



# ESG 2024 HANDBOOK

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*October 2025*



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# DELOS OVERVIEW

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*Since 2016, we have been committed to transforming the Italian energy landscape through the management and maintenance of renewable energy production plants.*





# A Message from our Chairman and CEO

2024 marked a turning point for **DELOS** in the field of sustainability, as we began our structured pathway with the launch of our ESG reporting system.

**DELOS** was founded on sustainable principles, with a clear ambition to generate a positive impact on the environment. Over the past year, we have expanded and accelerated our commitment across the social and governance pillars as well, reinforcing a fully integrated sustainability approach.

In line with the Sustainable Development Goals (SDGs) of the 2030 Agenda, at the end of 2024 we began formalizing our three-year Sustainability Plan, with the goal of increasing transparency and strengthening dialogue with our critical stakeholders.

In **DELOS** we are deeply committed to the social pillar: we continuously intend to improve internal processes, with particular focus on digital transformation and the well-being of our workforce. We are fully aware of our active role in the energy transition, through the management of photovoltaic and wind power plants. This responsibility guides our daily work and underpins our long-term commitment to all our stakeholders—both internal and external—whom we serve with professionalism, competence, and vision.



**MASSIMO TRAVELLA**  
Chairman



**LORENZO PETRALITO**  
CEO

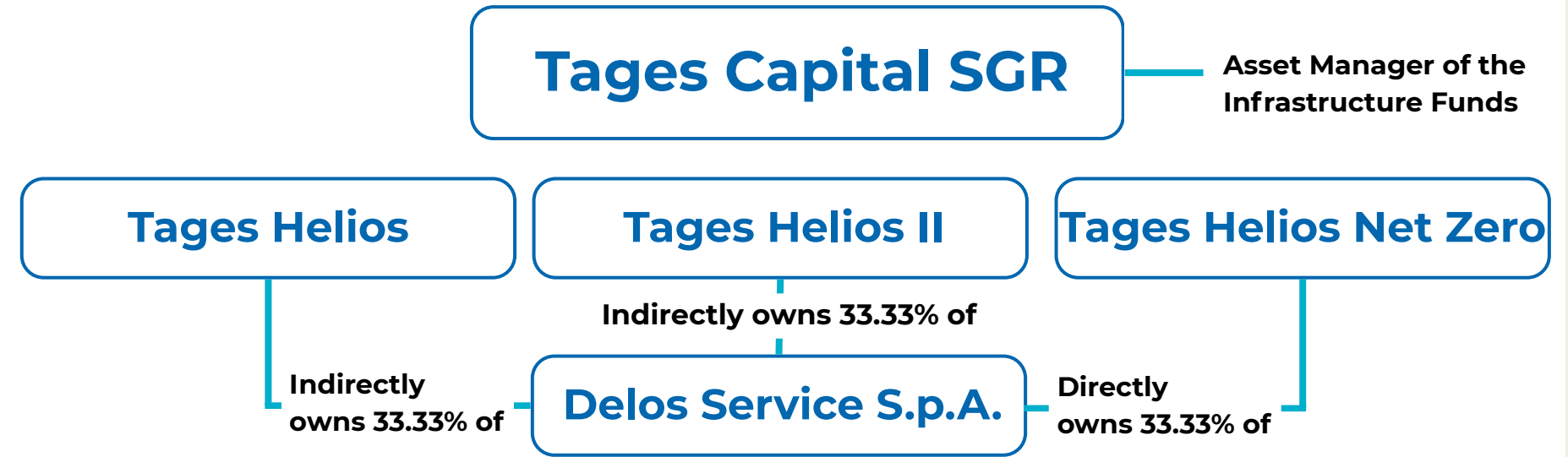


# 2024 Performance Highlights

## Industrial Activity

<b>1,088 GWh</b> Renewable Energy Produced	<b>499,473</b> Tons of CO2eq Avoided	<b>403,121</b> Family Served
<b>362 M€</b> Revenues	<b>372</b> Plants	<b>784</b> MW
		<b>108</b> Employees

## Corporate Structure



# Our Presence in Italy







For us, **sustainability** is not just about complying with ecological practices and regulatory obligations; it is **a true responsibility** toward our employees and future generations, one that touches every aspect of our work.

## Mission

Optimizing the performance of our plants to maximize energy production and extend their operational lifespan, while ensuring increased returns for investors and generating a positive impact on the environment.

## Vision

Providing more clean energy to generate a positive impact on the environment and society, and to ensure a more sustainable future for the generations to come.







# Delivering value to stakeholders

Our purpose is to create a lasting positive impact: by effectively reducing greenhouse gas emissions, protecting the environment, and improving people's lives.

# To be a Leader in the Green Economy

Through our daily actions, we are committed to being a point of reference in the energy transition — starting with our workforce, extending to our stakeholders, and reaching the families we serve with the clean energy we produce.



