



QuintasGroup

Quintas Energy ESG Report 2025

MANAGING
POWER







EXECUTIVE SUMMARY

INTRODUCTION

The 2025 Quintas Energy ESG Report underscores the company's unwavering commitment to **sustainability, social responsibility, and corporate governance**. As a leading global provider of renewable energy asset management and advisory services, Quintas Energy has embedded ESG principles into its core business strategy, ensuring that environmental stewardship, employee well-being, and ethical corporate practices drive its operations.

ENVIRONMENTAL COMMITMENT

In 2025, Quintas Energy maintained its turnover carbon intensity below the 2023 baseline. Emissions per turnover reached 1.37 tCO₂e per € million, representing a 15.4% reduction compared with 1.62 tCO₂e per € million in 2023. Although this indicator increased slightly from 1.24 tCO₂e per € million in 2024, the overall improvement demonstrates the Company's ability to limit the carbon intensity of its operations while continuing to grow its business activities.

The company's **Integrated Management System (IMS)** ensures compliance with **ISO 14001:2015**, reinforcing its dedication to continuous environmental improvement. In addition, Quintas Energy proactively **supports biodiversity** considerations across the renewable energy assets under its management.

SOCIAL RESPONSIBILITY & EMPLOYEE WELL-BEING

Quintas Energy's workforce structure reflects a strong commitment to diversity and inclusion, with a near-equal gender distribution and an increase in women occupying 50% of managerial positions. The company prioritizes employee engagement through comprehensive training programs, delivering over **3,312 hours of training** in 2025, including SHEQ (Safety, Health, Environmental, and Quality) training for 98% of employees.

A significant highlight of last year was the **launch of "Quintas Cares"**, a pioneering initiative focused on **employee well-being, work-life balance, and a preventive safety culture**. This programme supports employee well-being, work-life balance and a preventive culture, while contributing to employee engagement and long-term talent retention.

Additionally, the company extended its community outreach, supporting the **"Tree of Dreams" initiative** for children at risk of social exclusion, donating IT equipment to educational institutions, and funding **a renewable energy project in Ukraine**, ensuring a stable electricity supply for a hospital affected by the ongoing war.

Governance & Ethical Business Practices

Strong governance is a key pillar of Quintas Energy's ESG framework. The company upholds strict anti-corruption and compliance policies, with **100% of employees completing anti-bribery and compliance training** in last two years. The implementation of an anonymous whistleblower system ensures transparency and accountability in corporate operations.

Additionally, **ISO 27001 certification for cybersecurity** and **Cyber Essentials accreditation** reflect the company's robust data protection and IT security framework, mitigating risks associated with cyber threats.

Occupational Health & Safety: Exceeding Standards

Quintas Energy achieved **ISO 45001:2018 certification**, reinforcing its **zero work-related injuries track record for five consecutive years**. Through proactive risk assessments, advanced safety training, and health initiatives such as medical check-ups and **Automated External Defibrillators (AEDs)**, the company ensures a **safe and healthy work environment**.

Conclusion

Quintas Energy's 2025 ESG performance reflects continued progress in **environmental management, employee engagement, occupational health and safety, information security and responsible corporate governance**. While opportunities for improvement remain, including the progressive expansion of Scope 3 emissions reporting and ESG performance measurement, the Company will continue strengthening its sustainability approach as its business and renewable energy activities grow.



ABOUT THIS REPORT

This report is the second environmental, social and governance (ESG) report released by Quintas Group. Under the principles of objectivity, transparency, and comprehensiveness, it discloses in detail Quintas Group sustainability practice and achievements, focusing on topics of stakeholders' concerns.

PREPARATION BASIS

This report has been prepared with reference to the GRI Standards. Selected GRI disclosures have been used to structure and present relevant ESG information. The report does not claim to be prepared in accordance with the GRI Standards. This report references the United Nations' 2030 Sustainable Development Goals (SDGs), combining them with the current development status of Quintas Group.

REPORTING PERIOD

From the 1st January 2025 to the 31st December 2025 (the "reporting period"). Some of the content may trace back to previous years or may extent to 2026 as appropriate.

CONFIRMATION AND APPROVAL

Upon confirmation by the management, this report is approved by the ESG Steering Committee and released on 27/04/2026.

REPORTING SCOPE

The report takes Quintas Group as the subject and includes all its subsidiaries except Quintas Australia within the scope of its consolidated statements.

REFERENCES

For the convenience of presenting and reading, "Quintas Group" is referred to as "Quintas", the "Company", and "we/us" in this report. As business subjects, Quintas Group subsidiaries are referred to with their abbreviation.

ACCESS

For online browsing or downloading this report, please visit Quintas Group official website (www.quintasenergy.com).

FEEDBACK

We value the opinion of our stakeholders.

Please, feel free to contact us in the following ways in contact@quintasenergy.com.

Your comments will help us to further improve this report and our social responsibility.



OUR APPROACH TO SUSTAINABILITY



A MESSAGE FROM OUR CEO

At Quintas, we identify fully with the great goals of our time and in how we should achieve them. We share and applaud the passion of all advocates of a cleaner, sustainable, ethical world and yet passionate statements are easy. Passion is about the risks we take, the costs we incur and the difficult days of honest endeavour we face when the odds seem against us.

Passion is about keeping promises and keeping faith with the idea that if we adhere to a better standard of corporate citizenship that we all benefit together. As we are clear about the road we are on, we want to make a positive impact along the way in all the ways a good corporate citizen should.



"It is a privilege to be able to develop a business in the context of the energy transition because our work is in line with our values."

Declan O'Halloran | CEO

AT QUINTAS ENERGY:

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- We want our work to bring the costs and risks of the Energy transition down so that it moves faster towards its goals.
- We will always be a fair employer with a full gender balance and an open door for talented people from all backgrounds.
- We are a good corporate citizen that is engaged with our community and the issues that affect people and the environment.
- We are and always will be an innovator in all areas of our work.
- We obey the law and invest in being compliant with all of our obligations.
- We are conscious of our carbon footprint and of what we consume.
- We make deliberate choices every day to reduce our impact on the environment and promote ethical consumption.
- We are a safe place to work and proactively consider how to protect the health and safety of our employees.
- We work every day to be a success and to reward fairly everyone who contributes to that.

OUR VISION

Our world has embarked on an energy transition unlike any other we have ever seen. At the same time, it aspires to a cleaner environment through innovation in sustainable models of energy generation and economic growth while basing it on renewed values of respect and inclusiveness. Our vision is to be a leading, competitive, and sustainable corporation, which delivers innovative services and is an example of a corporate citizen, a committed employer, and a trusted service provider.

OUR MISSION

Our mission is to contribute to the energy transition by successfully deploying capital and expertise in cleantech assets and new models of energy generation. We intensively aim to provide clients and stakeholders with the best standards in all areas of development, construction, asset management, financial and ESG reporting, compliance, data governance and energy management. Our track record and uniquely comprehensive skillset in our core markets is the basis for constant improvement and innovation. The better we are in all areas of our work, the faster the energy transition.

GLOBAL IMPACT

How do we face a global challenge?

According to the International Energy Agency, 38% of world power generation was produced by renewable sources in 2025. This trend may be slowly growing, but we are yet to reach an adequate percentage to secure a sustainable future.

Since the formation of Quintas Group, we have championed the value of renewable Energy sources as a sustainable solution for economic growth and environmental protection.



BUSINESS OVERVIEW

KEY BUSINESS & FINANCIAL FIGURES

Quintas Energy is a leading global provider of renewable energy asset management and advisory services, with a robust presence **across Spain, the UK, and Italy**. Since our inception, we have dedicated ourselves to delivering innovative, end-to-end solutions that drive the transition to clean energy while ensuring optimal performance and sustainability for our clients.

In 2025, Quintas Energy managed an extensive portfolio of **12.0 GW of renewable energy assets**. Our client-centric approach resulted in an industry-leading satisfaction rate of **88.1%**, **with revenues of €17.2 million and an EBITDA margin of 29%**, we continue to deliver exceptional financial performance while upholding our commitment to environmental, social, and governance (ESG) principles.

Quintas Energy's full lifecycle business model covers every stage of renewable energy project management, from technical and financial advisory to 24/7 operational oversight and advanced data analytics. Our integrated solutions empower our stakeholders to achieve their Net-Zero ambitions while we actively invest in emerging technologies like energy storage.

Guided by our unwavering focus on sustainability, innovation, and operational excellence, we strive to set new benchmarks in the renewable energy sector. **Our zero regulatory breaches in 2025 reflect our commitment to governance and transparency.** As we look forward, Quintas Energy remains at the forefront of the global energy transition, driving value for our clients and shaping a cleaner, greener future.



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QUINTAS AT A GLANCE

Founded in 2008, Quintas Energy provides its global and specialised services to more installed power across more markets than any other company in the sector.

Total Power
12_{GW} ⚡
Back Office and Management

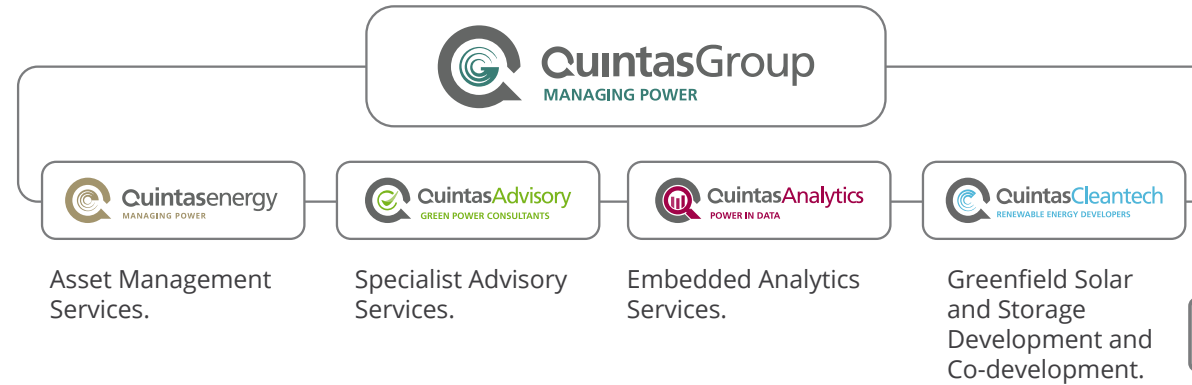
Founded in Spain
2008 🏠

Total Installations
985 🖥️
Managing 985 sites globally

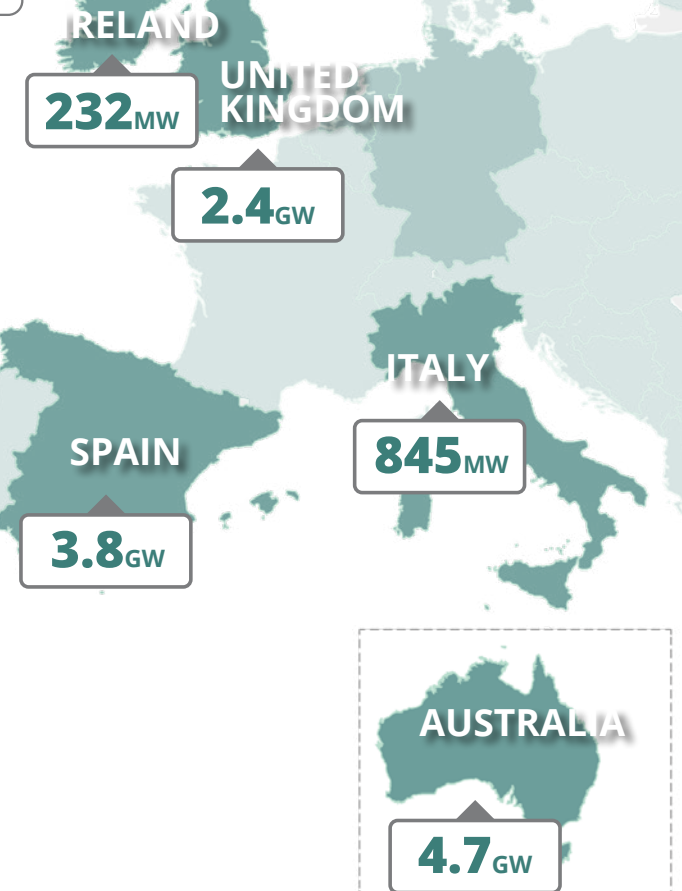
Departmental Structure
325+ 👥
Commercial, Financial, Legal, Engineering, IT, Advisory, Analytics and Development

Markets
7 🌐
Active in Spain, Italy, UK, Ireland, Australia, New Zealand and United States

Offices
6 🏢
Seville, Rome, London, Miami, Brisbane, Cork



Quintas Team Numbers¹



1. While this slide provides an overview of the wider Quintas Group, the ESG data and disclosures presented throughout this report relate specifically to the Seville, Rome and London offices.

