



**ABEI ENERGY  
REPORT  
2022**



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# Letter from the CEO

The year 2022 will be remembered as the year when the world emerged from a pandemic that left a deep scar on society. However, it will also be known as the year when the energy transition gained greater relevance, driven by the need for accelerated energy independence. In response to this, the European economic and monetary authorities have started a series of successive upward revisions of interest rates that will foreseeably extend to 2023 and may have an impact on the debt and investment decisions of companies and households.

The current context has underlined the necessity to accelerate the process of energy transition and independence, which means to continue investing in the development of new technologies such as renewable gases, storage and the accelerated implementation of renewable electricity generation plants.

In that context ABEI is a key player in the energy transition, with the aim of strengthening our commitment to these needs. The whole team has worked to achieve a portfolio of projects under development of more than 16GW between Europe and North America, operating in countries such as the UK, Spain, Italy, France, Poland and the United States.



**Jose A Valle**  
CEO of Abei Energy

ABEI takes part in the entire renewable energy value chain; including construction, where we have closed 2022 with 100MWp, integrated asset management and operation and maintenance. As mentioned before, another example of success is the construction of two 100MWp assets, 36.5Mw in Picón, Ciudad Real, Spain, and 56.49Mw in Trujillo, Cáceres, Spain, with an estimated power generation of 72.000 MWH/year and 110,000 MWH/year respectively, where the company is also supervising the EPC and the integral management of the asset.

ABEI still wants to have a relevant role in the energy transition that is fair and compatible with our environment. To this end, it is developing its Strategic Plan by investing in the promotion of technologies such as hydrogen, biogas, offshore wind, and storage.

ABEI also faces another challenge, which is to implement suitable policies in favor of transparent and seamless management, with a set of measures designed to ensure the ethical and legally respectful conduct of a company, all its executive bodies, and all its employees, the approval of new codes of conduct, a complaints channel, a compliance policy adapted to the latest legislative developments (setting up a system of controls and prevention of penal risks and training employees in this area).

Abei is confronted with the task of establishing and consolidating its Environmental, Social, and Governance (ESG) focus at the corporate level, with the aim of making a sustainability system a reality in all areas. This will be achieved through a commitment to social, environmental, and good governance practices in each of its projects and business lines. Equally important is its existing commitment to continuous improvement in aspects of safety, health, and training for all employees, covering ergonomic, hygiene, and psychosocial aspects - an area that companies often overlook but which became a notable challenge for evaluation, analysis, and training in the wake of the pandemic.

All of the above would not have been possible without the trust, work, and effort of all the people who are involved in this company project, with whom ABEI maintains a strong commitment to its development, through the promotion of inclusive leadership, a dynamic and recognized professional experience, a flexible organizational framework and a changing culture, which means that ABEI is becoming a leading company in its sector, with a workforce of 176 employees in 2022 and an international presence. I would like to sincerely appreciate the work and effort of this team because it is what makes this project possible.

I write to convey my profound gratitude and appreciation to all our esteemed customers and suppliers who have continually reposed their confidence in Abei Energy, thereby enabling us to maintain the high standards of service we are known for.

Thank you very much.

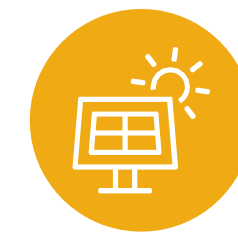
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**Jose A Valle**  
CEO of Abei Energy



## ABEI Energy

ABEI Energy has been an integral part of the clean energy value chain for a period exceeding two decades. As a global enterprise, we have established a formidable presence in all aspects of renewable energy and the wider energy marketplace.



# About us

The ABEI ENERGY Group is formed by the parent company Bahia de Plata Real State 2017, S.L., and its subsidiaries, which operate through its brand ABEI ENERGY.

ABEI Energy was born to consolidate globally, on 5 continents. Managed by a management team with extensive experience in projects in Europe and America.

ABEI has been an integral part of the clean energy value chain for a period exceeding two decades. As a global enterprise, we have established a formidable presence in all aspects of renewable energy and the wider energy marketplace.

ABEI energy is present in the value chain, this allows us to optimize the results at each stage of the process.

ABEI Energy is committed to the energy transition, towards power generation with zero emissions, with the challenge of reducing generation costs and developing an industry that generates employment.

ABEI Energy controls each part of the project, starting with the development, getting the financing, making the most appropriate engineering for the construction of each project, and closing the process with the total management of the assets.



## SUSTAINABLE DEVELOPMENT AND CORPORATE SOCIAL RESPONSIBILITY

Abei has a strong commitment to sustainable development and corporate social responsibility. For this reason, Abei implements the ESG criteria for environment, social, and good governance into its projects and demands its suppliers comply with and participate in them. On the one hand, these aspects are enhanced through local contracting agreements, social benefits along with environmental care, and the implementation of corrective measures to promote biodiversity. Likewise, Abei is committed to the implementation of policies and processes that guarantee good governance and the correct management of assets. All of this helps to promote the economic, social, and environmental aspects of the neighboring regions.

Furthermore, Abei acquires a commitment with its workers to improve and incorporate aspects such as conciliation, flexibility, and workers' health and safety, and promotes behaviors that favor the integration and well-being of all employees.

# Our Experience

**We have over 15 years of experience in Europe and America and more than 7 Gigawatts at advanced development stages.**

**Additionally, we take advantage of having such a diversified portfolio developing synergies between our own projects.**

A Portfolio of more than 16 GW of Solar and Wind distributed in 6 countries, at different maturity levels. We are also working on the implementation of new technologies into our Global Portfolio.







2005

### First steps

Development of 60MW of solar PV, connected in September 2008 near Cordoba and Seville.

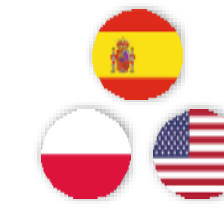


2012

### Development experience worldwide

Connection of two solar plants of 50MW and 20MW photovoltaic in Spain.

Development and construction of a 110MW wind farm in Peru, being fully operational in 2014. Project development in Mexico and Argentina.



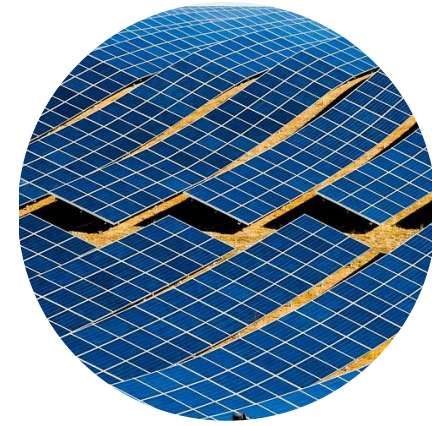
2021

### Building the asset management

Development start in Poland and continuation of expansion in U.S.A.

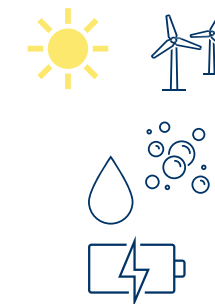
Completion of the Cartuja solar plant construction with an O&M and Asset Management contracts.

# Our history



2022

# Our promising future



2025

## Building projects in Spain

2 solar PV plants totaling 100 MW reach RTB and are currently under construction

Keep on consolidating our global portfolio with more than 16GW in development

## Enhancing our new technologies portfolio

New technologies start a portfolio in Germany. Achieving an operating portfolio of 1.3 GW in all our geographies, the majority of them in Spain

Green Hydrogen Portfolio of + 6GW across all our geographies (mainly for blending hydrogen into the Natural Gas grid)

BESS portfolio of + 3,5GW across all our geographies (stand-alone and hybrids systems)

# A company with a purpose

ABEI Energy is committed to the energy transition towards a future of zero emissions power generation, with the added challenges of reducing generation costs and developing an industry that generates the employment of tomorrow.

We aim to create a better life for future generations, by developing our company and focusing on sustainable development. Our values are leadership, innovation, quality, forward looking approach, sustainability and closeness to people.

## Our contribution to sustainable development



### Mission

To accelerate the world's transition to sustainable energy.



### Vision

We aim to create a better life for future generations by focusing on sustainable development.



### Values

Our values are leadership, innovation, adaptability, quality, responsiveness and community.



When defining our business strategy, we integrate the following **principles**, which lay the foundations for action to ensure the company's success:

- Internationalization.
- Dynamism and adaptability.
- Diversification of energy sources.
- Continuous improvement in project management.
- Maximizing return on assets.
- Renewable energy and sustainability.

We are aware of the need to move fast and rapidly change or adapt in response to changes in the market. **ABEI's agility** represents our organization's ability to adjust quickly and revitalize itself in response to a rapidly-changing, uncertain, and chaotic environment.

