



ESG HANDBOOK 2025

Living sustainability

September 2026

Contents

Delos Profile

ESG Strategy

Digital

ESG Performance



DELOS PROFILE

Since 2016 we have been committed to transforming Italy's energy landscape through the management and maintenance of solar and wind power plants.



A Message from our President

2025 marked a year of consolidation and continuity for **DELOS** in its sustainability journey, culminating in the achievement of the objectives set out in the “Delos Impact” Plan for the year.

Sustainability is a core value of our corporate identity and, over the course of the year, we pursued that commitment with determination, translating it into concrete and measurable action. The environmental and social initiatives implemented during the year contributed to strengthening our corporate culture, fostering a stronger sense of belonging and encouraging the active participation of our people.

DELOS' sustainability journey reflects a responsibility we embrace towards all our stakeholders, whose daily contributions make the growth and success of our organization possible.

We are aware that the transition towards an increasingly sustainable development model is not a destination, but an ongoing journey that requires strategic vision, disciplined execution, and the ability to innovate. Guided by this mindset, we look to the future with confidence and determination, committed to creating lasting value for our people and our stakeholders.



MASSIMO TRAVELLA

President
Delos Service

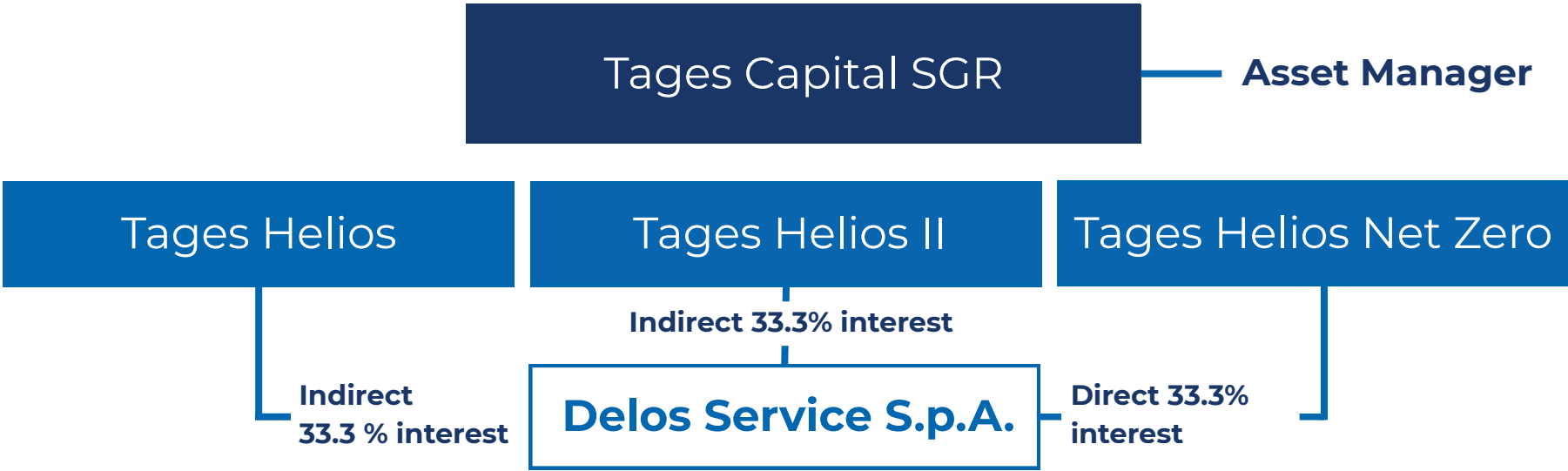


2025 Performance Highlights

Operational Highlights

1.113 GWh Renewable Production	511.062 tCO2eq Avoided	499.466 Families Served
367 M€ Revenues	372 Plants	784 MW
		119 Employees

Corporate Structure



Our Operations





For us, **sustainability** goes beyond environmental practices and regulatory compliance. It is a fundamental **responsibility** towards our people and future generations, embedded in every aspect of our business.

Lorenzo Palombi
Chief Executive Officer

Mission

To optimise the performance of our plants in order to maximise energy generation and extend their operating life, while delivering stronger returns for investors and generating a positive impact on the environment.

Vision

To optimise the performance of our plants in order to maximise energy generation and extend their operating life, while delivering stronger returns for investors and generating a positive impact on the environment.





