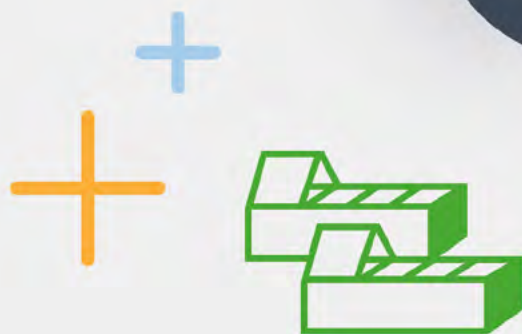


NON-FINANCIAL STATEMENT

2021



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WELCOME MESSAGE

Every year we present our financial statements and report on the year to society which, together with the directors' report, provide a true reflection of Enresa's activity. Henceforth, we shall take on the obligation to provide additional information – non-financial – which goes beyond the economic-financial statements and technical activities.

It is precisely the non-financial information that helps better see and understand Enresa and how it is organised to provide the essential public service it is commissioned with. Over the course of this document, we endeavour to show how our work culture is shaped and our commitment to certain clearly defined values.

Our mission – radioactive waste management and the decommissioning of nuclear power plants – is intrinsically linked to long-term sustainability, as it seeks to ensure today's needs while also offering a solution to the needs of future generations.

In order to be sustainable, our work needs to be socially and environmentally responsible. Accordingly, we have set some clear goals which, bearing in mind the 2030 Agenda, ensure that Enresa's activity is guided by the appropriate use of the resources available, environmental respect and a commitment to society.



2021 has been a year of controlled normality in which, among the main activities of radioactive waste management of very low-level, low- and intermediate-level waste, some of the milestones achieved at the El Cabril Disposal Centre particularly stand out. Last year, Vault 20 for low- and intermediate-level waste was closed down and sealed. In addition, actions contained in the comprehensive action plan for Vault 29 for very low-level waste were implemented and the construction plan for Vault 31 was submitted to the Nuclear Safety Council, also for this latter type of waste.

With a view to the medium term, we also made progress on the design of the new storage platform for low- and intermediate-level waste, which will provide El Cabril with sufficient capacity to manage this type of waste in accordance with the current working scenario of Spanish nuclear power plants.

As regards the radioactive waste management of high-level waste, we continued to work in 2021 to offer solutions for its temporary management. In the month of July, the Council of Ministers authorised the award of a contract for the design, licensing, production and supply of a storage system for spent nuclear fuel from Almaraz, Ascó I and II, Vandellós II and Cofrentes Nuclear Power Plants. As a result of this public tender, the temporary storage systems are unified, guaranteeing a safe management channel for spent fuel and facilitating the development of the tasks for the decommissioning of power plants after operations cease.

We have also continued to develop the decommissioning projects. In 2021, the work on the José Cabrera Nuclear Power Plant (Guadalajara) reached a level of 97% completion, the most important activities being the decontamination, declassification and management of materials, the demolition of buildings and the excavation of land for its subsequent decontamination.

At Enresa we are aware
that our performance goes
beyond mere compliance with
obligations

And while one project addresses its final phase, another new project is approaching its start: the decommissioning of María de Garoña Nuclear Power Plant (Burgos). In 2021, our work focused on administrative and technical tasks related to the transfer of the site's ownership, the environmental impact assessment (EIA) and the preparation of the pre-operational Environmental Radiological Monitoring Programme (ERMP).

To promote the improvement of our technical activities, we continued with the activities provided for in the R&D&I Plan.

Although we remain faithfully committed to the roadmap set out for us in the current 6th General Radioactive Waste Plan (GRWP), at Enresa we are aware that our performance goes beyond mere compliance with obligations and that we must strengthen our social and environmental commitment so as to establish a broader and more direct relationship between our technical activities and the environment we develop them in.

To that end, we have set out corporate social responsibility goals under the vision of the Sustainable Development Goals, taking into account environmental questions, the safety and protection of people, driving local development projects, the personal and professional care of the Enresa workforce and regulatory compliance. In short, we carry out our work based on responsible and transparent management, committed to the communication of our activities and dialogue with our stakeholder.

We carry out our work based on responsible and transparent management, committed to the communication of our activities and dialogue with our stakeholder

We strive to continue extending our commitment to be an increasingly more responsible organisation. For this reason, our continuous improvement, beyond regulatory requirements, constitutes a fundamental characteristic of this Company which, in its search for excellence, is undergoing the continuous revision of its processes to incorporate best practices and the most advanced technology. This all falls under the commitment to a culture of safety which is essential for our activities.

In this regard, we should stress that Enresa has once again obtained a positive result from the annual audit of its Quality Management System carried out by AENOR, with the aim of verifying compliance with the requirements of UNE-EN ISO standard 9001:2015.

In addition, both Vandellós I Nuclear Power Plant and El Cabril Disposal Centre managed to renew their environmental management certificates during the year, in compliance with the requirements of UNE-EN ISO standard 14001:2015. Accordingly, Enresa continues to accredit, year after year, its commitment to good management and to the environment, minimising impacts and fostering better resource management.

It gives us great satisfaction to present, following these lines, the first Enresa Non-financial Statement – a document that not only contains the activities, but also the way these are directed towards the suitable use of the resources available to the Company, and their repercussions on people, society and the environment. In short, a document in which its commitments are set out, acquired through social responsibility, which has become a strategic purpose and essential criterion in the policies of this public enterprise.



JOSÉ LUIS NAVARRO RIBERA
Chairman of Enresa





1. ENRESA, THE VALUE OF SUSTAINABLE MANAGEMENT

- 1.1. An essential public service
- 1.2. Mission, vision and values
- 1.3. Legal framework and institutional supervision
- 1.4. Structure and governing bodies
- 1.5. Good governance
- 1.6. Economic and financial aspects
- 1.7. Risks and potential impact on activity
- 1.8. Sustainability as a goal
- 1.9. Contribution to the 2030 Agenda



1.1. An essential public service

Enresa, Empresa Nacional de Radioactive waste, S.A, S.M.E. is a public enterprise as provided for in Article 166.2 of the Public Administration Assets Act 33/2003, of 3 November. 20% of its share capital belongs to the State Industrial Holdings Company (SEPI) and 80% to the autonomous body the Energy, Environment and Technology Research Centre (CIEMAT).

The Company was set up in 1984 and was legally commissioned with radioactive waste management, including spent nuclear fuel, along with the decommissioning and closure of nuclear power plants, designed as an essential public service, responsibility for which lies with the State.

The policy that governs this public service is established by the government through the approval of the corresponding General Radioactive Waste Plan (GRWP), currently the 6th GRWP, approved on 23 June 2006, established as the framework of reference for the actions of Enresa. Furthermore, supervision of the enterprise is entrusted to the Ministry for Ecological Transition and Demographic Challenge (MITECO), through the State Secretariat for Energy, along with its strategic management and the monitoring and supersession of its technical and economic actions and plans.

As regards its organisation, the enterprise's headquarters are located in Madrid, although it currently has the following work centres:

- El Cabril Disposal Centre (Cordoba)
- Vandellós I Nuclear Power Plant (Tarragona)
- José Cabrera Nuclear Power Plant (Guadalajara)
- Villar de Cañas Work Centre (Cuenca)



1.2. Mission, vision and values

MISSION

The Spanish State has commissioned Enresa with the performance of the essential public service of radioactive waste management, including spent nuclear fuel, and with the decommissioning and definitive closure of nuclear power plants (Article 38 bis of the Nuclear Energy Act 25/1964, of 29 April).

VISION

Enresa aspires to be an organisation with the latest technological capacities and to maintain an absolute commitment to nuclear safety, and to radioactive and environmental protection.

VALUES

Enresa is **committed** to:

- Ethical conduct
- Sustainable development
- Social responsibility
- Transparency
- Work/life balance
- Respect for diversity and equality

All of Enresa's actions must **adhere** to:

- A safety and quality culture
- Innovation in technology and management systems

Enresa **fosters**:

- Professionalism
- Teamwork
- Creativity and responsibility
- Personal commitments

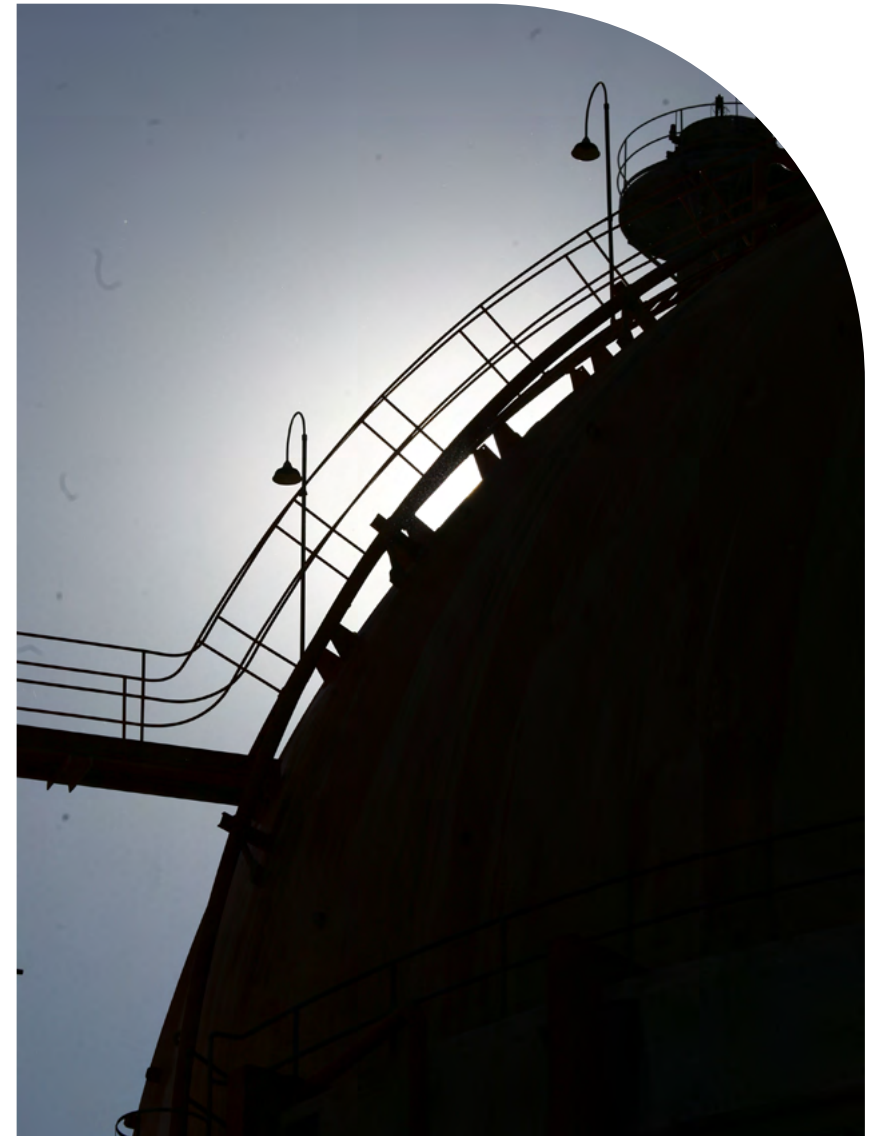
1.3. Legal framework and institutional supervision

Radioactive waste management, including spent nuclear fuel, and the decommissioning and definitive closure of nuclear power plants, constitutes an essential public service, responsibility for which lies with the State, as provided for in Article 128.2 of the Spanish Constitution, and as provided for in Article 38 *bis* of the Nuclear Energy Act 25/1964, of 29 April.

Enresa is commissioned with managing this service in accordance with the *General Radioactive Waste Plan* (GRWP), which contains the aims, strategies and activities to be carried out in Spain in relation to the management of these materials and the decommissioning of nuclear power plants. The 6th GRWP is currently in force, approved by the Council of Ministers on 23 June 2006, which is available for viewing on the [Enresa website](#).

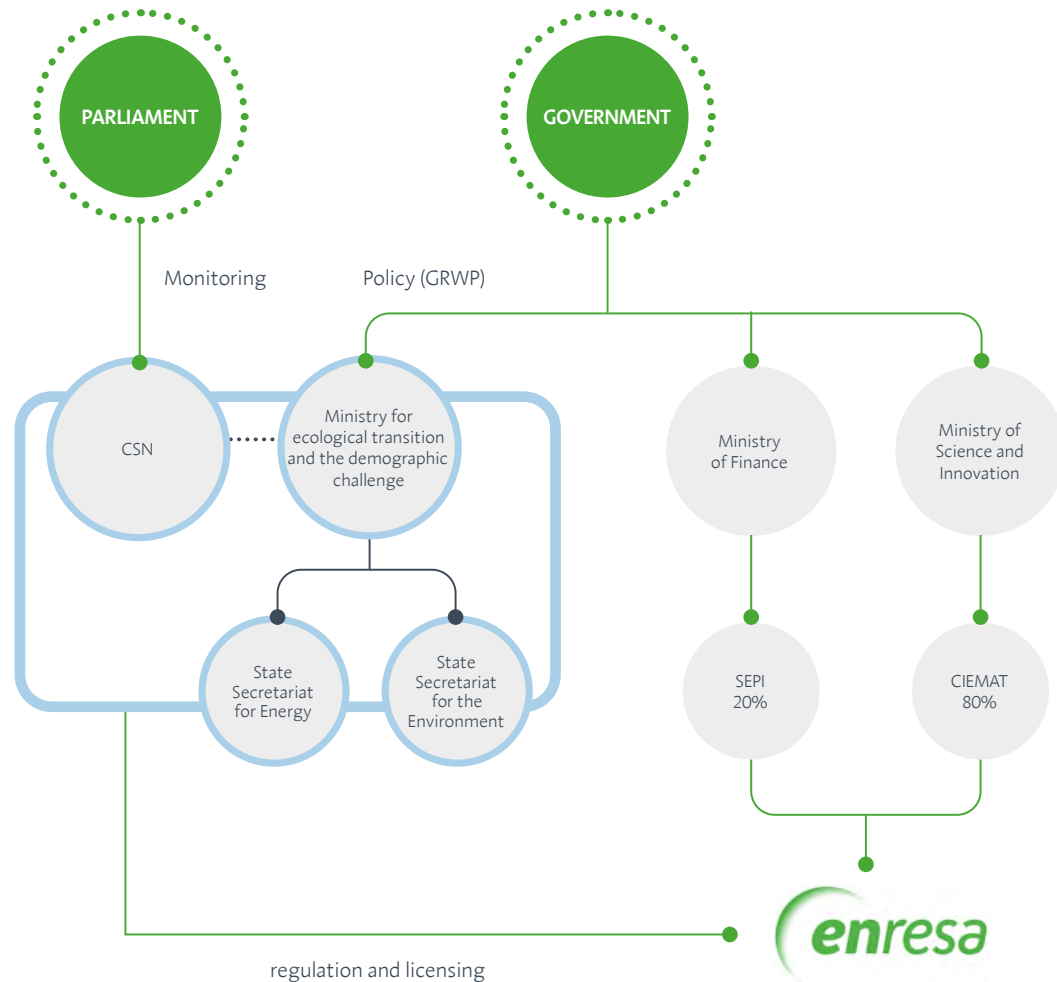
Since it is a public enterprise, outside of the supervision exercised by such other bodies as the Ministry of the Treasury, the Comptroller General's Office and the Court of Auditors, Enresa's actions in the exercise of the functions commissioned thereto, are subject to the oversight of the General State Administration. Firstly, under the supervision of the Ministry for Ecological Transition and Demographic Challenge (MITECO), whose State Secretariat for Energy is commissioned with strategic management and the monitoring and oversight of its technical and economic actions and plans. The latter task is delegated to its shareholder – the State Industrial Holdings Company (SEPI).

This ministerial department, through the State Secretariat for the Environment, also processes and resolves the strategic environmental assessment procedure of the GRWP and the environmental impact assessment procedure of Enresa projects that require this.



Furthermore, the Company's activities are also supervised and overseen by the Nuclear Safety Council (CSN) – the only public body with jurisdiction over nuclear safety and radiological protection. Its mission is to protect workers, the population and the environment from the harmful effects of ionising radiation, fostering the safe operation of nuclear and radioactive power plants and establishing the preventive and corrective measures necessary to tackle radiological emergencies.

Enresa periodically reports data on its activities and projects to all these bodies.