At ABEI we consider the constant need to invest in **innovative technologies** to remain competitive in the market.

**Sustainability** is a fundamental part of our business strategy since ABEI was founded on the idea of developing profitable energy solutions that drive the transition.

# Renewable sources

We deal with:

- **Photovoltaic Power**, Solar energy is the most abundant of all renewable energy resources. Solar technologies convert sunlight into electrical energy, either through photovoltaic panels or mirrors that concentrate solar radiation.
- **Wind Power**, Wind is the cheapest and most efficient renewable energy resource. Wind turbines harness energy from the wind using mechanical power to spin a generator and create electricity.
- **Green Hydrogen**, Green hydrogen is produced using renewably generated electricity that splits water molecules into hydrogen and oxygen, through electrolysis. It is the cleanest and most sustainable method of producing hydrogen and holds significant promise to help meet global energy demand.
- **Battery Energy Storage systems**, Electrochemical batteries allow us to manage significant variations in energy supply and Grid demand.



# Business model

## We manage entire Energy Projects

ABEI Energy controls each part of the project lifetime, from the development, acquiring the financing, envisioning the appropriate engineering of each project, and finalizing the complete management of the assets At our company, we have dedicated in house teams for every phase of the project



**DEVELOPMENT**



**ENGINEERING**



**PROCUREMENT**



**CONSTRUCTION**



**OPERATION AND MAINTENANCE**

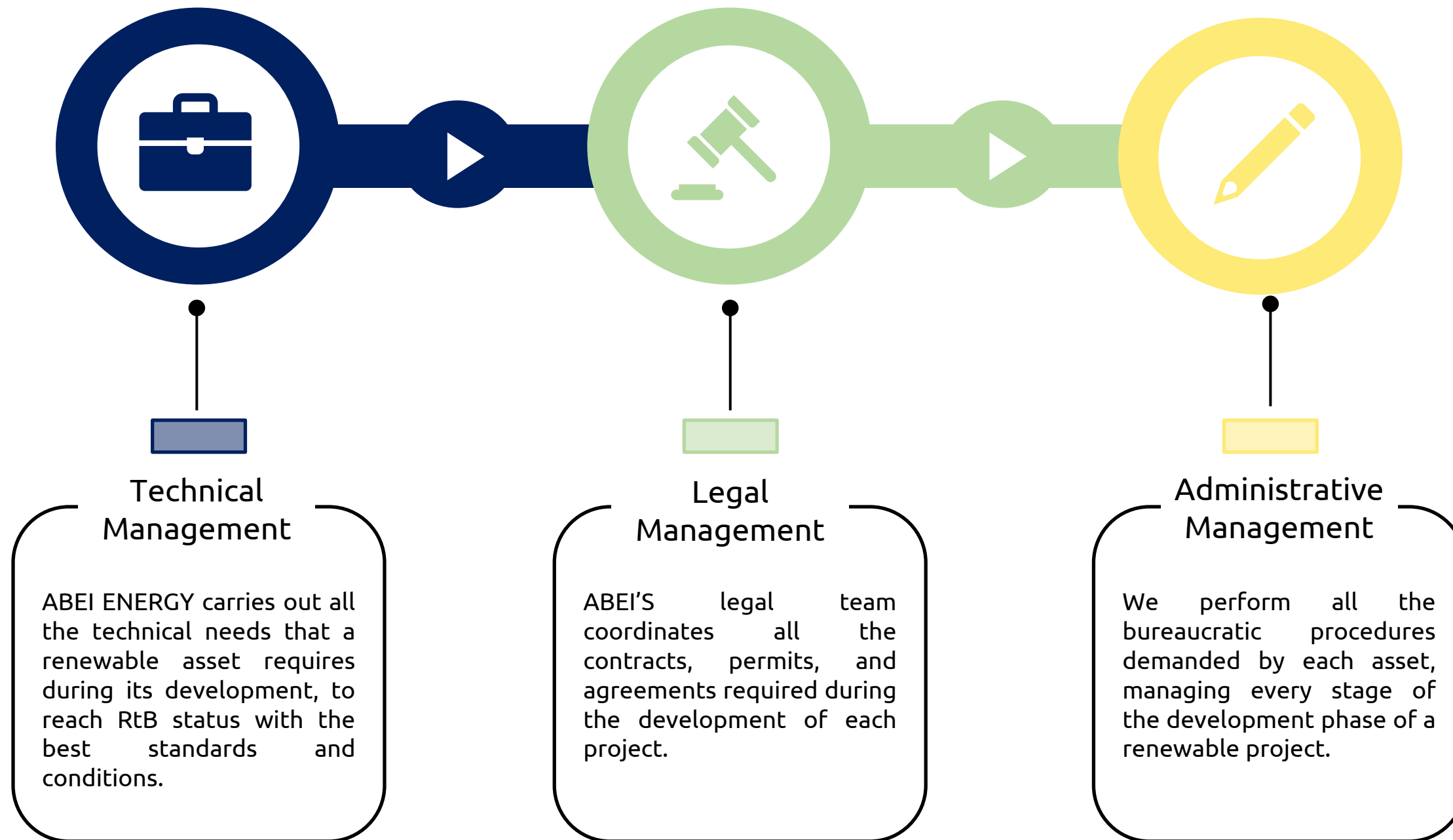


**ASSET MANAGEMENT**

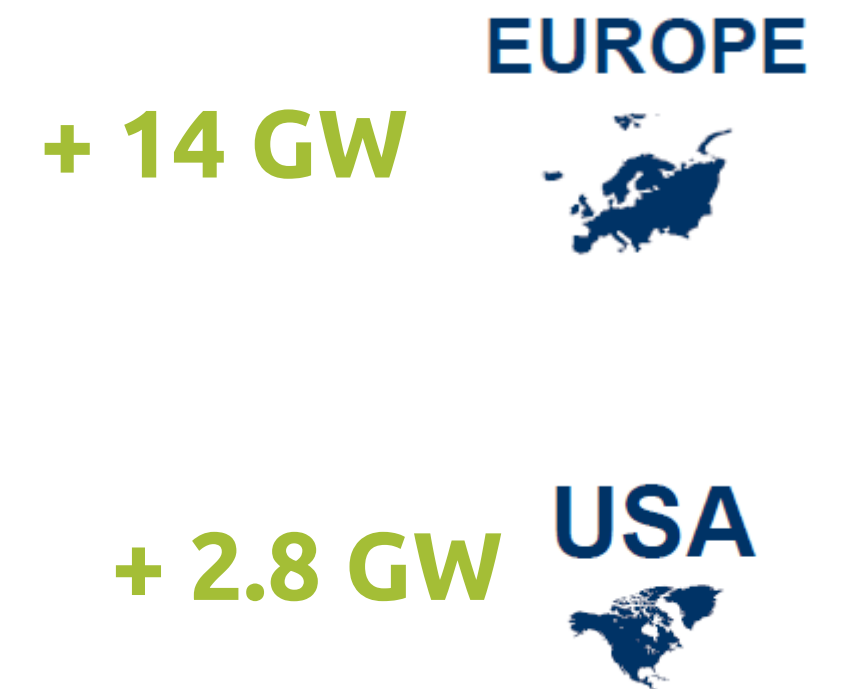


# DEVELOPMENT

This first stage consists of the fulfillment of all the formalities required for the project to materialize, i.e. identification of suitable land, analysis of environmental impact, obtaining the licenses and permits necessary for construction and operation, and organizing the connection of the power station to the power grid.



