

Additional Information on ESG

Targets

For the year 2023 we set the following targets:

Description	Unit	2023 Target
Total direct GHG emissions (Scope 1)	metric tonnes of CO2 equivalents	1,925,636
Total indirect GHG emissions (Scope 2) Location Based	metric tonnes of CO2 equivalents	242,572
Total indirect GHG emissions (Scope 2) Market Based	metric tonnes of CO2 equivalents	251,066
Total indirect GHG emissions (Scope 3)	metric tonnes of CO2 equivalents	930,291
Direct Nitrogen Oxide (NOx) emissions	metric tonnes	549
Direct Sulphur Dioxide (SOx) emissions	metric tonnes	1.0
Direct Particulate Matter (PM) / dust emissions	metric tonnes	4.17
Sulphur hexafluoride (SF6) emissions	metric tonnes	0
Total non-renewable energy consumption	MWh	9,329,679
Total waste disposed	metric tonnes	8,299
Total hazardous waste disposed	metric tonnes	1,051
Total net fresh Water Consumption	Million cubic meters	9.5
Total net freshwater consumption in water-stressed areas (Total water withdrawals – Total water discharges)	Million cubic meters	4.0
Share of women in all management positions, including junior, middle and top management (as % of total management positions)		17%
Trend of employee wellbeing		68%
Customer Satisfaction		8.5

Biodiversity Exposure & Assessment

The table below shows the breakdown of our portfolio of assets by number of assets and by hectares.

We refer to pages 234-235 and 111 and 112 of our Integrated Annual Report 2023 for more detail on our portfolio.

	Number of assets	Hectares
Operational assets (excluding transmission lines)	38	29,008
Transmission Lines	7	8,200
Total	45	37,208

Atlantica has assessed each site to identify those that are in proximity to critical biodiversity areas.

The table below shows a breakdown of assets that are in proximity of critical biodiversity areas. Four of our solar plants are close to protected areas, while two of our transmission lines cross some areas that are also considered protected. We refer to page 110 of our Integrated Annual Report 2023 for more detail.

	Number of assets	Hectares
Operational assets (excluding transmission lines)	4	1,005
Transmission Lines	2	3,051
Total	6	4,056

Employee Development Program

Regarding our training program, we identify training categories to improve distinct sets of skills, integrate employees into Atlantica's team and culture, and as a measure to retain talented employees. We have 5 categories of training: Introduction to Atlantica, Management Skills, Technical Knowledge courses, Languages and Health and Safety.

The purpose of Management Skills training is to offer soft management skills courses to improve negotiation, team-work, team-building, decision-making, leadership and communication, among other skills.

Below we describe two examples of soft skills training that some employees received in 2022.

A) Name: Leadership and team management.

During 2023, 15 employees from Atlantica received training on soft skills. The objective of this training was to provide our employees with tools and resources to be good leaders. The content of the training was: performing a SWOT analysis to each participant, sharing values and insights, sharing different types of leadership, such as Belbin, Tuckman or Goleman. Abastare, was the third-party in charge of this training. We believe that a good leader has a positive effect not only in their teams but in the entire Company. A good leader has a strategic position to achieve the organizational objectives.

Quantitative impact: By having a good leader in our teams we are able to motivate employees, increase performance and have a better workplace. These positive impacts may translate in lower turnover rates. Turnover rates of Middle Management and engineers and graduates were lower than in previous year. Refer to Page 263 of our Integrated Annual Report.

B) Name: Team Work

Description: During 2022, one employee received this training.

During 2023, 25 employees from Atlantica received a training on soft skills.

The purpose of this training was to equip employees with the skills necessary to work harmoniously and effectively within teams. Emphasis was placed on fostering trust among team members, cultivating empathy, and actively listening to one another. Participants were encouraged to express their thoughts clearly and constructively. Additionally, the training highlighted the significance of maintaining a positive attitude and demonstrated how interdependence can be more beneficial than working in isolation.

Abastare, was the third-party in charge of this training.

The objective of this training was to provide our employees with the skills necessary to work harmoniously and effectively within teams. We believe that a good employee has a positive effect not only in its teams but in the entire Company. Enhanced teamwork can lead to increased innovation as diverse perspectives come together to create new solutions. This collective intelligence often results in more efficient and effective decision-making processes, which can drive the company toward better achieving its strategic goals. Furthermore, a strong team dynamic fosters a supportive work environment, where employees feel valued and motivated to contribute, leading to higher job satisfaction and retention rates.

Quantitative impact: By having a motivated workforce, we enhance individual productivity and job satisfaction, and it also creates a culture of excellence and innovation across the entire organization. This, in turn, leads to sustained business growth, a robust corporate reputation, and long-term success. These positive impacts may translate in higher retention rates and lower costs. Turnover rates of Middle Management and engineers and graduates were lower than in previous year. Refer to Page 263 of our Integrated Annual Report.