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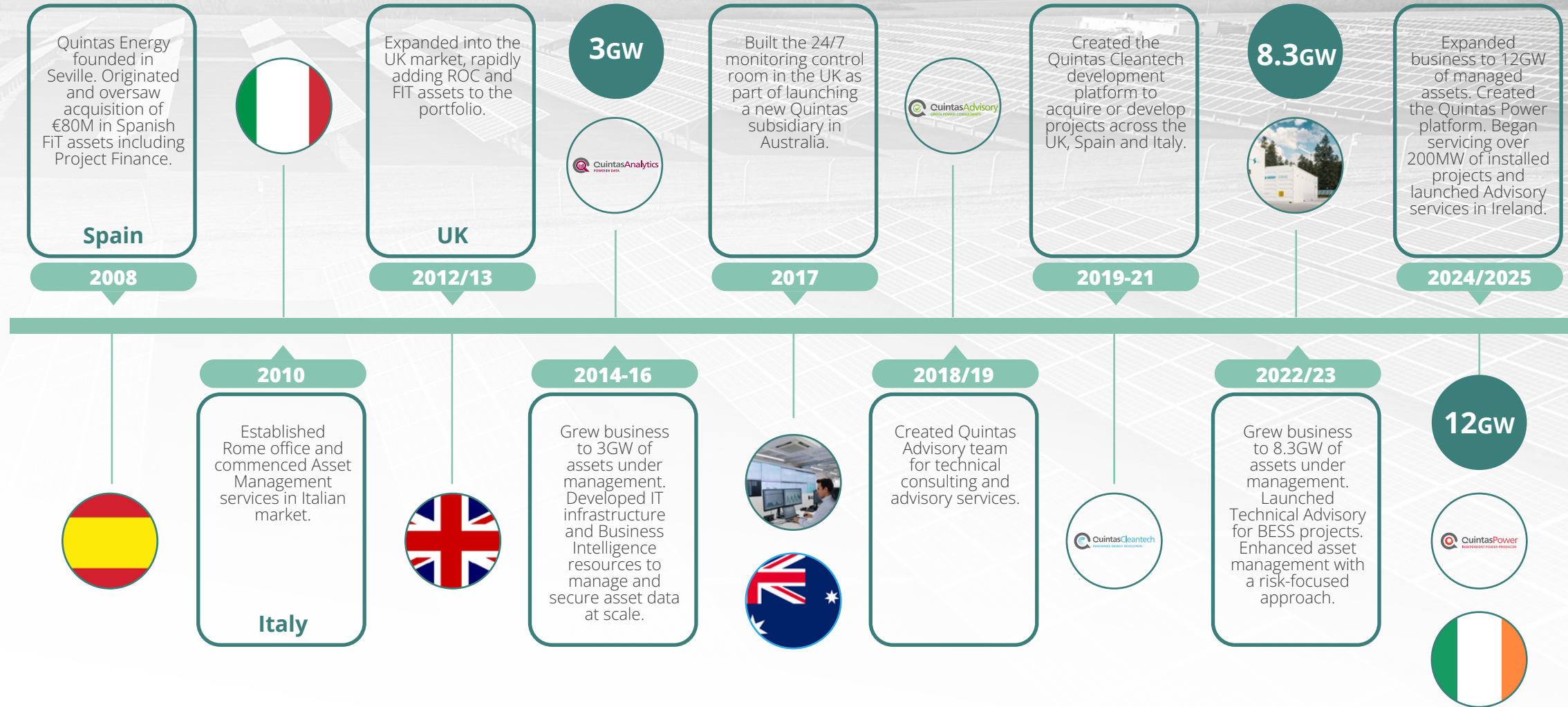
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TRACK RECORD



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PORTFOLIO UNDER MANAGEMENT

OUR APPROACH TO SUSTAINABILITY

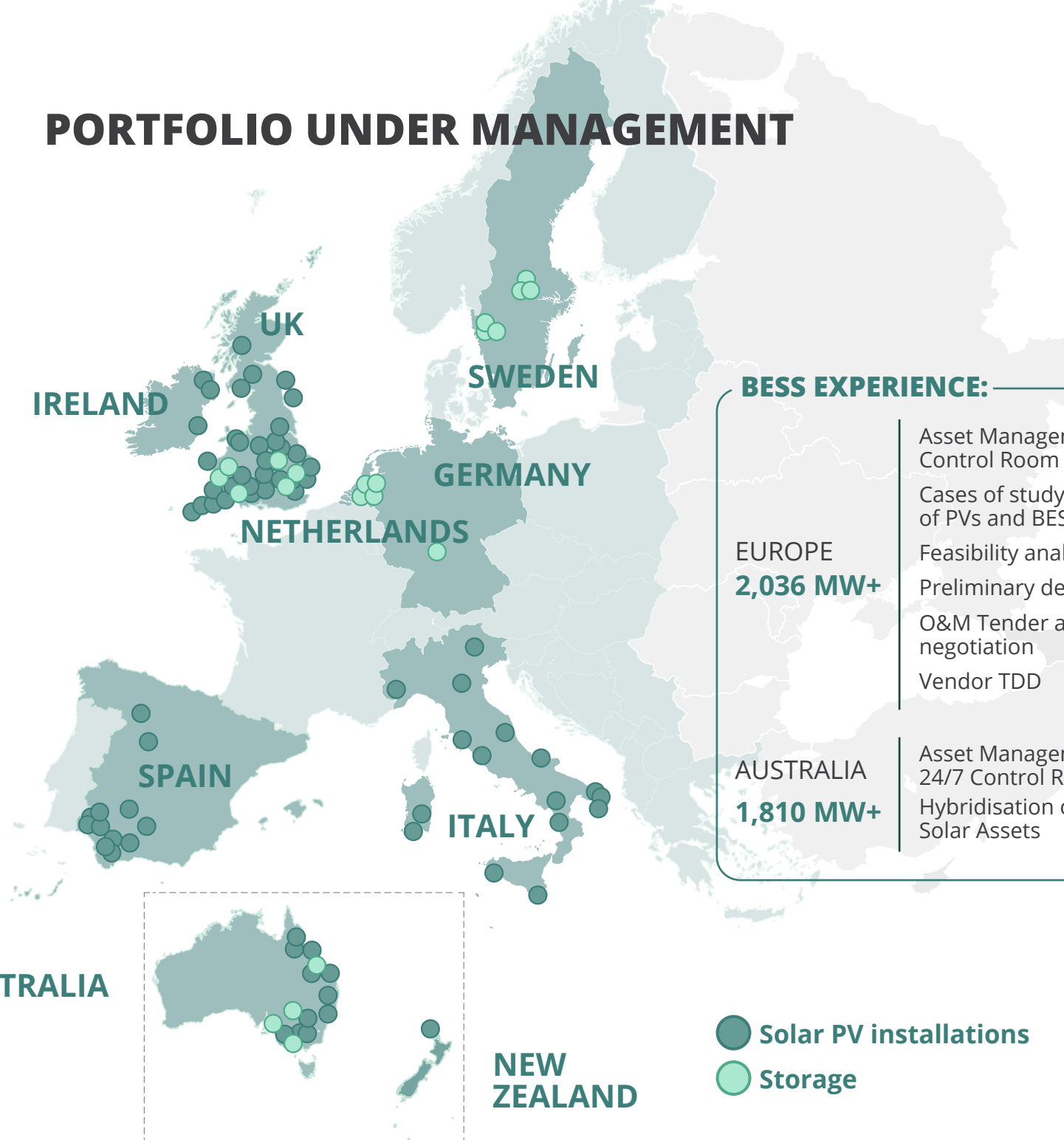
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AUSTRALIA



BESS EXPERIENCE:

EUROPE
2,036 MW+

- Asset Management and 24/7 Control Room
- Cases of study: Hybridisation of PVs and BESS
- Feasibility analysis
- Preliminary design
- O&M Tender and contract negotiation
- Vendor TDD

AUSTRALIA
1,810 MW+

- Asset Management and 24/7 Control Room
- Hybridisation of Existing Solar Assets

- Solar PV installations
- Storage

1,387

Installations managed by Quintas since 2008

985

Installations currently under Quintas Management

MARKET SHARE*:

UK - 10% Australia - 10%
España - 7.6% Italia - 2%



CLIENT'S PROFILE



Investment Funds



Asset Managers



O&M



Institutional Clients

*Market share is calculated as the percentage of the installed solar PV portfolio in the relevant market that is under our management.



OUR INVOLVEMENT IN THE SECTOR

At Quintas Energy, we have a network of offices and service centres throughout Europe and beyond – overseen by our expert teams and coordinated from our headquarters in Seville. Our participation in the renewables sector goes well beyond our asset management, development, and consultancy work, however. We also take an active role in promoting solar PV power, through partnerships with renewable energy organisations and as speakers or exhibitors at industry events.

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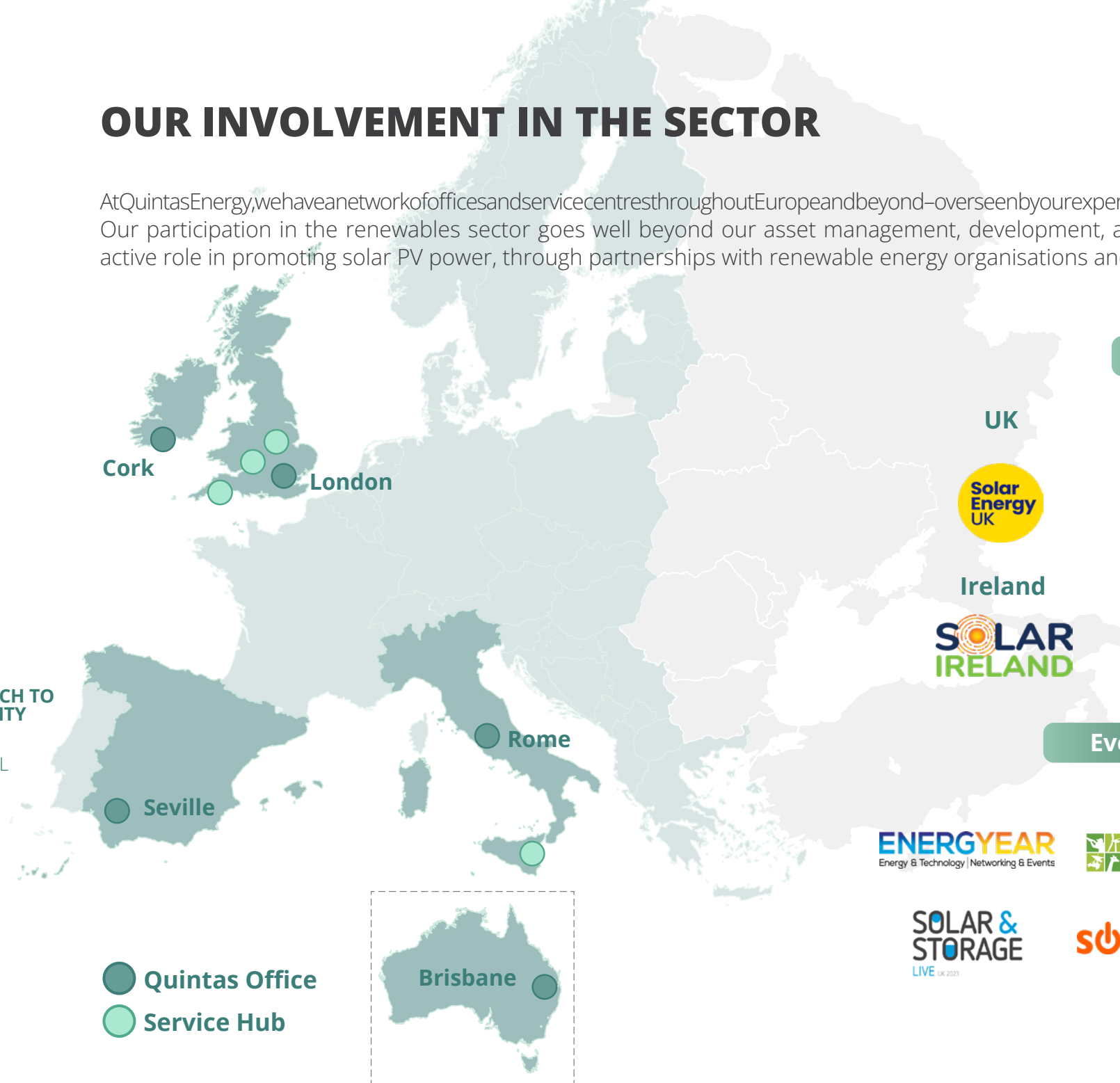
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- Quintas Office
- Service Hub



Associations

Spain



Italy



Events in which we participate





HOW QUINTAS IS CONTRIBUTING TO A SUSTAINABLE FUTURE

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WE ARE COMMITTED TO SUSTAINABLE TRANSPARENCY!