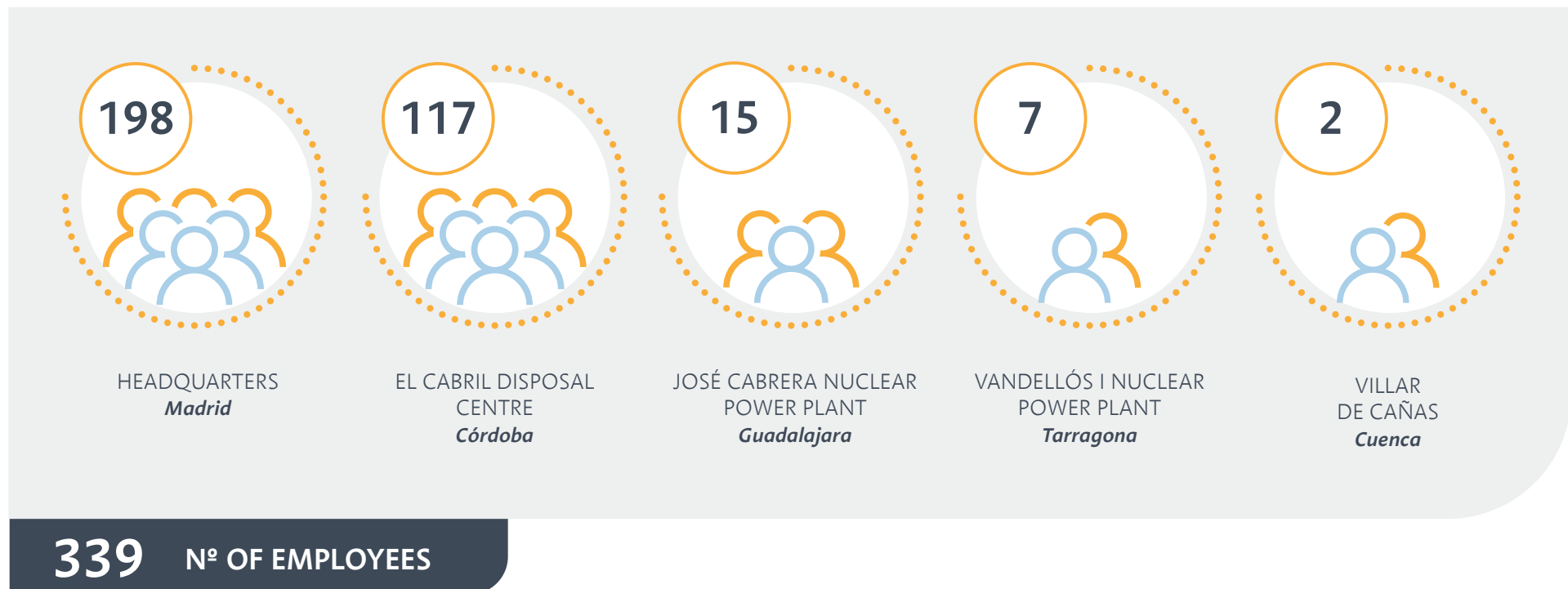


*Institutional oversight
chart of Enresa*

1.4. Structure and governing bodies

NATIONAL PRESENCE

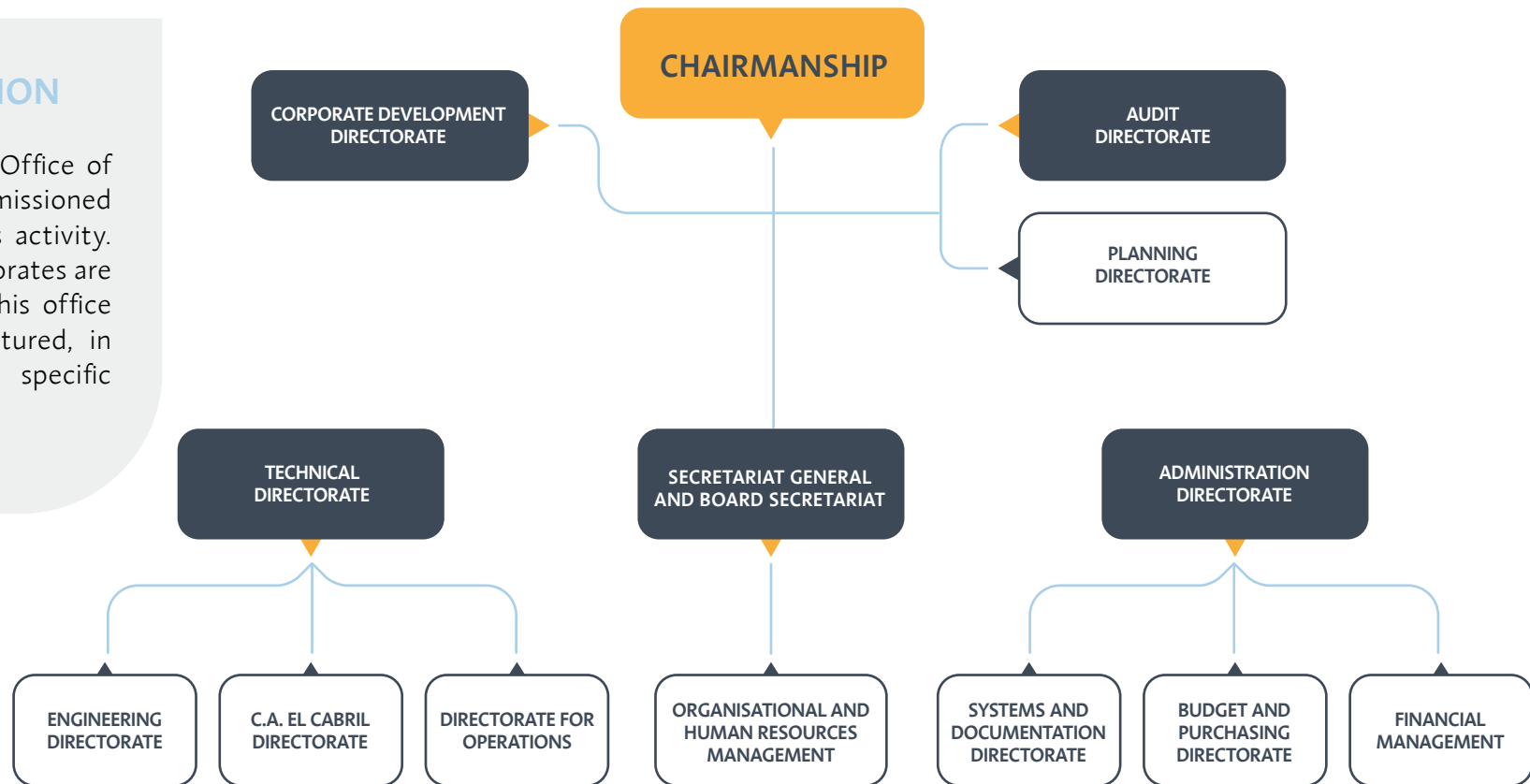
Enresa has five work centres distributed throughout Spanish territory. A total of 339 professionals work at these centres.



Number of Enresa employees
by work centres

ORGANISATION

The Chairman's Office of Enresa is commissioned with running its activity. Five main directorates are dependent on this office which are structured, in turn, in other specific directorates.



Enresa
organisational
chart



GOVERNING AND ADMINISTRATION BODIES

The General Shareholders' Meeting and the Board of Directors are the bodies tasked with the governing and administration of Enresa.

GENERAL SHAREHOLDERS' MEETING

- » Maximum governing body of Enresa
- » Meetings are held at least once a year



Composition (31/12/2021):

CIEMAT (Energy, Environment and Technology Research Centre: 48,000 shares (80% of the share capital) and SEPI (State Industrial Holdings Company): 12,000 shares (20% of the share capital)

Main responsibilities

- » Approval of the annual accounts, distribution of the profit and approval of social management
- » Appointment and removal of directors, of receivers and, as the case may be, of the accounts auditors, along with the exercise of any corporate liability against any of them
- » Modification of the Articles of Association
- » Share capital increase and reduction
- » Dissolution of the Company
- » Approval of the final liquidation balance sheet and any other matters determined by law or in the Articles of Association

BOARD OF DIRECTORS

- » Collegiate administration body that acts in representation of Enresa
- » The Board meets once a month on an ordinary basis
- » Comprised of 12 directors and a secretary: 33.3% women and 66.7% men

Main functions:

- » Supervision and oversight of the management of the Company's activity

Members of the Board of Directors of Enresa (at 31 December 2021)

Chairman	José Luis Navarro Ribera	Chairman of Enresa
Vice-Chairman	Carlos Alejaldre Losilla	Managing Director of CIEMAT
	José Manuel Pérez Morales	Director of the Technology Department. CIEMAT
	SEPI, represented by Mercedes Real Rodríguez	Director of Investee Companies
	Joaquín Serrano Agejas	Head of the Sub-division of Cross-cutting Scientific and Technical, Strengthening and Excellence Programmes. State Research Agency. Ministry of Science and Innovation
	José Manuel Redondo García	Assistant Director-General for Nuclear Energy. Ministry for Ecological Transition and Demographic Challenge.
	Carlos Redondo López	Assistant Director-General for Electrical Energy. Ministry for Ecological Transition and Demographic Challenge
Directors	Carlos Saura Fructuoso	Vice Technical Secretary-General. First Vice-Presidency of the Government. Ministry of Economic Affairs and Digital Transformation
	Cristina Morales Puerta	Assistant Director-General for Organisation of Audio-visual Communication Services. First Vice-Presidency of the Government. Ministry of Economic Affairs and Digital Transformation
	Miguel Ángel Recio Crespo	Assistant Director-General for General Inspection of Services and Relations with Citizens. Ministry of Industry, Trade and Tourism
	José Juan Sánchez Serrano	Assistant Director-General for Internationalisation of Science and Innovation. Ministry of Science and Innovation
	Alicia Camacho García	Technical Secretary-General of the Ministry for Ecological Transition and Demographic Challenge
Non-Board Member Secretary	Isabel María Torres Fernández	Company Secretary and Secretary of the Board of Enresa

The **Audit Committee** is set up as a delegated Board committee. Its main function is to report to the Board on the resolutions to be adopted at the General Meeting in relation to the approval of the accounts and the evaluation of the management of the Company during the financial year, along with corporate actions on internal oversight.

Members of the Audit Committee (at 31 December 2021)

Chair	SEPI, represented by Mercedes Real Rodríguez
Member	Cristina Morales Puerta
Member	José Manuel Pérez Morales
Secretary	D. ^a Isabel María Torres Fernández (Company Secretary and Secretary of the Board of Enresa)



MANAGEMENT COMMITTEE

- » Comprised of the Chairman of Enresa and such department directors as determined by the Chairman's Office
- » This is the collegiate coordination, communication and deliberation of matters body, with the aim of supporting the Chairman's Office in decision-making and in forming the policies of the Company
- » It meets periodically
- » Comprised of six members: 50% women and 50% men

Members of the Management Committee (at 31 December 2021)

José Luis Navarro Ribera	Chairman
María Pérez Fernández	Corporate Development Director
Álvaro Rodríguez Beceiro	Technical Director
Isabel María Torres Fernández	Company Secretary and Secretary of the Board
Carlos Tamarit de Castro	Audit Director
Aurora Saeta del Castillo	Administration Director



1.5. Good governance

CORPORATE POLICIES

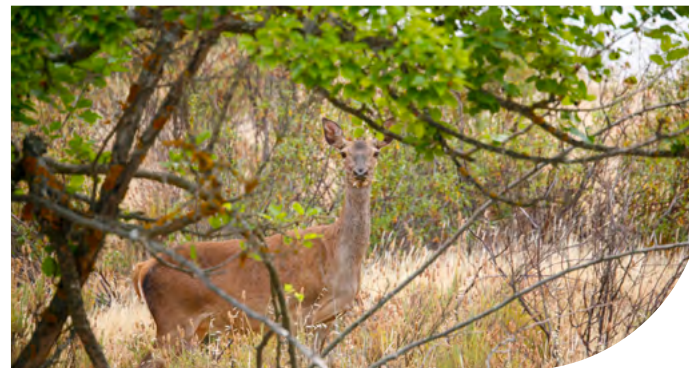
Enresa has different policies that guide the Company to develop all its activities in an honest, ethical and transparent manner, always complying with prevailing legislation and in a sustainable fashion. These policies are available to all the Company's professionals and the monitoring of the results and compliance are performed using different indicators. The main indicators are:

- Corporate Social Responsibility Policy
- Quality Policy
- El Cabril Environmental Policy
- Vandellós I Nuclear Power Plant Environmental Policy
- Prevention of Occupational Hazards Policy
- Health and Safety Policy

With the aim of continuing to improve its performance, during 2021, Enresa has worked at the unification of its different environmental policies into a single integrated policy for the whole organisation.

Once approved, this single policy will serve as a guide for all the work centres, enhancing the general conduct of Enresa on environmental matters. Along the same line, the Company has begun to define a corporate policy on training, also pending approval..

During 2021, Enresa has worked at the unification of its different environmental policies into a single integrated policy for the whole organisation



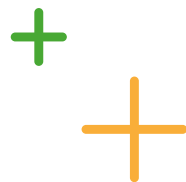
SYSTEM FOR COMPLIANCE AND PREVENTION OF CRIMINAL RISKS

The Company uses this management instrument to prevent the commission of criminal offences and the violation of human rights, and to mitigate, manage and redress potential abuses. The implementation, functioning, maintenance and continuous improvement of this system is the responsibility of the **Compliance and Criminal Prevention Committee**, attached to the Audit Committee of the Board of Directors, whose mission is to introduce a genuine culture of compliance.

This system is based on three pillars: people, systems and organisation. The first is based on the Code of Ethics and the Disciplinary Regime, the second addresses the process map and the different management systems implemented, while the third is built through the Company's own structure.

The Compliance and Criminal Prevention Committee (CCPP) employs the following communication channels:

In 2021 the Compliance and Crime Prevention Committee has not received any type of complaint



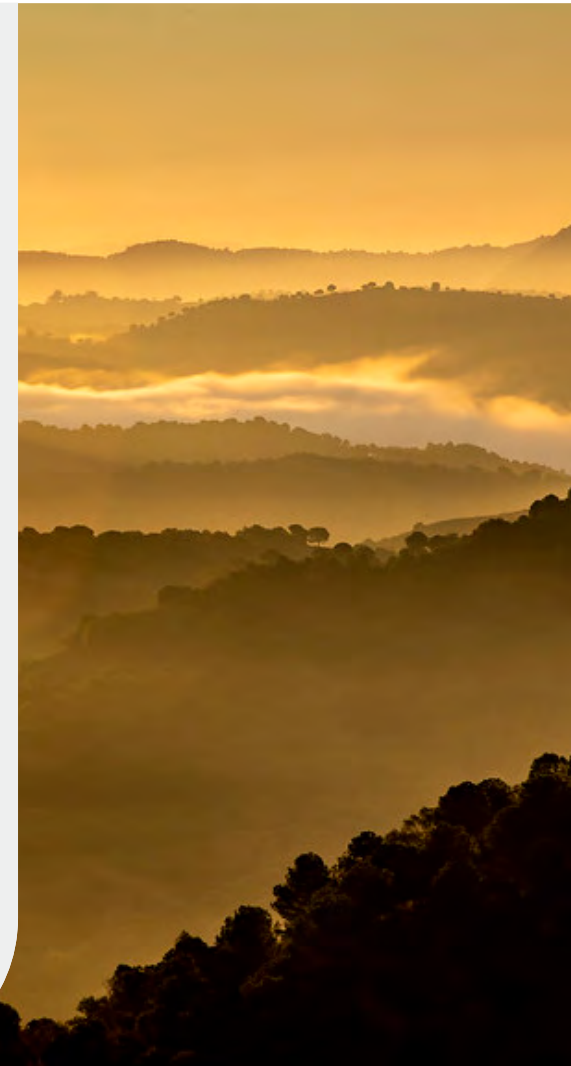
EXTERNAL COMMUNICATION CHANNEL

This channel should preferably be used when proposing improvements to the system for the prevention of the commission of criminal offences and reporting those actions that may constitute an offence. It guarantees the confidentiality of information and, above all, of whistle-blowers, as it is managed by an external company. **Electronic mail of CCPP :** ccpp@enresa.es

Open both to Enresa staff and those outside of the Company.

PHYSICAL DROP-BOX OF CCPP

This is located on the ground floor of the Enresa headquarters in Madrid (C/ Emilio Vargas no. 7).



CODE OF ETHICS

To encourage the alignment and commitment of all Enresa professionals with ethical and responsible conduct, the Company has introduced a Code of Ethics, which is established as an ethical guide that must govern conduct in the performance of activities and relations with third parties. This document is designed in accordance with:



Corporate values



General values: legality, integrity, professionalism and incompatibility, the conflict of interests, the fight against corruption



Social and environmental values: respect for people and for the environment



Labour values: good contractual faith, privacy and conciliation, transparency and confidentiality of information, health and safety at work, corporate image, protection of intellectual and institutional property, and professional secrecy



Recruitment values

*Values of Enresa's
Code of Ethics*

The bodies responsible for the management, monitoring and proposals for actions relating to compliance with the Code of Ethics are **the Ethics Manager and the Ethics Committee**. Both act with full autonomy and answer functionally to the Board of Directors.

The whistleblowing channel to report potential breaches of the Code of Ethics is publicly available on the Company's website: gestoretico@enresa.es, which the Ethics Manager is responsible for managing.

In 2021, Enresa received no complaints or reports regarding breaches of the Code of Ethics or human rights violations.

INTERNAL AUDITS

Continuous improvement is an inherent characteristic of Enresa. The search for excellence leads the Company to revise its processes to incorporate best practices and optimise processes within the organisation, carrying out periodic audits to guarantee the correct performance of its activity.

The internal audit function at the Company provides support to the Board of Directors, to the Chairman's Office and to the rest of management through the analysis, evaluation and supervision of regulatory compliance and the efficacy of internal oversight and risk management systems that are relevant to the Company. Accordingly, it guarantees that these oversight systems are adequate and sufficient in the terms provided for in the Audit Management Statute of Enresa, which regulates this function, approved by the Board of Directors.

To this end, the Board annually approves an *Annual Audit Plan* proposed by the Audit Management. The 2021 Plan, approved in December 2020, was 100% implemented, with the audit actions categorised as follows:

TYPE OF OVERSIGHT	NUMBER
Compliance audit	3
Management audit	4
Specific audit	2
Evaluation of internal oversight	2
Monitoring of recommendations	2



SAFETY CULTURE

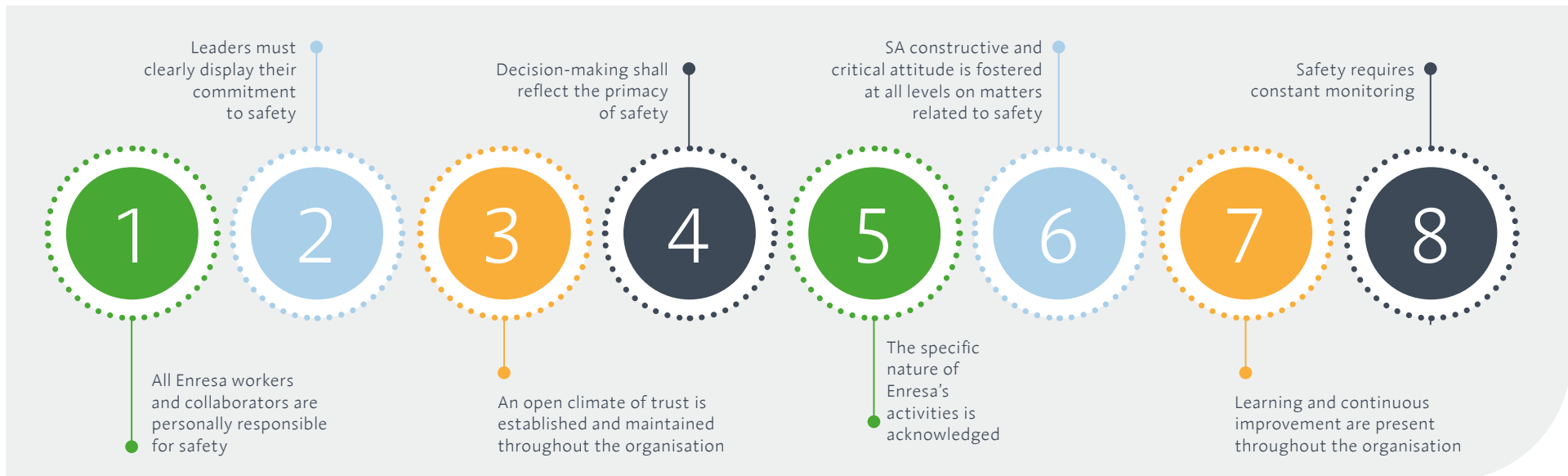
On 8 November 2008, the Nuclear Safety Council (CSN) published Safety Instruction IS-19 in the Official State Gazette (BOE), of 22 October 2008, defining the requirements of the management system for nuclear power plants. This Instruction introduced the concept of 'Safety Culture', understood as the set of characteristics and attitudes of those entities and people who ensure, as a top priority, that protection and safety matters receive the attention required due to their importance.

To comply with the Safety Culture aspects of this Instruction, Enresa has set up Integrated Management Committees at its installations and a Safety Culture team at its headquarters, with representatives from the El Cabril and Zorita plants and from the CTS.

In 2021, Enresa also approved a new Safety Culture Improvement Plan for the years 2021-2024, which seeks to continue to drive a strong safety culture at the Company, with a primary focus on its installations and projects.

The current Plan is based on the areas of improvement identified following the analysis of the results of the second external evaluation, establishing the actions to be undertaken at the Company to improve these aspects.

SAFETY CULTURE PRINCIPLES AT ENRESA





HUMAN RIGHTS

Enresa maintains a strong commitment to respect for and compliance with human rights, as recognised in its Code of Ethics, which requires that all its professionals and third parties it deals with respect and allow no discrimination whatsoever on grounds of race, nationality, social origin, age, sex, marital status, sexual orientation, ideology, political opinions, religion or any other personal, physical or social condition of its professionals. The Company also follows the guidelines established by the European Union in this regard, always guaranteeing the rights inherent to all human beings, with no distinction whatsoever. Enresa also rejects forced labour, compulsory labour and child labour, respects the freedom of association and the right to collective bargaining, in line with best governance practices and international recommendations.

FIGHT AGAINST CORRUPTION

As part of its commitment to good governance, Enresa fosters a compliance culture among all the members of the organisation, including conduct that prevents corrupt actions. The Enresa Code of Ethics defines the principles that must govern the conduct of its staff on this matter, stressing compliance with legality, integrity and professionalism, avoiding conflicts of interest and containing a specific section on the fight against corruption.

MONEY LAUNDERING

Due to the type of activity it engages in, Enresa does not expressly provide for the commission of the criminal offence of money laundering, and hence no policies or procedures on due diligence have been established in regard to this matter.

1.6. Economic and financial aspects

The economic resources allocated to finance radioactive waste management and the decommissioning of nuclear power plants in Spain are obtained under a specific finance system, independent from the General State Budget.

Following approval of the amendment of the Sixth Additional Provision of the Electricity Sector Act 54/1997, through the enactment of Act 11/2009, of 26 October, regulating Listed Property Company Investment Companies, four untaxable public financial contributions (PPCPNT) are established, as contained on the [Enresa website](#).

This model leads to a significant time lag between obtaining financial resources and their definitive application. Accordingly, the *Fund for the financing of activities under the General Radioactive Waste Plan* is established.

