent contracts and independent of contracting and internalisation; \*\*\*\* 2020 figure is 40.4 influenced by Covid19 emergency, so 2019 was used as a basis.