At Quintas Energy, sustainability is embedded at the core of our operations and vision for the future. Guided by the United Nations' Sustainable Development Goals (SDGs), we take concrete actions to mitigate climate change, foster social equity, and ensure robust governance. Our efforts aim to create long-term value for all stakeholders while supporting a transition to a sustainable, low-carbon economy.

Our Key Commitments:

1. Environmental Stewardship:

- We manage over 12.0 gigawatts of renewable energy assets across three continents, significantly reducing greenhouse gas emissions and contributing to the generation of green energy for nearly 3 million homes annually.
- Our goal of achieving net zero emissions before 2030 aligns with the SME Climate Commitment and the United Nations Race to Zero campaign. This ambition will be supported by the progressive expansion of our GHG inventory, including relevant Scope 3 categories, and the development of appropriate emissions reduction measure.

2. Social Responsibility:

- As a multicultural and inclusive organisation, we invest in our people by fostering a workplace culture centred on diversity, equality, and well-being. Training, education, and meritocracy are pillars of our talent development strategy.
- We actively engage with stakeholders to align their goals with our sustainability initiatives, ensuring a collaborative approach to achieving shared objectives.

3. Governance Excellence:

- Quintas upholds the principles of the UN Global Compact, embedding human rights, labour standards, environmental protection, and anti-corruption into our corporate strategy. We prioritise transparency, ethical behaviour, and sound governance practices.

Driving Innovation and Change:

Quintas Energy leverages its innovative approach to enhance operational efficiency, reduce costs, and deliver value. From advancing energy storage solutions to utilising state-of-the-art analytics, we aim to lead the renewable energy sector with cutting-edge solutions that meet our clients' needs while supporting global sustainability goals.

Partnerships for Progress:

We understand that collaboration is crucial to addressing the global challenges we face. We partner with governments, NGOs, communities, and other stakeholders to accelerate sustainable development and scale our impact across the value chain.

At Quintas Energy, we remain steadfast in our mission to shape a sustainable future by driving innovation, fostering inclusivity, and ensuring our operations contribute positively to people, planet, and prosperity.

3.3M+

ESTIMATED AVOIDED EMISSIONS
ASSOCIATED WITH RENEWABLE
ASSETS UNDER MANAGEMENT

2.6M+

WE HELP GENERATE GREEN
ENERGY FOR ALMOST 3
MILLION HOMES WORLDWIDE

12,000MW

WE MANAGE 12.0 GIGAWATTS
OF GREEN ENERGY ACROSS 3
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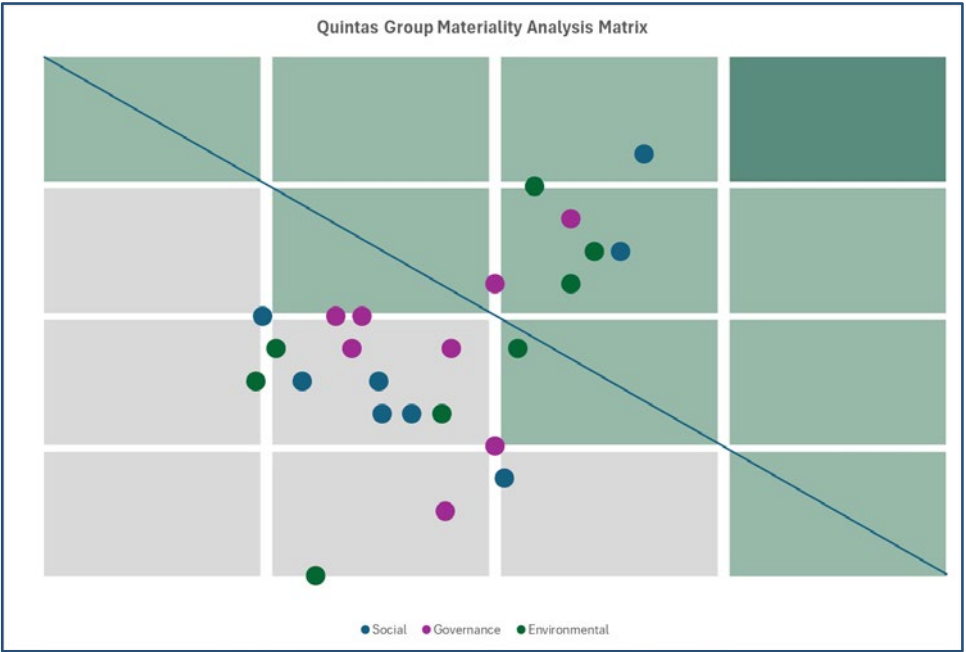
SUSTAINABILITY STRATEGY & GOALS

SUSTAINABILITY PRIORITIES

In September 2015, the United Nations Sustainable Development Summit adopted the 2030 Agenda for Sustainable Development.

Quintas Energy followed the guidance of UN Global Compact, with a focus on creating value for all stakeholders, and combined corporate social responsibility Management practices and identified key sustainability priorities based on current business operations, stakeholder considerations and strategic objectives.

We will focus on devoting resources and leveraging our strengths in relevant target areas to practice our corporate social responsibility.



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STAKEHOLDER ENGAGEMENT



Quintas has joined the **UN Global Compact** and pledged to support its ten principles in the areas of human rights, labor standards, environment and anti-corruption.

We are committed to integrating the Global Compact and its principles into corporate strategy and culture, actively build partnerships with other members companies and stakeholders, jointly taking sustainable development actions, to contribute to the realisation of the UN SDGs.

Quintas has also joined the [SME Climate Commitment](#) and recognises that climate change poses a threat to the economy, nature and society at large. Our Company commits to take action immediately in order to achieve net zero emissions before 2030 and disclose our progress on a yearly basis.

In doing so, we are proud to be recognized by the **United Nations Race to Zero campaign**, and join governments, businesses, cities, regions, and universities around the world that share the same mission.



SUSTAINABILITY STRATEGY & PRIORITY TOPICS



ENVIRONMENTAL IMPACT

- 1. Response to Climate Change:** Focuses on adapting to climate risks and mitigating their impact through renewable Energy projects.
- 2. Greenhouse GAS (GHG) Emissions Reporting and Carbon Footprint Reduction:** Highlights the importance of monitoring and reducing GHG emissions across operations.
- 3. Sustainable Resources Use and End-ofLife Management:** Includes waste reduction, circular economy initiatives and efficient use of resources.
- 4. Energy Management:** Incorporates efficient energy use and transitioning to renewable energy sources.



SOCIAL IMPACT

- 1. Gender Equality and Diversity:** Promoting gender equality and inclusive workplace practices.
- 2. Workplace Well-Being and Work-Life Balance:** Focuses on employee satisfaction and mental health.
- 3. Community and Stakeholder Engagement:** Prioritises building strong partnerships and making a positive local impact.
- 4. Talent Engagement and Retention:** Encompasses employee training, career development, and rewards.



GOVERNANCE IMPACT

- 1. Ethical and Transparent Governance:** Promoting ethical behaviour, anti-bribery, and robust governance structures.
- 2. Crisis and Risk Management:** Addressing cybersecurity risks and overall operational resilience.
- 3. Responsible Supply Chain Management:** Emphasises sustainability and human rights in supply chain practices.



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ENVIRONMENTAL, SOCIAL, AND CORPORATE GOVERNANCE (ESG)

The Quintas Group is committed to the three pillars of ESG. We believe that these objectives must be built into all Quintas Energy's actions, promoting inclusivity within the group, and making a positive impact on the world around us. This means setting clear goals for us and our clients. Our vision is to be a leading, competitive, and sustainable corporation, which delivers innovative services and is an example of a corporate citizen, a committed employer, and a trusted service provider.

 ENVIRONMENT	 SOCIAL	 CORPORATE GOVERNANCE
OUR PRIORITIES • Support the transition to net zero emissions • Reduce risks and costs linked to the energy transition • Lower Quintas Energy's carbon footprint and waste	OUR PRIORITIES • Promote equal opportunities and fair pay • Increase community engagement and charitable initiatives • Maintain a safe and healthy workplace	OUR PRIORITIES • Ensure accounting transparency and integrity • Remain in compliance with all regulatory frameworks • Promote ethical business practices internally and externally
HOW DOES QUINTAS DO IT? <i>Company Mission</i> As a business, Quintas aids the transition to clean energy by deploying capital and know-how to renewable assets, fostering new models of power generation, and moving away from fossil fuels. We aim to deliver the highest standards to our clients and stakeholders. As an employer, Quintas applies sustainable principles across the workplace by minimising waste, using recycled materials, and sourcing renewable electricity for our offices. Our hybrid working policies help reduce car use, while we also encourage public transport, EVs, hybrid vehicles and Seville's city bike scheme Sevici.	HOW DOES QUINTAS DO IT? <i>Gender balance and equal opportunities</i> We believe strongly in maintaining a good gender balance in the team, with a 48/52 female/male ratio. This is also true at the highest level of the company, with a gender balance of 50/50 (G4). Our international staff reflect our equitable hiring policies, putting talent and qualifications first. <i>Community engagement</i> We are committed to policies that help social justice, such as annual donations to charities chosen by team members. <i>A healthy workplace helps everyone grow</i> Our hybrid working model improves work-life balance, while health and safety remain a priority through medical check-ups, ergonomic assessments, and accessible training and development opportunities.	HOW DOES QUINTAS DO IT? To ensure concrete corporate governance objectives, we have codified the group's business ethics with a set of official Codes and Policies. <i>Code of Ethics</i> Our Code of Ethics promotes legal compliance, anti-bribery and anti-corruption measures, equality, non-discrimination, human rights protection, transparency, and data confidentiality. <i>Code Of Conduct for Business Partners</i> Third parties must follow the same standards of corporate governance, including compliance with laws and regulations, respect for human rights and ILO standards, and strong health and safety practices. They must also uphold our standards on conflicts of interest, bribery, and corruption.

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ENVIRONMENTAL



A COMMITMENT TO THE ENVIRONMENT & SUSTAINABILITY

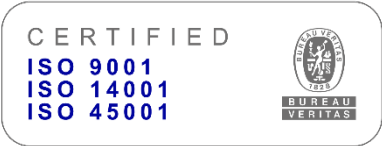
At **Quintas Energy**, sustainability is embedded in the way we operate and create value. As a company dedicated to supporting the renewable energy sector, we are committed to minimising our environmental impact while contributing to the transition towards a more sustainable and low-carbon energy system.

Our certified **Environmental Management System, aligned with ISO 14001:2015**, provides a structured framework for identifying environmental risks and opportunities, ensuring compliance with applicable legal requirements, and driving continual improvement across our operations. Through this approach, we seek to enhance environmental performance and promote responsible business practices throughout the organisation.

Environmental responsibility is fully integrated within our **Integrated Management System (IMS)**, which also incorporates quality, occupational health and safety, information security, and asset management. This holistic approach enables us to manage risks effectively, improve operational performance, and ensure that sustainability considerations are embedded in decision-making processes at all levels of the business.

As a trusted partner in the renewable energy sector, we support the long-term success of solar photovoltaic and battery energy storage projects through asset management, technical advisory, and operational optimisation services. We actively promote energy efficiency, responsible resource consumption, waste reduction, and continual improvement, helping to maximise the performance and sustainability of the assets under our management.

At Quintas Energy, environmental responsibility is not simply a compliance obligation—it is a core element of our business strategy and a key driver of our commitment to creating long-term value for our clients, employees, communities, and the wider environment.



SCOPE OF THE CLIMATE BALANCE

Compared with the **2023 baseline**, total carbon emissions increased from **19.70 tCO₂e** to **23.53 tCO₂e** in 2025, representing an overall increase of **19.4%**. This increase should be viewed in the context of Quintas Energy's sustained business growth over the period, including higher turnover, expanded activities, and a larger workforce, which resulted in greater operational energy demand.

Despite this growth, **Scope 1 emissions were eliminated**, decreasing from **0.20 tCO₂e in 2023** to **0.00 tCO₂e in 2025**. **Scope 2 emissions accounted for the total reported carbon footprint** and increased in line with the expansion of the Company's operations. **Scope 3 emissions are currently under assessment** and will be incorporated into future ESG reporting once the required data collection and verification process has been completed.