This Fund is also financed from the financial returns obtained from the management of temporary financial investments fundamentally materialised by said Fund. Pursuant to the provisions of Royal Decree 102/2014, of 21 February, on the responsible and safe management of spent nuclear fuel and radioactive waste, the management of financial assets that could be materialised by the Fund must ensure absolute security, a sufficient return and sufficient availability.

COMMITTEE FOR THE MONITORING AND CONTROL OF THE FUND TO FINANCE THE GRWP

Attached to the Ministry for Ecological Transition and Demographic Challenge (MITECO), through the State Secretariat for Energy, which chairs the Committee.

Comprised of:

- » The State Comptroller General's Office
- » The Assistant State Secretary for Science and Innovation
- » The Secretary-General of the Treasury and International Finance
- » The Director-General for Energy Policy and Mines
- » The Assistant Director-General for Nuclear Energy (Secretary)

Main functions:

- » Development of criteria on composition of the Fund's assets
- » Monitoring of financial investments
- » Half-yearly reports on the situation of the Fund and investments corresponding to its financial management. This is presented to the Ministers for Ecological Transition and Demographic Challenge, for Science and Innovation and for the Treasury and Civil Service

Economic-financial figures (thousands of euros)

MAIN FIGURES	2020	2021
Net turnover	468,626	454,288
Net financial results for managing Fund portfolio	176,881	250,464
Operating income	322,666	301,711
Investments	17,952	63,304
Fund for financing GRWP	6,596,098	7,147,862
Accumulated return	2.61%	4.01%

Revenue from financial contributions according to type of activity (thousands of euros)

LINE OF ACTIVITY	2020	2021	% GROWTH
Electricity companies (tolls)	130	117	-10.00%
Electricity companies. Nuclear power plants (nuclear kWh)	467,953	453,564	-3.07%
Production of nuclear fuel	419	464	10.74%
Radioactive plants	124	143	15.32%
TOTAL	468,626	454,288	-3.06%

Fiscal information (thousands of euros)

INFORMATION	2020	2021
Profit	94	145
Tax paid on profit	0*	0*
Public subsidies received	0	0

*No Corporate Income Tax was paid in financial years 2020 and 2021, since the result declared for financial years 2019 and 2020 amount to a refund for Enresa in the sum of €18,909.57 and €2,139.41, respectively



1.7. Risks and potential impact on activity

RISK MANAGEMENT

With a view to guaranteeing its performance, Enresa applies risk management at all its work centres, including each of their departments and the set of activities engaged in there. The body tasked with identifying, evaluating and updating the risks, along with establishing an action plan for their oversight, monitoring and information to the Management Committee is the **Risk Management Committee**, which is in constant communication with the rest of the Company's organisational units.

Enresa uses the best practices of the COSO methodologies and those defined in standard UNE-ISO 31010 for the development of the risk management function, which is complemented with the different management systems of a preventive nature it has already implemented, both corporate and specific systems for installations and projects.

Enresa has a procedure in place that describes the risk management system, particularly relating to the composition and functioning of the Risk Management Committee and the process to be followed for their management. This procedure contains the main aspects of the methodology for the identification and management of risks.



RISK MAP

The main risks Enresa faces in the development of its activities are reflected in the Company's risk map, approved by the Board of Directors and those identified in Enresa's Compliance and Criminal Prevention System.

For each risk identified and described, both an inherent and residual evaluation is made, taking into account the controls established. After crossing the residual risk values with the risk criteria, the risk map is obtained. Each risk has an associated action plan to prevent or mitigate the risk.

Among the risks relating to **management and good governance**, Enresa has identified those related to fraud, business corruption, illegal financing of political parties, offences against the Public Treasury, Social Security and forgery, bribery, influence peddling, misappropriation of public funds, obstruction of inspection authorities and prevarication.

The risk related to the inappropriate oversight of governance also stands out in this area, understood as the inability to establish and maintain an environment of internal oversight in line with stakeholder expectations and prevailing legislation, along with the purposes of the organisation.

Enresa has also identified risks related to **social aspects**, which are those related to the inability to adequately respond to socio-political factors that may pose a threat to the attainment of the corporate purposes. Accordingly, Enresa has identified social rejection as a risk, along with the halting of projects by public authorities, among others. This also includes those related to a lack of performance and unsuitable management of activities considered to be included under social responsibility and sustainability.

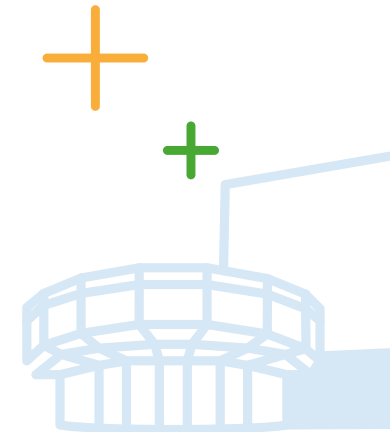
As regards **environmental aspects**, Enresa considers those risks related to accidental situations due to a lack of necessary protective measures that may result in harm to individuals and to the environment. The Company also includes in its risk map aspects related to climate change, considering those damages and/or material or human losses that may stem from natural disasters, in which it establishes both the definition and the establishment of the Company's response capacity in the event of an interruption to its activity due to natural events.



FACTORS AND TRENDS WITH AN IMPACT ON THE COMPANY

There are several factors and/or trends that may affect the Company in the short term:

THE APPROVAL OF THE 7TH GENERAL RADIOACTIVE WASTE PLAN, which will set out the lines of work over the coming years. The draft Plan, currently in its passage through Parliament, will determine the temporary management model for spent fuel and high-level waste, which will have a direct repercussion on Enresa.



THE POSSIBLE INCLUSION OF NUCLEAR ENERGY IN THE FRAMEWORK OF EUROPEAN UNION TAXONOMY. Climate taxonomy – the European legislation for “green financing” – is a tool that determines whether a specific economic activity is environmentally sustainable, and guides and mobilises private sector investments in those activities that are necessary to achieve climate neutrality with 2050 as the horizon. In the draft laws seen to date, activities are included related to nuclear energy. Although the Government of Spain has expressed its intention to not change the forecasts for nuclear energy contained in the National Integrated Energy and Climate Plan (PNIEC) 2021-2030, this potential regulatory reality is a new element to take into account.

PERIODIC REVISIONS OF THE NATIONAL INTEGRATED ENERGY AND CLIMATE PLAN 2021-2030. The analysis of compliance with the forecast scenarios could have an impact on Enresa in the event that any of the nuclear energy forecasts are modified.



1.8. Sustainability as a goal

Enresa, as a company that serves society, understands that its performance goes beyond mere compliance with its legal obligations. Accordingly, over recent years, it has made a great effort to integrate a corporate social responsibility (CSR) strategy into its business management, such that ethics and sustainability are driving factors in all its activities and in all its areas of action.

The **Enresa Corporate Social Responsibility Policy** structures the commitments taken on in social and environmental areas and on good governance. .

- The application of corporate social responsibility as a cross-cutting philosophy of the Company
- Management under values of integrity and a vocation for public service, and under the principles of compliance with legality, respect for people and the environment, quality and efficient management
- The creation of a shared sustainable value

- Compliance with Enresa's strategic goals
- The maximisation of the positive impacts of the Company in its social, environmental and economic settings, along with the minimisation of negative impacts
- The establishment of stable and equitable long-term relations with stakeholders
- The transmission of the social values of the Company in all those settings where its facilities are located

Enresa has established certain **principles of action** to comply with the commitments of this policy:



CORPORATE SOCIAL RESPONSIBILITY MASTER PLAN

In order to undertake these commitments taken on, Enresa has defined *the Corporate Social Responsibility Master Plan 2020–2022*, structured around three main pillars:

1. **Good governance and ethical management**, to strictly comply with prevailing legislation, promote and strengthen good governance at the Company, integrity in decision making, and the responsible and transparent management of each of the business actions undertaken.
2. **Contribution to personal and social development**, to enhance the development of individuals as human beings and as professionals, through their training, well-being and healthcare. In addition, to contribute to the sustainable development of society in general and the settings where nuclear power plants are located, in particular.
3. **Care for the environment**, to respect and protect the environment and those who inhabit it.

Based on these three pillars, certain **general goals** are defined in the Plan

- To develop, coordinate and manage the Company's CSR activities on a cross-cutting basis
- To drive the development and implementation of value actions and impact on the 2030 Agenda and the Sustainable Development Goals (SDG)
- To start up an internal monitoring, information and communication mechanism/system on progress and challenges
- To report on actions in relation to sustainability, the 2030 Agenda and the SDG

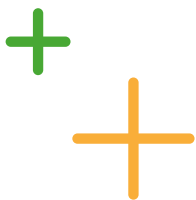
SOCIAL RESPONSIBILITY AND SUSTAINABILITY COMMITTEE

To correctly coordinate and monitor the social responsibility and sustainability actions, Enresa has set up a Social Responsibility and Sustainability Committee which, in turn, is tasked with boosting the social responsibility culture at Enresa.

It is comprised of 15 members from different organisational units

Its main functions are :

- » To propose actions to develop the:
 - » CSR Plan
- » To present monitoring and measurement indicators of actions taken
- » To supervise the development of the Plan and related actions, reporting the results to the Corporate Development Department
- » To design and propose a Communication Plan that integrates actions to disseminate, inform and raise internal and external awareness about CSR



1.9. Contribution to the 2030 Agenda

Enresa works to become an increasingly more responsible organisation, both within its scope of action and in its relations with the environment, with the firm intention of developing towards a sustainable future. To carry out this purpose, it has undertaken to follow the path set by the United Nations 2030 Agenda, contributing through its activity to achieve the Sustainable Development Goals.

In 2021, the Company established concrete indicators to measure its contribution to this roadmap. Due to the inherent nature of its activities, focused on the safe management of radioactive waste and the decommissioning of nuclear power plants in Spain, the SDG on which it generates the greatest impact are those related to environmental care and those that drive personal development.

Bearing in mind the number of actions that affect these, the priority SDG for Enresa are SDG 13 Climate action, SDG 11 Sustainable cities and communities, SDG 12 Sustainable consumption and production and SDG 16 Peace, justice and strong institutions. The Company's activity has also been planned to contribute to compliance with other SDG, particularly SDG 8 Decent work, SDG 3 Health and well-being, SDG 15 Life of terrestrial ecosystems and SDG 17 Partnerships for the goals.



Contribution of Enresa to the Sustainable Development Goals



2. EFFECTIVE MANAGEMENT OF RADIOACTIVE WASTE

2.1. Enresa – sector benchmark

2.2. Lines of action and main activities in 2021

2.3. Quality management

2.4. Innovation to continue improving

2.5. International cooperation

2.6. Safety



2.1. Enresa – sector benchmark

Enresa's ultimate goal is to protect people and the environment to guarantee the present and future well-being of society. To achieve this, it carries out all its operations under the strictest standards of quality, innovation and safety, concepts on which its strategy is based and that define the direction of the organisation. This is all undertaken with quality as the common framework.

The acquisition of knowledge is also essential to continue growing as an organisation. Accordingly, Enresa undertakes important international participation and cooperation work, benefitting from the exchange of experience and from close contact with international benchmark bodies in the sector, such as the International Atomic Energy Agency (IAEA) and the OECD Nuclear Energy Agency (NEA).

2.2. Lines of action and main activities in 2021

Enresa's activity and strategy is defined in the General Radioactive Waste Plan (GRWP), which includes, among other aspects, radioactive waste management and the decommissioning of nuclear power plants. This document is approved by the Council of Ministers and revised and updated periodically. The 6th GRWP has been in force since 2006.



VERY LOW-LEVEL, AND LOW- AND INTERMEDIATE- LEVEL WASTE MANAGEMENT (VLLW, LILW)

Most radioactive waste generated in Spain is very low-level or low- and intermediate-level waste, primarily from nuclear power plants, hospitals, research centres and industry.

The management of all this waste involves a set of actions that range from collection to definitive storage, with such intermediate steps as transport, treatment, conditioning, characterisation and temporary storage.

EL CABRIL DISPOSAL CENTRE

Very low-level and low- and intermediate-level radioactive waste generated in our country is definitively stored at El Cabril – a centre built and operated by Enresa. Located in the municipality of Hornachuelos (Cordoba), the plant has been operational since 1992 and has become an international benchmark.

The main activities at El Cabril Disposal Centre in 2021 were:

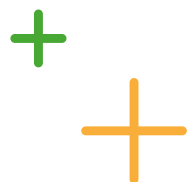
Closure and sealing of Vault 20 for low- and intermediate-level waste. Following the closure of this vault, 22 of the 28 vaults available at the end of 2021 have now been completed

Implementation of the actions provided for in the comprehensive action plan for Vault 29 (VLLW), which was submitted to the Nuclear Safety Council in September 2020

Adaptation of access to VLLW vaults and construction of a ramp to enable access by transport vehicles with equipment and components to the end of the vessel of Section 2 of Vault 29

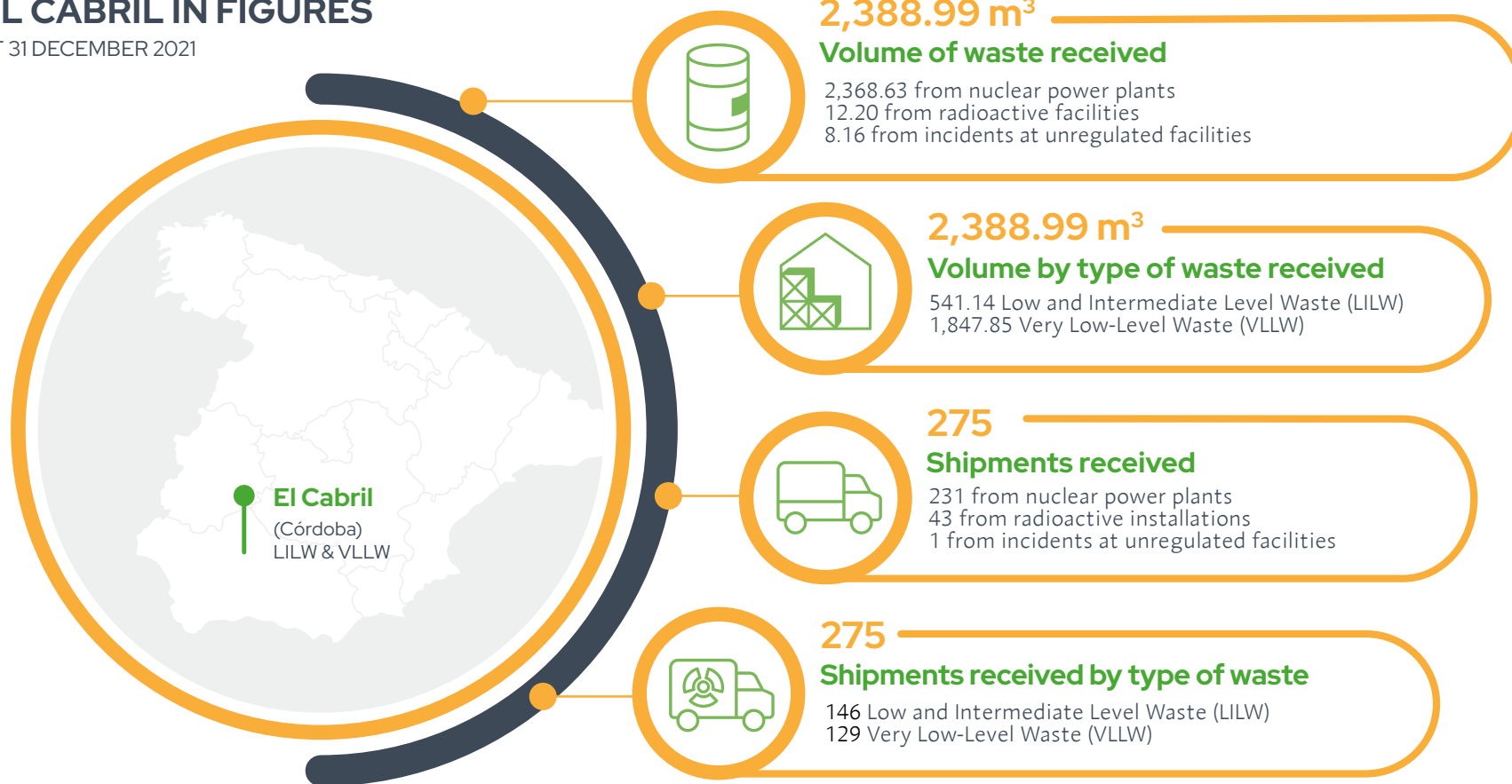
Design of a new low- and intermediate-level waste storage platform, which will provide El Cabril with sufficient capacity to manage all the radioactive waste of this type, according to the current operating scenario of Spanish nuclear power plants

Submission to the Nuclear Safety Council (CSN), for positive assessment, of the construction plan of Storage Vault 31, the third storage structure for very low-level waste



EL CABRIL IN FIGURES

AT 31 DECEMBER 2021



OCCUPATION OF EL CABRIL

35,524.85 m³

Low and Intermediate Level Waste

81.38% occupation

28 existing structures:

- » 22 closed
- » 2 in operation
- » 4 empty (2 temporarily occupied with waste from incidents)

21,452.98 m³

Very Low-Level Waste

Section 1, Vault 29 complete
(25.09% of vault capacity)

Section 1, Vault 30 in operation
(21.5% of vault capacity)

MANAGEMENT OF SPENT FUEL (CG) AND HIGH-LEVEL WASTE (RAA)

High-level waste corresponds to spent nuclear fuel from nuclear power plants and vitrified waste produced in the reprocessing of small amounts of spent fuel.

In 2021, Enresa continued working and providing solutions capable of optimising and improving the temporary management of spent fuel, according to the forecasts under the current 6th GRWP.

In this regard, in the month of June, the Council of Ministers authorised the tendering of a contract for the design, licensing support, manufacture and supply of a storage system for spent fuel for Almaraz (Caceres), Ascó (Tarragona), Cofrentes (Valencia) and Vandellós II (Tarragona) Nuclear Power Plants. Under this public tender, the temporary storage systems of the nuclear power plants were unified and spent fuel was guaranteed a safe management channel as from 2026 that allows for the continuity of operations and decommissioning following the cessation of activity.

The temporary storage systems of the nuclear power plants were unified and spent fuel was guaranteed a safe management channel as from 2026

The main actions implemented in 2021 include:

The performance of viability studies to analyse the repatriation and storage possibilities at Vandellós I Nuclear Power Plant, currently in a lag phase, of the 4 TN-81 loaded in France, as a contingency for the delay to the Centralised Temporary Storage (CTS) project

Start-up of the Individualised Temporary Storage (ITS) at Cofrentes Nuclear Power Plant and loading of five first casks



Figures on cask management at 31 December 2021

ACTION	NUMBER / TYPE
Total number of casks loaded with spent fuel and high-level waste at the ITS of the nuclear power plants	89
Trillo Nuclear Power Plant	36 (32 DPT + 4 ENUN32P)
José Cabrera Nuclear Power Plant	16 (12 HI-STORM + 4 HI-SAFE)
Ascó Nuclear Power Plant	26 HI-STORM
Almaraz Nuclear Power Plant	6 ENUN32P
Cofrentes Nuclear Power Plant	5 HI STAR
Total number of casks under production and pending loading	93
Santa María de Garoña Nuclear Power Plant	49 ENUN52B
Trillo Nuclear Power Plant	10 ENUN32P
Ascó Nuclear Power Plant	10 HI-STORM
Almaraz Nuclear Power Plant	14 ENUN32P
Cofrentes Nuclear Power Plant	10 HI STAR



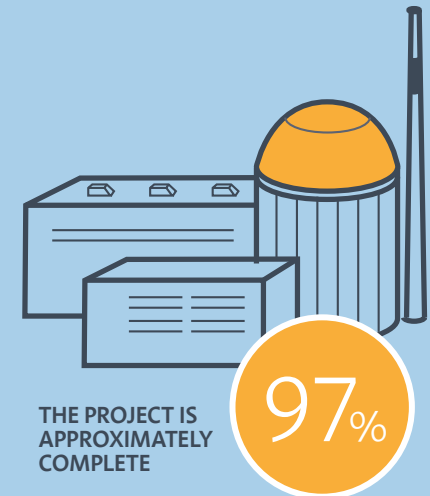
DECOMMISSIONING AND CLOSURE OF NUCLEAR POWER PLANTS

When the lifecycle of a nuclear power plant in Spain reached its end, Enresa is responsible for its decommissioning. A set of actions and processes then begin, both technical and administrative, with the aim of Enresa obtaining the transfer of ownership of the site to proceed to its decommissioning and closure. Once the decommissioning is completed and the site cleaned from a radiological standpoint, it is returned to its owner.