## PIPELINE



# DEVELOPMENT - EUROPE

## UK

+ 2.6 GW of pipeline under development

 1,793 MW of Solar PV

 119 MW of Wind

 670 MW of BESS

 10 Number of project developers

## POLAND

+ 66 MW of pipeline under development

 66 MW of Solar PV

 3 Number of project developers

## FRANCE

+ 1.7 GW of pipeline under development

 1,142 MW of Solar PV

 554 MW of Wind

 11 Number of project developers

## SPAIN

+ 8 GW of pipeline under development

 2,914 MW of Solar PV

 2,245 MW of Wind (on-off)\*

 95 MW of BESS

 2,845 MW of Green H2

 19 Number of project developers

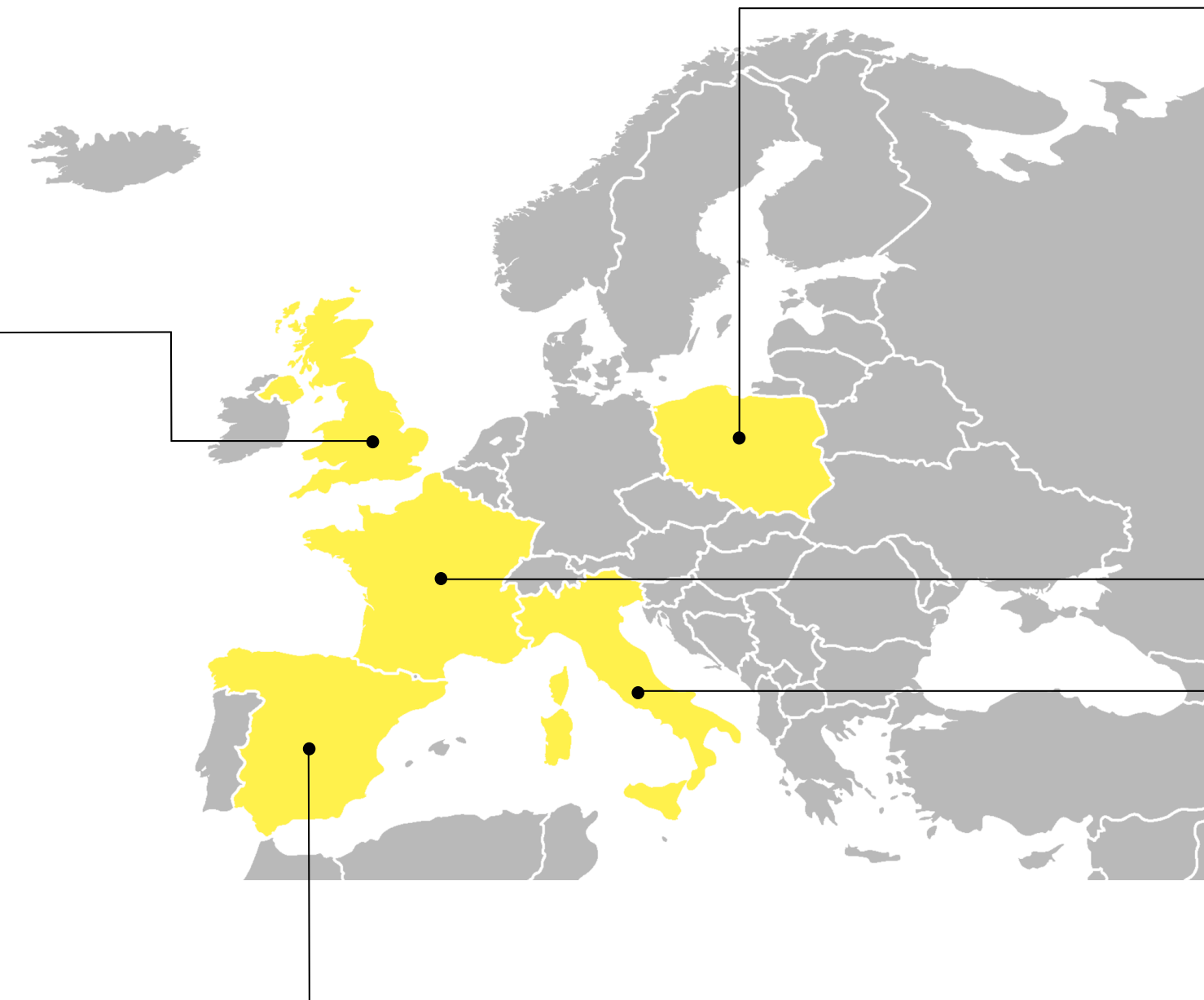
## ITALY

+1.1 GW of pipeline under development

 540 MW of Solar PV

 573 MW of Wind


 10 Number of project developers




\* (on-off): The portfolio includes onshore and offshore Wind technology.





# DEVELOPMENT - USA

 **USA**


**+2.8 GW** of **pipeline** under development

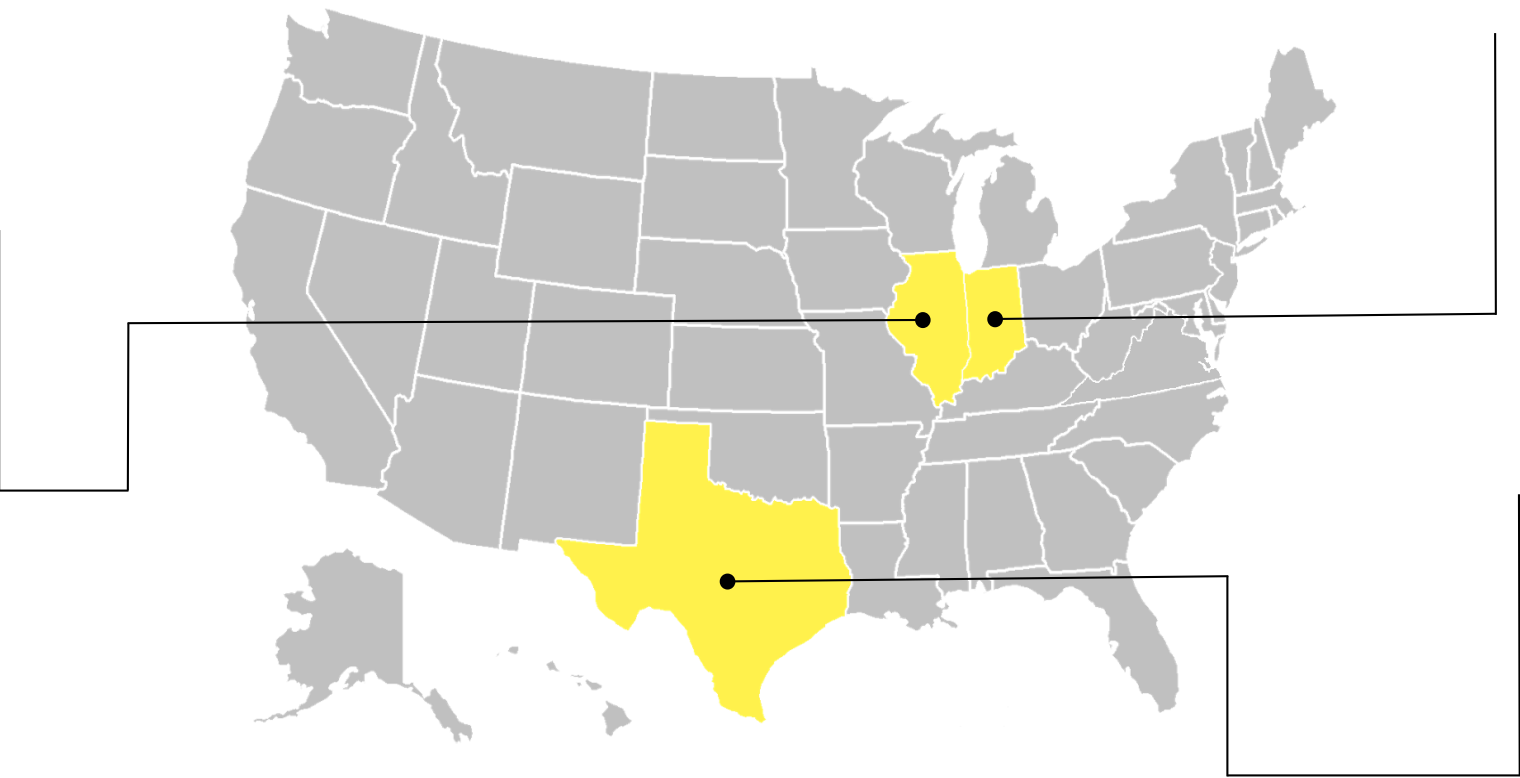
 **2,789 MW** of **Solar PV**


 **7** Number of **project developers**

 **ILLINOIS**


**+696 MW** of **pipeline** under development


 **696 MW** of **Solar PV**




 **INDIANA**

**+237 MW** of **pipeline** under development

 **237 MW** of **Solar PV**

 **TEXAS**

**+1.8 GW** of **pipeline** under development

 **1,856 MW** of **Solar PV**



# ENGINEERING, PROCUREMENT AND CONSTRUCTION

We monitor the entire process of accomplishment of the construction process from Ready-to-Build (RtB) until Commercial Operation Date (COD). Starting with the basic and detailed engineering, proceeding with the selection of the appropriate technology for the renewable asset and managing the owner’s engineering, and construction.



## Engineering

Prior to the construction process, we work in detail the engineering, looking for a long-term efficiency of the plant. This department works since the preliminary designs to the final layout of the infrastructures, to provide the perfect features to the plant.