Quintas Energy remains focused on improving energy efficiency, promoting responsible resource consumption, and managing the environmental impacts associated with continued business growth. This commitment supports the Company's long-term sustainability objectives and its contribution to the energy transition.

Carbon emissions by Scope (in t CO ₂ e)	2023	2024	2025	Change in %
Scope 1 total	0.20	0,00	0.00	-100.00%
Scope 2 total	19.50	17.87	23.53	20.66%
Total	19.70	17.87	23.53	19.44%



A COMMITMENT TO THE ENVIRONMENT & SUSTAINABILITY

Carbon emissions by Scope (in t CO2e)	2023	2024	2025	Change in %
Scope 1 total	0.20	0,00	0.00	0.00%
Scope 2 total	19.50	17.87	23.53	20.66%
Total	19.70	17.87	23.53	19.44%

Total Energy consumption (in kWh) (Gas+electricity)	2023	2024	2025	Change in %
Seville office	88,530	79,404	99,775	12.84%
London office	127	2,142	7,260	-
Rome office	6579	4,750	6612	0.50%
Total	95,236	86,296	113,647	19.44%

Energy consumption per worked hours (in kWh) (Gas+electricity)	2023	2024	2025	Change in %
Seville office	0.251	0.198	0.223	-11.16%
London office	0.000	0.005	0.016	-
Rome office	0.019	0.012	0.015	-21.05%
Total	0.270	0.216	0.255	-5.56%

SCOPE 1, SCOPE 2 AND ENERGY CONSUMPTION

Between **2023 and 2025**, Quintas Energy continued to grow its operations, increasing turnover, expanding business activities, and growing its workforce across all offices. As a result, total energy consumption and associated indirect emissions increased during the reporting period.

Scope 2 emissions (purchased electricity) increased by **20.66%**, from **19.50 tCO₂e in 2023** to **23.53 tCO₂e in 2025**, reflecting the increased energy demand required to support the Company's growth. Despite this increase, **Scope 1 emissions were eliminated**, decreasing from **0.20 tCO₂e** to **0.00 tCO₂e** over the same period.

Total energy consumption across all offices increased by **19.44%**, from **95,236 kWh in 2023** to **113,647 kWh in 2025**. This increase was primarily driven by higher occupancy levels, increased operational activity, and the expansion of the London office. Despite the growth in total consumption, **energy consumption per worked hour improved by 5.56%**, decreasing from **0.270 kWh in 2023** to **0.255 kWh in 2025**. This demonstrates that the Company's energy efficiency improved over the period, with operational growth outpacing the increase in energy demand.

These results highlight Quintas Energy's commitment to sustainable growth by improving operational efficiency while continuing to support the expansion of its renewable energy activities.

SCOPE 3

While our current carbon footprint reporting focuses on Scope 1 and Scope 2 emissions, we are actively working to include Scope 3 emissions in our assessments. This effort is part of our continuous improvement activities, aiming to provide a comprehensive view of our indirect emissions.

Quintas Energy is progressively developing the data collection and verification processes required to incorporate relevant Scope 3 emissions into future ESG reporting.



EMISSIONS INTENSITY

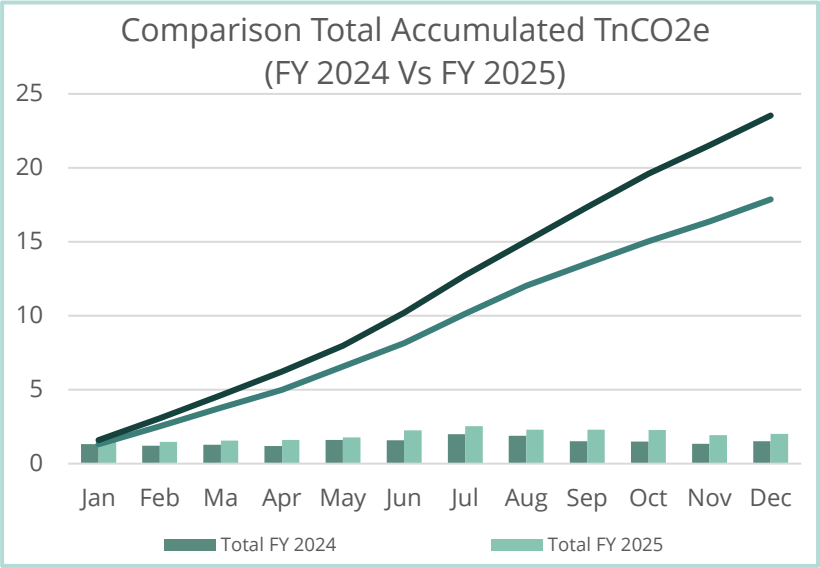
Relative emissions (Scope 1, 2)	2023	2024	2025	Change in %
Emissions per turnover (in t CO2e/€ million)	1.62	1.24	1.37	- 15.4%
Emissions per FTE (in t CO2e/FTE)	0.112	0.081	0.096	- 14.3%

In 2025, Quintas Energy continued to demonstrate **its commitment to environmental sustainability** by maintaining emissions intensity levels significantly **below the 2023 baseline**. Despite an increase in operational activity during the reporting period, the Company achieved a long-term reduction in both key emissions intensity indicators, reflecting the positive impact of its environmental management and resource efficiency initiatives. Relative emissions per turnover reached 1.37 tCO₂e per € million in 2025, representing a 15.4% reduction compared with the 2023 baseline of 1.62 tCO₂e per € million. Although this indicator increased slightly compared with 2024, the overall downward trend demonstrates the effectiveness of Quintas Energy’s efforts to improve operational efficiency and decouple environmental impact from business growth.

Similarly, relative emissions per full-time employee (FTE) stood at 0.096 tCO₂e per FTE in 2025, a 14.3% reduction compared with the 2023 baseline of 0.112 tCO₂e per FTE. This improvement reflects the Company’s continued focus on optimising energy use, promoting sustainable working practices and enhancing environmental awareness across its operations.

These results demonstrate Quintas Energy’s ability to balance business growth with environmental responsibility. Through ongoing investments in energy efficiency, process optimisation and sustainable business practices, the Company continues to reduce the carbon intensity of its operations while supporting the transition to a low-carbon economy.

**Comparison Accumulated TnCO2
(FY 2024 Vs FY 2025)**
Total tCO2e per *€m Turnover on total energy used



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BIODIVERSITY, WATER CONSUMPTION & WASTE

BIODIVERSITY

We prioritise biodiversity as a core component of our sustainability strategy.

Recognising the importance of intact ecosystems, we support and promote biodiversity considerations, where applicable, across renewable energy assets under our management.

The assets we manage integrate biodiversity-focused initiatives, such as using land to create habitats for diverse flora and fauna, avoiding monoculture practices, and minimising the use of chemicals like fertilisers or herbicides.

By fostering coexistence between nature and clean energy. We seek to support positive outcomes for local ecosystems where such measures fall within the scope of our services and responsibilities.

These efforts align with our commitment to climate-friendly solutions and preserving biodiversity for future generations.

WATER CONSUMPTION

Quintas Energy operates from leased office premises located within multi-tenant office buildings.

Water supply and consumption are managed centrally by the respective building owners or facility management companies and are not separately metered at the Company level.

As a result, Quintas Energy does not currently have access to reliable or verifiable water consumption data attributable solely to its operations.

Consequently, water consumption metrics are not reported for the 2025 reporting period.

The Company will continue to engage with building owners and facility managers to assess opportunities for obtaining more granular consumption data in future reporting periods and to enhance the scope of its environmental performance monitoring.

WASTE

Given the office-based nature of our operations, the waste generated directly by Quintas Energy primarily consists of general office waste. General waste is segregated and managed through municipal collection systems, while specific waste streams such as paper, batteries and toner cartridges are collected separately and managed through authorised waste management companies.



SOCIAL





ACHIEVING A BALANCED WORKFORCE STRUCTURE & REDUCING EMPLOYEE TURNOVER

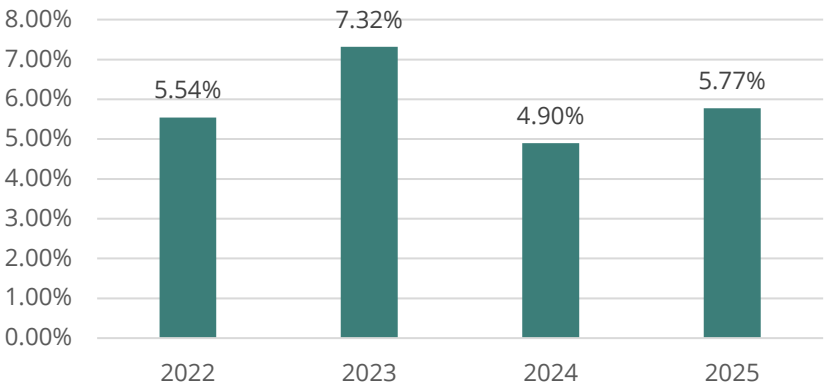
EMPLOYEES BY EMPLOYMENT TYPE

Since 2021, Quintas Energy has undertaken significant efforts to reshape its employee structure, aligning it with our vision for a balanced and sustainable workforce.

By 2025, the company successfully transitioned from a pyramid-like organisational structure (28 employees in grades 2.2/2.3 in 2021) towards a more rugby ball-shaped structure (49 employees in grades 2.2/2.3 in 2025).

This transformation reflects Quintas Energy’s commitment to fostering a diverse and well-distributed workforce, ensuring professional development opportunities across all levels. New measures are being implemented through our plan 2026 to support this transformation.

EMPLOYEE TURNOVER



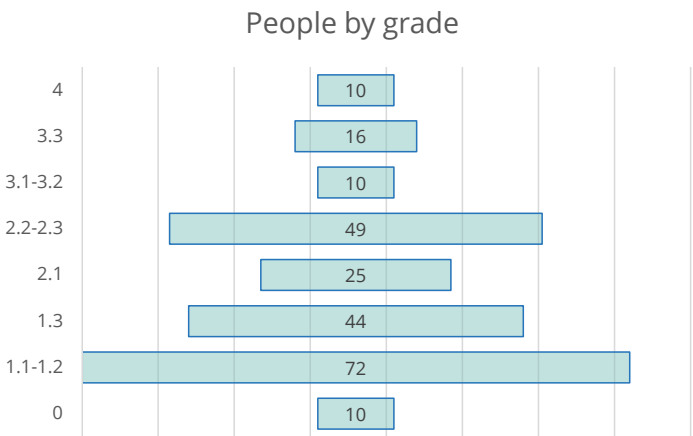
Rotation KPI does include the employees joining and leaving the company. Average of the quarters per year (Employee turnover rate = [(number of hires + number of departures) / 2] ÷ average number of employees during the year × 100).

The annual employee turnover rate was 5.77% in 2025, compared with 4.90% in 2024. While this represents a moderate increase from the previous year, it remained well below the 2023 level (7.32%).

During the reporting period, Quintas Energy experienced significant organisational growth and substantially expanded its workforce to support the continued expansion of its operations. In this context, the turnover rate remained at a relatively low level, reflecting the Company’s ability to attract, develop and retain talent while supporting business growth. This also reflects the Company’s ongoing commitment to employee engagement, career development and long-term talent retention.

On the right path towards the rugby ball

268
EMPLOYEES



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HUMAN CAPITAL & PARENTAL LEAVE

EMPLOYEES BY TYPE OF EMPLOYMENT / TYPE OF CONTRACT

	GRI	Seville office	London office	Rome office	Total
Total Quintas Group worldwide	GRI 2-7	239	13	16	268
Total workforce in full-time equivalents (FTE)	GRI 2-7	237	12	11	261
Total workforce in part-time equivalents (PTE)	GRI 2-7	2	1	4	7
Managers	GRI 405-1	73	7	6	86
Non-Management employees	GRI 405-1	166	6	10	182
Female workforce	GRI 2-7	114	4	10	128
Male workforce	GRI 2-7	125	9	6	140
Women in engineering and Technical positions	GRI 405-1	23	1	0	24
Men in engineering and Technical positions	GRI 405-1	44	5	3	52
Women in support roles	GRI 405-1	13	0	1	14
Men in support roles	GRI 405-1	3	0	0	3
Women in lower/middle Management	GRI 405-1	8	1	1	10
Men in lower/middle Management	GRI 405-1	9	2	0	11
Women in upper Management	GRI 405-1	5	1	0	6
Men in upper Management	GRI 405-1	5	1	0	6

The 2025 employment data reflects a balanced and strategic allocation of the workforce across Seville, London, and Rome offices, supporting the operational needs in renewable energy markets. A total of 268 employees are engaged through various employment types and contract structures, ensuring flexibility and alignment with local labour regulations and business demands.