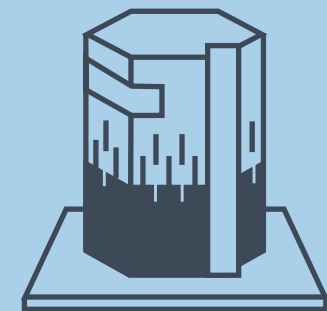
MAIN OPERATIONAL DATA ON THE DECOMMISSIONING OF JOSÉ CABRERA NUCLEAR POWER PLANT IN 2021:

The project is approximately 97% completed. The most important work implemented was related to decontamination and declassification activities and to the management of materials, the conventional demolition of buildings, the excavation of contaminated land in different zones for its subsequent decontamination and soil cleaning treatment at the plant, along with the radiological characterisation and final monitoring of the site. The shipments of convention material also continue to authorised managers and radioactive waste to El Cabril Disposal Centre.



MAIN OPERATIONAL DATA ON VANDELLÓS I NUCLEAR POWER PLANT IN 2021:

The decommissioning of Vandellós I Nuclear Power Plant, currently in a latent period, has involved monitoring activities and the maintenance of the plant to guarantee that the reactor core is in a good state of conservation and that the monitoring measures established for the different plant systems are adequate to prematurely detect any deviation from their function. Other tasks related to the declassification of materials and handling of emergencies have also been carried out.





MAIN OPERATIONAL DATA ON DECOMMISSIONING PROJECT OF SANTA MARÍA DE GAROÑA NUCLEAR POWER PLANT IN 2021:

The actions carried out have focused on the preparatory activities scheduled for its decommissioning. The main activities in 2021 were related to administrative and technical developments for the procedures to transfer the ownership of the property and the *Environmental Impact Statement*, along with its own engineering activities, both preparatory and for Phase 1 of the decommissioning. Noteworthy among the preparatory engineering activities was the work to condition the declassifiable warehouses, the contracting of sampling and analysis of the pre-operational *Environmental Radiation Monitoring Programme* (ERMP), and the work to modify the design of electrical and mechanical systems at the power plant. The process to contract the fieldwork and laboratory work necessary for the radiological characterisation of outside areas continued, as did the shipments of radioactive waste.

The actions carried out have focused on the preparatory activities scheduled for its decommissioning



OTHER ACTIONS

Furthermore, Enresa has continued developing its monitoring and maintenance activities of the Andújar Uranium Mill Plant (FUA) and cooperation with ENUSA at the following sites restored from mining activities, which are in the compliance or monitoring phase:



The Company also carried out other more specific and one-off technical actions in 2021:

Management of radioactive lighting preventors: 22 heads were removed and 14 new requests received

Activities associated with the *Action Protocol* in the event of the detection of inadvertent movement or the unlawful trafficking of radioactive material at ports of general interest (Megaport) and under RD 451/2020 on the oversight and recovery of orphan radioactive sources

Operational support for the competent authorities (Civil Protection and CSN), for response in the event of a radiological emergency

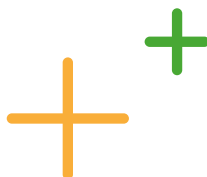
Participation in various simulations of emergency plans inside Enresa's facilities

2.3. Quality management

Quality is a strategic factor for Enresa that is comprehensively applied in the management of each and every activity of the Company to even exceed the expectations of stakeholders, providing an effective and safe service to that end for society and the environment. To achieve this goal, Enresa has established the commitments necessary in the *Quality Policy* of the organisation, that is available for consultation for interested parties on the [Enresa website](#).

The quality system deployed throughout the Company complies with the requirements of standard UNE 73.401 and with the requirements of UNE-EN standard ISO 9001:2015, whereby the Quality Committee is the body tasked with performing the necessary revisions to ensure the effective maintenance of the quality system to guarantee the conformity of the service provided by Enresa, carrying out both the obligatory external requirements (legislation, regulatory, etc.) and internal requirements (procedures, manuals, etc.) and goals of excellence.

The quality system deployed throughout the Company complies with the requirements of standard UNE 73.401 and with the requirements of UNE-EN standard ISO 9001:2015

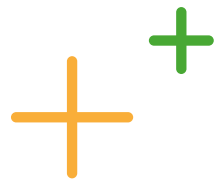


MECHANISMS TO ENSURE QUALITY

The quality system implemented at the Company is contained in the corporate *Quality Manual*, through 11 programmes to guarantee quality that specifically define the requirements applicable to the projects and activities and through more than 1,000 procedures developed in both the *Quality Manual* and the different programmes to guarantee quality.

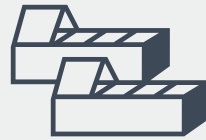
Since 2010, Enresa has had its own IT tool – the *Comprehensive Improvement System (SIM)* – accessible to all staff and geared towards the identification, management and closure of both non-conformities and proposed improvements.

In 2021, this application has identified 112 non-conformities. The corresponding actions have been defined for these non-conformities for their resolution. Furthermore, 46 corrective actions have been defined aimed at eliminating the causes that led to the most significant non-conformities to prevent their reoccurrence. Company staff also reported 147 proposed improvements to the system applicable to different activities and processes.



Inspections to guarantee quality performed in 2021

EL CABRIL DISPOSAL CENTRE



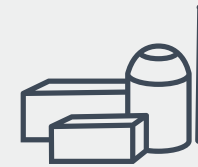
523
inspections

MANUFACTURE OF CASKS (RAA)



569
inspections

DECOMMISSIONING OF JOSÉ CABRERA NUCLEAR POWER PLANT



134
inspections

TRANSPORT OF LILW



2
inspections

In addition, independent quality guarantee audits have been performed to test the correct compliance with the requirements of the different projects and activities of Enresa. Over the course of 2021, 29 internal audits were performed, of which the scope of three corresponded to different corporate processes, two to process related to high-level waste, nine to processes related to low- and intermediate-level waste and the remaining 15 to processes related to the decommissioning and closure of the facilities activities.

2.4. Innovation to continue improving

Innovation and Enresa have gone hand-in-hand since the Company was set up, and is another pillar on which its activity is based. This philosophy has allowed the organisation to improve and continuously optimise its processes, and achieve significant progress on technological matters, positioning Spain as a global benchmark in radioactive waste management.

In terms of Research and Development (R&D), Enresa focuses its efforts on those areas where industrial solutions are not fully implemented and on others where the possibility for improvement and optimisation are possible.



This R&D function is organised through five-year plans. The latest is the 8th Enresa R&D Plan, which spans the period 2019-2023 and is structured in five main areas:

Technical areas

1. Precise knowledge of radioactive waste, both its intrinsic properties and its evolution over time
2. Treatment and conditioning of waste and its relationship with the techniques for the operation and decommissioning of radioactive and nuclear plants
3. Study of the materials used for their confinement and their interrelations with radioactive waste
4. Impact of waste on the environment, considering present and future scenarios, and studies related to radiological protection for the environment and human beings

Cross-cutting areas

5. Management and the spread of knowledge and of scientific-technological assets generated, along with coordination between the different sectors



Enresa's innovation model fosters collaboration between the Company and the main international sector bodies and entities. It is involved with many working groups and knowledge platforms – an activity that gives the Company access to first-class knowledge to continue enhancing its technological development and better radioactive waste management.

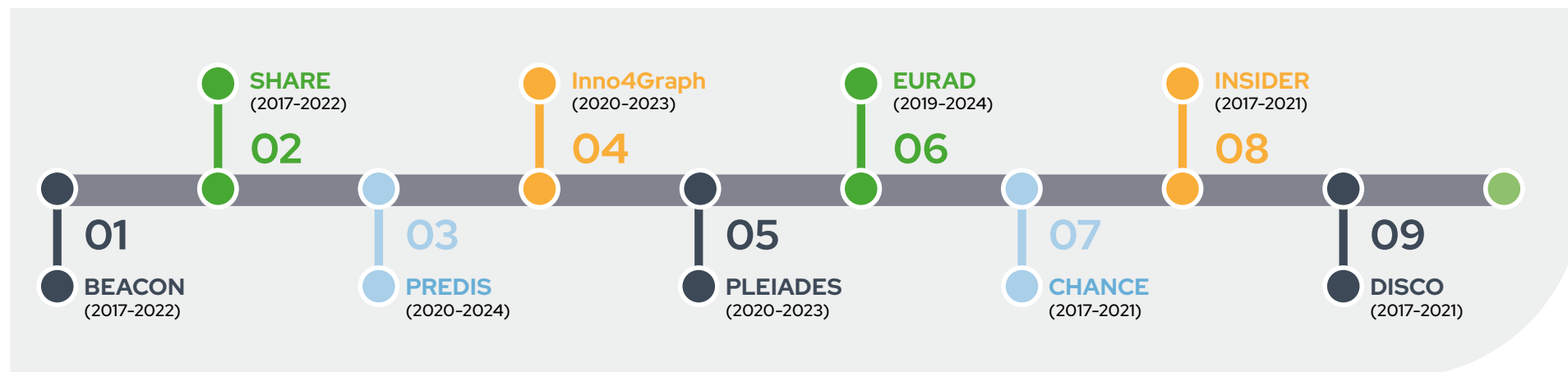
Enresa is a participant in several projects under the framework programme Euratom Horizon 2020 (H2020) – the largest research and innovation programme in the European Union. The Company is also involved in working groups and partnership projects of the OECD-NEA and the IAEA.

Other leading international R&D initiatives that Enresa was involved in during 2021 include the HotBent projects of the Grimsel laboratory, and the GD, HE-E and SW-A experiments of the Mont Terri laboratory.

Enresa is a member of three R&D platforms, two with a national scope: CEIDEN – the nuclear fission energy platform, and PEPRI – the radiological protection platform - along with the European platform IGD-TP, on R&D in the final management of radioactive waste in deep geological repositories. Together with 12 other national agencies and/or ministerial department, Enresa is a member of the *Executive Group*, the platform's decision-making body.

Its involvement in all these projects, working groups and platforms allows Enresa, on the one hand, to access front line knowledge at a reduced cost and, on the other hand, to convert it into an active part of the development of the technologies and knowledge necessary for radioactive waste management.

Horizon 2020 projects



2.5. International cooperation

In 2021, Enresa continued its activities of an international nature, maintaining contact with both international bodies and with other foreign institutions and companies. The aims in this work area were to achieve the transfer of knowledge, maintain an effective influence on new technical and strategic developments, and support its parent ministerial department and other Spanish institutions.

During 2021, due to the restrictions stemming from COVID-19, meeting schedules had to be altered. Those in which personal interaction was considered essential were delayed to 2022, while the remaining meetings – the majority – were held virtually by video-conference.

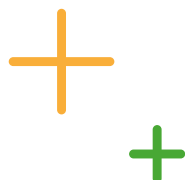
The most important activities were the following:

- **European Union** Enresa took part in various EU groups and committees. It represented the Ministry for Ecological Transition and Demographic Challenge (MITECO) on ENSREG (European high-level nuclear safety and waste management group), to offer support to the European Commission in the interpretation and application of Waste Directive 2011/70/Euratom. It also supported MITECO on two expert groups: the first on financial aspects of the end of the nuclear cycle (NuBaFa), which seeks to exchange information and experiences on mechanisms to finance radioactive waste management, and the second, the Nuclear Decommissioning Assistance Programmes (NDAP) committee, on European financing of programmes for the decommissioning of nuclear power plants in three countries in Eastern Europe that are EU Member States (Bulgaria, Slovakia and Lithuania).

In addition, meetings of the working group under Article 37 of the Euratom Treaty on cross-border impact were held.

In 2021, together with the Nuclear Safety Council (CSN) and MITECO, the Third National Report of Spain on the application of *Council Directive 2011/70/Euratom, of 19 July 2011, was drawn up, establishing a Community framework for the responsible and safe management of spent nuclear fuel and radioactive waste.*

- **OECD Nuclear Energy Agency (NEA).** Enresa took part in the radioactive waste management committee (RWMC) and the committee on decommissioning of nuclear installations and legacy management (CDLM), as well as in various groups and projects that depend on them, including the integration group for safety at the deep geological repository (IGSC) and the forum on stakeholder confidence (FSC) on public participation and acceptance.



2.6. Safety

As part of its mission, Enresa maintains an absolute commitment to safety in the development of all its operations with a view to protecting people and the environment, both now and in the future.

The Company carries out activities that involve the manipulation of radioactive materials. Accordingly, it works with the firm purpose of ensuring the protection of all those people who perform tasks that may entail radiological risks. Hence, it has organisational resources and means available at El Cabril Disposal Centre and for the decommissioning of the José Cabrera Nuclear Power Plant, known as 'Radiological Protection Services', the main mission of which are to oversee the care and protection of all staff who carry out work entailing a radiological risk.

ENRESA TECHNICAL RADIOLOGICAL PROTECTION UNIT

In addition to the Radiological Protection Services at its installations, Enresa has a Technical Radiological Protection Unit (UTPR) available that, since its creation in 1990, has revised more than 6,000 radioactive sources.

The UTPR, authorised by the Nuclear Safety Council to carry out its functions, is commissioned with analysing and classifying radioactive materials and sources throughout the country; with controlling, from a technical standpoint, the removal and transport of waste; with advising Enresa work centres on radiological protection matters; on providing training for prevention and on how to act in the event of a radiological emergency, and supporting the authorities and the State law enforcement agencies when faced with radiological emergencies and incidents that occur in non-nuclear industries.

In 2021, the UTPR carried out 187 actions with normality and without any radiological incident. These actions were related to individual clients (21), actions for Enresa (64), steelworks and foundries (20), medical centres (13), industries (31), research (12), market suppliers (1) and the resolution of transfers (25).





3. FOCUS ON THE ENVIRONMENT

- 3.1. Environmental protection as a commitment
- 3.2. Environmental monitoring
- 3.3. Protection of biodiversity
- 3.4. Preventing pollution
- 3.5. Circular economy and waste management
- 3.6. Ecological footprint



3.1. Environmental protection as a commitment

Environmental protection and care for the environment is one of the strategic goals of Enresa. In the course of its duties, and as part of the public service it provides, the Company complies with specific prevailing legislation on environmental matters for its projects and installations. To achieve that, it has environmental systems in place to ensure it always applies the best practices available while complying with prevailing legislation.

However, aware of its responsibility, Enresa goes beyond the regulatory framework in which it operates and has taken on a series of commitments that seek to improve environmental management in all its activities, thus minimising its impact on the environment. It achieves this through actions that foster such important aspects as saving resources, reducing consumption, the prevention of contamination, protection of the biodiversity and the fight against climate change.

ENVIRONMENTAL COMMITMENTS

Enresa has implemented an environmental management system that applies to all activities that may have significant environmental impacts. In addition, El Cabril Disposal Centre and Vandellós I Nuclear Power Plant have ISO 14001 certifications that are renewed annually after passing AENOR conformity evaluations, as the independent certification entity and accredited by ENAC.

The environmental management systems certified by standard ISO 14001 at these two centres identify the significant environmental aspect stemming from the activities carried on at these centres, taking on commitments in both cases with a view to improving environmental management, saving resources, preventing contamination and environmental protection, along with personal safety. This is all undertaken while complying with prevailing legislation, fostering informative transparency, boosting training, applying continuous improvement policies and facilitating a stable framework for the definition of environmental and safety targets.

Apart from the environmental policies of each of the two management systems certified, Enresa is working on the definition of a single environmental policy for the whole organisation, which is expected to be approved in 2022.

Furthermore, in 2021, Enresa began to work on the integration of all its environmental manuals, procedures and best practices at its installations with the aim of creating this single integrated environmental management system for the whole Company.



In addition to the foregoing, Enresa has taken on the following **commitments** in its efforts to protect the environment:

- To develop environmental solutions in the field of radioactive waste
- To integrate environmental management into its corporate policy, taking environmental criteria into account in its processes, projects and activities, and in decision-making, while also introducing management systems that facilitate continuous improvement mechanisms, considering environmental aspects as an additional quality parameter
- Optimise actions for the oversight and monitoring of potential impacts, ensuring that the pertinent environmental protection measures are adopted
- Promote the environmental training, education and raising of awareness among employees and habitual collaborators on this matter
- Involve suppliers and contractors in compliance with our environmental commitment, including environmental aspects in the work of engineering professionals
- Disseminate the objectives and actions stemming from the environmental policy with full transparency
- Rationally use resources to contribute to sustainable development
- Provide the resources and facilitate the path towards environmental excellence
- Maintain a preventive approach that benefits the environment
- Promote initiatives that enhance best practices and thus greater environmental responsibility
- Encourage the development and dissemination of technologies that respect the environment



Enresa's environmental commitment is a responsibility taken on and shared by all its workers. Through its *Code of Ethics*, it urges its human team to be aware of how the development of their activities affects the environment and work on the search for solutions that help minimise the environmental impact. Accordingly, they should:

**01**

Perform their activities with the utmost respect for the environment

**03**

Conserve natural resources and minimise their consumption

**05**

Introduce energy efficiency measures and fight climate change to minimise the carbon footprint



Efficiently manage waste and seek to minimise it

02

Protect biodiversity

04

Use the most advanced and respectful technology and materials

06

Environmental commitments of Enresa's Code of Ethics

3.2. Environmental monitoring

Enresa undertakes *Environmental Monitoring Programmes* (EMP) with the aim of verifying that the impact of its activities on the environment fall within the limits established by law, along with *Environmental Radiological Monitoring Programmes* (ERMP), through which it verifies that Enresa's activities do not alter the level of natural radiation of the sites.

The results of these programmes are submitted to the Nuclear Safety Council (CSN) and the Ministry for Ecological Transition and Demographic Challenge (MITECO) periodically.

Environmental monitoring activities

TYPE OF OVERSIGHT	WORK CENTRE	NUMBER OF SAMPLES	NUMBER OF ANALYSES	RESULTS ACCORDING TO REFERENCE VALUES
Environmental monitoring (EMP)	El Cabril Disposal Centre	100	1,539	Satisfied
	Decommissioning of José Cabrera Nuclear Power Plant	161	341	Satisfied
	Andújar Uranium Mill Plant (FUA)	110	2,444	Satisfied
Radiological monitoring (ERMP)	El Cabril Disposal Centre	1,058	1,480	Satisfied
	Vandellós I Nuclear Power Plant	382	1,044	Satisfied
	Decommissioning of José Cabrera Nuclear Power Plant	1,050	2,483	Satisfied
	Andújar Uranium Mill Plant (FUA)	133	1,463	Satisfied

In 2021, the Company allocated 4,270.43 thousand euros to the management and protection of environmental risks. The concepts included in the item are: Environmental Monitoring Programmes, Environmental Radiological Monitoring Programmes, Environmental Impact Assessments, environmental restoration, fire prevention, the conservation and improvement of forest spaces and species, ISO 14001 certifications, conventional waste management and measures to minimise the environmental footprint.

Enresa has civil liability insurance policies designed to cover environmental risks in the decommissioning of José Cabrera Nuclear Power Plant, El Cabril Disposal Centre, Vandellós I Nuclear Power Plant and the FUA, as well as for the transportation of radioactive waste.

