

## HIGHLIGHTS



When we founded Enery in 2019, we went to great lengths to define what we wanted to achieve beyond our business-related objectives. Our simple yet powerful mission statement “We do the right things right” has guided us ever since. When we say we want to do the right things, it means we want to generate clean electricity at the lowest possible cost, thus allowing local communities to truly benefit from our presence. Amongst other things, the initiatives we concluded in 2021 include using sheep instead of diesel tractors, transitioning our business fleet to electric vehicles, and educating children about renewable energy.

We are extremely proud to say that in 2021, we generated 174.56 GWh of clean electricity, completed four biodiversity projects, and electrified 32% of our vehicle fleet. We concluded the year without major health and safety incidents and supported educational initiatives throughout local communities. Additionally, in response to the war in Ukraine, at the start of 2022, we launched a support package, comprising of temporary accommodation, administrative support and sustainable jobs in the countries where we operate for people affected by the war.

The full 2021 Sustainability report is available at [www.enery.energy](http://www.enery.energy)

### OUR STRATEGIC GOALS

- CLIMATE CHANGE AND RESOURCE EFFICIENCY
- BIODIVERSITY AND NATURE LOSS
- RESPONSIBLE EMPLOYER
- RESPONSIBLE CORPORATE CITIZEN

#### ENVIRONMENTAL



**100%**  
RENEWABLE CAPACITY  
IN OPERATION

With the acquisition of **71MW** in the Czech Republic, we almost doubled the capacity of the PV plants we own and operate. It is our intention to maintain a 100% renewable power generation fleet as part of our ongoing growth strategy

**73 ktCO<sub>2</sub>e**  
AVOIDED EMISSIONS

Based on the annual production of all our PV sites, we saved **73 ktCO<sub>2</sub>e** emissions. These are the equivalent of **369,000** intra-European flights or the annual absorption rate of **3.3m** mature trees

**3%**  
OF NEW DEVELOPMENTS  
WITHIN PROTECTED AREAS

We cannot always choose where our acquired plants are built, however, as a rule, we avoid protected areas for new developments. This is evident in the 2021 assessment we completed, whereas **32%** of operational power plants were located within protected areas, and the corresponding figure for development sites barely came to **3%**

#### SOCIAL



**0**  
LOST TIME INCIDENT  
RATE (LTIR)

We have made health and safety our highest priority from day one; our employees averaged almost **3 hours** of HSE training per month. Consequently, despite the global pandemic, our expanding workforce and rapid business growth in 2021, we managed to maintain our **zero LTI** track record day one; we have worked to implement robust internal processes and at the end of the year our employees averaged

**87**  
SUSTAINABLE JOBS  
PROVIDED  
INCLUDING INTERNSHIPS

As a responsible employer, we strive to provide sustainable jobs within the communities we operate, including offering exciting opportunities for young professionals, scholarships and other learning opportunities for women and minority groups, as well as jobs for people affected by the war in Ukraine

**49 630**  
HOMES POWERED

Our current operating capacity is **156 MW**, powering almost **50,000 households** across the region, and we are actively developing more than **3,000 MW** of new green power plants to help decarbonize Central and Eastern Europe and make sure the region remains competitive in the current market

#### GOVERNANCE



**26%**  
WOMEN ACROSS THE  
ENTIRE WORKFORCE

Gender equality is a fundamental issue within the renewable energy industry. Therefore, we ensure equal opportunities are available for our employees but also encourage young female professionals to develop and work within technical and operational teams by for example providing targeted scholarships within partner universities

**700 EUR/MW**  
CONTRIBUTIONS TO  
LOCAL COMMUNITIES

We aim to create value in the communities where we operate, going beyond the minimum community requirements and invest resources into meaningful ESG projects. In 2021, we completed **19 ESG** projects and donated more than **EUR 113,000** to local communities

**0**  
SANCTIONS & CLAIMS

We consider our Compliance policy and Code of conduct powerful tools for enforcing ethical behaviors across the whole business. In 2021 these helped us outline the requirements, reinforce our values, and remind employees and partners to engage in honest and ethical conduct when performing their duties, therefore facilitating a year with **zero sanctions and claims**

## SUSTAINABLE OFFICES AND OPERATIONS

### Going a step further to combat climate change



Increasing demand for renewable energy drives an increase in supply, which helps to accelerate the green energy transition and minimize air pollution throughout Central and Eastern Europe. To accelerate this, in 2021, we sourced Guarantees of Origin (GOs) for 100% of the electricity we consumed across our operations and offices. This initiative has significantly reduced our Scope 2 emissions, but beyond this, it has stimulated an increase in the share of renewables in the respective countries' energy mix.

At the end of 2021, electric vehicles (EVs) made up 32% of Enefy's overall fleet, and we aim to reach 100% in the future. Clearly, there are still emissions

associated with both liquid fuel and electricity production, however, while there are significant exhaust emissions and air pollution associated with internal combustion vehicles, there are none with EVs.

We estimate these two campaigns have saved approximately 840 tCO<sub>2</sub>e, which is the equivalent of

**4 298**  
STANDARD  
INTRA-EUROPEAN  
FLIGHTS



WE SAVED



THE ANNUAL CO<sub>2</sub>  
ABSORPTION OF  
**38 452**  
MATURE TREES

## THE OMAMA PROJECT IN SLOVAKIA

### A partnership for early childhood development



The Omama project (managed by Cesta von) helps children born into extreme poverty grow and mature to receive suitable education, find stable employment, and become valuable members of society. The project's overall aim is to utilize the resources available in its communities to create positive long-term change. Responsible mothers in the local community (Omamas) are selected and trained in early childhood development methods that stimulate motor and vocabulary skills in small children to prevent further issues later in their development.

Throughout 2021, Cesta von employed 25 Omamas across 16 Roma communities in Slovakia, resulting in support for 400 children up to six years of age. So far, we have directly supported one Omama, Janka, who is working with 13 children in the Huncovce community. We provided financial assistance to partially cover her salary and the costs associated with her parent clubs and community meetings with local mothers.

WE HELPED **13**  
CHILDREN