Among the workforce, 232 employees are on permanent full-time contracts, representing a significant commitment to long-term engagement and stability. Temporary contracts constitute 33 employees, which might address short-term project demands or seasonal activities. Part-time employment is adopted by 3 individuals, showcasing efforts to enhance workplace inclusivity and accommodate diverse working arrangements.

From a gender perspective, the distribution demonstrates steps towards achieving gender balance.

The London office reflects a high proportion of permanent contracts, while Seville and Rome offices display a mix of permanent and temporary roles, reflecting the seniority of our team in this place. This diversity in employment contracts ensures Quintas Energy remains agile in navigating regulatory and economic contexts.

In conclusion, the workforce structure underpins Quintas Energy's operational adaptability and commitment to long-term sustainability, offering a robust foundation for continued growth in the renewable energy sector.

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HUMAN CAPITAL & PARENTAL LEAVE

PARENTAL LEAVE

	GRI	Seville office	London office	Rome office	Total
Women who went on maternity / parental leave	401-3	8	0	0	8
Women who completed parental leave during the reporting period	401-3	6	0	0	6
Women who returned to work after completing parental leave	401-3	6	0	0	6
Return to work rate	401-3	100%	-	-	100%
Total number of female employees retained 12 months after returning to work following a period of parental leave	401-3	0	0	0	0
Retention rate of female employees that took parental leave	401-3	100%	-	-	100%
Men who went on paternity / parental leave	401-3	5	0	0	5
Men who completed parental leave during the reporting period	401-3	4	0	0	4
Men who returned to work after completing parental leave	401-3	4	0	0	4
Return to work rate	401-3	100%	-	-	100%
Total number of male employees retained 12 months after returning to work following a period of parental leave	401-3	0	0	0	0
Retention rate of male employees that took parental leave	401-3	100%	-	-	100%

The parental leave data for Quintas Energy in 2025 demonstrates a commitment to supporting employees in balancing professional responsibilities and family needs. A total of 13 employees utilized parental leave across the Seville, London, and Rome offices. Of these, 10 employees returned to work after taking parental leave during the reporting period, reflecting a robust reintegration process that ensures continued career progression and support for work-life balance. The return-to-work rate was therefore 100% among employees whose parental leave had ended during the reporting period.

The London and Rome offices recorded no instances of parental leave in 2025. This absence is not indicative of cultural practices or awareness gaps but rather reflects the smaller team sizes in these locations and the lack of any requirement for parental leave, such as pregnancies or other qualifying circumstances.

The 100% return-to-work rate across the organisation highlights Quintas Energy's employee-centric approach, ensuring continued support for work-life balance and career progression. This data underscores the company's ability to foster an inclusive and supportive workplace, aligning with its ESG objectives.

Quintas Energy's parental leave practices set a strong example of social responsibility. As the company grows, continuing to monitor and adapt these policies will help sustain high employee satisfaction and ensure inclusivity across all offices.

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EMPLOYEE TURNOVER

EMPLOYEE BREAKDOWN BY AGE & TURNOVER

	GRI	Seville office	London office	Rome office	Total
29 and under	-	81	0	3	84
30-49	-	146	8	11	165
50 and older	-	12	5	2	19

AVERAGE LENGTH OF EMPLOYMENT

	GRI	Female	Male	Total
Average length of employment in years	-	4.73	4.9	4.82

HIRES/DEPARTURES

	GRI	Seville office	London office	Rome office	Total
29 and younger	401-1	51/38	1/1	6/1	58/40
30-49	401-1	25/9	3/1	3/2	31/11
50 and older	401-1	0/0	0/1	0/0	0/1

In 2025, Quintas Energy demonstrated a dynamic approach to workforce management, as reflected in its employee turnover data. The company employed 268 individuals, distributed across its offices in Seville, London, and Rome.

The workforce was well-balanced by age, with 84 employees aged 29 or younger, 165 aged between 30 and 49, and 19 aged above 50. This distribution highlights Quintas Energy's ability to attract and retain talent across diverse age groups, fostering a multi-generational and experienced workforce.

The average length of employment for employees stood at 4.82 years, indicating a stable workforce with moderate retention rates. The data shows Quintas Energy's focus on employee satisfaction and career growth opportunities, which are critical to ensuring a sustainable and engaged team.

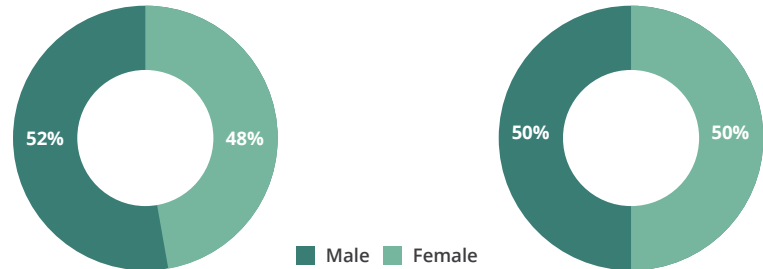
In terms of hires and departures, the Seville office accounted for the majority of workforce changes, with 76 hires and 47 departures. Similarly, the London office recorded 4 hires and 1 departures, while the Rome office saw 9 hire and 3 departure.

These figures suggest Quintas Energy's active efforts to expand its talent pool, particularly in its primary hub in Seville, to meet the demands of its growing operations.

Overall, the turnover data reflects Quintas Energy's proactive workforce management. By balancing recruitment with retention and fostering a diverse, multi-generational team, the company continues to support its operational needs while aligning with its broader ESG objectives of employee well-being and sustainability.



DIVERSITY & EQUAL OPPORTUNITIES



EMPLOYEES

STAFF WITH MANAGERIAL RESPONSIBILITIES

Quintas Energy demonstrates its commitment to fostering diversity and promoting gender equality across its workforce in 2025.

The employee gender distribution reveals a near-equal split, with **52% male and 48% female employees**, reflecting a strong alignment with global standards for workplace inclusivity. Such a balanced gender representation underscores Quintas Energy's proactive efforts to recruit and retain talent equitably across all offices.

The ratio of male to female employees in managerial positions further highlights the company's dedication to equal opportunities. With an **even split of 50% male and 50% female employees in managerial roles, Quintas Energy sets an example of gender parity in leadership.** This achievement reflects deliberate efforts to break traditional barriers and provide equal access to leadership opportunities, contributing to a progressive workplace culture.

DIVERSITY

	GRI	Seville office	London office	Rome office	Total
European	405-1	237	12	16	265
Asian and Pacific Islander	405-1	0	1	0	1
American	405-1	0	1	0	1
African	405-1	0	0	0	0
Australian	405-1	0	0	0	0
Other minority group	405-1	1	0	0	1

Quintas Energy's focus on diversity and equal opportunities is aligned with its Environmental, Social, and Governance (ESG) commitments, particularly in fostering inclusive workplaces and equitable representation.

By continuously prioritising diversity, Quintas Energy enhances its resilience and strengthens its appeal as a forward-thinking employer in the renewable energy sector.

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NON-DISCRIMINATION, FREEDOM OF ASSOCIATION & EMPLOYEE TRAINING AND DEVELOPMENT



EMPLOYEE TRAINING AND DEVELOPMENT

	GRI	Total
Total number of Safety, Health, Environmental and Quality (SHEQ) training (hours)	404-1	1551
Percentage of employees who have enrolled the SHEQ Training (%)	404-1	98%
Total number of development training (internal)	404-1	366
Total number of development training (external provider)	404-1	2,946
Percentage of employees who have enrolled the development Training (%)	404-1	100%
Total number of training provided to all employees (including all types)	404-1	3,312
Percentage of employees receiving regular performance and career development reviews	404-3	100%

In 2025, we reaffirmed our commitment to fostering an inclusive and equitable workplace. No cases of discrimination were reported during the year, reflecting the company's strong adherence to its Code of Ethics and its dedication to diversity and inclusion. Additionally, no violations of freedom of association were reported, further demonstrating the company's respect for employees' rights to union participation. Quintas Energy continues to ensure that all employee wages and salaries are based on union agreements, fostering a fair and transparent compensation structure.

Employee training and development were pivotal to Quintas Energy's strategy in 2025. The company approved and delivered extensive training programs for its workforce, reflecting its emphasis on professional growth and adherence to high standards of Safety, Health, Environmental, and Quality (SHEQ). **A total of 1551 hours of SHEQ-related training** were completed, with 98% of employees participating in these sessions. This achievement underscores the company's commitment to creating a safe and healthy work environment while empowering employees with essential knowledge.

Quintas Energy also prioritised broader development opportunities, **delivering 366 hours of internal training and 2,946 hours through external providers.** All employees participated in development training, highlighting a strong culture of continuous learning. **Overall, the company provided 3,312 hours of training across various topics,** reflecting its proactive investment in human capital.

Furthermore, 100% of employees engaged in regular performance and career development reviews, reinforcing Quintas Energy's focus on fostering a motivated and skilled workforce. By aligning individual career aspirations with organisational goals, the company ensures its employees are well-positioned to contribute effectively to its success.

Quintas Energy's commitment to non-discrimination, freedom of association, and comprehensive employee development underscores its dedication to fostering an inclusive, fair, and high-performing work environment. These efforts align seamlessly with the company's Environmental, Social, and Governance (ESG) objectives, ensuring sustained growth and employee satisfaction.



COMMUNITY ENGAGEMENT AND DEVELOPMENT

Quintas Energy continued strengthening its social commitment in 2025 by supporting initiatives aimed at creating a positive impact beyond the renewable energy sector. As part of this commitment, the company once again participated in Fundación “la Caixa’s **“Tree of Dreams”** campaign, helping bring joy to children at risk of social exclusion during the Christmas season.

Employees across different offices joined the initiative by selecting children’s Christmas wishes and contributing gifts, reflecting the strong culture of solidarity and collaboration within the company.

By taking part in this campaign year after year, Quintas Energy continues to support initiatives that have a meaningful impact on local communities while encouraging employee involvement in social causes and promoting values such as empathy, inclusion and collective responsibility.



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COMMUNITY ENGAGEMENT AND DEVELOPMENT

QUINTAS ENERGY PROJECT “UNBROKEN” IN UKRAINE

At Quintas Energy, we are committed to making a real difference in communities facing extreme challenges. In partnership with Osborne Clarke (OC), we developed a pilot energy project in the city of Lviv, Ukraine, where the war has severely damaged the country's critical infrastructure.

To support the local community, Quintas Energy and Osborne Clarke led the installation of a 52kW solar PV system with 50kWh battery storage on the roof of the Unbroken Hospital, a leading centre providing treatment and rehabilitation for veterans and civilians injured in the conflict, as well as children undergoing cancer treatment.

The system provides at least four hours of reliable electricity each day, delivering essential power for medical operations and hospital services, even during grid outages.

The project was designed, built and commissioned on a pro bono basis, with no cost to the hospital. Our teams were responsible for the design, permitting, procurement and construction supervision, ensuring successful delivery and documenting the entire process as a model for future installations.

Through this initiative, we are not only helping to address Ukraine's energy emergency, but also strengthening healthcare services and improving community resilience during a time of crisis.



Discover all the details of the project in our video:



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COMMUNITY ENGAGEMENT & DEVELOPMENT

IGNACIO RUIZ ENGAGES WITH THE NEXT GENERATION AT THE UNIVERSITY OF JAÉN.

Quintas Energy promotes collaboration with universities to support and inspire the next generation of renewable energy professionals. In 2025, Ignacio Ruiz, Head of Backoffice, delivered his third annual lecture at the University of Jaén, sharing Quintas Energy's experience in photovoltaic asset management with students of the Renewable Energy Master's Degree. This initiative reflects the company's commitment to education, innovation and the advancement of sustainable energy solutions.



AWARDED FOR COMMITMENT TO EQUALITY.

In 2025, Quintas Energy was awarded the **Andalusian Mark of Excellence in Equality**, granted by the Andalusian Institute for Women through the Regional Government of Andalusia. As one of only 45 organisations to receive this inaugural recognition—and one of just 22 SMEs—Quintas Energy was acknowledged for its efforts to promote equality in the workplace.



This award reflects Quintas Energy's commitment to fostering a diverse and equitable working environment where equal opportunities and respect are embedded in its culture.

RECOGNITION FOR PSYCHOSOCIAL RISK PREVENTION.

The Quintas Cares programme received an **award from the Andalusian Institute for Occupational Risk Prevention (IAPRL)**, which recognised it as a good practice in addressing psychosocial factors and risks in the workplace.