It should be underlined that no environmental emergency situation arose in 2021. In compliance with the Environmental Responsibility Act 26/2007, Enresa has not established any additional provisions or guarantees to the aforesaid civil liability policies.



3.3. Protection of biodiversity

The protection of biodiversity refers to caring for ecosystems and their living components, but also to the ecological processes that maintain them and the services they offer. Enresa's activities carried out in this field are concentrated at the El Cabril Disposal Centre, specifically in the Sierra Albarrana. This has a surface area of 1,126 hectares, of which just 35 are allocated to the treatment and storage of radioactive waste.

Since the start of its operations at this centre, Enresa has maintained prevention, conservation, restoration and improvement commitments to the natural environment of the facility. Under this commitment, in 2021 Enresa carried out actions focused on four areas:

01

PREVENTION OF WILDFIRES

One of its main projects was the drawing up and start-up of the *Technical Plan on Organisation of the Forest on the El Cabril Estate* with a view to improving forestry management. In this field, the partnership agreement it entered into with the Regional Government of Andalusia in 2017 also stands out to prevent and fight wildfires

02

FORESTRY WORK

that seeks to conserve and benefit the vegetation and wooded areas

03

IMPROVEMENTS TO HABITATS,

through actions designed to benefit the conservation and recovery of species

04

RESTORATION OF LAND,

through the spontaneous colonisation of the most resistant species of native vegetation

Another noteworthy milestone was the continuity of the *El Cabril Hydrogeological Monitoring Programme*, which seeks to verify the correct functioning of the facility from a hydrogeological standpoint.

Another noteworthy milestone was the continuity of the El Cabril Hydro geological Monitoring Programme

It is worth noting that all of Enresa's projects are legally obliged to include an Environmental Impact Study which, among other environmental variables, include the study of potential impacts on biodiversity.

3.4. Preventing pollution

Each year, Enresa allocates significant resources to prevent pollution that the development of its activities may entail. Its strategy in this preventive field is built on two main pillars. The first is strict compliance with operating licences for its facilities, along with all their permits and authorisations. The second is based on the implementation of voluntary measures that exceed the demands of prevailing legislation, and thus benefit optimum environmental management by the Company.

Furthermore, all Enresa projects are submitted to an Environmental Impact Assessment (EIA), and hence include the mandatory Environmental and Social Impact Assessments (EsIA) that analyse the potential impacts on all the environmental variables. Enresa strictly complies with the conditions of positive Environmental Impact Statements (EIS).

In the case of decommissioning, all works execution contracts include an Environmental Prevention Plan annexed thereto.

AIR POLLUTION

Due to the nature of its activities, no significant air pollution is caused by Enresa. However, with the aim of improving and guaranteeing the correct performance in this field, the Company has implemented measures and mechanisms to control and reduce emissions stemming from its activity through the systemisation and control of processes, the undertaking of best environmental practices and the efficient use of resources. This seeks to guarantee that natural resources are not subject to pollution, thus reducing adverse environmental impacts through their preventive control.

SOIL POLLUTION

The environmental management systems implemented by Enresa at El Cabril Disposal Centre and at Vandellós I Nuclear Power Plant, certified under standard ISO 14001, applied to all its activities that may have a significant environmental impact, include the prevention of soil pollution through waste or the generation of waste, among others. Decommissioning procedures exist that describe specific actions to avoid soil pollution. By systematising these processes, the Company undertake preventive oversight of this, with a view to ensuring that soil is protected at its work centres.



WASTE WATER

Enresa applies a systematic self-control schedule to guarantee the quality of waste water discharged at El Cabril Disposal Centre, José Cabrera Nuclear Power Plant and Vandellós I Nuclear Power Plant. This thus ensures the smooth operation of the systems to purify and treat waste water at these plants.

These controls meant that the discharge from the treatment plant at Vandellós I Nuclear Power Plant that exceeded the legal limit on nitrogen at a specific time was able to be detected. To resolve this as quickly as possible and with the minimum impact, Enresa undertook the necessary actions at the plant to ensure that the values returned to below the limits authorised for water discharges.

Periodically, El Cabril Disposal Centre, José Cabrera Nuclear Power Plant and Vandellós I Nuclear Power Plant submit information on analytical statements to the Hydrographic Confederation of Guadalquivir, the Hydrographic Confederation of Tagus and the Catalan Water Agency, respectively. In addition, the former two notify the annual discharge volume. In 2021, with the exception of the episode mentioned above, incidents related to the maintenance and operation of the treatment and evacuation installations for discharge that have frustrated compliance with the conditions defined in the discharge authorisation have not taken place. Nor have incidents arisen in taking samples or any spillages.

The discharge volume for El Cabril Disposal Centre and José Cabrera Nuclear Power Plant in 2021 was 4,118 m³.



LIGHT POLLUTION

The Company considers that the environmental impact from light pollution that may be generated by the outside lighting at its installations is not significant. Accordingly, no measures were established in 2021 to prevent, reduce or repair the light emissions.



NOISE POLLUTION

Despite the fact that, by definition, the activities carried on do not produce noise pollution, Enresa carries out controls to measure its noise emissions and to verify that these do not negatively affect the environment. In 2021, these actions were performed at Vandellós I Nuclear Power Plant and at José Cabrera Nuclear Power Plant. All the measurements gave results that were within the legally established limits..



3.5. Circular economy and waste management

Enresa contributes to the *circular economy* through measures introduced in the field of waste management, both hazardous and urban waste. These have a twofold objective: to reduce the generation of waste and to improve their reuse and recycling.

At all its work centres, the Company has containers to segregate waste. According to their type, the waste is stored, transported and treated by an authorised manager or by the municipal services that correspond to the work centre.

As regards waste management, one of the milestones in 2021 has been the introduction of specific recycling points on each floor of the headquarters of Enresa (Madrid), which has meant that personal rubbish bins at all the work stations have been removed and that waste can be better managed.

In its efforts to comply with Directive EU 2019/904 of the European Parliament and of the Council, on the impact of certain plastic products on the environment, Enresa has not acquired any single-use plastics in 2021, replacing elements that used this material by others that are more respectful of the environment in their manufacture and handling.



In 2021, Enresa undertook several campaigns to provide information and raise awareness about waste management and the *circular economy* through its internal communication channels, and held training sessions for Company staff whose responsibilities are related to environmental sustainability.

Enresa has defined measures to combat food waste even though this is not a significant issue for the Company since it does not offer restaurant services at its installations, except at El Cabril Disposal Centre, where it has implemented an initiative to adapt the canteen offer to the demand of the staff who work at the plant each day.

In 2021, Enresa began to work on a corporate *Circular Economy* strategy, which is scheduled to be approved in 2022.



Production of non-hazardous waste at Enresa (kg)

TYPE OF WASTE	2020	2021
Domestic Municipal Solid Waste (MSW)	0	0
Organic material	112,870	177,530
Inert waste	3,149,120	4,837,530
Scrap	174,060	200,378
Paper and cardboard	8,140	14,463
Plastic	36,960	56,240
Glass	525	170
Toner	135	104



Production of hazardous waste at Enresa (kg)

Type of waste	2020	2021
Oil filters	48	40
Aerosols	177	291
Expired medication	26	2
Material contaminated with hydrocarbons or chemical products	279	528
Concrete additives	940	0
Expired adhesives	6	0
Obsolete electrical material	1,256	1,916
Fluorescents	94	186
Contaminated plastic and metal containers	150	309
Alkaline and saline batteries	123	110
Lead batteries	183	272
Ni-Cd batteries	52	113
Asbestos	3,830	1,081
Used oils and hazardous liquids	169	202
Paint cans	164	131



3.6. Ecological footprint

Enresa endeavours to leave its mark on society, but not on the environment. Accordingly, and as part of its environmental management strategy, it implements initiatives and action plans with a view to minimising the impact of its activities on the sites where it operates to the benefit of society as a whole.

CLIMATE CHANGE

One of the recent and ambitious projects that the Company has implemented was the **calculation of its carbon footprint**, in accordance with UNE-EN standard ISO 14064-1: 2019 (ISO 14064-1), for the year 2021.

The carbon footprint consists of an inventory of the full range of greenhouse gas emissions (GHGs), in other words, spanning direct and indirect emissions generated by activities controlled by the Company. This is an informative aspect that helps manage Enresa's risks and opportunities in relation to GHGs in a global and integrated manner, allowing it to incorporate the 'carbon component' in decision-making.

In addition, the quantification of the emissions and their verification with regard to standard ISO 14064-1 provides consistency, integrity and transparency *vis-à-vis* interested parties in relation to quantification, reporting and monitoring processes of GHGs by the Company.

Enresa has calculated its carbon footprint in consideration of the following references::

- Specifications of standard ISO 14064-1
- *GHG Protocol*
- EMEP/EEA methodology and IPCC *Guidelines for National Greenhouse Gas Inventories*
- Support documents prepared for the carbon footprint, compensation and absorption projects registry, set up under Royal Decree 163/2014, of 14 March, creating the carbon footprint, compensation and carbon dioxide absorption projects registry

The carbon footprint spans radioactive waste management and the decommissioning and definitive closure of nuclear power plant activities undertaken by Enresa at the following installations and through the following processes:

- Company headquarters (Madrid)
- Warehouses in Alcalá de Henares (Madrid)
- Offices in Cordoba
- Offices in Villar de Cañas (Cuenca)
- Transport of very low-level, low- and intermediate-level radioactive waste from nuclear power plants
- El Cabril Disposal Centre
- Decommissioning and restoration and monitoring of José Cabrera and Vandellós I Nuclear Power Plants



GHG emissions by scope and type of source (Enresa 2021)

SCOPE 1

Direct emissions from GHG sources that belong to or are controlled by Enresa

480.20

Absolute value (tCO₂e)

0.20

Intensity of emissions (tCO₂e/m³ RR)

SCOPE 2

Indirect emissions of GHGs from electricity generation acquired by Enresa but not self-generated. This includes electricity acquired and consumed by equipment/facilities at Enresa work centres

1,292.79

Absolute value (tCO₂e)

0.54

Intensity of emissions (tCO₂e/m³ RR)

SCOPE 3

Other indirect emissions of GHGs, which includes those that, while not generated through sources controlled by Enresa, stem from its activities

22,901.39

Absolute value (tCO₂e)

9.59

Intensity of emissions (tCO₂e/m³ RR)

CARBON FOOTPRINT

24,673.77

Absolute value (tCO₂e)

10.33

Intensity of emissions (tCO₂e/m³ RR)



BIOGENIC EMISSIONS

31.62

Absolute value (tCO₂e)

Although Enresa has not yet defined greenhouse gas emission reduction targets, it does systematically carry out actions aimed at reducing energy consumption and, therefore, CO₂ emissions.

Furthermore, the installations designed by Enresa are subject to evaluation by the Nuclear Safety Council, along with inspections by this body to verify compliance with its requirements during their construction and operating life. This includes the potential effects of climate change; the measures are framed so that these installations adapt to its effects, such as periods of persistent drought, torrential rainfall, extreme temperatures, etc.

In this context, the Company includes its risk map of *Material and Human Damage/Losses caused by Natural Disasters*, which establishes both the definition and the structure of the Company's response capacity in the event of an interruption in activity due to natural events, including those stemming from climate change.

ENERGY EFFICIENCY

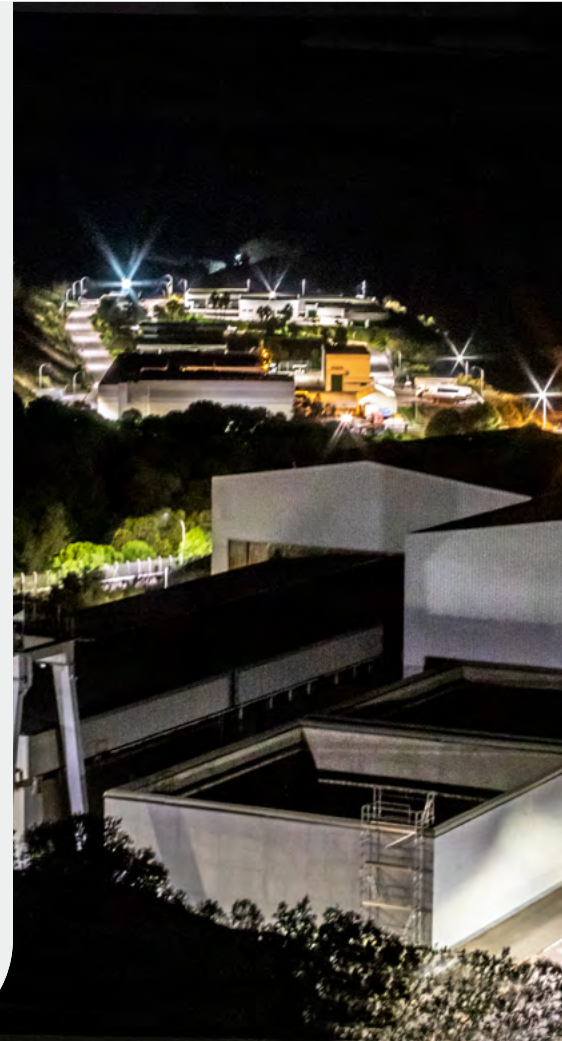
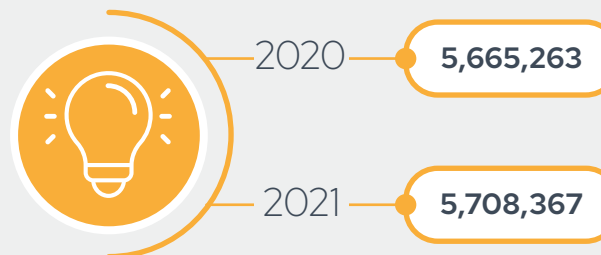
The total energy consumption at Enresa's work centres in 2021 amounted to 5,708,367 kWh, an increase of 0.76% on the figure recorded the previous year (5,665,263 kWh). This slight increase in consumption is due to the increase in the presence of office staff at the work centres following the health restrictions in 2020.

As part of its environmental commitment, Enresa demanded as a special condition of the award in 2021 that 100% of electricity supplied came from renewable energy sources and/or high-efficiency electricity co-generation, pursuant to the guarantees of origin scheme managed by the National Markets and Competition Commission.

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In its endeavours to optimise its performance in this field, the Company carried out energy audits in 2020 at its work centres in Madrid and El Cabril. These led to the identification of areas for improvement, to which end specific actions have been designed. Several measures were introduced in Madrid in 2020 to reduce energy consumption. The introduction of LED technology was addressed at El Cabril Disposal Centre in 2021, to replace old lighting systems. In addition, in the decommissioning of the José Cabrera Nuclear Power Plant, a study was carried out to reduce electricity consumption, which will be implemented over the course of 2022.

Total energy consumption (kWh)

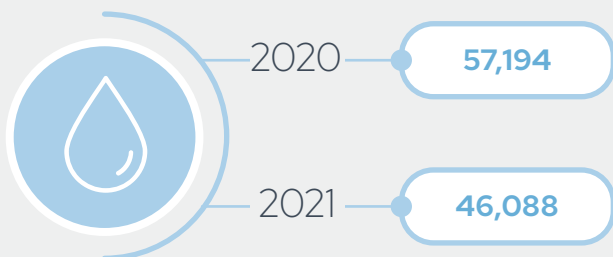


WATER CONSUMPTION

The Company consumes water from the general water supply network and from the public water domain. In both cases, this consumption is duly authorised, complying at all times with the limits established for each authorisation.

The Company's total water consumption in 2021 amounted to 46,088 m³, close to 20% less than the previous year (57,194 m³). This reduction reflects Enresa's commitment to make more responsible use of natural resources.

Total water consumption (m³)

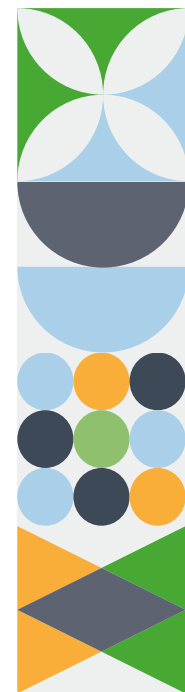


RAW MATERIALS

The main consumption of raw materials by Enresa takes place at El Cabril Disposal Centre, where the Company has an installation to manufacture its own casks to store low- and intermediate-level radioactive waste. This ensures that the concrete used is of the quality required by the regulatory body. The consumption of these raw materials is directly associated with the safety requirements established by the competent body and with the storage needs. Accordingly, no additional measures have been established beyond the habitual operational control measures.

Consumption of raw materials (Cask manufacturing plant)

	Unit	2020	2021
Sand 0-2	Kg	95,380	418,375
Sand 0-4	Kg	261,740	524,353
Aggregate 4-16	Kg	417,610	892,256
Cement	Kg	162,180	378,444
Water	m ³	58.2	149.57
Additive	Kg	5,756	6,309.480
Mortar	Kg	0.00	64,347.820
Release agent	L	632	592
Plating	No.	98	94



USE OF OFFICE PAPER

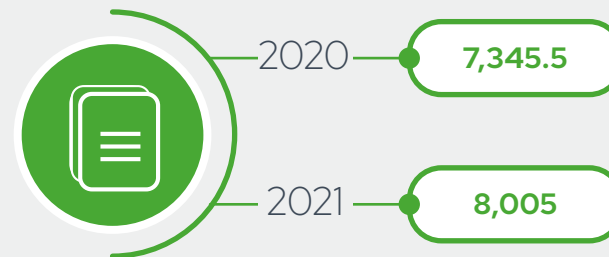
Enresa has established measures to streamline and reduce the use of office paper – a saving strategy that, moreover, contributes to reduce its environmental footprint. The Company has established a digitalisation policy that pursues a cultural change to replace paper documents with digital formats, along with reducing printing and photocopies thanks to an electronic documentary management system. In this context, all office staff have been provided with an electronic signature to avoid printing documents.

Despite these measures, the Company's work centres consumed a total of 8,005 kilograms of paper in 2021, an increase of more than 8% on the figure for the previous year (7,345.5 kg). This increase is due to increase in staff at work centres, following the restrictions in 2020.

Enresa has reduced the use of paper for corporate publications, prioritising digital support. The printed material is always undertaken using FSC or PEFC certificate

In addition, the use of paper has been reduced for corporate publications, prioritising the dissemination of these publications in a digital format. However, when it is necessary to publish printed material, this is always undertaken using the FSC or PEFC certificate.

Total paper consumption (kg)



SUSTAINABLE MOBILITY

Enresa is promoting sustainable mobility with the aim of preventing, reducing and/or offsetting carbon and other greenhouse gas emissions that contribute to climate change. Since 2019, the Madrid headquarters has had two charge points for electric vehicles, since one of the models of representation of the Company transformed to hybrid vehicles, thus requiring these chargers for their use.

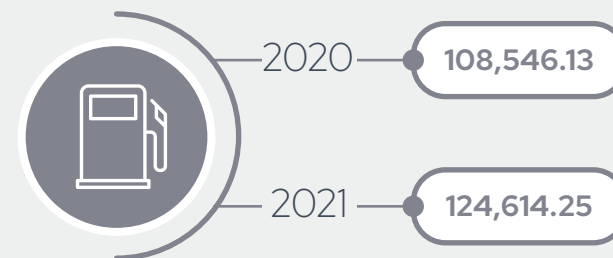
These charge points were installed with a view to renewing the entire fleet of company cars at the headquarters, currently in the award phase. Work is being done on the establishment of criteria so that these charge stations can also be used by all employees that work at this centre.

In turn, El Cabril Disposal Centre offers group transport, thus reducing the emissions stemming from the use of private vehicles by employees.

El Cabril Disposal Centre offers group transport, thus reducing the emissions stemming from the use of private vehicles by employees

The total consumption of fuels (diesel classes A and C, petrol and propane) at the Enresa work centres in 2021 amounted to 124,641.25 litres, close to 13% more than the figure for 2020.

