



UNIVERGY
SOLAR

Our
360° commitment

CUSTOMERS

Univergy complies

- More than 50% of the initiatives reach the RTB phase due to intensive preliminary assessment work.
- With land and interconnection secured, we reach the construction stage more than 95% of the time.

We are a guarantee of cost-effectiveness and quality

- Univergy carries out a thorough analysis of the land in order to minimise investment risks and optimise timescales.
- This study ensures that more than 90% of the projects reach the expected break-even point. It also means that, depending on the size of the plant and the technology, development times vary between 2 and 4 years.
- The average size of our plants guarantees the achievement of economies of scale during operation, making it possible to obtain internal rates of return (IRR without leverage) of between 7% and 15%, depending on country risk.

Univergy is synonymous with know-how and technical expertise.

- The good work of the company's technicians and engineers allows the performance ratio (PR) of our projects to be above 80%.



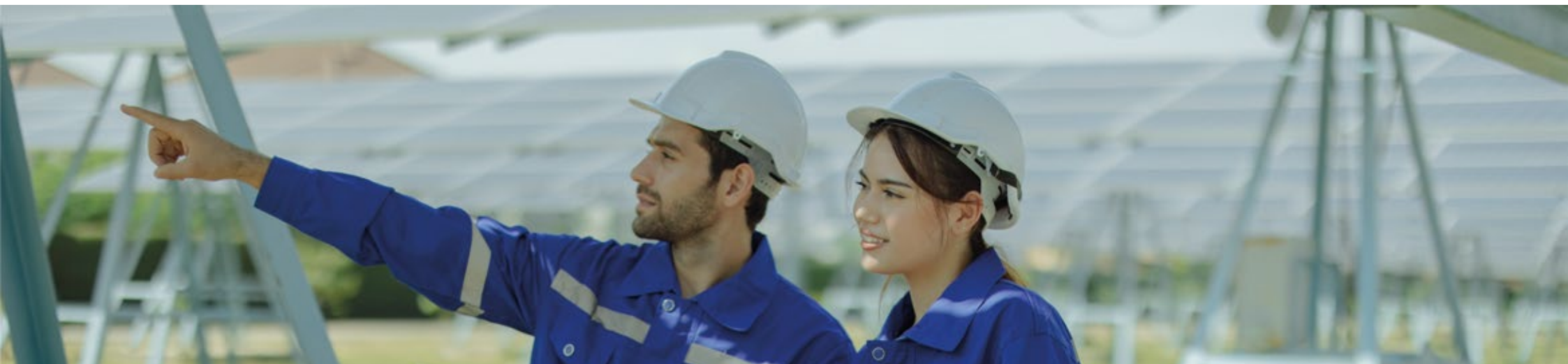
PROFESSIONALS

We offer quality employment

- 90% of our employees have an indefinite contract.
- 87% of the workforce hired in the last 5 years are university graduates.

Our work environment ensures equal opportunities and is inclusive

- 40% of our staff and 50% of our management team are women.
- We have policies aimed at promoting the principle of equal treatment and opportunities (with the corresponding reflection of an Equality Plan).
- The structure of the company and its presence in multiple markets means that our work teams are multicultural.
- We favour the employment of groups with difficulties in finding work (people with disabilities, the over 50s, etc.).
- Our sectoral agreement includes improvements to those provided for in the general regulations in situations such as maternity or care for dependent persons.



SOCIETY

We ensure good governance of the company

- Univergy has **independent consultants of recognised prestige** who collaborate with the company to guide its growth.
- Univergy **quantifies the environmental and economic impact of its projects**.
- Univergy has a Code of Ethics, as well as strict anti-bribery and transparency policies to manage potential conflicts of interest.
- The company promotes a preventive culture based on the principle of "zero tolerance" towards the commission of illegal acts.

We are committed to local development

- Univergy's activity **facilitates access to affordable and clean energy** and involves the construction of infrastructure that promotes industrialisation and fosters innovation.
- Univergy maintains a policy of **preferential procurement from local suppliers**. In doing so, we contribute to economic growth and the reduction of CO2 emissions.



SUPPLIERS

We work with the best

- Univergy has a **supplier approval process** that ensures that our sustainability objectives and occupational health and safety policies are shared throughout the value chain.
- Our Integrated Management System (based on ISO 9001 certification) ensures that the supply of goods and services is carried out in **compliance with the requirements established by all stakeholders**.

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