Creating Value for our Stakeholders

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

Leading the Green Economy

Through our day-to-day actions, we are committed to being a benchmark in the energy transition by starting with our own workforce, extending our commitment to our stakeholders and reaching the households we serve with the clean energy we generate.

PURPOSE

ESG STRATEGY

Our ESG strategy embeds environmental, social and governance principles into every aspect of our operations.



ESG MANAGEMENT

We take an integrated ESG approach to advancing sustainability. First, we prioritise collaboration across company departments; second, we activate the following enablers:

Top Management

Sharing ESG improvements and setting targets

Dialogue

Ongoing dialogue with the asset manager of our shareholder funds, in order to create value and meet investors' needs

Digitalization

Advancing ESG initiatives through innovative technological solutions that ensure transparency.

Reporting

Reporting transparently and in compliance with European standards



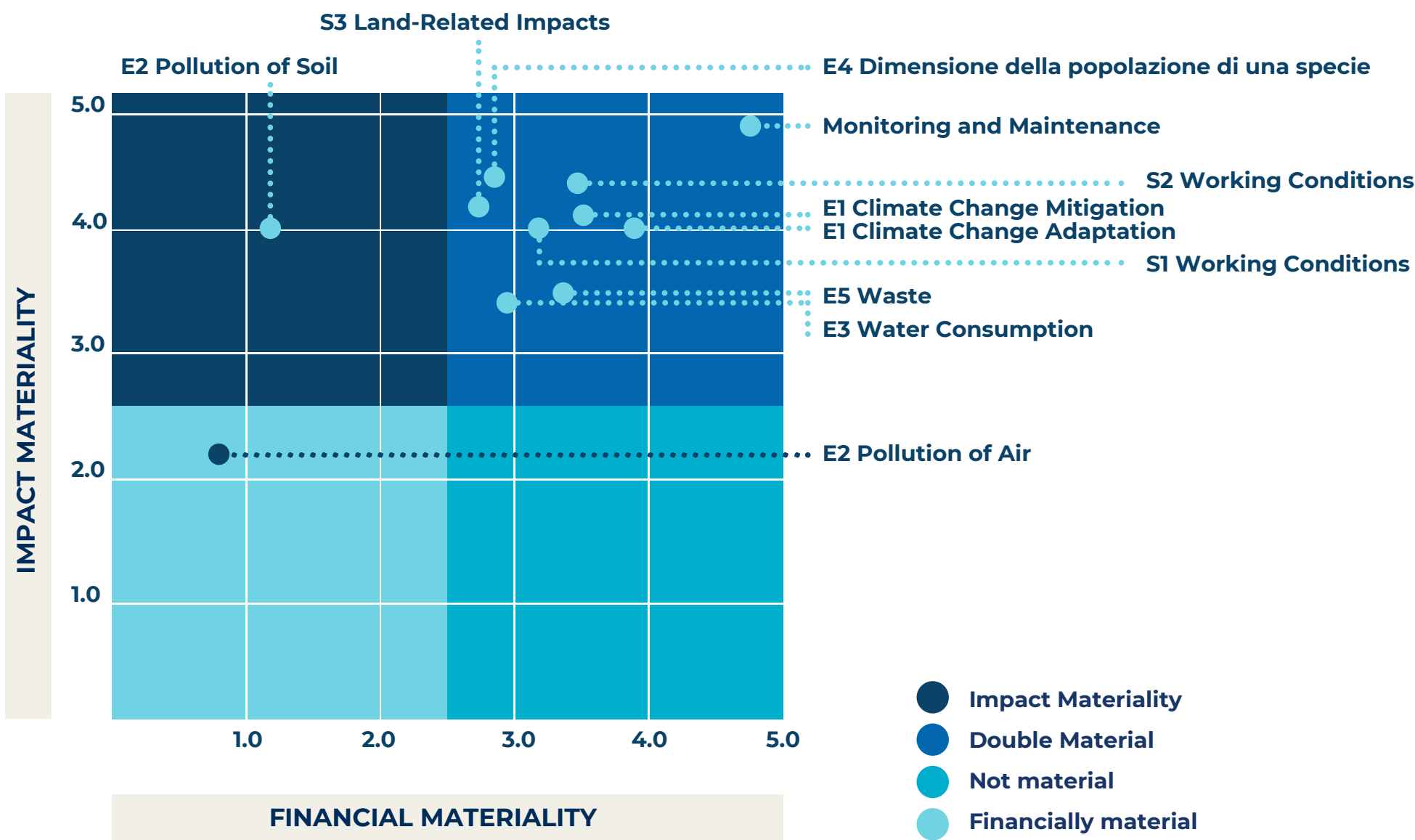
Evolution

Enhancing existing initiatives and developing new ones



DOUBLE MATERIALITY ANALYSIS

In line with ESRS reporting practices, in 2025 we confirmed our Double Materiality Matrix, with the aim of fostering meaningful stakeholder engagement, defining our value creation journey, and providing the foundation for our ESG reporting.



25 IROs IDENTIFIED AS MATERIAL

Positive Impacts	Adverse Impacts
Emissions	Failure to adapt to climate change
Emissions monitoring	Plant emissions
Land impact	Increase in waste
Ecosystem regeneration	Local community engagement
Plastic reduction	
Workforce contracts	
Welfare and flexible working	
Employee surveys	
Training courses	
Pay adjustments	
Health, safety and wellbeing	
Subcontractor injuries	
Renewable energy education	
Monitoring and maintenance	
Water consumption reduction	
Retention monitoring	
D&I initiatives	
Sustainability training	
Anti-corruption training	



Sustainability Plan

Delos Impact 2025-2027

We have approved a **three-year Sustainability Plan setting targets for 2025–2027**. Delos Impact is built around three core pillars:

ZERO IMPACT

Advancing environmental sustainability through concrete action.

WELLBEING AND INCLUSION

Supporting the growth, training and wellbeing of our workforce.