# ESG STRATEGY

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*Our ESG strategy integrates environmental, social, and governance principles into every aspect of our daily operativity.*







# ESG Area Management

We adopt an integrated ESG approach to promote sustainability. First and foremost, we prioritize collaboration among company departments, and secondly, we activate the following enablers:

## Top Management

Sharing ESG improvements and setting targets

## Dialogue

Engaged in dialogue with shareholder fund asset managers in order to generate value and address investors' requirements

## Digitalization

Development of ESG activities through innovative and technological systems that ensure transparency

## Reporting

Report transparently and in accordance with European standards



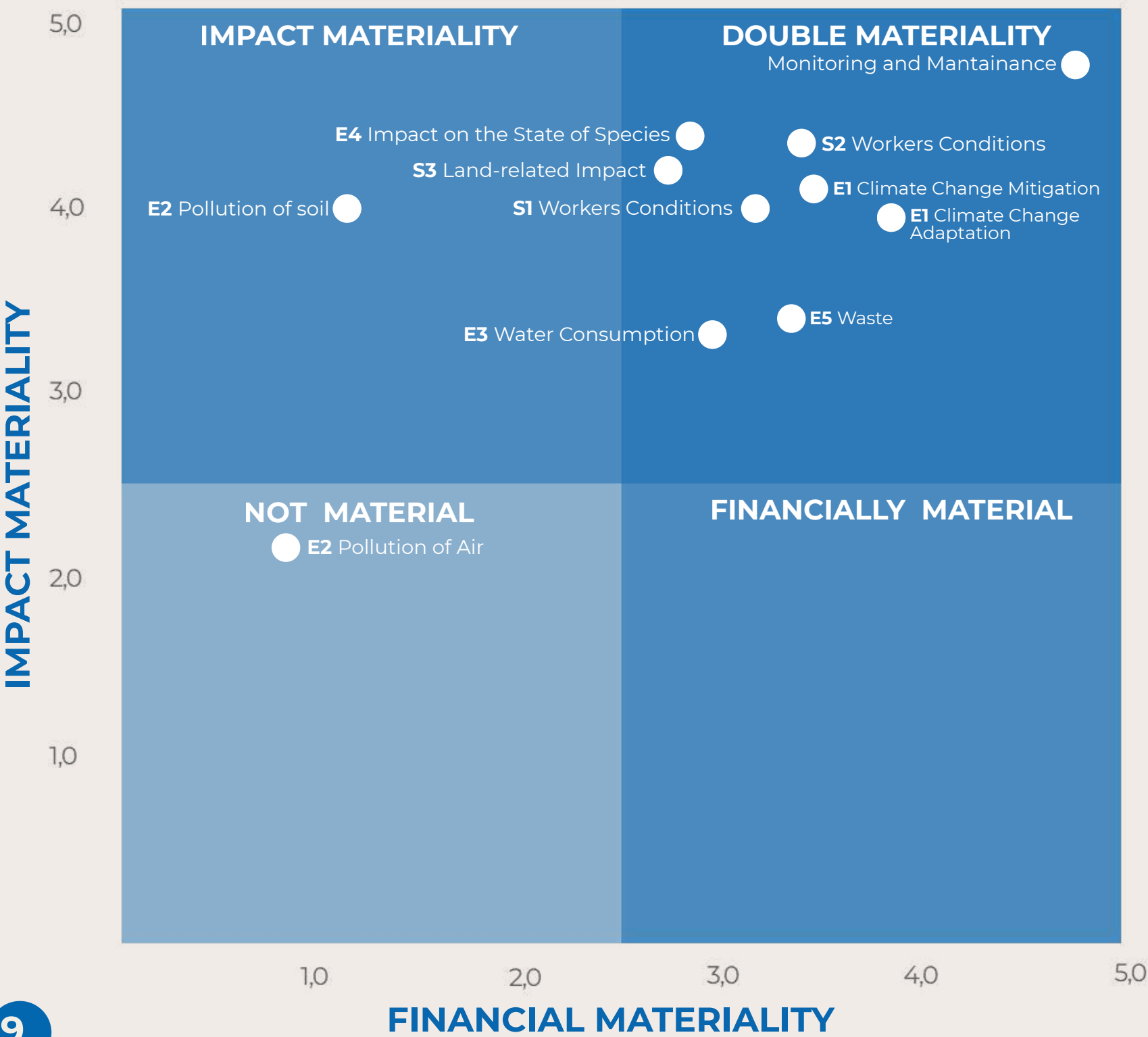
## Evolving

Improve existing initiatives and develop new activities



# Our Double Materiality Assessment

In line with ESRS reporting practices, in 2024 we conducted our first double materiality assessment, aiming to foster in-depth dialogue with stakeholders, define our path to value creation, and lay the foundation for our ESG reporting.