## Procurement

We carefully select and procure all the components of our plants and supervise the manufacturing process. In that matter, our experts study and analyze all the opportunities given by the market, in order to obtain the most efficient choice.

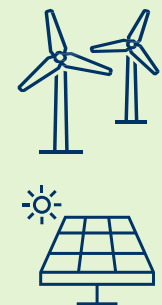


## Construction

This stage includes all previous civil works of land development and conditioning, such as the infrastructures necessary to achieve the connection of the plant to the grid. Our experts monitor each part of the construction process to secure quality and deadlines.

## TRACK RECORD

**+900 MW**  
Constructed



**93 MW**  
Under construction

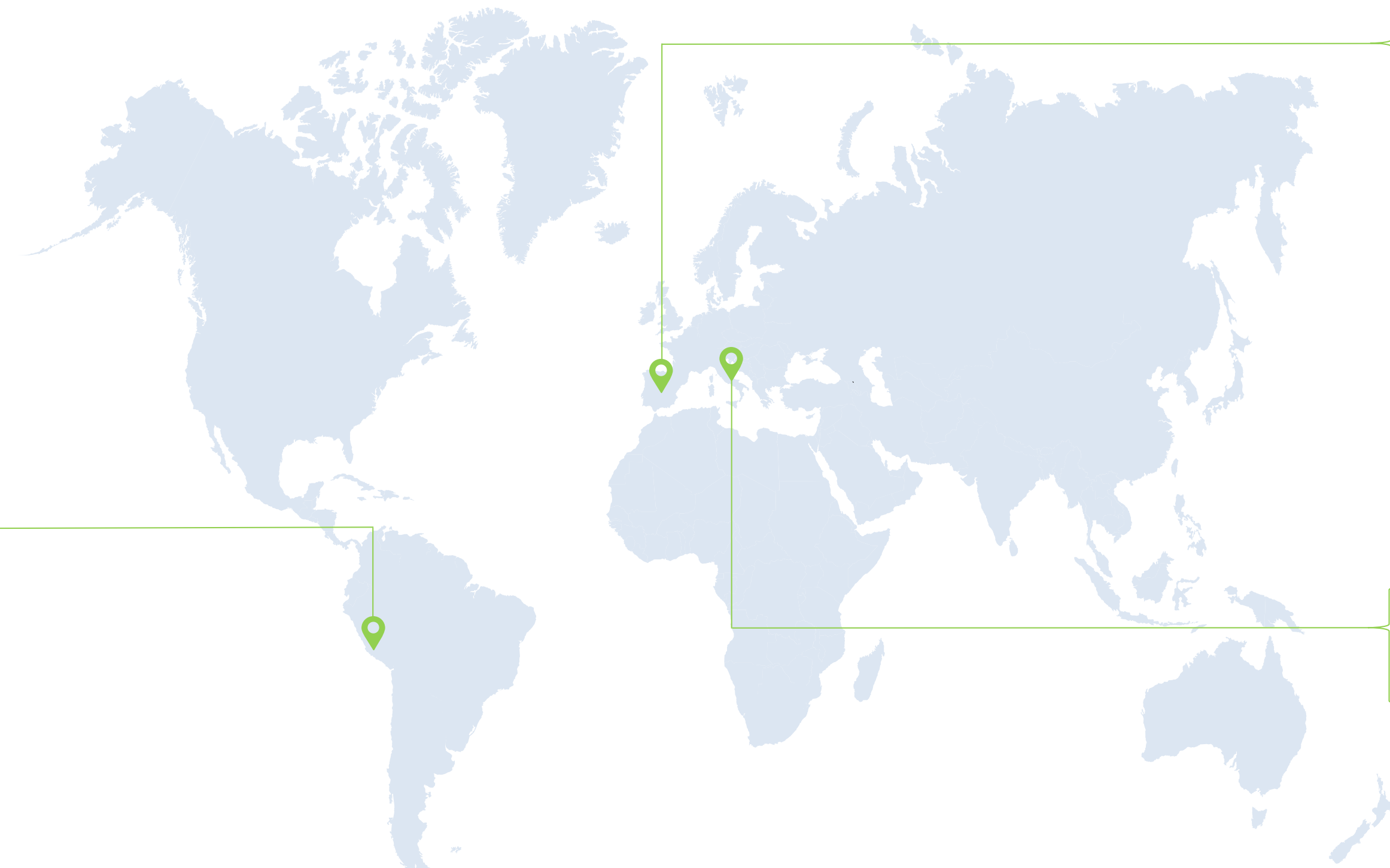


**1.3 GW**  
Planned





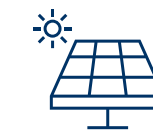
# ENGINEERING, PROCUREMENT AND CONSTRUCTION



**N° of projects:** 2  
**Capacity:** 110 MWi



**N° of projects:** 2  
**Capacity:** 28,43 MW

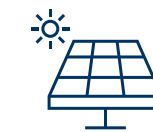


**N° of projects:** 15  
**Capacity:** 81,56 MWp (+200 MW of Concentrated Solar Power)

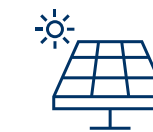


**N° of projects:** 1  
**Capacity:** 6 MWi

**Under Construction**



**N° of projects:** 2  
**Capacity:** 93 MWp



**N° of projects:** 12  
**Capacity:** 76,02 MWp



# OPERATIONS AND MAINTENANCE

We operate and do maintenance work on power generation stations 24/7, maximizing the productivity and efficiency of the renewable assets under our control. Our goal is to extend the lifetime of the assets, enabling the highest return on investment. Consequently, we proceed with the O&M in two stages: Preventive and Corrective.



## In Operation

**+ 170 MW**  
2023

**+ 1 GW**  
2025



# ASSET MANAGEMENT

Our flexibility as an independent company allows us to manage our personnel for each project, providing our assets with value, managing all areas, i.e., from the administrative-financial side to the commercialization of electricity, and adapting our procedures to the current legislation.



## Monitoring

Once the power station has been connected to the grid, ABEI Energy monitors the assets to operate each plant, controlling and reporting them during their lifetime. It includes the technical, financial and administrative asset management during the operating phase of the project.



## Optimization

The Asset Management team assesses and optimizes the performance of the assets over their entire life-cycle, maximizing the available resources across the asset stakeholders. Together with the O&M department, the Asset Manager should propose and evaluate upgrading solutions, suggest performance improvements and ensure the optimum performance of the plants.

# ASSETS UNDER MANAGEMENT

**+ 120 MW**

Assets under Management

**+ 100 gwh**

PPA Signed

# Key figures

## Organization

**+17**  
years of experience

**6**  
countries in which we are present

**10**  
offices in Europe, USA and LATAM



## Activity

**+ 97**  
renewable energy assets under development

**+900 MWs**  
of commissioned capacity

**+523 MWs**  
transacted\*



## Sustainability strategy

We integrate ESG criteria into all the Projects under construction and operation, and we are implementing ESG criteria into our strategy and business model to warrant the sustainable growth of the company.



# ESG Implementation in the projects

Following the methodology of GRI and the sustainability excellence certificate by UNEF, Abei is implementing in their project the three ESG principles:

- Social.
- Environment.
- Ethics and Governance.

In other to implement these three key factors is necessary to analyzed beforehand:

- Stakeholders.
- Identification of current and potential impacts.
- Prioritization of the most significant impacts.
- Identify the Key Performance Indicators.
- Establish the management, control and monitoring system.





# Alignment with the SDGs

The Sustainable Development Goals (SDGs), approved by the United Nations in 2015 as part of its 2030 Agenda, were created to achieve a series of global goals such as sustainable economic growth, a fairer society, and the protection of our environment on a global scale. It is an international commitment to address the 17 goals and 169 targets that guide the actions set with a 2030 horizon.

Abei has established the bases for action and asks our suppliers to collaborate and participate in the sustainability policies. Thus, Abei should guarantee the availability of the necessary resources for its fulfillment and asks all the people who work on behalf of the organization to actively participate and contribute to the effectiveness of sustainability management.

## The main SDGs for Abei Energy



In particular, we are working on several **areas of action** to achieve the targets set for the SDGs.