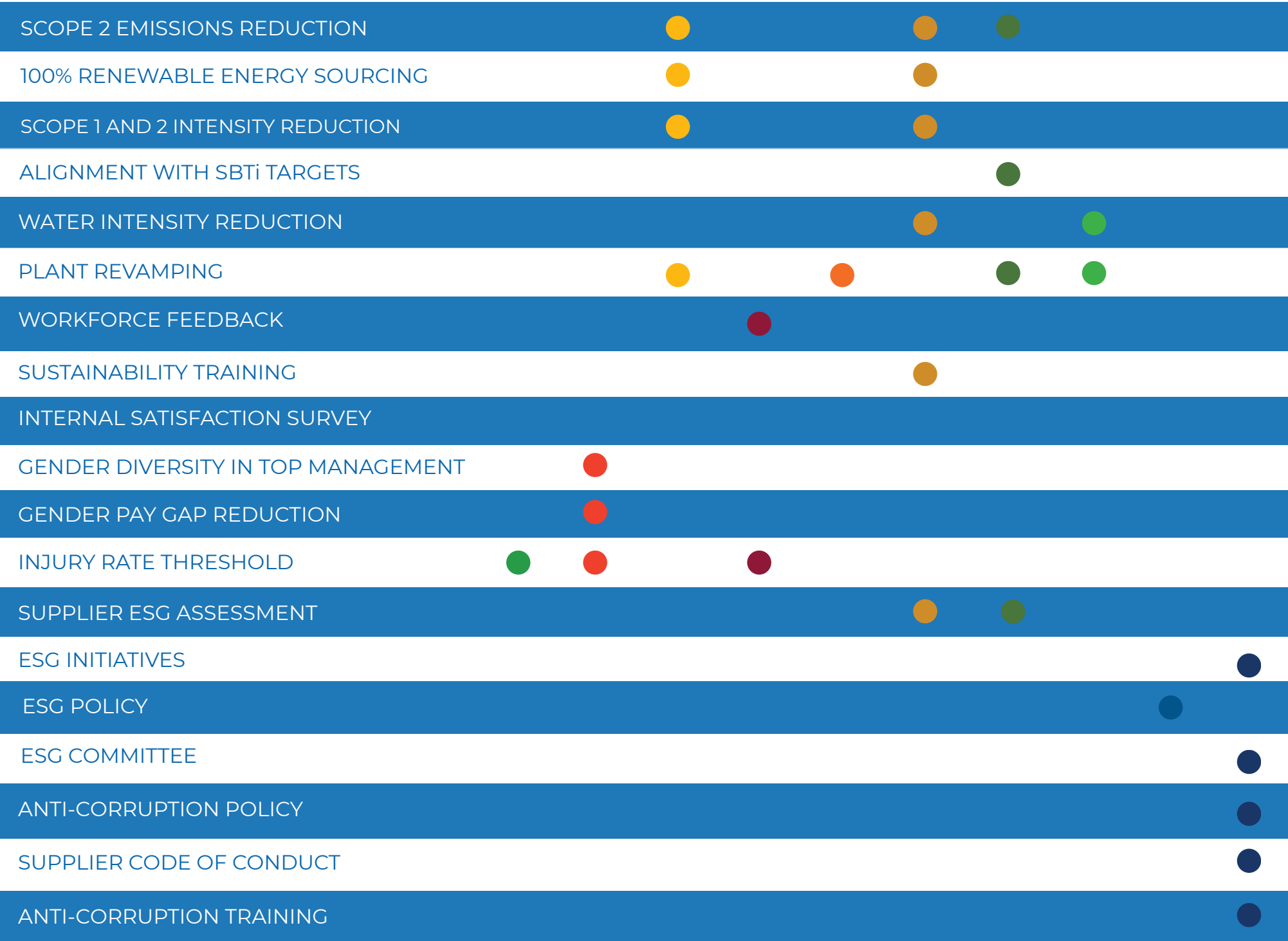
RESPONSIBLE GOVERNANCE

Strategic initiatives and a commitment to ethics and transparency.

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

Our contribution to the SDGs

Through the Plan, we contribute to the goals of the 2030 Agenda



Digital

ESG data collection is managed through digital reporting tools that enable the structuring and standardization of processes, ensuring the reliability, consistency, and robustness of the information collected.



DIGITAL ESG

During 2025 we continued to enhance the Delos ESG Platform. Its scalability allows us to collect and analyse ESG data transparently and traceably over time.



DATA COLLECTION

Automated data aggregation



REGULATORY COMPLIANCE

Alignment with CSRD/SFDR standards



KPI CALCULATION

Building ESG indicators in line with regulatory requirements



DASHBOARD

Real-time monitoring of reporting



TRACEABILITY

Data lineage retrieval and transparency verification



REPORTING

Production of reports aligned with the standards

ESG RESULTS

2025 marked Delos' second year of voluntary ESG Report publication, in line with the European ESRS reporting standards.