Total fuel consumption (l)





4. SERVING SOCIETY

- 4.1. Part of the community
- 4.2. Sustainable value chain
- 4.3. Contribution to social development
- 4.4. Collaboration with institutions and associations
- 4.5. Communication to be closer to society



4.1. Part of the community

Enresa, as well as its commission to operate as an essential public service, carries on its activities with the whole of society in mind, particularly its surrounding areas and its different stakeholders.

This responsibility begins with its own value chain, applying and demanding the same principles of responsibility from the suppliers it works with. To ensure this, it carries out continuous supervision of all of them, verifying that they are aligned with Enresa's policies. Accordingly, it promotes a responsible purchasing policy to enhance the quality of their activities.

Similarly, in line with its strategic policy, Enresa includes special conditions in its projects and initiatives to the benefit of society and its environment, thus driving local development through employment, improvements to infrastructures and equipment, education, training and environmental conservation and care. In this regard, the partnership agreements it maintains with both sector organisations and associations, business organisations and those in other areas are worthy of mention. Through these, Enresa strengthens its relations with the community and makes resources, experience and knowledge available to them to develop together.

This is all undertaken in a clear and transparent fashion, given that it applies a communication policy that allows it to be in ongoing contact with all its stakeholders and satisfy their information needs. In this regard, the Company has a number of bidirectional communication channels that foster fluid and close relations between the parties.

Enresa strengthens its relations with the community and makes resources, experience and knowledge available to them to develop together



4.2. Sustainable value chain

Enresa is a public enterprise with the status, for the purposes of the Public Sector Contracts Act (LCSP) 9/2017, of 8 November, of a non-public authority contracting power, and hence the preparation and award of public tenders is subject to general rules on the preparation of contracts as provided for in Chapter I of Title I of Book II of this Act.

Hence, the rules on capacity and solvency applicable to bidders, along with the grounds that lead to a prohibition on contracting and its consequences, are those established in the LCSP, and neither Enresa nor other contracting authorities may introduce modifications thereto.

Enresa, as a result of a resolution adopted by its Board of Directors in 2018, organises its contracting policy and procedures through two bodies – one collegiate and another single-member body. Accordingly, the Purchasing Committee holds jurisdiction over procurement, except those matters relating to the approval of spending and the classification of proposals as provided for in Article 150 of the Public Sector Contracts Act (LCSP) for contracts with an estimated value equal to or more than 1 million euros, which correspond to the Board of Directors.

In turn, the second body, of a single-member nature, falls on the Chairman of the Board of Directors, which holds the jurisdiction on contracts with an estimated value of less than 1 million euros. The Board of Directors also agreed to set up a Technical Assistance Committee to exercise the functions established in Article 326 of the LCSP, as the body that provides technical assistance to the contracting bodies.

In 2021, Enresa awarded a total of 463 contracts for a value in excess of 72 million euros.

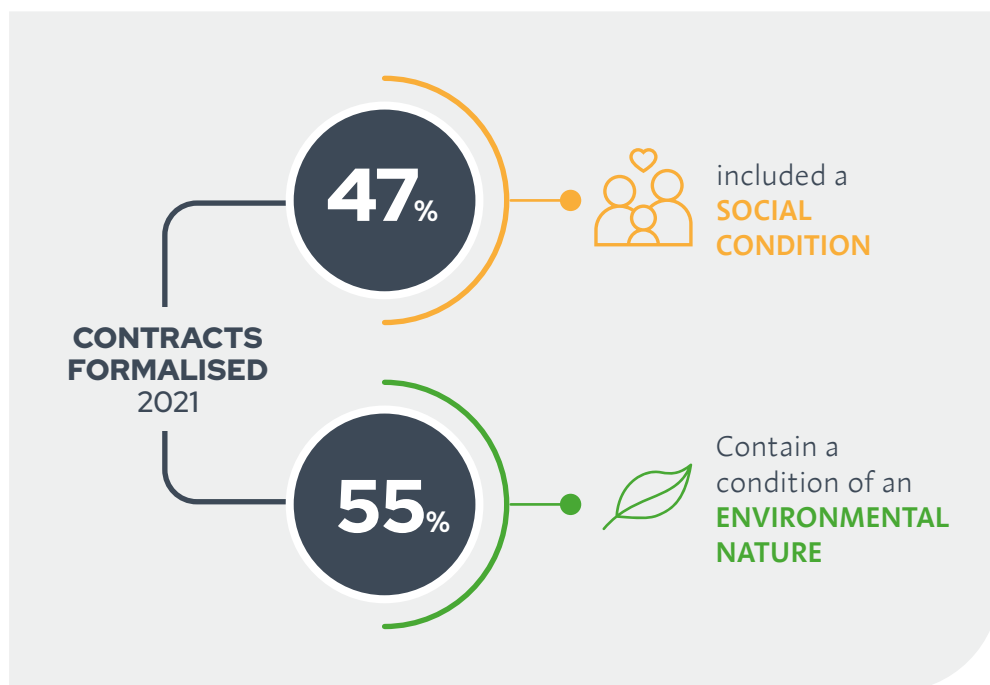
Contracts formalised in 2021

Type	Number
Minor contract	315
Contracts processed as urgent	3
SARA and NON-SARA contracts awarded*	131
TOTAL contracts awarded	449
Contracts under framework agreements	14
TOTAL	463

* Contracts with procurement record initiated in 2020 and 2021.



In accordance with its responsibility strategy, and in compliance with Act 9/2017, which incorporated the European Union's commitment to **socially responsible public procurement** into Spanish legislation, Enresa has at least introduced into its contracts a special environmental, social (including gender equality) or innovation-related clause. Given that these conditions must be related to the purpose of the contracts and those that respond to compliance with prevailing rules are not admitted, Enresa preferably opts to establish conditions that strengthen the training of professionals at contractor companies and on issues related to the controlled management of waste generated under sub-contracted work.



Enresa has not implemented a specific code of ethics for suppliers since the capacity and solvency conditions of companies and the grounds that prohibit contracting with the public sector are provided for in the LCSP. However, the Code of Ethics of the Company alludes to suppliers establishing different obligations on employees of the Company in three areas: the rejection of gifts and other courtesies, the protection of information accessed and health and safety at work. Furthermore, this Code of Ethics contains in Section three - Values in contracting – the principles that must be applied by Enresa staff that are involved in contracting procedures: legality, efficiency in public spending, equal treatment and non-discrimination, mutual recognition, transparency and integrity.

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As regards contracts subject to Act 9/2017, Enresa is subject to oversight from the Court of Auditors, which it sends information to periodically.

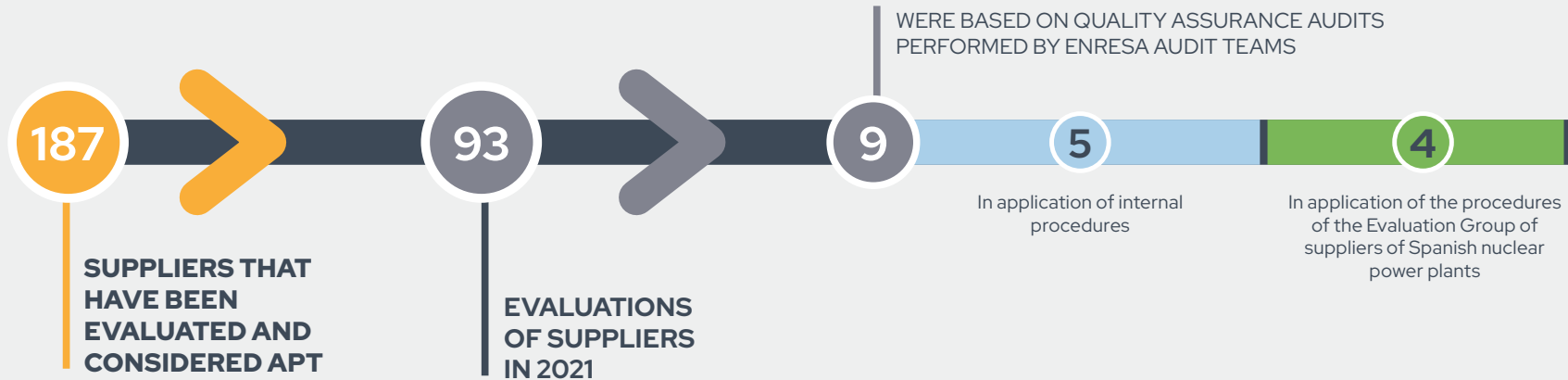
SUPERVISION OF THE SUPPLY CHAIN

Quality is a principle integrated in all of Enresa's operations. This commitment is also determined by the quality provided by suppliers of goods, works and services of those contracts subject to quality assurance. With this focus in mind, the Company performs periodic controls that guarantee that the quality of collaborator companies falls within the standards determined by the Company and by Spanish law.

Enresa also evaluates collaborator companies to verify that they comply with the necessary requirements for the scope of the project contracted and that they offer the necessary quality to perform this.



Enresa suppliers at 31 December



In addition, a total of 42 quality assurance audits were performed, of which 29 sought to verify the implementation of internal processes and activities (internal audits), another six were performed to verify the activities implemented by Enresa's suppliers (external audits) and the seven remaining audits were to guarantee the activities of suppliers in collaboration with the Suppliers Evaluation Group (GES).



COMPLAINTS AND CLAIMS SYSTEMS

Enresa, like other public enterprises, is not included within the scope of application of the rules regulating the citizen complaints and suggestions system (Royal Decree 951/2005, of 29 July, establishing the general framework to improve the quality of the General State Administration), given that this is confined to the General State Administration, its autonomous bodies and to management entities and common services of the Social Security system.

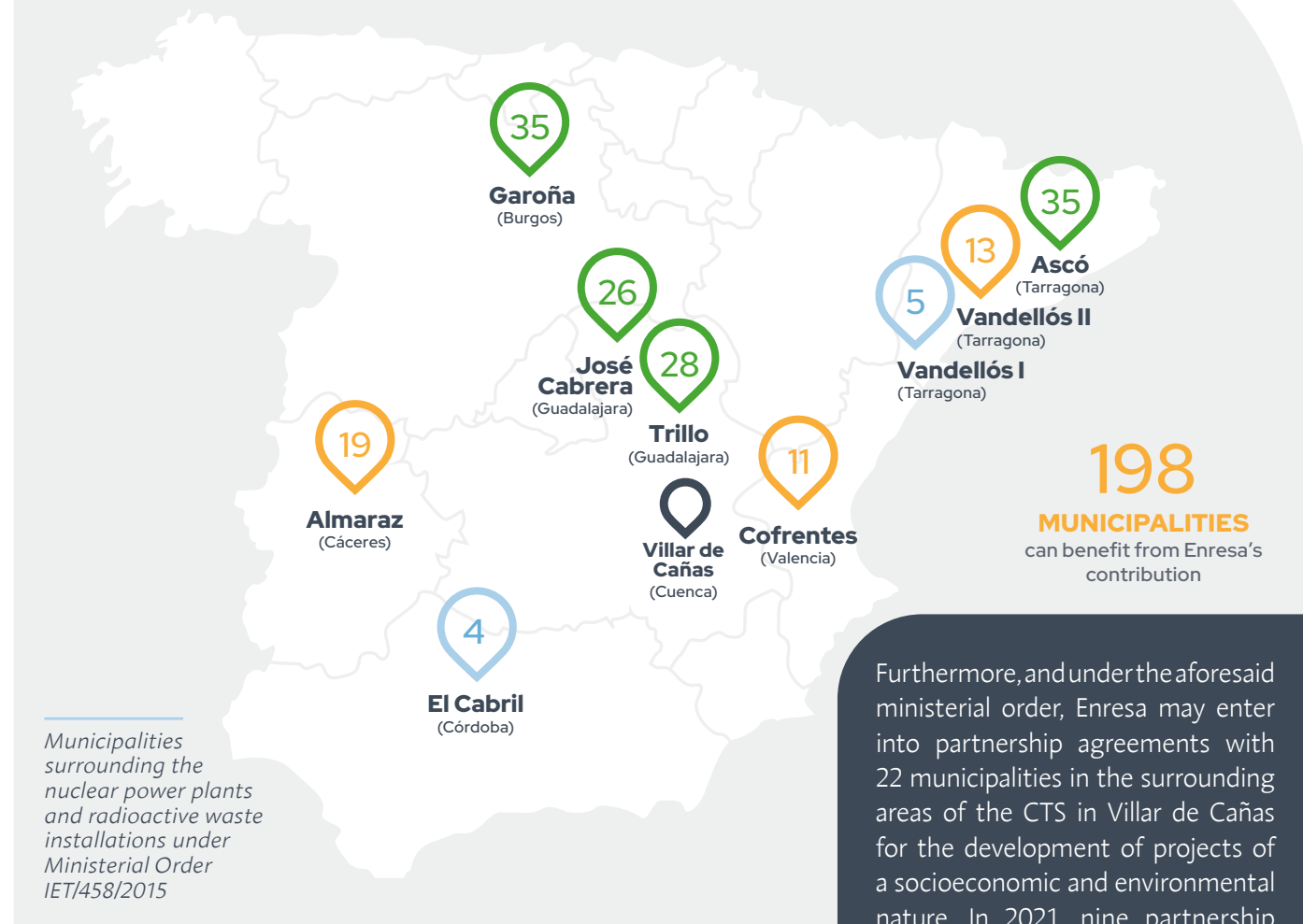
At any event, no complaint was received in 2021 through the communication channels that connects it with bidders, contractors, the different public stakeholders it operates with or society in general.

Along the same line, due to the activity undertaken by Enresa, the requirements for the application of Royal Legislative Decree 1/2007, of 16 November, approving the recast text of the General Consumer and User Defence Act and other complementary laws are neither relevant nor significant, and hence no policies have been established in this regard.

4.3. Contribution to social development

Enresa's contribution to social development is materialised through local development projects that contribute to economic development or to environmental conservation and improvement and, at any event, to job creation in the municipalities surrounding the nuclear power plants and radioactive waste installations (El Cabril), under Ministerial Order IET/458/2015, of 11 March 2015, regulating allocations to municipalities surrounding nuclear power plants charged to the Fund for the financing of the activities of the *General Radioactive Waste Plan (GRWP)*.

In this regard, a total of 198 municipalities surrounding the following installations may benefit from Enresa's contributions:

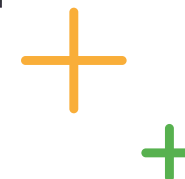


Furthermore, and under the aforesaid ministerial order, Enresa may enter into partnership agreements with 22 municipalities in the surrounding areas of the CTS in Villar de Cañas for the development of projects of a socioeconomic and environmental nature. In 2021, nine partnership agreements were entered into with nine municipalities.

Each local development project, along with each partnership agreement, is the result of a model of relations with the local authorities regulated in the aforesaid Order IET/458/2015. Under this framework of action, two forums for dialogue are set up: the Inter-ministerial Committee, involving the participation of representatives of the Ministry for Ecological Transition and Demographic Challenge (MITECO), of the local authorities and of Enresa, and the Monitoring Committee for co-financed projects, with representatives from Enresa and from the local authorities of each participant municipality.

During 2021, 56 municipal investment projects and initiatives were co-financed for a total of 42 local authorities for a total sum of 3,852,471.77 euros. Of these, 32 correspond to economic development initiatives and the remaining 24 to economic development and environmental projects, which have had a positive impact on the more than 65,106 inhabitants of these municipalities.

Furthermore, through partnership agreements, nine socioeconomic development and/or environmental projects have been financed with local authorities in the CTS zone, for a sum of 258,290 euros, of which four are for socioeconomic development and five for socioeconomic and environmental development. An agreement (not regulated by the aforesaid Order) was also entered into with the Town Council of Andújar (Jaen) for the sum of 20,000 euros.



4.4. Collaboration with institutions and associations

In its efforts to foster the spread and transfer of knowledge acquired in radioactive waste management and its implications in the field of sustainability, Enresa collaborates with different universities and training entities. The main initiatives the Company participated in over the course of 2021 are:

- The Enresa Chair – UEX, with Extremadura University Foundation
- The Enresa Chair, with Cordoba University, through which the qualification of *Expert in the Management and Treatment of Radioactive Waste* is organised
- The *Master's Degree in the Management and Treatment of Waste and Waste Water for the Recovery of Resources*, of the Autonomous University of Madrid Foundation (FUAM)
- The course on *Radioactive Waste Management* at the Energy, Environment and Technology Research Centre (CIEMAT) and the Technical University of Madrid (UPM)
- The course on *Ionising Radiation, Applications and Safety* of the Official School of Physicists (COFIS)
- Holding of four STEM (Science, Technology, Engineering and Mathematics) workshops at the Granada Science Park, as part of the activities prior to the 46th Annual Meeting of the Spanish Nuclear Society (SNE)
- Participation at the international Top Fuel congress, held in Santander, organised by the European Nuclear Society
- Participation at the technical sessions of the 46th Annual Meeting of the Spanish Nuclear Society (SNE), held in Granada
- Training for State law enforcement agencies in the identification, treatment and collection of radioactive sources
- Various training activities within the framework of the *Radiological Monitoring Protocol of Metallic Materials*



Enresa also organised the *20th Radioactive Installation Workshop* in the city of Cordoba to exchange experiences and information with technicians and managers of radioactive waste management generated at hospitals, industry and research throughout Spain.

In addition, over the course of 2021, Enresa has taught various workshops on waste management to Compulsory Secondary Education (ESO) and Advanced Secondary Education students in the province of Cordoba.

Enresa also has partnership agreements in place with universities and other learning centres to boost training through company internships. In 2021, 11 students have opted for this training as interns at the Company.

Furthermore, as part of these agreements, Enresa collaborates with these entities by providing professionals from the Company to take part in teaching courses and master's degrees related to radioactive waste management.

Institutional partnerships on training, science and technology

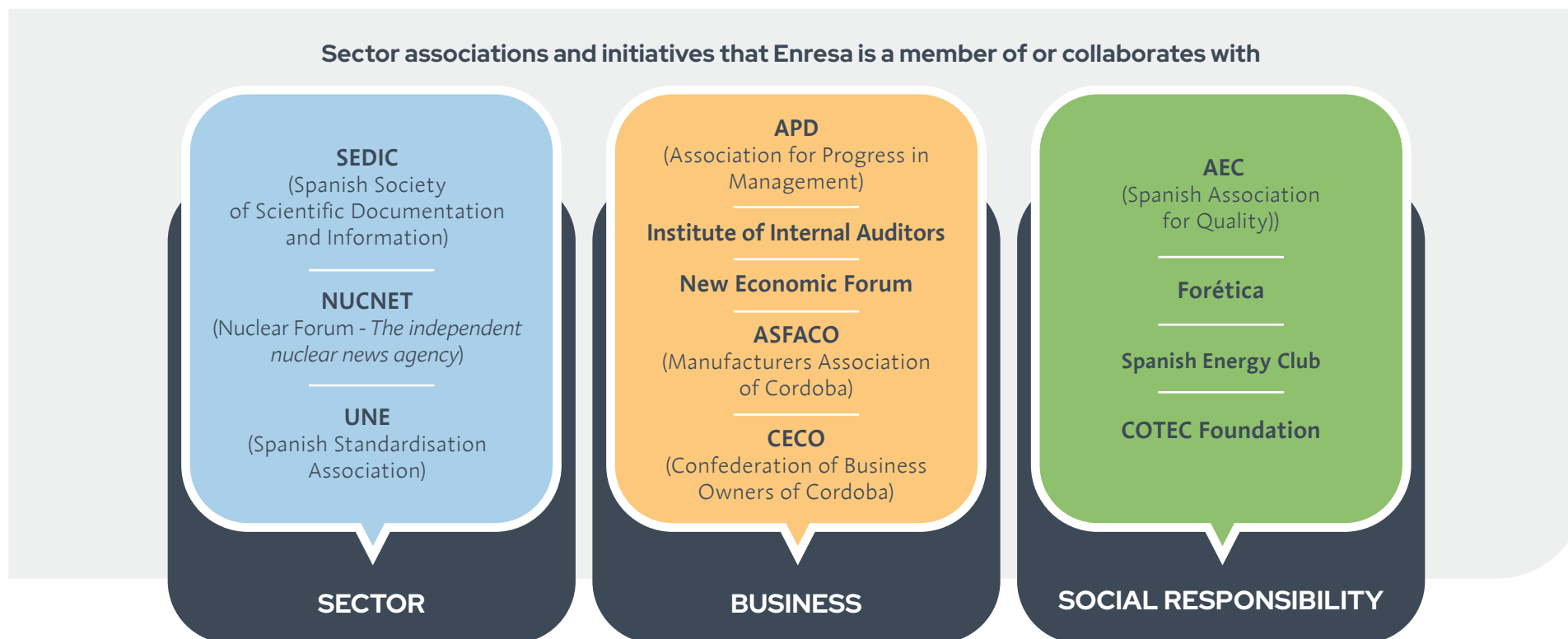


ASSOCIATIONS

As part of its commitment to society, and beyond the scope of training, Enresa also collaborates closely with other sectors, business and social responsibility associations and initiatives, both public and private. This activity seeks to enhance cooperation, collaboration and shared value, to which end a total of 52,247.26 euros was allocated in 2021.