### WHAT WE NEED

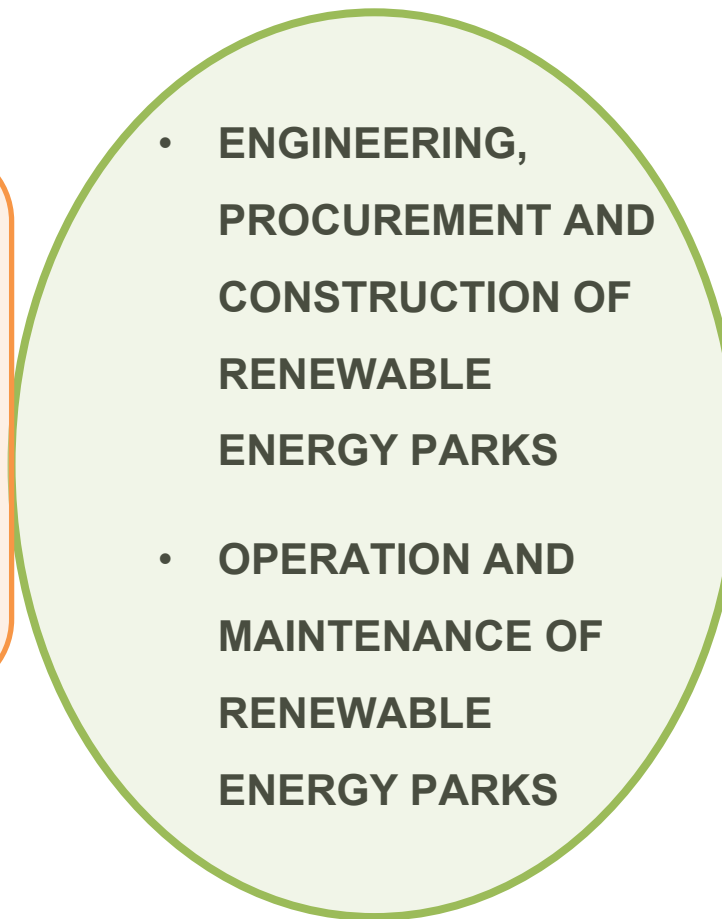
### WHAT WE DO

### WHAT VALUE WE CREATE

### The main SDGs for Abei Energy

EXPAND → DEVELOP → DELIVER

- EMPLOYEES
- STAKEHOLDERS
- CAPITAL SUPPLIERS
- MATERIALS AND RESOURCES
- KNOWLEDGE
- LAND, SUN AND WIND



- RENEWABLE ENERGY
- SOLAR AND WIND PARKS
- SUSTAINABLE RELATIONSHIPS WITH LOCAL COMMUNITIES
- BIODIVERSITY AND LANDSCAPE
- SATISFIED CUSTOMERS
- REVENUES AND PROFITS



# Integrated Management System

Abei bases its management system on the international standards that we consider indispensable to ensure the company's competitiveness and success.

- ISO 9001 – Quality management system
- ISO 14001 – Environmental Management System
- ISO 45001 – Occupational health and safety management system

This scheme allows us to comprehensively control the key variables for the operation of the company, optimize our processes and respond to the demands of our stakeholders.

One of the key aspects of the Management System is the principle of continuous improvement, as it allows us to optimize and refine processes and identify opportunities for further improvement.

In this context, Abei has an internal process of auditing that allows to detect improvement needs and non-conformities that need to be solved or gaps in the system. Furthermore, a system of non-conformities and economic admonishment to our suppliers has been implemented.





# Environment



# Environmental management

Our environmental management system focuses on minimizing the negative environmental impacts and compensating this with other environmental actions, such as creating a biological corridor, triggering the establishment of native animals, etc. The environmental assessment, system, and monitoring are through all the stages of the Projects, development, construction, operation, and maintenance, as well as dismantling, always aiming to reduce negative impacts and integrate sustainability in all processes.



The environmental management system established to meet the sustainability strategy implies the following themes:

- Environmental plan during construction
- Environmental plan during operations and maintenance
- Decommissioning plan

Both of them includes Control of direct emissions and prevention system of pollution

- Waste management
- Legal environmental audits
- Monitoring and control of supplier's environmental performance
- Compensation measures plan that includes:
  - Landscape integration
  - Creation of bird's nest and animal refuges and/or ponds for amphibians

All this is supported by a series of key performance indicators based on ISO 14001 and EMAS.



# CLIMATE CHANGE

## Risk management and financial implications

In order to anticipate future impacts of climate change on different sites and how can the projects be affected for climate changes in the medium-term and long-term. Abei promotes the development of Climate Risk and Vulnerability Assessment, thus Abei can implement measures for climate change adaptation and prevent or minimize the negative impacts on the assets.

The classification of climate-related hazards is according to the EU-Taxonomy:

	Temperature-related	Wind-related	Water-related	Solid mass-related
<b>Chronic</b>	Changing temperature (air, freshwater, marine water)	Changing winds patterns	Changing precipitation patterns and types (rain, hail, snow/ice)	Coastal erosion
	Heat stress		Precipitation or hydrological variability	Soil degradation
	Temperature variability		Ocean acidification	Soil erosion
	Permafrost thawing		Saline intrusion	Solifluction
			Sea level rise	
<b>Acute</b>			Water stress	
	Heat wave	Cyclone, hurricane, typhoon	Drought	Avalanche
	Cold wave/frost	Storm (including blizzards, dust and sandstorms)	Heavy precipitation (rain, hail, snow/ice)	Landslide
	Wildfire	Tornado	Flood (coastal, fluvial, pluvial, ground water)	Subsidence

The financial implications of the risks and threats of climate change include the risk of fires, the risk of heat waves for workers, and droughts. In addition, extreme weather events can also lead to increased downtime and higher operating and maintenance costs.

These findings can allow us to combat the threats of climate change and ensure the resilience of assets, avoiding losses due to extreme events.

# Biodiversity and landscape management

Abei has established certain actions to compensate for the environmental negative impacts of the construction and maintenance of the plants and to encourage the integration of biodiversity, fauna, and flora, in our site, as key aspects of our development as a company of renewable energy.

The main environmental performances to promote biodiversity are listed below:

- To favor the permeability of the fauna, we install **hunting-type fencing** that allows the passage of animals and avoids artificial barriers in the habitats.
- Favor agreements with local sheeppers to offer **sheep grazing** to control the height of the vegetation. In addition, this generates natural fertilization of the soil and contributes to the maintenance of traditional economic activity in the primary sector.
- Installing **nest boxes**, especially for those plants where there is the presence of endangered species. This action promotes the presence of bird species for breeding and shelter, increasing their population in the area.
- In addition, Abei is working on various actions to improve the **habitats of steppe birds**. This includes the agreement with a local farmer to alternate the use by the cattle and at the same time, the conversion of natural habitats for steppe birds.
- Planting trees and vegetable bushes creates a **natural barrier** and contributes to expanding the native species. It is also promoted to plant **biological corridors** in those parks that can promote the connection of biological spaces.
- Promote the maintenance or creation of **artificial ponds**, taking into account the natural runoff of the place so it can be maintained through the years, to have place protection of **amphibians** and have a place for drinking for animals.
- One of the aims for next year's project is to provide **direct benefits for the communities**, one of these benefits could be self-consumption photovoltaic installations in places such as schools or wastewater treatment plants in the towns nearby. These actions are involved in the implementation of the Excellence in Sustainability Certificate created by the Spanish Photovoltaic Union (UNEF).





# Sustainable use of resources

Abei has established within its environmental system tips and duties to encourage the principles of circular economy, the optimization of raw materials, energy, and waste, to encourage a more reasonable and efficient use of resources.

The principles of circular economy implement in our environmental management system:

- Our supplier should adopt and meet our environmental management plan and respect the rules established to minimize impacts during construction and operation.
  - Availability of waste management agreements of the main equipment of the plants.
  - Quantify the non-hazardous and hazardous waste generated and percentage recycled.
  - Quantify the water and diesel consumption.
  - Maximizing the lifetime of energy assets.
- Adopt the principle of prioritize prevention, reuse and recycled of products and materials.



# Waste management

All waste produced during the construction and the operation and maintenance period is storage according to the law and managed through third parties waste managers.

The type of waste generate is classified in the following:

- Non-hazardous Waste
- Hazardous Waste  
(Include contaminated land and contaminated solids)
- Construction and demolition Waste
- Waste electrical and electronic equipment  
(includes the modules)
- Waste assimilable to Municipal Solid Waste Hazardous Waste

The stains of oil or other pollutants on the soil are collected with absorbent products and storage and collected as hazardous waste.

Abei strictly comply with the legal requirements regarding waste in each country and region. For that purpose, each project has its own waste management plan to organize and control all the aspects of the waste prevention, production, storage, and collection process.

One of the other politics of Abei is try to minimize and prevent the waste first and second prioritize the f reusing (this is possible with wood, pallets, soil, etc.). Thirdly we promote the separation and recycle.