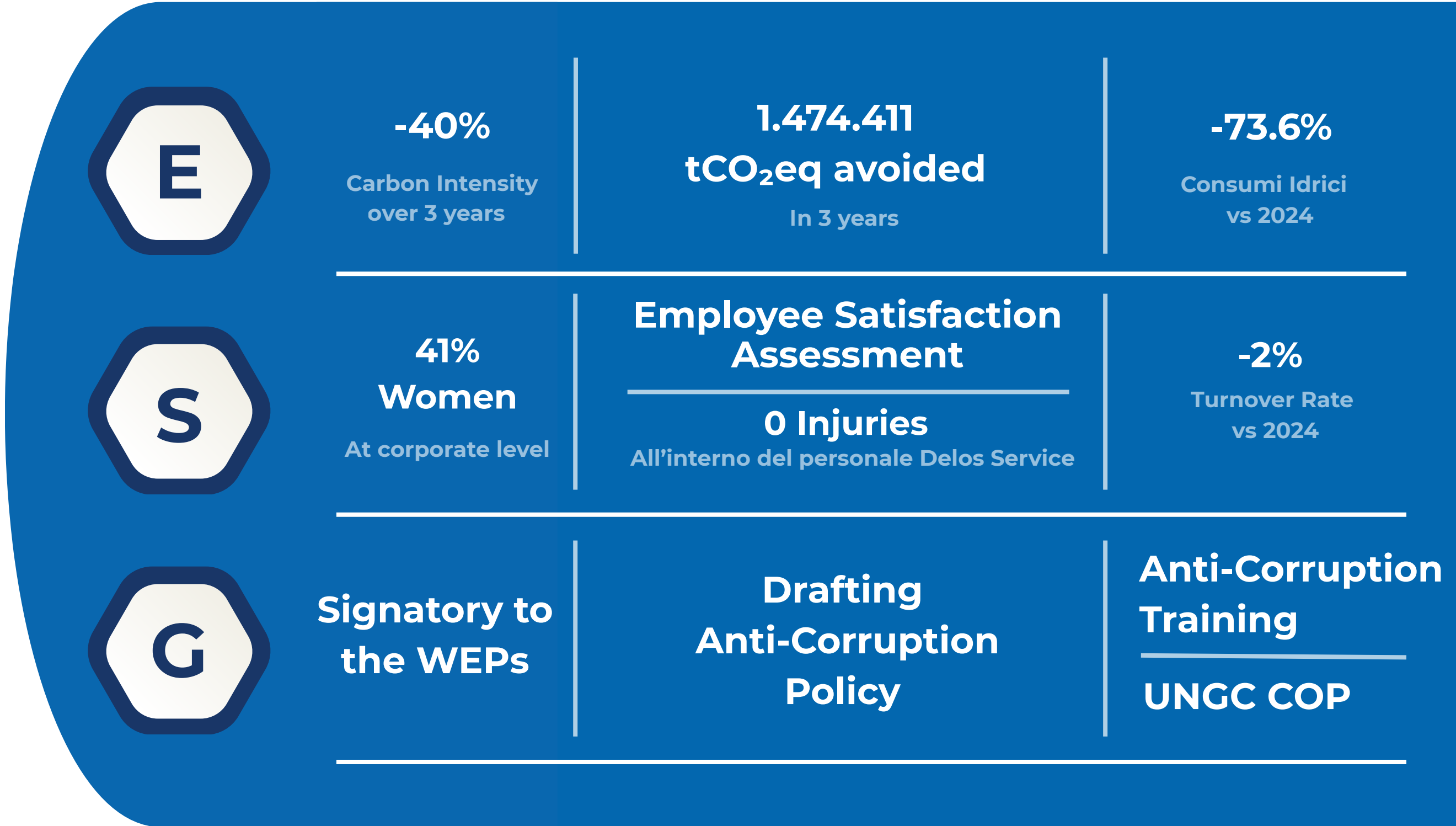


Our 2025 Performance

We delivered on the objectives set out in the 2025 “*Delos Impact*” Sustainability Plan.

We improved a range of environmental and social performance indicators.

Throughout the year, **DELOS** developed and implemented several sustainability-related initiatives.





Training

In 2025 we delivered a range of courses to develop the professional skills of our workforce. At the end of 2025 we drew up a plan to strengthen internal training.



Safety Training

Safety courses on HSE topics.



ESG

Modules on ESG topics and the corporate management of sustainability.



Legislative Decree 231, Whistleblowing and Anti-Corruption Training

Training on the organisational model to ensure its effective implementation, and on anti-corruption matters..



Digital Skills

Training on the organisational model to ensure its effective implementation, and on anti-corruption matters.



Financial & ESG Pills

Short deep-dives into financial and sustainability topics.



Health and Wellbeing

Initiatives dedicated to the health and wellbeing of our people.



Oil Production and Greenhouses

DELOS enhances biodiversity and agricultural heritage through the sustainable management of centuries-old olive groves in **Santa Margherita Belice** and **Mesagne**, promoting the protection of the local area and its traditions. Olive oil production, carried out together with *Tages Capital SGR*, combines environmental sustainability with the creation of shared value.

Alongside this, the nursery greenhouses in **Sicily** and **Lamezia Terme** grow ornamental and native species intended both for the local market and for the Group’s environmental mitigation work. These initiatives help protect biodiversity, improve soil quality and strengthen the bond between the company, its people and the local area.



We engaged our stakeholders by gifting bottles of olive oil sourced from local olive mills

Legal Notice

This document is intended for information purposes only and may not be reproduced, distributed or used for any purpose other than those previously authorised by Delos.

The information and commitments described reflect the position as at the date of publication. Delos assumes no obligation to update or amend the contents of this document in the light of new information or future developments. For further details and updates, please refer to the official Delos website and to the latest available ESG reporting.

Credits

This document has been prepared internally on the basis of the 2025 Sustainability Report.

Delos | www.delospower.com

ESG | esg@delospower.com

Communication | communication@delospower.com





Delos Service S.p.a.

Registered office: Via San Clemente 1 -20122 (MI)

Registration number 2527583 in the Register of Companies of Milan Monza Brianza Lodi

VAT number and tax code 10388420969

Share capital € 180,000