Its participation as an active member of Forética is worthy of mention, along with its *Sustainability and CSR Action Group in public companies* to foster the exchange of knowledge on environmental, social and good governance matters, which seeks to raise the visibility of business case studies, transfer tools and relevant trends at an international level, and thus positively contribute to the leadership of public enterprises in this field.





Enresa has no legal mechanisms to make **financial donations**, and hence has not made any donations to foundations or non-profit entities. However, in 2021, the Company participated in the 'Sustainable Digitalisation' campaign, promoted by the Spanish Confederation of Business Organisation (CEOE), contributing 92 computers in disuse owned by Enresa.

SPONSORSHIP

Under the modality of sponsorship contract, Enresa maintains close ties with other technology, scientific and training entities related to radioactive waste management, to which it makes financial contributions to develop their activities. Accordingly, in 2021, the Company sponsored activities of the Official School of Physicists (COFIS), the Spanish Society for Radiological Protection (SEPR), the European Nuclear Society and the Spanish Nuclear Society (SNE).

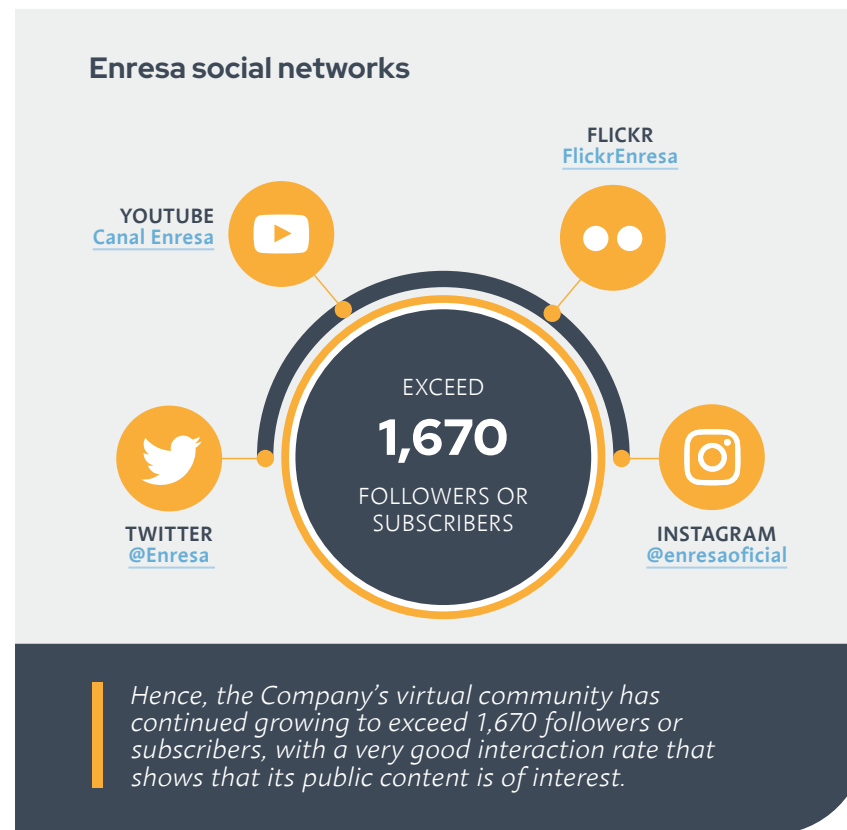
4.5. Communication to be closer to society

One of the principles governing the activity of Enresa is transparency, which applies to both internal processes and to relations with society. Enresa, in addition to managing radioactive waste and decommissioning nuclear power plants, seeks to involve citizens in its technical solutions.

Enresa's communication actions are framed within the Company's *External Communication Plan*. At present, the 2020-2023 Plan is in force, which also includes an internal communication plan.

The activity with the media translated into the publication of 2,898 news items about Enresa, most of which had a neutral or positive tone

Over the last year, Enresa has continued with its communication and dissemination efforts through different channels. On the one hand, you have its relations with the media, which translated into more than 56 informative actions on different areas of activity of the Company. The activity with the media translated into the publication of 2,898 news items about Enresa, most of which had a neutral or positive tone.



Its digital support is completed with the [Enresa website](#) – a channel via which 14 current affairs articles were published over the course of 2021, along with other new content throughout the portal, which generated a total of 121,208 visits by 70,132 users (global figure on visualisations). The total number of pages visited on the whole Enresa website amounted to 222,131, a 4.26% increase on the previous year.

Enresa has also remained committed to more traditional communication channels, since they have great penetration in the environments in which Enresa develops its activity. In 2021, two issues of the corporate journal *Estratos* were edited, a publication with more than 3,200 subscribers nationally, and another two issues of the journal *Sierra Albarrana*, which is distributed in municipalities and places of interest close to El Cabil Disposal Centre.

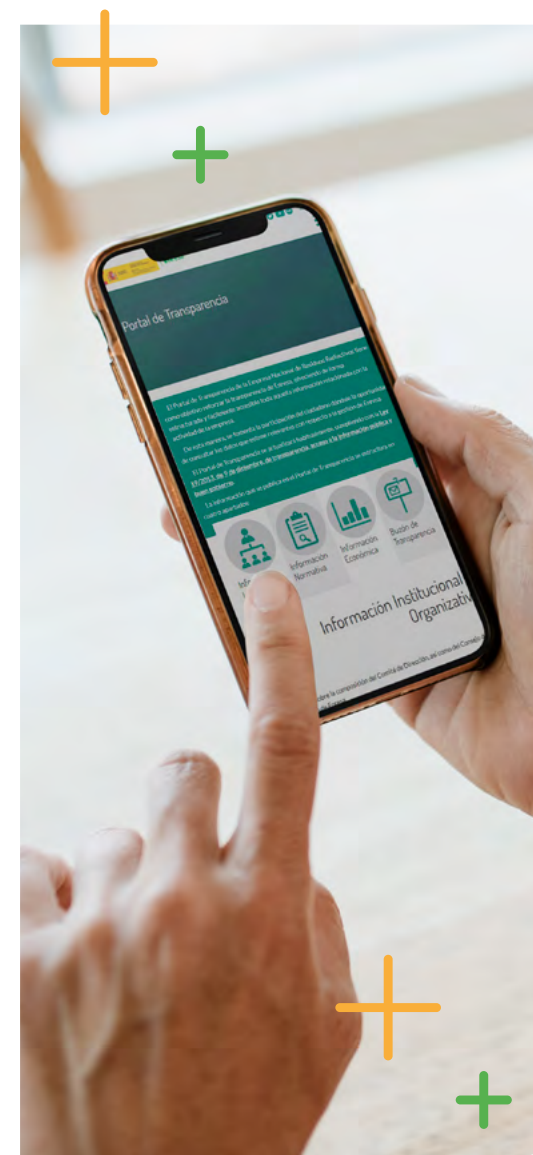


Enresa was unable to receive visitors in 2021 due to the restrictions imposed stemming from the pandemic. Despite this, it exceptionally opened its doors to small groups of professional associations and social stakeholders, totalling 40 visits with 307 participants.

In relation to internal communication, Enresa made a significant effort to improve information to its employees on the different projects and corporate news. In this regard, in 2021, 20 newsletters were issued and 67 audio-visual publications were broadcast on the corporate screens at the different work centres.

Lastly, and with a view to Enresa's continuous efforts at improvement, an opinion survey was conducted in 2021 to see the level of knowledge of society regarding the different activities developed by the Company. Its conclusions will help design new corporate and communication actions in the future.

In addition, it should be pointed out that the model of dialogue with other social stakeholders and with society in general is undertaken through the channels provided for in Title I of Chapter III of the Transparency, Access to Public Information and Good Governance Act 19/2013 of 9 December, which allows citizens to exercise their right to access public information in those fields that are not covered by active publicity contained on the **transparency portal** and via the electronic mail addresses buzontransparencia@enresa.es, registro@enresa.es y prensa@enresa.es



Specifically, **Enresa's communication channels with its stakeholders** are the following:

STAKEHOLDER	CHANNELS
Nuclear Safety Council	Liaison committees Inspections Work meetings Periodic report Attention to requests for information
Ministry for Ecological Transition and Demographic Challenge	Periodic meetings Information committees on decommissioning Assessment committee of projects contained in MO IET 458/2015 Attention to and coordination of requests for information
Upper and Lower Houses of Parliament	Institutional meetings Participation in the Panel commissioned on relations with the Nuclear Safety Council Appearance by the Chairman before other parliamentary committees
Regional and local governments in Enresa's areas of influence	Work and informative meetings Monitoring committees for projects contained in MO IET 458/2015 Attention to enquiries and requests for information Corporate journals Information committees of the nuclear power plants
Shareholders	General Shareholders' Meeting Board of Directors Annual Operating Plan (AOP) Periodic meetings
Nuclear power plants	Work meetings Congresses and training meetings Information committees of the nuclear power plants
Radioactive installations and companies that recycle metallic materials	Work meetings Congresses and training meetings

Contractors and suppliers of goods and services in the nuclear sector	Public sector contracting platform Enresa electronic office Contact mailbox: dpto.comprasversiones@enresa.es Work meetings to manage contracts
Population of Enresa's areas of influence	Corporate website Social media Information centres Training days Informative videos Attention to requests for information Face-to-face meetings
Sector associations	Attendance at congresses and training days Informative meetings Attention to requests for information
Entities and bodies in the fields of science and training	Sponsorship and agreements to organise and collaborate in training activities Joint research projects Corporate journals Technical publications
NGOs	Meetings Attention to requests for information Transparency mailbox
Media	Press releases Informative meetings Attention to requests for information and visits/filming in our installations Corporate website Social media
Enresa employees	Works councils Informative electronic mail addresses Social media Intranet Internal newsletter Internal informative screens Notice boards Whistleblowing channels Internal participative actions: training, meetings, competitions Meetings with the Chairman's Office and other Enresa executives



5. PEOPLE ENRESA'S GREATEST ASSET

5.1. United to go further

5.2. Stable, quality jobs

5.3. Work/life balance, equality and inclusion

5.4. Training to continue growing

5.5. The challenge of digitalisation

5.6. Health and safety

5.7. Profile of the workforce and remuneration



5.1. United to go further

People are undoubtedly Enresa's greatest asset. Through their commitment, professionalism and dedication, the 339 people who make up the human team drive this common project, complying with the public service the Company is commissioned with.

As part of this commitment to responsible management, Enresa endeavours to offer people the best possible workplace. It does this through stable, quality employment, fostering a work/life balance, committed to effective equality between men and women and facilitating the inclusion of people with disability in the labour environment.

Enresa offers stable and quality employment, effective equality between men and women and facilitates the inclusion of people with disability

The Company also allocates significant resources each year to training its workforce, providing tools that boost the capabilities and skills of workers to benefit their personal and professional development. Enresa also benefits from this growth as it has the best talent available for the correct development of its activities.

And all this, of course, with a focus on the safety and well-being of the workforce – one of the strategic pillars of the Company. Each year, to continue developing this matter, Enresa revises its processes to minimise the risks associated with its activity, along with driving a prevention culture through actions to raise awareness in order to guarantee personal integrity and to seek to eliminate any kind of incident.



5.2. Stable, quality jobs

In line with its social responsibility strategy, the Company is committed to the personal and professional growth of its human team, promoting permanent employment contracts, training, equal opportunities, inclusion and health and safety at work.

In this context, the *Single Collective Agreement 2019-2023*, published in the Official State Gazette (BOE) on 31 December 2019, is the framework that contains the socio-employment conditions for staff at all Enresa work centres. This is a single regulation that modernises labour relations and replaces the concept of employee-management relations with group relations.

This agreement, which covers 87% of the workforce (at 31 December 2021), introduces a new system of professional classification based on groups, which integrates and simplifies the previous systems. It also regulates the processes to establish internal and external job positions and defines a model to lower the average age of the workforce, guaranteeing the transfer of knowledge. In addition, it boosts work/life balance measures and organises the management of social action.



5.3. Work/life balance, equality and inclusion



Enresa is decisively committed to work/life balance to strengthen the well-being of its employees, pushing through effective measures that provide for a balance between the work and the personal life of its workforce. Some of the main measures focus on flexible hours, fostering a reduction in the working day and the balance of the annual calculation of hours worked, with a view to reducing the amount of overtime. These measures, as and when necessary, will include the previous authorisation of the corresponding head of department and always include the consent of the corresponding workers. It should also be highlighted that the work calendar at each centre is agreed upon on an annual basis after being negotiated with the respective works council.

In 2021, in order to continue enhancing the work/life balance, Enresa approved a digital disconnection measure, contained in the *Remote Working Agreement* of 13 July, following the agreement reached with the legal representatives of the workers.

Work days and hours at the different Enresa work centres

 MADRID	 EL CABRIL	 JOSÉ CABRERA VANDELLÓS VILLARDE CAÑAS	
1,642	1,627.5	1,642	Annual working time (hours)
37.5 (average)	37.5 (average)	37.5 (average)	Weekly working time (hours)
YES	NO	The timetable shall be determined according to the productive needs at each installation	Flexitime
Intensive working day between 1/05 and 30/09	Continuous working day	Continuous working day	Others

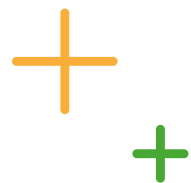
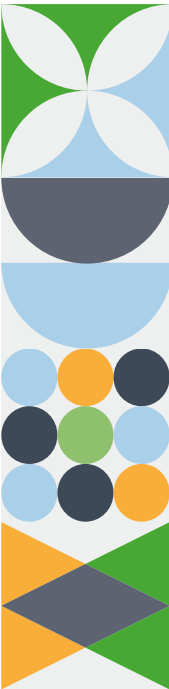
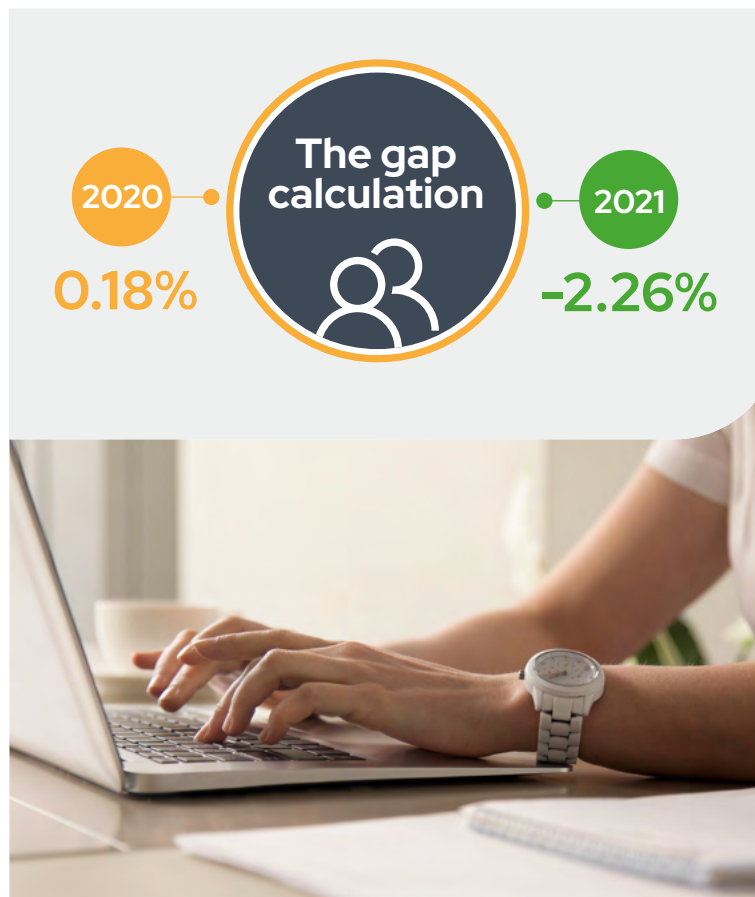
EQUALITY

Enresa believes in the equality of all people, fostering equal treatment and the same opportunities, regardless of gender, religion, race or any other aspect. This guiding action is present in the Company's *Equality Plan*, which underwent a major overhaul in 2021, following the modifications introduced in the new regulation approved in October 2020, and also in the Single Collective Agreement, including measures to guarantee this in all areas of the Company, particularly the integrated management of selection processes to ensure respect for the principles of equality, merit and ability, thus reducing any gender bias. In line with this equality approach, Enresa provides for any form of discrimination to be rejected in its policies and Code of Ethics.

The Company also applied its equality policies to remuneration, with the aim of avoiding any wage gap between men and women. To achieve this, it has enacted a strategy based on a new professional classification agreed in the collective agreement, which reduces *ad personam* supplementary benefits and generates a definition of clearer professional groups and sub-groups. Accordingly, the wage gap has been corrected such that the current salary difference is weighted in favour of women.

All salary concepts are included in the calculation of the wage gap, including length of service. This remuneration concept has a greater weighting for male employees, due to their presence at the Company since its outset. Hence, this deviation is not attributable to gender questions.

Through the analysis of the average remuneration of the workforce, the wage gap is determined by calculating the difference between the average remuneration of men less the average remuneration of women, based on the average remuneration of men. If the value is less than 1, the gap is favourable for women. If the value is higher than 1, the gap is favourable for men.



INCLUSION

In the same way, Enresa maintains a strong commitment to the inclusion of people with functional diversity, thus fostering inclusive employment. All the rounds of employment offers include a clause that fosters the hiring of people with a disability equal to or higher than 33%.

The Directorate-General of the State Public Employment Service (SEPE), of the Ministry of Work, Migration and Social Security, resolved, on 17 January 2019, to accept the application for a declaration of exceptional nature presented by Enresa, in accordance with the provisions established in Royal Decree 364/2005, of 8 April, regulating alternative compliance of an exceptional nature with the reserved quota of jobs in favour of workers with disabilities, granting Enresa the Certificate of Exceptional Nature with the aim of complying with the provisions contained in the General Law on the Rights of Persons with Disabilities. The Certificate of Exceptional Nature granted shall be in force for a period of three years: 2019-2020 and 2021.

The SEPE authorised Enresa, in this resolution, to adopt the alternative measures consisting of the formalisation of a contract for the provision of certain general services with a Special Employment Centre (CEE), SBC OUTSOURCING SL, the purpose of which is the training and recruitment of people with functional diversity. These services are provided by seven people from this CEE.

In the month of December 2021, Enresa presented a new application for a declaration of exceptional nature to the SEPE for the following three years (2022-2023 and 2024), and is currently waiting for the resolution from this body.

In addition to fostering inclusion, Enresa works to benefit real universal accessibility, both in physical work spaces and in the Company's communication mediums. All the Enresa work centres have access for people with functional diversity. Specifically, in 2021, work is being implemented on the El Cabril information centre, eliminating the potential access barriers to people with functional diversity in this informative space. Furthermore, the web portal www.enresa.es is completely accessible, complying with Royal Decree 1112/2018, of 7 September, on accessibility to websites and applications for mobile devices in the public sector, and has AENOR certification that accredits compliance with the accessibility requirements for ICT products and services established in standard UNE 301549:2020 (WCAG 2.1).