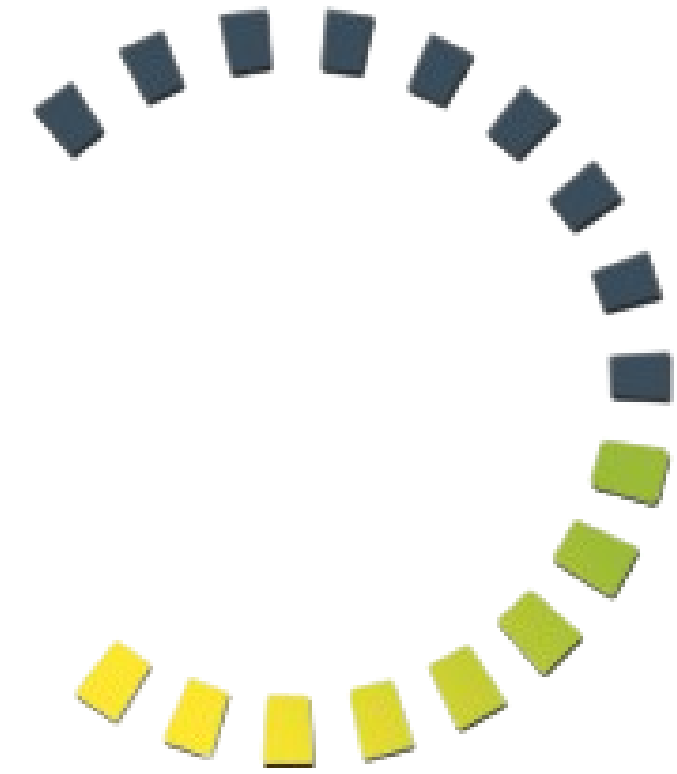
**The average useful life of our newly built photovoltaic assets is 30 years.**

# Renewable and sustain able energy

In this regard, and as set out in the Sustainability Master Plan, our objective is to **maximise renewable energy generation**, availability, and efficiency. To this end, we have set ourselves the following goals:

- **M1.** Enhance the development of a broad portfolio of projects based on renewable sources.
- **M2.** Reach 1 GW of renewable energy projects in operation and under construction by 2025.
- **M3.** Reach a production of 2,000 GWh/year of renewable energy in operation in 2025.
- **M4.** Evaluate energy generation efficiency in projects.
- **M5.** Calculate the hours of unavailability due to own causes in projects.
- **M6.** Implement Best Available Technologies (BAT) to increase efficiency in projects (better efficiency, profit, storage, etc.).





# Social Development

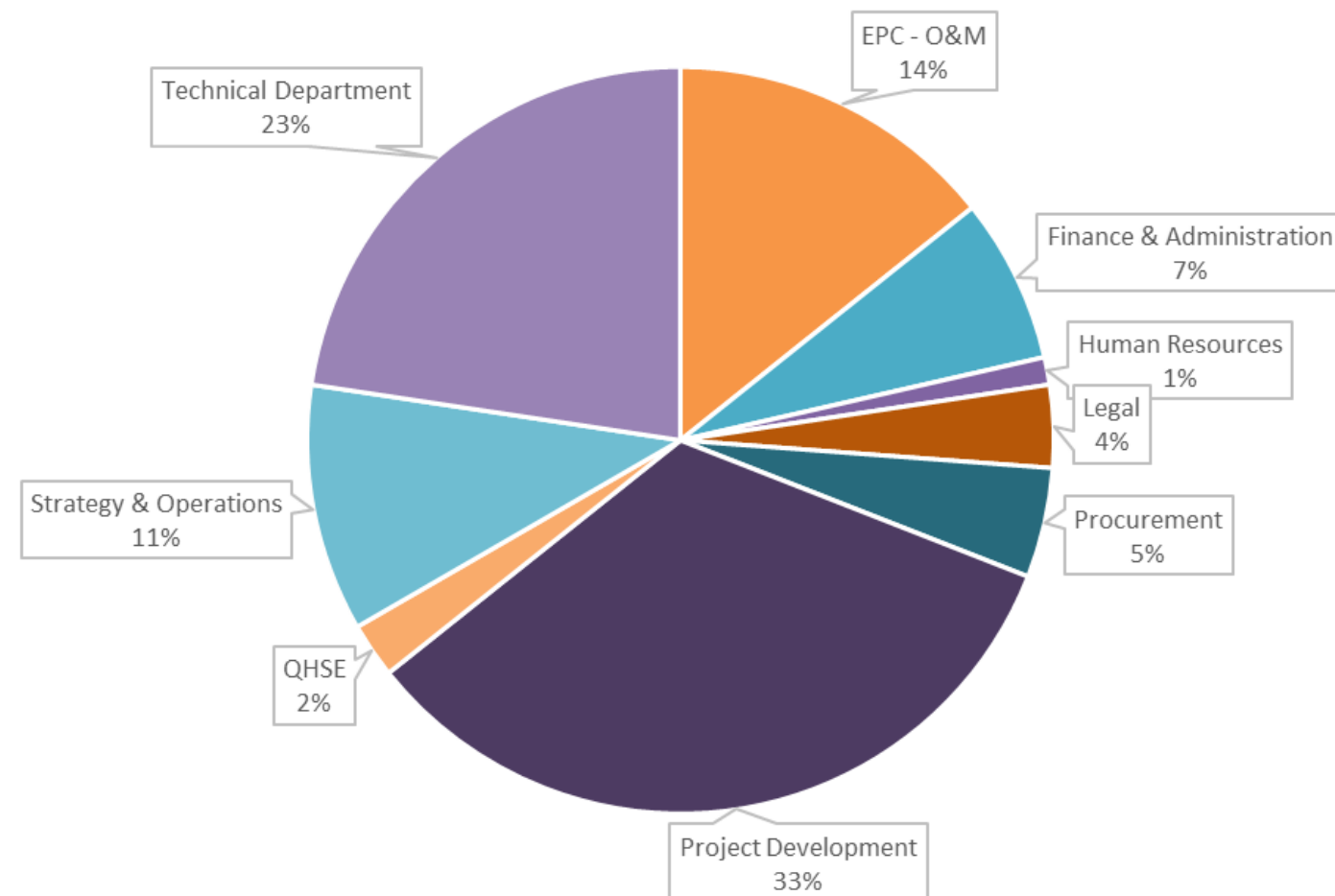


# People at ABEI

At Abei we are a **young, constantly growing team**. We have a commitment towards developing talent and the professional career of our workers.

We invest in young talents, giving them the opportunities to grow and make an impact on a high potential market.