## 25 IMPACT-RISK OPPORTUNITIES IDENTIFIED AS MATERIAL

Positive IROs	Negative IROs
Emissions	Failure to Adapt Climate Change
Emissions Monitoring	Plants Emissions
Impact on Soil	Increase in waste due to revamping
Restoration of Ecosystem	Local Community Involvement
Reduction of Plastic	
Employee Contract	
Welfare and Remote Working	
Employee Feedback	
Training Courses	
Salary Adjustment	
Well-Being and Safety	
Subcontractor Injures	
Education for the Transition	
Monitoring and Maintenance	
Reduction of Water Withdrawal	
Monitoring of Retention	
D&I Initiatives	
Sustainability Training	
Internal anti-corruption training	





# Sustainability Plan

## Delos Impact 2025-2027

We have approved a **three-year Sustainability Plan with targets for 2025–2027.**

The Delos Impact is structured around three key pillars:

## • ZERO IMPACT

Promote sustainability starting from concrete environmental actions.

## WELL-BEING AND INCLUSION

Promote the growth, training, and well-being of employees.

## RESPONSIBLE GOVERNANCE

Strategic initiatives  
and a commitment to  
ethics and  
transparency.

**Delos Impact 2025–2027** reflects our commitment to creating **a real impact on the environment and people**, initiating an evolving ESG journey to generate value for all our *stakeholders*.

## Our contribution to the SDGs

Through our ESG Plan, we contribute to 10 Goals of the 2030 Agenda



REDUCTION SCOPE 2 EMISSION	●	●	●	
100% RENEWABLE SOURCING	●	●		
REDUCTION SCOPE 1 AND 2 INTENSITY	●	●		
ALIGNMENT WITH SBTI TARGETS			●	
REDUCTION OF WATER INTENSITY		●		●
REVAMPING MANAGED PLANTS	●	●	●	●
EMPLOYEE FEEDBACK		●		
SUSTAINABILITY TRAINING			●	
INTERNAL SATISFACTION SURVEY				
MANAGERIAL GENDER DIVERSITY	●			
GENDER PAY GAP REDUCTION	●			
INJURY TRESHOLD	●	●	●	
SUPPLIER ESG ASSESSMENT			●	●
ESG INITIATIVES				●
ESG POLICY				●
ESG COMMITTEE				●
ANTI-CORRUPTION POLICY				●
SUPPLIER CODE OF CONDUCT				●
ANTI-CORRUPTION TRAINING				●



# ESG HIGHLIGHTS

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*2024 marked the first year for Delos in systematizing ESG data collection, supported by digital automation tools.*







# ESG Highlights

Over the past year, Delos has made remarkable progress in ESG. In a short period, we have have developed a comprehensive ESG Strategy and Plan, secured two key ISO certifications, issued a formal ESG Policy, and collected detailed data on Scope 1, 2, and 3 emissions, along with numerous other initiatives outlined below.



To ensure transparency, we use a own-developed cloud-based digital reporting platform for ESG datas.

## Our 2024 Achievements

<div>E</div> <div>S</div> <div>G</div>	ISO 14001 Certifications	+35,820 tons of CO2eq avoided vs 2023	-3,236 tons of CO2eq reduction in terms of market based approach vs 2023
	ISO 45001 Certifications	+335 hours of training vs 2023  0 Injuries in the case of O&M Department	-16% gender pay gap at equal rank/position vs 2023
	Joined UN Global Compact	Double Materiality Matrix Assessment Top management assessment	ESG Function  ESG Policy





# ISO Certifications


In 2024, at its first certification attempt, we obtained two important certifications according to the international ISO standard:

- ISO14001-Environmental Management Systems
- ISO45001-Health and Safety Management Systems




# Training Courses

In 2024, several types of courses were carried out to develop the professional skills of our workforce:




### Health and Safety Courses

The courses covered topics in terms of health and safety at work. All employees who participated and successfully completed the courses received a certificate from the providers.




### Digital Skills

Training courses were delivered to develop the workforce’s digital skills in order to improve the use of daily platforms.



### Training 231 and Whistleblowing

The goal of the course was to train employees on the organisational model to ensure its effective implementation.



### ESG

The first modules concern ESG and the company’s sustainability activities.





# Biodiversity Project

In 2024, within the context of an agricultural company managing a production plant, we developed a project for the planting of new olive trees of the “Favolosa” variety. This initiative was undertaken in response to the impact of a bacterial disease affecting olive trees in the area where a managed pv plant is located.

## Challenge

Counteract the development of the bacterium “Xylella fastidiosa”

PROJECT SIZE

**1,200**

olive trees planted

WHERE?

Apulia, Italy



### Our Impact

Recreation of local biodiversity

60 tons of CO2eq avoided per year

Conservation with more resilient varieties

Source for CO2 Calculation: Rete Clima



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The information and commitments described reflect the situation as of the publication date. Delos assumes no obligation to update or revise the contents of this document in light of new information or future developments. For further details and updates, please refer to Delos' official website and subsequent ESG reports.

## Credits

Delos ESG Handbook is an internally prepared document based on the Delos ESG Report 2024, published on July 2025 and available on the website.

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