The programme reflects the company's commitment to employee wellbeing, promoting initiatives that support mental health, work-life balance and a positive working environment.

[VIDEO LINK](#)



QUINTAS ENERGY "Cuenta tu experiencia, tu experiencia cuenta"

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COMMUNITY ENGAGEMENT & DEVELOPMENT

SUPPORTING YOUNG TALENT THROUGH THE “INVESTIGO” PROGRAMME.

Through the “Investigo” programme, promoted by the Regional Government of Andalusia, Quintas Energy incorporated five young professionals into its R&D and innovation activities, supporting both youth employment and the development of new capabilities within the company.

The initiative provided hands-on experience while strengthening Quintas Energy's innovation efforts. Following the programme, three participants continued their careers with the company, demonstrating its positive impact on talent attraction and retention.



QUINTAS ANNUAL FAMILY EVENT

At Quintas Energy, our **Annual Family Event** is all about getting together, catching up with colleagues and their families, and simply saying a huge thank you to everyone who makes this company what it is.

This year's gathering was particularly special as we celebrated **Quintas Advisory's 5th anniversary**. It was a great moment to look back on five years of hard work, growth, and the incredible team that made it all happen.

The day featured team-building activities, our traditional **Pub Quiz**, and a relaxed, informal atmosphere for all to enjoy.

Aligned with our ESG commitment, we prioritised **employee safety** through responsible transport options and a safe, inclusive environment. Everyone had a memorable day, fostering **collaboration, inclusion, and well-being**, key pillars of our sustainability vision.

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OCCUPATIONAL HEALTH & SAFETY

HEALTH & SAFETY

	GRI	Seville office	London office	Rome office	Total
Operational sites for which an assessment of occupational health and safety risks has been carried out	403-1	1	1	1	3
Number of injuries	403-9	0	0	0	0
Number of fatal accidents	403-9	0	0	0	0

OCCUPATIONAL SAFETY MANAGEMENT

Quintas Energy demonstrated its steadfast commitment to occupational health and safety in 2025, achieving ISO 45001:2018 certification through Bureau Veritas.



This significant milestone highlights the effectiveness of the company's safety management systems, which are integral to its Integrated Management System (IMS) policy. By adhering to international standards, Quintas Energy reinforces its position as a responsible and proactive employer, aligned with its Environmental, Social, and Governance (ESG) goals.

A key achievement during the year was the achievement of Zero accidents and Zero injuries. This was possible thanks to the proactive measures implemented that aimed at identifying potential workplace hazards and implementing preventive measures to safeguard employees. This reflects the success of the company's preventive strategies and commitment to maintaining a safe work environment.

Quintas Energy's occupational health and safety strategy includes a comprehensive training program. All new employees undergo mandatory IMS inductions, which cover workplace safety, ergonomic best practices, and safety protocols for visits to solar photovoltaic power plants. Regular refresher training, delivered through user-friendly e-learning platforms, ensures continuous compliance with safety standards and reinforces the company's culture of safety.

By embedding health and safety considerations into its operations and maintaining ISO 45001 certification, Quintas Energy showcases its proactive approach to creating a safe workplace.

These initiatives highlight the company's dedication to employee well-being, contributing to its long-term operational excellence and sustainability, and enhancing its ESG performance.

EMPLOYEE PARTICIPATION

We foster a strong Safety Culture through monthly H&S meetings and quarterly senior H&S reviews. Employees receive regular training in first aid, fire safety, stress awareness, and digital disconnection, alongside annual medical examinations, ensuring compliance and well-being.

Our monthly SHEQ Update keeps employees informed on KPIs, SHEQ strategy, and key safety topics.

IDENTIFYING RISKS AND WORK-RELATED INJURIES

We proactively evaluate risks through ongoing assessments, quarterly statutory inspections, and annual audits.

In 2025, we conducted risk assessments for our offices, work processes, site visits, and computer screen use, implementing protective measures where needed.

With zero work-related illnesses or accidents in five years, we ensure a safe and healthy workplace for all employees.

HELPING OUR EMPLOYEES LEAD HEALTHIER LIVES

We are committed to supporting our employees' well-being and work-life balance.

We offer a private medical scheme with Adeslas, a possibility to have a private pension scheme, and a home working programme. Employees also benefit from extra holidays, exclusive discounts, and offers.

These initiatives, alongside a healthy and flexible working environment, ensure our employees feel valued, supported, and empowered to lead healthier lives, both professionally and personally, while fostering a strong, motivated workforce.

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OCCUPATIONAL HEALTH & SAFETY

GOING THE EXTRA MILE FOR HEALTH & SAFETY

We are committed to exceeding standard health and safety requirements by **going the extra mile** in implementing innovative **H&S strategies**. Our **proactive approach** ensures that all employees and stakeholders benefit from a safe, healthy, and compliant work environment.

In 2024, we launched an Integrated Management System (IMS) portal, providing a central hub for policies, procedures, risk assessments, and training materials. Additionally, in 2025, we introduced IMS induction video covering occupational risk prevention, evacuation procedures, and emergency communication, ensuring accessibility for all employees across different regions.

To strengthen workplace safety, we developed and implemented nine Risk Assessment Method Statements (RAMS), covering site visits, feasibility studies, and PV structure inspections. Mandatory and specialized H&S training has been significantly expanded, with courses in mental health, stress management, and workplace ergonomics, ensuring a holistic approach to well-being.

We also implemented **comprehensive occupational health check-ups**, detecting early health risks and proactively addressing employee well-being. Our recent acquisition of an **Automated External Defibrillator (AED)** and corresponding first-aid training has positioned Quintas Energy as a **cardio-protected company**, ensuring preparedness for medical emergencies.

Through continuous engagement and improvement, our **incident frequency and severity rates remain at zero**, and we have maintained **5 years without workplace accidents**, demonstrating our **commitment to creating a world-class safety culture**.

SUCCESS STORIES: HEALTH & SAFETY IN ACTION AT QUINTAS ENERGY

Our commitment to **proactive health and safety measures** has already had a significant **positive impact** on employee well-being.

In 2025, we continue to uphold our commitment to employee wellbeing by offering occupational health checks to all employees.

These checks have already demonstrated their value. In previous years, a routine occupational health check identified results that warranted further assessment for one employee. Early follow-up and additional testing confirmed that there was no serious underlying condition, providing reassurance and supporting early preventive action. In another case, a routine check identified indicators associated with an increased risk of future health issues. Through a personalized wellbeing plan and follow-up actions, the employee significantly improved their health profile and reduced the likelihood of developing longer-term complications.

Additionally, our first aid training program recently helped an employee respond to a workplace emergency, ensuring swift and effective intervention in a critical situation.



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QUINTAS CARES

EMPLOYEE WELL-BEING AND PREVENTIVE CULTURE

At Quintas Energy, we believe that our people are at the heart of our success. Through **Quintas Cares**, our employee wellbeing and benefits programme, we are committed to creating a workplace where employees feel supported, valued and empowered to perform at their best.

Quintas Cares brings together initiatives designed to enhance employee wellbeing, strengthen work-life balance and foster a positive and inclusive workplace culture. The programme is built on **four key pillars**:

- **Work-life balance:** 90% of employees benefit from remote working arrangements, with up to 50% remote working where applicable. In addition, 245 employees took a day off for their birthday.
- **Social benefits:** Employees receive healthcare insurance (142 employees), pension plans, restaurant and transport vouchers (93 employees), and childcare support. The flexible remuneration component of QE Cares is estimated to provide approximately €50,000 in annual financial benefit to the workforce.
- **Preventive culture:** Encouraging a proactive approach to health, safety and wellbeing through awareness, education and continuous improvement initiatives. We also encourage healthy lifestyles through participation in the National Corporate Padel League and the Seville Night Run, promoting wellbeing, teamwork and employee engagement.
- **Employee engagement and inclusion:** Creating opportunities for collaboration, participation and development while fostering a workplace where everyone feels respected, valued and connected.

By supporting employee wellbeing and creating an environment where people can thrive, Quintas Cares contributes to employee engagement, talent retention and long-term organizational resilience.

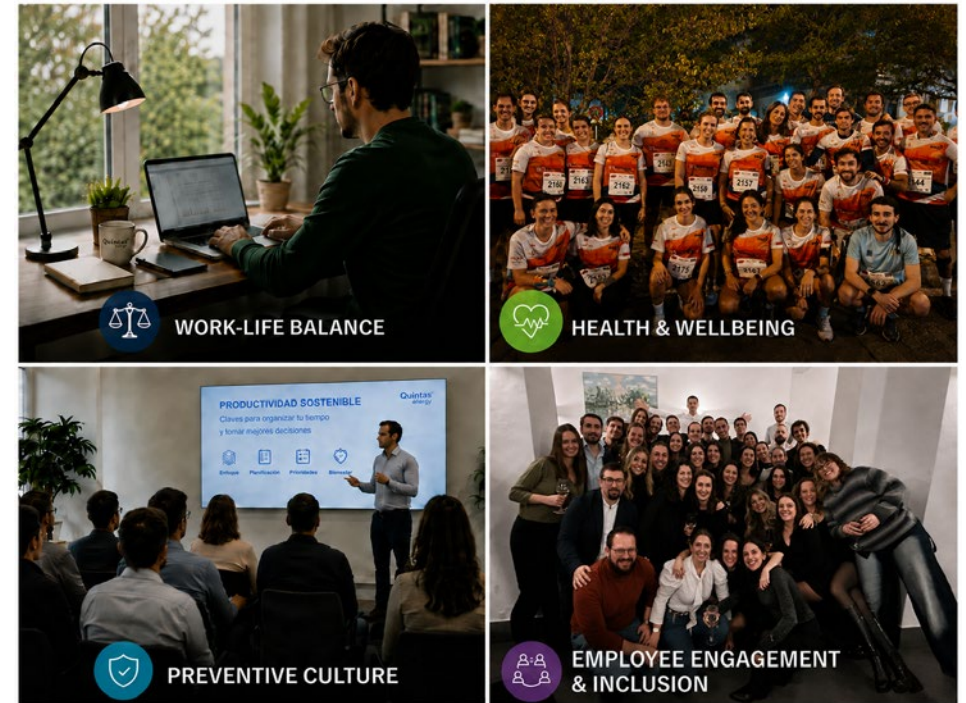
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RESPONSIBLE CORPORATE MANAGEMENT

Responsible corporate management at Quintas Energy is supported by a framework of values, policies, procedures and training initiatives designed to promote ethical conduct and compliance with applicable laws and regulations. Compliance training forms part of this framework, helping employees understand key compliance risks and their responsibilities.

Our compliance programme addresses areas including anti-corruption, anti-bribery, anti-money laundering, business ethics, data protection and information security. The programme is overseen by the Compliance function, under the leadership of the General Counsel, and is supported by policies, procedures and guidance materials available through Quintas Energy's Integrated Management System.

Our compliance and ethics framework also reflects Quintas Energy's commitment to conducting business in a manner consistent with internationally recognised human rights principles. Through our Code of Ethics and related policies, the company seeks to promote respect, dignity, equal treatment and responsible business conduct across its operations and business relationships.

Employees are provided with access to training resources and guidance intended to support compliance awareness and decision-making. The Compliance department is available to provide advice on compliance-related matters and, where appropriate, conducts monitoring and investigations in accordance with internal procedures.

Through these measures, Quintas Energy seeks to promote a culture of integrity and responsible business conduct, supporting effective corporate governance and its broader ESG objectives.

PREVENTING CORRUPTION, BRIBERY AND MONEY LAUNDERING

Corruption, bribery and money laundering can pose significant risks to businesses and society. While Quintas Energy primarily operates in European jurisdictions, the company recognises that such risks may arise in any market and therefore maintains policies, procedures and controls designed to address them.

Quintas Energy's Code of Ethics sets out guidance for employees when interacting with business partners and public officials, including principles relating to gifts, hospitality and other benefits. Employees are provided with access to training and guidance materials intended to support awareness of anti-corruption requirements and expectations.

During 2025, anti-corruption training continued to form part of Quintas Energy's compliance programme. No cases of corruption or bribery were reported during the reporting period.

Through its compliance framework and ethical business practices, Quintas Energy seeks to promote integrity, responsible business conduct and effective corporate governance across its operations.

Visit our company website to find out more about our policies:



Anti-bribery & Corruption Policy



Code of Ethics



Code of Conduct for Business Partners

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RESPONSIBLE CORPORATE MANAGEMENT

MANAGING CONFLICTS OF INTEREST

Quintas Energy is committed to identifying, assessing and managing actual or potential conflicts of interest in order to support transparency, independence and professional integrity in the delivery of its services.