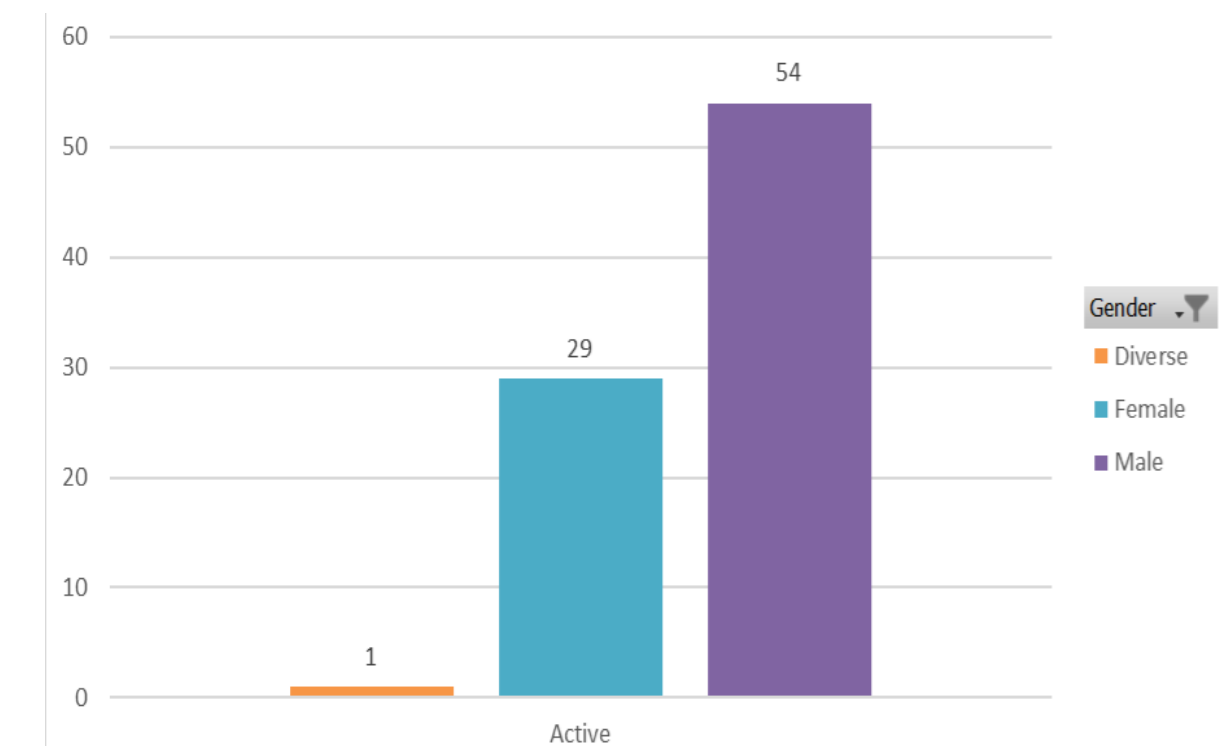
Recruitment by Department in 2022



Total employees to 31<sup>st</sup> December

Year	No. of employees
2020	61
2021	114
2022	176

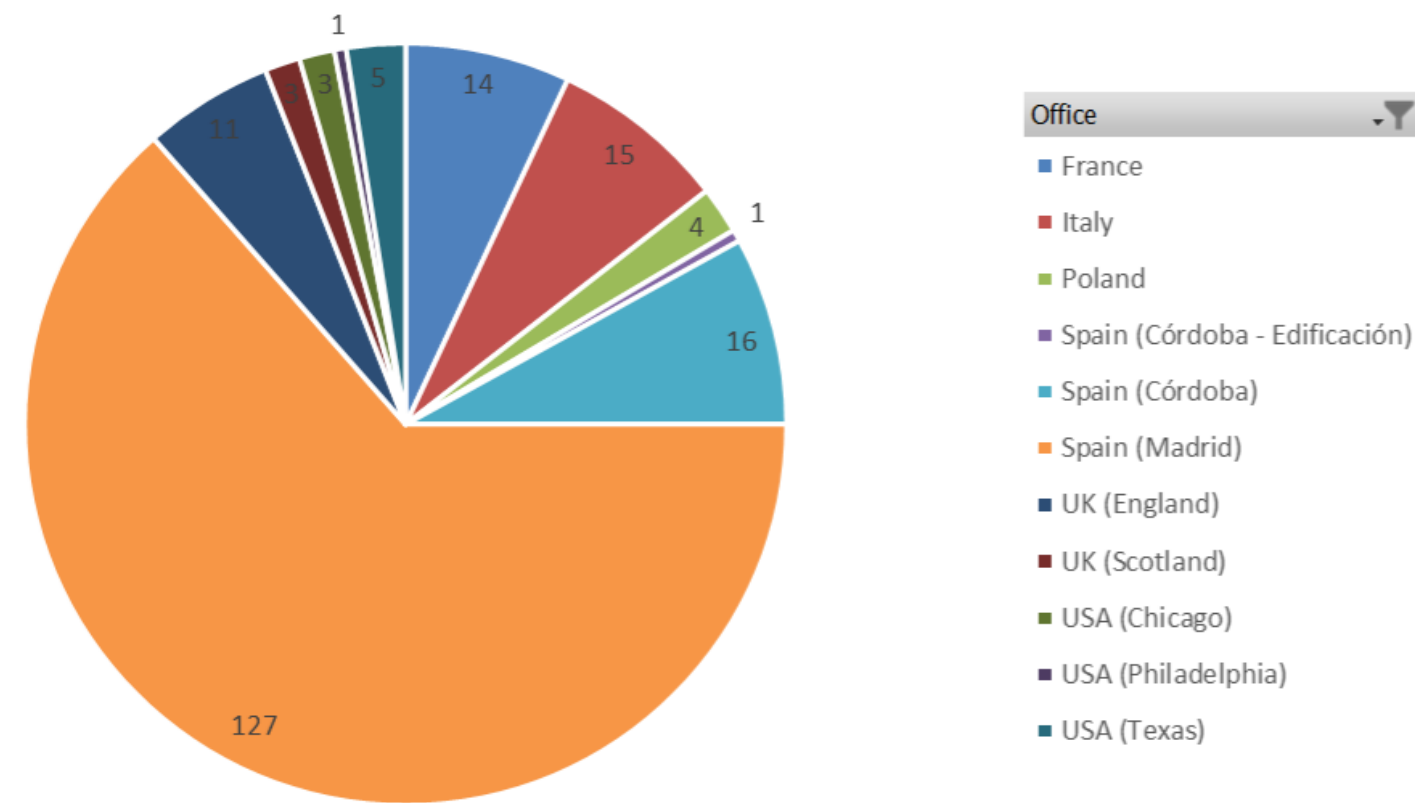
Recruitment by Gender in 2022



# Abei Energy Today – International Teams

The projection at international and national level is exponential, **growing more than double in a year.**

Our departments are continuously consolidating and aligning themselves with the business strategy.



Current employees



On the other hand, there have been a total of 21 voluntary departures of staff, resulting in a staff turnover rate of 18%.

# Diversity and Equality

At ABEI we recognize that supporting diversity and inclusion is a key aspect for the **promotion of a healthy and positive workplace**.

Which is especially relevant in the global world we are immersed as an international company, as well as in relation to our core values.

This is why we are compromised with enabling our workforce to speak out their needs and opinions, creating an **environment conducive to dialogue**, where everyone can be listened with **patience and empathy**, being open to new and different points of view and appreciating the contribution each member of the ABEI team has to share.

ABEI team members and leaders are encouraged to **support diverse perspectives and treat others with kindness**. Which is why we are compromised to incorporate this values in our **day-to-day work**, as we interact with different **stakeholders**.



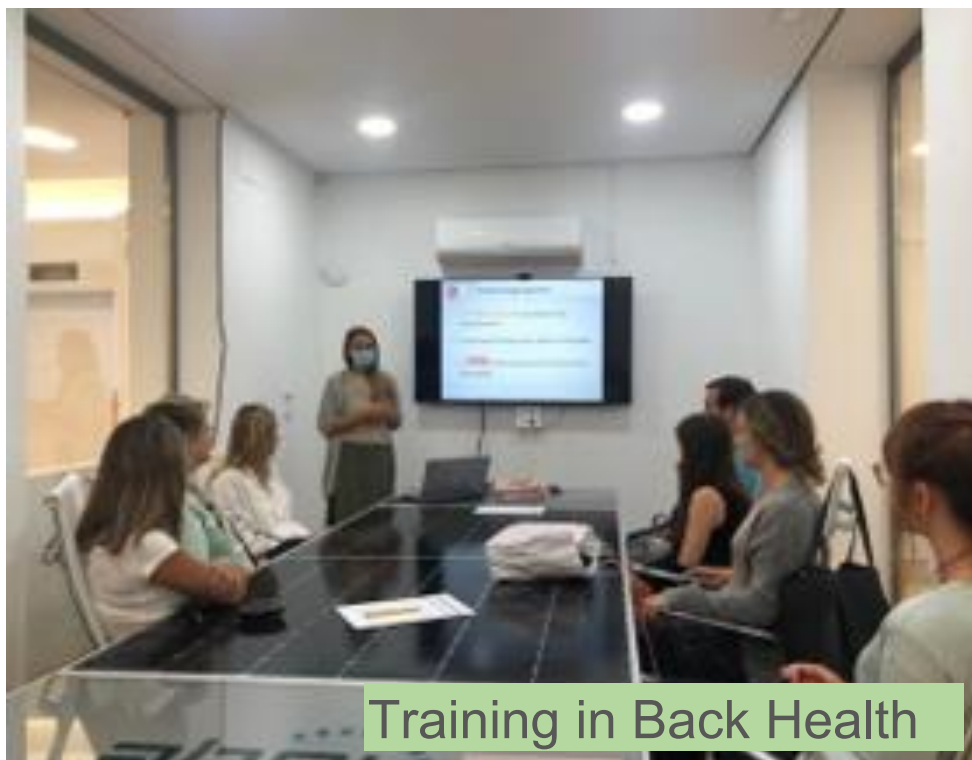
# TRAINING PROGRAMS ON HEALTH AND SAFETY

In line with these commitments, we carry out a annual employee **training programme** in all countries where we operate, with the aim of going beyond the requirements of the applicable health and safety regulations and ensuring a safe working environment.

These training actions have covered a wide range of topics ranging from first aid, road safety, back health, emergencies, and evacuation.

For hazard identification and health and safety risk assessment, we have an External Prevention Service (EPS) in Spain, and Italy, and we are supported by specialized consultants in other locations, who carry out an analysis of the environment according to the job position and the workplace, in order to detect the possible risks that workers may face during the course of their work activities.