During 2025, Quintas Energy implemented its Conflict Management Policy, which establishes a framework for the identification, assessment and management of conflicts of interest that may arise between clients, or between client interests and the company's own commercial interests. The policy applies across key business activities, including Asset Management, Advisory Services, Business Development and Land Management.

The framework includes conflict assessment procedures, escalation and review mechanisms, the use of information barriers where appropriate, and the maintenance of a Conflict of Interest Register. Employees are also required to disclose actual, potential or perceived conflicts of interest in accordance with the policy.

In the 2025 reporting year, no unresolved conflicts of interest were reported.

Through these measures, Quintas Energy seeks to promote transparency, accountability and responsible business conduct across its operations, supporting effective corporate governance and its broader ESG objectives.

INFORMATION SECURITY, CYBERSECURITY AND DATA PROTECTION

Quintas Energy maintains an information security framework designed to protect company and client information and support the secure delivery of its services. The company holds ISO 27001:2022 certification and Cyber Essentials certification as part of its approach to information security and cybersecurity.



During 2025, Quintas Energy successfully completed the surveillance audit associated with its ISO 27001:2022 certification, demonstrating the continued operation and maintenance of its Information Security Management System.

The IT function is responsible for maintaining security policies, procedures and technical controls across the organisation. Employees are provided with information security training covering topics such as phishing awareness, cyber threats and secure information handling practices.

During the reporting year, Quintas Energy continued to monitor and respond to cybersecurity threats affecting the business environment. Several attempted email-based attacks were identified and did not result in a successful compromise of company systems. To support the continuous improvement of its security framework, Quintas Energy conducts activities such as security assessments, penetration testing, incident response exercises and reviews of emergency procedures, with improvements implemented where appropriate.

Recognising the importance of data protection as a key element of responsible corporate governance, the Board of Directors approved the appointment of an external Data Protection Officer (DPO) at the end of 2025. This measure further strengthens the company's governance framework and supports the ongoing oversight of data protection matters across the organisation.



RESPONSIBLE CORPORATE MANAGEMENT

WHISTLEBLOWING

Quintas Energy maintains a whistleblowing channel as part of its compliance and governance framework, supported by a Whistleblowing Policy that establishes the procedures for the submission, assessment and handling of reports. The channel is accessible through the company's website and may be used by employees, clients, suppliers, business partners and other stakeholders.

Reports may be submitted through a range of communication channels and may be made anonymously where permitted by applicable law. All reports are assessed and handled in accordance with the company's internal procedures and applicable legal requirements.

The whistleblowing channel supports the reporting of matters including potential breaches of the Code of Ethics, corruption-related concerns, conflicts of interest, data protection matters and other compliance-related issues. The system is intended to encourage the reporting of concerns in good faith and to support the identification and management of compliance risks.

In the 2025 reporting year, no reports were received through the whistleblowing channel.

To further strengthen its governance framework, the Board of Directors approved the implementation of the Whistlelink platform at the end of 2025. The platform is intended to enhance the management of the whistleblowing channel and support compliance with applicable whistleblower protection requirements.

MODERN SLAVERY POLICY

Quintas Energy is committed to conducting its business in a manner consistent with internationally recognised human rights principles and maintains a zero-tolerance approach to modern slavery and human trafficking. The company's Anti-Slavery and Human Trafficking Policy sets out its expectations regarding ethical business conduct and respect for fundamental human rights across its operations and business relationships.

The policy applies to employees, contractors, consultants and business partners and is supported by training, communication and reporting mechanisms. Concerns relating to potential modern slavery, human trafficking or other human rights-related issues may be raised through the company's whistleblowing channel and are handled in accordance with the relevant internal procedures.

Quintas Energy expects suppliers, contractors and business partners to uphold standards consistent with the principles set out in its Anti-Slavery and Human Trafficking Policy and applicable legal requirements.

During 2025, Quintas Energy commenced a review of its client acceptance procedures with the objective of strengthening the assessment of human rights-related risks.

Visit our company website to find out more about our policies:



Whistleblower Channel



Anti-slavery and Human Trafficking Policy

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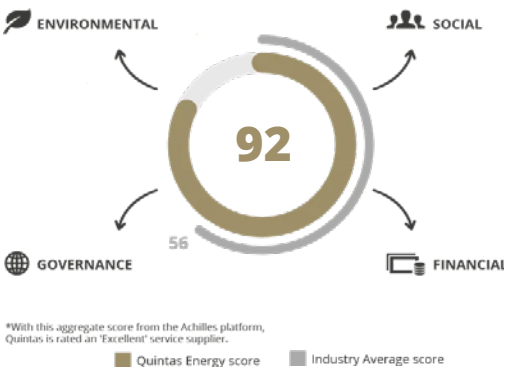
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RESPONSIBLE CORPORATE MANAGEMENT

ACHILLES SCORING: EXCELLENCE AND TRANSPARENCY AT A GLANCE

Achieving IMS certification was the main goal of this project, but for a truly integrated management system, we felt a little more was needed. After all, the aim is to provide a solid touchstone for quality that current and future clients can rely on. There are few accreditations more trustworthy than ISO, but to help stay committed to continuous improvement, we wanted to make it as easy as possible for customers to see why they can trust us to provide the best possible services. That's why we have adopted the [Achilles Sustainability Score](#).



Achilles is a leader in supply chain risk and performance management, and its comprehensive sustainability score helps organisations across the world with supply chain benchmarking and comparison. Using a methodical framework, Achilles assesses a supply organisation's processes, policies and systems in four areas: **environmental, social, and corporate governance (ESG), occupational health and safety (OH&S), cybersecurity and financial management,** eventually assigning the organisation a rating in each area, plus an overall percentage score – with 51-60 rated "Satisfactory", 61-75 scoring "Good", 76-85 "Very Good" and 86-100 being an "Excellent" rating.

We are very proud to announce that **Achilles has rated the Quintas Energy group "Excellent",** placing us well over the industry average for each area with a **current overall score of 92.** This places us near the top of our field, with only a handful of other companies also in the running.

BDO FINANCIAL AUDIT FEEDBACK

As part of our ongoing commitment to transparency and accountability, Quintas Energy's annual financial statements are subject to an independent external audit by BDO Auditores, S.L.P. The audit is conducted in accordance with the auditing regulations applicable in Spain.



This independent review supports the reliability, consistency and transparency of our financial reporting, providing stakeholders with greater confidence in the financial information prepared by the Company.

The audit process reinforces financial discipline and accountability by reviewing the annual accounts and the supporting financial information within the applicable reporting framework. External financial audits form an important part of Quintas Energy's governance approach. They provide independent scrutiny and contribute to the continued development of our reporting, documentation and oversight processes.

Quintas Energy remains committed to responsible management, regulatory compliance and continuous improvement, maintaining robust financial reporting practices that support sound decision-making and long-term stakeholder confidence.

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INTEGRATED MANAGEMENT SYSTEM (IMS)



At Quintas Energy, we are committed to achieving excellence, sustainability, information security, effective asset management, and operational efficiency through our integrated management framework. By the end of 2025, the Company held **ISO 9001:2015** for Quality Management, **ISO 14001:2015** for Environmental Management, **ISO 45001:2018** for Occupational Health and Safety Management, **ISO 27001:2022** for Information Security Management, and **ISO 55001:2014** for Asset Management. These internationally recognised certifications demonstrate **our commitment to continuous improvement, responsible business practices, secure information management, and the effective lifecycle management of renewable energy assets.**

The **IMS** consolidates multiple management standards into a **single, streamlined system**, reducing bureaucracy, enhancing efficiency, and ensuring **compliance with industry best practices**. This **integration enhances decision-making**, improves resource optimisation, and creates a **structured framework** that aligns with our long-term **business goals and ESG commitments**.

Key benefits of our IMS include:

- Enhanced Health & Safety culture, shifting from a compliance-based approach to proactive risk management and employee well-being.
- Improved process efficiency, eliminating redundant procedures and enhancing productivity.
- Optimised resource allocation, reducing operational costs while maintaining high standards.
- Standardised policies and procedures, ensuring compliance with international and client expectations.
- Sustainable growth, reinforcing our commitment to environmental responsibility and regulatory compliance.

Moving forward, Quintas Energy will continue to refine and enhance our IMS to support business innovation, sustainability, and operational excellence, ensuring that quality, safety, and environmental responsibility remain at the core of our operations.

QUINTAS RADAR: TURNING EXTERNAL CHANGE INTO INTERNAL KNOWLEDGE

As the energy sector continues to evolve, Quintas Energy launched **RADAR** to help identify and assess external developments that may impact the business, its clients and the assets under management. Across the markets where the company operates, **new regulations, market reforms, grid requirements, financing conditions, client expectations and system security measures** are constantly emerging. While some of these developments are technical in nature, others are legal, commercial or operational, and many have the potential to influence how clients, counterparties and regulators perceive and interact with the company.

RADAR provides a structured approach to monitoring these external signals and ensuring that relevant information is shared across the organisation. Rather than attempting to predict future events, the initiative focuses on **identifying important developments at an early stage, assessing their potential relevance to Quintas Energy and helping the right information reach the right teams at the right time.**

By improving visibility of emerging challenges and opportunities, **RADAR supports informed decision-making, strengthens risk awareness and helps teams respond proactively** to a changing business environment. The initiative benefits multiple areas of the business, including Asset Management, Advisory, Analytics, Cleantech, Finance, Legal and Risk, by providing greater awareness of developments that may affect operations, investment assumptions, contractual exposure, market analysis or client requirements.

RADAR is also designed as a company-wide effort. Employees across all departments are encouraged to contribute by highlighting **new regulations, technical changes, market developments, client concerns or recurring industry trends** that may be relevant to the organisation. Through this collaborative approach, RADAR helps connect external developments with internal expertise, fostering knowledge sharing, strengthening preparedness and supporting a more resilient and informed organisation.

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SYSTEMS AND INNOVATIONS

QUINTAS DIGITALISED ASSET MANAGEMENT MODEL (DAMM)

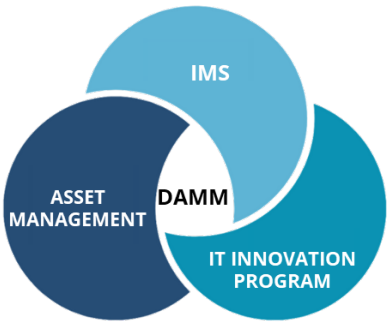
We are committed to integrating our Integrated Management System (IMS) with Asset Management (AM) and IT Innovation Program to create a robust, efficient, and sustainable operational framework. This integration supports our long-term business vision, ensuring that our processes are aligned with safety, quality, cybersecurity, environmental responsibility, and operational excellence.

The collaboration between IMS and AM leaders is essential for enhancing decision-making, aligning work systems with client expectations, and fostering a proactive approach to process optimisation.

Additionally, AI and digitalization are key elements of our strategy. We use secure AI-enabled tools to support decision-making by helping consolidate relevant policies, best practices and operational information, while maintaining appropriate governance and data protection controls.

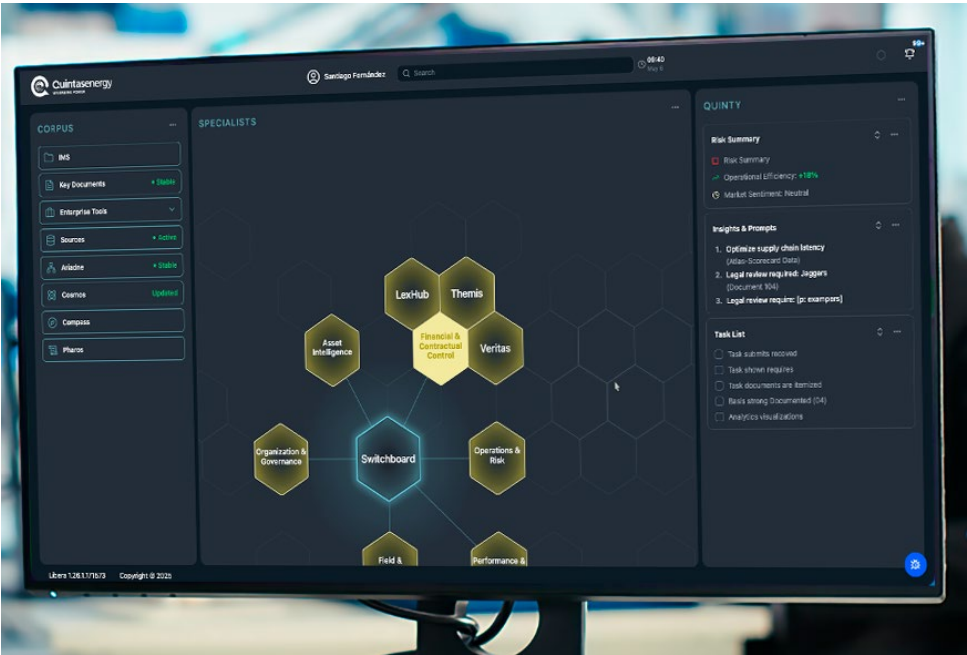
Meanwhile, our IT Innovation Program focuses on digitalising and automating non-human tasks, freeing resources for strategic initiatives.