In addition, we ask our employees what do they want to be trained regarding in order to orient the next training sessions.



Finally, health and safety risk assessments at the site are complemented by the necessary control mechanisms, auditing, and system implementation of health and safety monitoring with an H&S team on site.

To complete the training program and raise awareness, we also carried out several communication actions to raise awareness and increase the preventive culture in the company, such as the preparation of a guide With preventive measures.

### Working postures

Forced postures are postures in which the body is not in a natural position and in which tension is being caused in different areas of the body. Static postures are also considered forced postures, that is, when a position is maintained for a very long period of time.

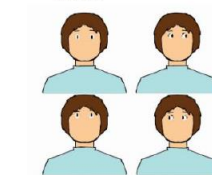


### Stretching and relaxation exercises

There are different types of stretching that allow maintaining or improving muscle extensibility and elasticity, since a cold and not warmed up muscle is susceptible to injury.

#### Eye relaxation:

- Close your eyes for a few seconds.
- Move your eyes in all directions raising your eyebrows.



#### Cervical area stretches:

- Move your head slowly and alternately to both sides.
- Move your head gently back and forth.
- Turn your head slowly.



#### Wrist and forearm stretches:



- Raise your arms forward. With clenched fists, try to lengthen your forearms.
- Extend the thumb to side; the outside of the palm of the hand.
- With your hands clasped, push your arms forward.

#### Spine stretching:

- With hands crossed, push up the arms.
- Hold this position for approximately 15 seconds.



#### Trapezius stretching:

- Bring your arm up until your elbow is close to your head. Holding this one from behind, give a slight push toward the head and up.





# Corporate Values

## Leadership

Ability to lead the professional team towards the proposed goals and objectives

## Adaptability

Flexibility to change with the environment

## Responsiveness

Reaction capacity

## Innovation

Inspiration and progress

## Quality

Excellence in management

## Community

We work as a team



# Strategic alliances with stakeholders for Social development

Abei is committed to the social development of the communities in each of its projects. For that, Abei has developed for every single project the following:

## 1. Local Hiring Policies

This politics encourages Abei and their subcontractors to hire and train local people and companies for their work.

## 2. Agreements with City Council and other local institutions

To achieve this, Abei has created with the city councils a list of people and companies who would like to participate in the projects. The type of job can vary from cleaners, gardeners, and electricians to site managers, etc.

Furthermore, the public administration of the towns offers rooms and installations for training purposes.

## 3. Direct Economic Benefits

Abei establishes meetings with the local administration to know the necessities and how they can collaborate to improve the sustainability of the town. Some of the benefits that we're working on is implement solar panels in the school, and on the water treatment plan of the city, so the local authorities can reduce the electricity invoice and be self-sufficient in some areas.



On the other hand, it is also worth highlighting our participation in 2022 as members of the following **associations in the energy sector**, both national and international, which allow us to create synergies and share knowledge and objectives:

## SPAIN

- ASOCIACIÓN EMPRESARIAL EÓLICA (AEE)
- ASOCIACIÓN ESPAÑOLA DEL HIDRÓGENO (AeH2)
- ASOCIACIÓN ESPAÑOLA DE BATERÍAS Y EL ALMACENAMIENTO ENERGÉTICO (AEPICAL)
- PLATAFORMA TECNOLÓGICA ESPAÑOLA DEL HIDRÓGENO (PTEH2)
- UNIÓN ESPAÑOLA FOTOVOLTAICA

## FRANCE

- SYNDICAT DE L'ENERGIE SOLAIRE RENOUVELABLE (ENERPLAN)
- SYNDICAT DES ÉNERGIES RENOUVELABLES (SER)



## ITALY

- ITALIAN SOLARE

## UNITED KINGDOM

- SOLAR ENERGY UK
- SCOTTISH RENEWABLES (SR)

## EUROPE

- EUROPEAN HYDROGEN (ECH2A) CLEAN ALLIANCE
- ENTERPRISE NETWORK (EEN) EUROPE



# Responsible Supply Chain

Our organization's supply chain includes the procurement of core equipment (PV modules, PV structure and trackers, PV inverters, transformers and wind turbines), acritical services (engineering, construction, operation and maintenance) and other corporate services (advisory and consultancy services, financial services, etc.).

Our supply chain incorporates both local and international suppliers, who in turn use different raw materials and subcontractors in the provision of products and services.

The process of hiring and evaluation of supplier has the following paths:

**1. Approval and Assessment:** through a homologation process to ensure the sustainability and the commitment with social responsibility of our suppliers. Thanks to the platform Achilles is possible to assess our suppliers in terms of sustainability and ESG systems, certifications management systems, fines, etc.

**2. Monitoring and Evaluation:** the performance of key suppliers is continuously auditing. Abei has mechanism such as non-conformities and admonishment to correct errors or supplier's deficiencies regarding quality, health and safety and environmental factors.

**3. Reporting ESG:** those main suppliers that work on site are requested to generate a monthly report with the main ESG indicators:

- Employment during construction
- Local employment during construction
- Employment of people from collectives constrained from entering the labour market (e.g: Persons with disabilities)
- Number of women working on the project
- Employees holding management positions
- Women holding management positions
- Fines and significant non-monetary penalties for non-compliance, national and international regulation
- Total number of suppliers (services & equipment)
- Number of suppliers for which ESG evaluations/ audits have been carried out
- Number of purchases from local suppliers (region and/or province)
- Number of purchases from national suppliers



## **Ethics and corporate governance**

We work, to be honest, fair, and transparent to guarantee responsible behavior based on good governance.



### Financial results financial year 2022 (\*)

Net sales (turnover)	41.961.402 €
Operating Result	27.215.016 €
Financial Result	(2.784.484) €
<b>Result before taxes</b>	<b>24.430.532 €</b>
<b>WORKING CAPITAL</b>	
W.C.	27.556.073€

(\*) According to the provisional results of the ABEI'S group formed by the parent com-Bahía de Plata Real State 2017, S.L. and its subsidiaries.



The main Social Benefits for employees includes the possibility of accessing health insurance, meal, gasoline and nursery subsidiaries.

# Code of Ethics

We are developing a **Code of Ethics** that aims to establish the standards of conduct and principles of ethics and integrity to be followed by all our partners and employees of the organization.

In this area, the organization commits to:

- Establish which are the optimal, desired, forbidden and obligatory behaviors in a comprehensible way for all the members of the company.
- Establish the procedure to follow for the resolution of conflicts or ethical dilemmas, offering an agile and effective response in case it is necessary.
- Create a solid organizational culture, favoring a good atmosphere in the office and a sense of security among employees.

To ensure compliance with the established principles and mitigate the criminal risks that may arise from our activity, we are developing a compliance management model.

Therefore, we are designing and implementing a crime prevention model, in which we:

- We identify, analyze and evaluate the criminal risks that affect our daily activity.
- We establish control measures in order to prevent, detect and manage criminal risks when they appear.



For the proper functioning of the **Crime Prevention Model**, a whistleblower channel will be developed as an integral part of it.

The purpose of this whistleblower channel is to encourage and promote conduct in accordance with the company's ethical principles and values by all our employees, suppliers and collaborators.



# Anti-Corruption Policy

In addition, in order to prevent the company and its employees from engaging in illicit practices that affect our growth and reputation, we are developing an **anti-corruption policy**.

It is generally applicable to all employees, officers, senior management, members of any administrative body related to the company.

In this policy, we want to make it clear that we will not tolerate any kind of bribery at any level, by any of our employees or collaborators, therefore we are committed to:

- Formalize the company's commitment to anti-bribery and anti-corruption issues.
- Establish the treatment and business relationship with third parties, such as suppliers or public officials.
- The policy will make it clear that employees and third parties who know of acts of corruption, or have indications of unethical conduct, are obliged to report it.
- Determine the process and the department to contact in case of suspicion or doubt of non-compliance with our policy.



- Establish the measures or sanctions to be applied in case it is considered necessary.
- The organization shall conduct bribery and corruption risk assessments, and this obligation shall be set out in the policy. The anti-corruption policy shall establish the frequency of risk assessments and the persons responsible for conducting them.
- The anti-corruption policy shall also include the need and obligation to educate and train employees on topics that are relevant or identified as a knowledge gap.

The organization, through the anti-corruption policy, expresses its strong interest in protecting whistleblowers and penalizing employees or third parties who, after an objective and impartial investigation, are found guilty of acts of corruption or fraud.

Under no circumstances will payments, gifts, donations or any other mechanism for the purpose of expediting or facilitating administrative procedures be tolerated.

We closely monitor compliance with our internal policies and procedures through our policies and compliance management model.