To ensure coordination and visibility, we utilise ClickUp, a project management system which provides a secure and centralized workspace where tasks, workflows and communications are organised in one place, enabling stronger coordination, clearer accountability and real-time visibility across every stage of the asset management cycle.



LIBERA: DIGITAL ECOSYSTEM REDEFINING ASSET MANAGEMENT

Libera is our proprietary, in-house-developed platform, currently in active development, that puts DAMM into practice. It is an intuitive, web-based, modular system that centralises asset management processes through a suite of specialised apps. Libera streamlines day-to-day tasks, improves collaboration with site operators and stakeholders, and provides real-time access to critical data. By replacing email chains with integrated workflows and a single source of truth, it delivers a faster, smarter and more transparent way to manage solar assets.



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GRI INDEX

Application declaration	This report was prepared with reference to the GRI Standards 2021 and covers the period from the 1 January 2025 to 31 December 2025. The GRI Index identifies disclosures used as reference points for the information presented in this report and should not be interpreted as a statement of full compliance with each disclosure
GRI 1 applied	GRI 1: Foundation 2021
Applicable GRI Sector Standards	Not applicable

GRI Standard / Other Sources	Disclosure	Location (page/link)	UN Global Compact Principles
The organisation and its reporting practices	2-1 Organisational details	Page 6	
	2-2 Entities included in the organisation's sustainability reporting	Page 8	
	2-3 Reporting period, frequency and contact point	Page 4	
Activities and workers	2-6 Activities, value chain and other business relationships	Page 7	
	2-7 Employees	Page 22	1 2 3 4 5 6 7 10
	2-8 Workers who are not employees	Page 23	6
Governance	2-9 Governance structure and composition	Page 35	
	2-10 Nomination and selection of the highest governance body	Page 23	
	2-11 Chair of the highest governance body	Page 23	
	2-12 Role of the highest governance body in overseeing the management of impacts	Page 36	
	2-13 Delegation of responsibility for managing impacts	Page 36	
	2-14 Role of the highest governance body in sustainability reporting	Page 36	

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GRI Standard / Other Sources	Disclosure	Location (page/link)	UN Global Compact Principles
Governance	2-15 Conflicts of interest	Page 36	15
	2-16 Communication of critical concerns	Page 36	
	2-17 Collective knowledge of the highest governance body	Page 23	
	2-18 Evaluation of the performance of the highest governance body	Page 36	
	2-19 Remuneration policies	Page 36	
	2-20 Process to determine remuneration	Page 36	
	2-21 Annual total compensation ratio	Page 36	
Strategy, Policies and Practices	2-22 Statement on sustainable development strategy	Page 6	1 2 3 4 5 6 7 8 9 10
	2-23 Policy commitments	Page 36	
	2-24 Embedding policy commitments	Page 36	
	2-25 Processes to remediate negative impacts	Page 36	
	2-26 Mechanisms for seeking advice and raising concerns	Page 36	
	2-27 Compliance with laws and regulations	Page 36	10
	2-28 Membership associations	Page 36	
Stakeholder Engagement	2-29 Approach to stakeholder engagement	Page 13	
	2-30 Collective bargaining agreements	Page 27	
Disclosures on material topics	3-1 Process to determine material topics	Page 13	
	3-2 List of material topics	Page 14	
	3-3 Management of material topics	Page 14	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Page 18	7 11
	201-2 Financial implications and other risks and opportunities due to climate change	Page 17	7 11
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Pages 29-31	11 17
	203-2 Significant indirect economic impacts	Pages 29-31	11 17



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GRI Standard / Other Sources	Disclosure	Location (page/link)	UN Global Compact Principles
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Page 36	10 16
	205-2 Communication and training on anti-corruption policies and procedures	Page 36	10
	205-3 Confirmed incidents of corruption and actions taken	Page 36	10
GRI 206: Anti-competitive Behaviour 2016	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Page 36	16
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	Page 18	7 8 9 12 13
	302-3 Energy intensity	Page 18	7 8 9 12 13
	302-4 Reduction on energy consumption	Page 18	7 8 9 12 13
	302-5 Reductions in energy requirements of products and services	Page 18	7 8 9 12 13
GRI 303: Water and Effluents 2018	303-5 Water consumption	Page 20	7 8 9 13 15
	304-2 Significant impacts of activities, products and services on biodiversity	Page 20	7 8 9 13 15
	304-3 Habitats protected or restored	Page 20	7 8 9 13 15
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Page 18	7 8 9 11 12 13 15
	305-2 Energy Indirect (Scope 2) GHG emissions	Page 18	7 8 9 11 12 13 15
	305-3 Other Indirect (Scope 3) GHG emissions (Not reported)	Page 18	7 8 9 11 12 13 15
	305-4 GHG emissions intensity	Page 18	7 8 9 11 12 13 15
	305-5 Reduction of GHG emissions	Page 18	7 8 9 11 12 13 15
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Page 20	7 8 9 11 12 13 15
	306-2 Management of significant waste-related impacts	Page 20	7 8 9 11 12 13 15
	306-3 Waste generated	Page 20	7 8 9 11 12 13 15
	306-4 Waste diverted from disposal	Page 20	7 8 9 11 12 13 15
	306-5 Waste directed to disposal	Page 20	7 8 9 11 12 13 15



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GRI Standard / Other Sources	Disclosure	Location (page/link)	UN Global Compact Principles
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Page 25	5 6
	401-2 Benefits provided to full-time employees that are not available to temporary or part-time employees	Page 34	6
	401-3 Parental leave	Page 24	5 6
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Page 32	3
	403-2 Hazard identification, risk assessment and accident investigation	Page 32	3
	403-3 Occupational health services	Page 32	3
	403-4 Worker participation, consultation, and communication on occupational health and safety	Page 32	3
	403-5 Worker training in occupational health and safety	Page 32	3
	403-6 Promotion of worker health	Page 32	3
	403-7 Prevention and mitigation of occ. health and safety impacts directly linked by business relationships	Page 32	3
	403-8 Workers covered by an occupational health and safety Management system	Page 32	3
	403-9 Work-related injuries	Page 32	3
	403-10 Work-related ill-health	Page 32	3
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Page 27	4 6
	404-2 Programs for upgrading employee skills and transition assistance programs	Page 27	6
	404-3 Percentage of employees receiving regular performance and career development reviews	Page 27	6
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Page 26	5
	405-2 Ratio of basic salary and remuneration of women to men	Page 26	5
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Page 27	5
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments and development programs	Pages 29-31	11 17



DATA ANNEX – ENVIRONMENTAL INDICATORS

CARBON EMISSIONS BY SCOPE

Carbon emissions by Scope (in kWh) (Gas+electricity)	GRI	2023	2024	2025	Change in %
Scope 1	305-1	0.20	0.00	0.00	-100.00%
Scope 2	305-2	19,50	17.87	23.53	20.66%
Purchased electricity (in kWh)	305-2	94,166	86,296	113,647	20.68%
Emissions per turnover (in t CO2e/€ million)	305-4	1.62	1.24	1.37	-15.40%
Emissions per FTE (in t CO2e/€ FTE)	305-4	0.112	0.081	0.096	-14.30%

TOTAL ENERGY CONSUMPTION

Total Energy consumption (in kWh) (Gas+electricity)	2023	2024	2025	Change in %
Sevilla office	88,530	79,404	99,775	12.70%
London office	127	2,142	7,260	-
Rome office	6,579	4,750	6,612	0.50%
Total	95,236	86,296	113,647	19.33%

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DATA ANNEX – ENVIRONMENTAL INDICATORS

ENERGY CONSUMPTION PER WORKED HOURS

Energy consumption per worked hours (in kWh) (Gas+electricity)	2023	2024	2025	Change in kWh per worked hour	Change in %
Sevilla office	0.251	0.198	0.223	-0.028	-11.16
London office	0.000	0.005	0.016	0.016	-
Rome office	0.019	0.012	0.015	-0.004	-21.05
Total	0.270	0.216	0.255	-0.015	-5.56%

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DATA ANNEX – SOCIAL INDICATORS

QUINTAS' WORKFORCE

	GRI	Seville office	London office	Rome office	Total
Total Quintas Group worldwide	GRI 2-7	239	13	16	268
Total workforce in full-time equivalents (FTE)	GRI 2-7	237	12	11	261
Total workforce in part-time equivalents (PTE)	GRI 2-7	2	1	4	7
Managers	GRI 405-1	73	7	6	86
Non-Management employees	GRI 405-1	166	6	10	182
Female workforce	GRI 2-7	114	4	10	128
Male workforce	GRI 2-7	125	9	6	140
Women in engineering and Technical positions	GRI 405-1	23	1	0	24
Men in engineering and Technical positions	GRI 405-1	44	5	3	52
Women in support roles	GRI 405-1	13	0	1	14
Men in support roles	GRI 405-1	3	0	0	3
Women in lower/middle Management	GRI 405-1	8	1	1	10
Men in lower/middle Management	GRI 405-1	9	2	0	11
Women in upper Management	GRI 405-1	5	1	0	6
Men in upper Management	GRI 405-1	5	1	0	6

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DATA ANNEX – SOCIAL INDICATORS

EMPLOYEE BREAKDOWN BY AGE

	GRI	Seville office	London office	Rome office	Total
29 and younger	-	81	0	3	84
30-49	-	146	8	11	165
50 and older	-	12	5	2	19

AVERAGE LENGTH OF EMPLOYMENT

	GRI	Female	Male	Total
Average length of employment in years	-	4.73	4.9	4.82

DIVERSITY

	GRI	Seville office	London office	Rome office	Total
European	405-1	237	12	16	265
Asian and Pacific Islander	405-1	0	1	0	1
American	405-1	0	1	0	1
African	405-1	0	0	0	0
Australian	405-1	0	0	0	0
Other minority group	405-1	1	0	0	1

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DATA ANNEX – SOCIAL INDICATORS

HIRES/DEPARTURES

	GRI	Seville office	London office	Rome office	Total
29 and younger	401-1	51/38	1/1	6/1	58/40
30-49	401-1	25/9	3/1	3/2	31/11
50 and older	401-1	0/0	0/1	0/0	0/1

PARENTAL LEAVE

	GRI	Seville office	London office	Rome office	Total
Women who went on maternity / parental leave	401-3	8	0	0	8
Women who completed parental leave during the reporting period	401-3	6	0	0	6
Women who returned to work after completing parental leave	401-3	6	0	0	6
Return to work rate	401-3	100%	-	-	100%
Total number of female employees retained 12 months after returning to work following a period of parental leave	401-3	0	0	0	0
Retention rate of female employees that took parental leave	401-3	100%	-	-	100%
Men who went on paternity / parental leave	401-3	5	0	0	5
Men who completed parental leave during the reporting period	401-3	4	0	0	4
Men who returned to work after completing parental leave	401-3	4	0	0	4
Return to work rate	401-3	100%	-	-	100%
Total number of male employees retained 12 months after returning to work following a period of parental leave	401-3	0	0	0	0
Retention rate of male employees that took parental leave	401-3	100%	-	-	100%

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DATA ANNEX – SOCIAL INDICATORS

HEALTH & SAFETY

	GRI	Seville office	London office	Rome office	Total
Operational sites for which an assessment of occupational health and safety risks has been carried out	403-1	1	1	1	3
Number of injuries	403-9	0	0	0	0
Number of fatal accidents	403-9	0	0	0	0

EMPLOYEE TRAINING AND DEVELOPMENT

	GRI	Total
Total number of Safety, Health, Environmental and Quality (SHEQ) training (hours)	404-1	1551
Percentage of employees who have enrolled the SHEQ Training (%)	404-1	98%
Total number of development training (internal)	404-1	366
Total number of development training (external provider)	404-1	2946
Percentage of employees who have enrolled the development Training (%)	404-1	100%
Total number of training provided to all employees (including all types)	404-1	3,312
Percentage of employees receiving regular performance and career development reviews	404-3	100%

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QUINTAS ENERGY

| ESG Report 2025



QuintasGroup



SEVILLE

ROME

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MIAMI

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