PREVENTION OF HARASSMENT

Enresa employs specific procedures to prevent sexual harassment and harassment on grounds of gender, along with a protocol to prevent workplace harassment. They all seek to ensure that Enresa staff enjoy a workplace environment in which their moral integrity and dignity are respected and that their health is not affected.

5.4. Training to continue growing

The acquisition of new knowledge is fundamental for the personal and professional growth of the human team at Enresa, and to develop staff performance with the highest guarantees of quality, innovation and safety.

With a view to systematising the training of Company staff, Enresa has defined a *General Training Plan*, backed by trade union representation and an annual programme that includes the training offer for each year for the whole of the workforce and in each and every work area.

The main aims of the *General Training Plan* are:



Enresa employs a monitoring mechanism to comply with its training plans. This is undertaken by the **Intercentre Training Committee** – a parity body made up of workers' and company representatives that meets at least once every six months in order to carry out adequate monitoring of the training undertaken and of other indicators.

In 2021, Enresa taught a total of **18,678 hours** of training, a drop of 1.75% on the hours taught the previous year (19,011 horas).

Training at Enresa in 2021

	TYPE OF TRAINING*					No. of hours of training
	Attendance at congresses	Cross-cutting ²	Specific ³	Individual professional development ⁴	Externa ⁵	
Graduates**	608.00	4,264.76	7,918.00	1,616.05	227.30	14,634.11
Non-graduate technicians	0.00	306.45	473.50	0.00	24.00	803.95
Administrative staff	0.00	823.13	1,019.50	1.50	0.00	1,844.13
Professionals -trades	0.00	152.23	1,244.00	0.00	0.00	1,396.23
Total	608.00	5,546.57	10,655.00	1,617.55	251.30	18,678.42

*Type of training

¹Attendance by Enresa staff as speakers or attendees at national and international events (seminars, congresses, annual meetings, symposiums, etc), organised externally.

²Caters for training needs on cross-cutting, priority or essential matters for the Company, general regulations for the public sector, office skills, computer skills, languages, social responsibility, equality, risk prevention, etc.

³Responds to the needs of the different departments and services on matters related to the functions they develop and the specific regulations, techniques, applications and skills they need to develop. Its function is the adaptation and continuous updating of the worker in terms of general and specific knowledge of the units and job positions integrated therein.

⁴Facilitates the development of the skills required for each position and better performance of the functions required, along with professional promotion and change of job position.

⁵Training carried out proposed by third parties that request the participation of Enresa's technical staff to outline different activities of the Company on courses, at seminars, congresses, on master's degrees, etc.

**** The professional category of 'Senior Executives' is included under the category of 'Graduates'**



5.5. The challenge of digitalisation

In line with its corporate policies and its future strategy, Enresa has taken on the challenge of modernising the Company with the aim of optimising the efficiency of all its processes and operations. Technology plays a crucial role in this undertaking, as does digitalisation – a concept that strengthens the management of companies.

To drive this new paradigm, Enresa has designed its *9th Information and Technology Systems Plan 2020-2022* – a roadmap that is helping transform the Company and progress towards its digitalisation. Some of the main actions under this Plan are the implementation of the SAP S4/HANA platform, the increase in the electronic management of documentation and the conclusion of the digitalisation tasks related to documents from prior to 2007 from the corporate archives.



2021

33,476

Documents were managed electronically without the need to print them throughout their lifecycle

Similarly, Enresa is boosting the use of Microsoft Cloud as a habitual work environment for all staff. This has enhanced the mobility possibilities of many of its staff, which also strengthens the Company's commitment to flexibility and work/life balance. To organise mobility in job positions and access to the cloud and to corporate systems, laptop computers have been provided to all staff in mobility positions.

In 2021, Enresa implemented several training and internal communication actions to raise awareness by the human team of the risks of working in an environment outside of the Company and a Manual of Good Practices in Information Security was published.

5.6. Health and safety

The protection and care of people is one of the pillars on which Enresa's activity is based. Accordingly, the Company has designed a series of actions aimed at protecting the health of its employees with constant monitoring based on a **Preventive Policy**, accompanied by special campaigns that highlight and anticipate potential diseases.

GENERAL HEALTH AND SAFETY PLAN

The policy, objectives and goals that Enresa seeks to achieve on prevention, along with the human, technical, material and economic resources available to that end are contained in the *Enresa Prevention of Occupational Hazards Manual* which, together with the implementing procedures, constitute the Enresa Prevention of Occupational Hazards Plan. On a complementary basis, it annually approves the *General Health and Safety Plan* and, for each work centre, project and activity, a specific prevention of occupational hazards plan is applied that allows action to be taken systematically, following the safety rules and guidelines geared to reducing the possibility of accidents at work and occupational diseases in all areas of activity and company departments.

In 2021, the most important preventive actions were those adopted to minimise the risk of contagion of COVID-19. Other activities were also carried out, such as the updating and revision of risk evaluations in line with the programme established and the development of the personal health monitoring plan (349 medical examinations were carried out and 254 specific preventive tests for the early detection of breast cancer (20), prostate cancer (136) and colon and rectal cancer (98).

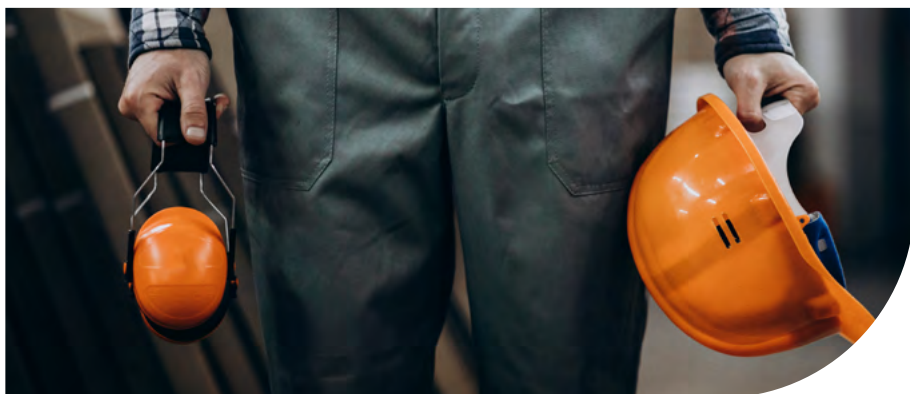
No positions exist at the Company classified as at high risk of accident or disease.



In 2021, 3 incidents, 3 work accidents that did not require sick leave, 1 *in itinere* accident that did not require sick leave and 2 work accidents that did require sick leave were recorded. None of these were fatal. The breakdown of work accidents, the frequency rate and seriousness rate by gender is shown in the following table:

	MEN	WOMEN	TOTAL
Accidents not requiring sick leave	4	0	4
Accidents requiring sick leave	2	0	2
<i>In itinere</i> accidents requiring sick leave	0	0	0
Frequency rate	5.97	0	3.68
Seriousness rate	0.39	0	0.24
Occupational diseases	0	0	0

The number of hours of absenteeism from Enresa in 2021 amounted to 18,428 (32,174.71 in 2020).



INTERNAL MANAGEMENT OF HEALTH AND SAFETY

Enresa, as part of its health and safety at work management system, has its **Own Prevention Service**, which focuses on the following preventive specialist areas: health monitoring, safety at work, industrial hygiene and ergonomics and applied psychosociology. This system is audited every second year to ensure its results. The latest evaluation took place in March 2020, with satisfactory results.

In turn, through the **Basic Health Unit**, integrated within its Own Prevention Service, Enresa provides this service to all its employees. Also noteworthy are its two Level 1 care centres, equipped and manned to cater for possible patients with radiation and/or contamination, at the work centres at the José Cabrera Nuclear Power Plant and the El Cabril Disposal Centre; along with the presence of permanent health transportation at these centres, as a voluntary improvement to prevent and provide care for accidents at work.

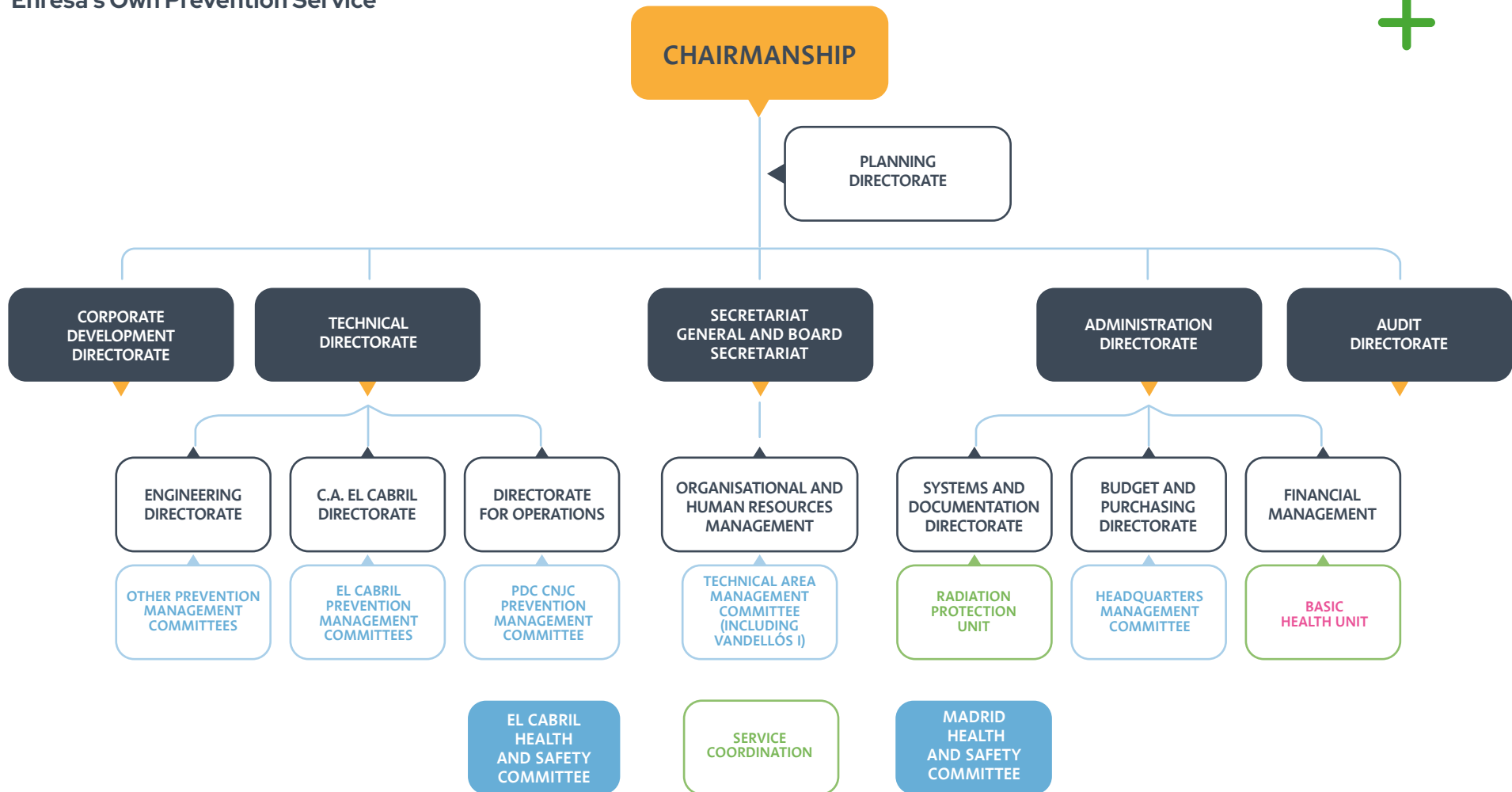
Enresa also has two **Health and Safety Committees**, one for El Cabril and the other to cover the other work centres, made up of three workers' representatives and another three company representatives. Their main responsibilities include fostering social dialogue in relation to health and safety.

In addition, the preventive organisation includes **prevention management committees and integrated management committees** for installations, projects and specific operations. These are of a purely internal, and not trade union, nature.



DIAGRAM OF PREVENTION STEERING COMMITTEE:

Enresa's Own Prevention Service



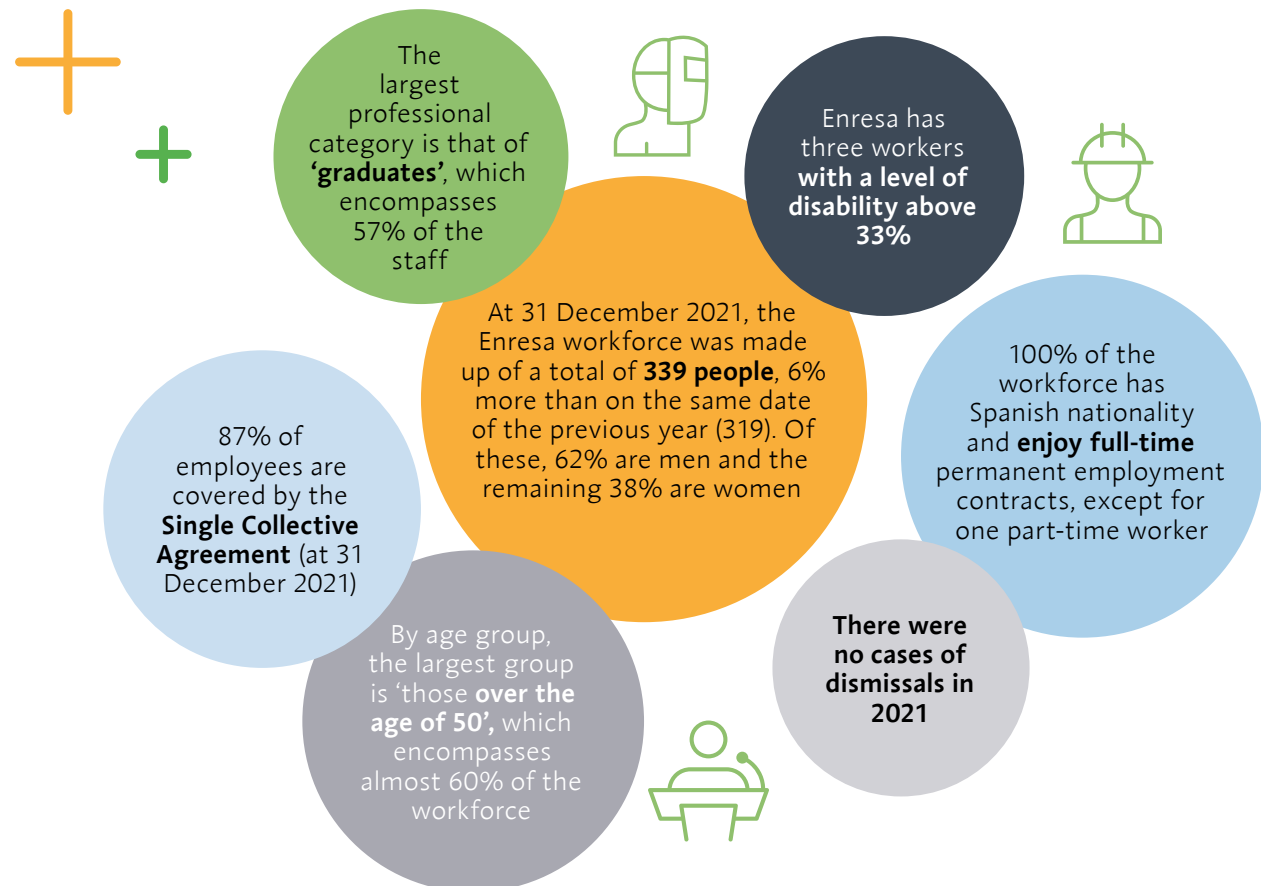
RESPONSE TO COVID

Since the outbreak of COVID-19, and on recommendations provided by the Ministry of Health, Enresa introduced specific action protocols to tackle this global health crisis according to the characteristics of each work centre. These protocols were notified to all the staff at the Company, and to external personnel that provide a service at its installations.

In 2021, the Company updated these protocols according to the spread of the pandemic and to the new health criteria published by competent organisations. In addition, over the course of the year, campaigns to provide information and raise awareness as to the preventive measures to deal with the health situation stemming from COVID-19 were implemented.

5.7. Profile of the workforce and remuneration

After more than 35 years of activity, Enresa has a workforce with extensive experience in line with the Company's undertakings. The average profile of the Enresa employee is a graduate over the age of 50. The remuneration of the workforce and of management is determined according to the *single collective agreement* of the Company and prevailing legislation.



REMUNERATION OF EMPLOYEES AND DIRECTORS

The Enresa remuneration policy is contained in the *Single Collective Agreement 2019-2023* for all staff at the Enresa work centres and in successive General State Budget Acts. The Collective Agreement establishes the remuneration structure and the salary scales. In all cases, the remuneration received exceeds the minimum wage and no remuneration inequalities have been detected on grounds of gender, except for questions of length of service and other concepts associated with the specific provisions of the job position that lack a gender bias.

The remuneration of senior management is established in accordance with Royal Decree 451/2012, of 5 March, regulating the remuneration regime of senior management and executives in the public enterprise and other entities sector. The Chairman receives the maximum remuneration of €175,191.23. The members of the Board of Directors receive an amount of €9,425 per annum for attending ordinary Board meetings, with a maximum of 11 ordinary meetings per annum, with the exception of the senior officials, the Chairman and Vice Chairman of the Company, whose amounts were paid into the Public Treasury pursuant to the provisions of prevailing legislation.

The allowances of the Board members are governed by the Ministerial Order of the Ministry of the Treasury and Public Administrations of 8 January 2013, whereby the allowances provided for therein for Group 2 apply to Enresa. The members of the Audit Committee do not receive an allowance, nor Board members for attendance at extraordinary sessions of the Board of Directors.

STAFF INDICATORS

Total number of employees by sex, age and professional classification

TYPE	MEN	WOMEN	TOTAL
Senior Management	7	7	14
Under the age of 30	0	0	0
Between 30 and 50	2	1	3
Older than 50	5	6	11
Graduates	117	77	194
Under the age of 30	1	1	2
Between 30 and 50	53	41	94
Older than 50	63	35	98
Non-graduate Technicians	17	2	19
Under the age of 30	1	0	1
Between 30 and 50	2	0	2
Older than 50	14	2	16
Administrative Staff	10	43	53
Under the age of 30	0	0	0
Between 30 and 50	1	10	11
Older than 50	9	33	42
Professionals-Trades	58	1	59
Under the age of 30	0	0	0
Between 30 and 50	18	0	18
Older than 50	40	1	41
TOTAL	209	130	339





Distribution of employees by sex, age and professional classification (all located in Spain)

TYPE	MEN	WOMEN	TOTAL
Senior Management	2.06%	2.06%	4.13%
Under the age of 30	0.00%	0.00%	0.00%
Between 30 and 50	0.59%	0.29%	0.88%
Older than 50	1.47%	1.77%	3.24%
Graduates	34.51%	22.71%	57.23%
Under the age of 30	0.29%	0.29%	0.59%
Between 30 and 50	15.63%	12.09%	27.73%
Older than 50	18.58%	10.32%	28.91%
Non-graduate Technicians	5.01%	0.59%	5.60%
Under the age of 30	0.29%	0.00%	0.29%
Between 30 and 50	0.59%	0.00%	0.59%
Older than 50	4.13%	0.59%	4.72%
Administrative Staff	2.95%	12.68%	15.63%
Under the age of 30	0.00%	0.00%	0.00%
Between 30 and 50	0.29%	2.95%	3.24%
Older than 50	2.65%	9.73%	12.39%
Professionals – Trades	17.11%	0.29%	17.40%
Under the age of 30	0.00%	0.00%	0.00%
Between 30 and 50	5.31%	0.00%	5.31%
Older than 50	11.80%	0.29%	12.09%
TOTAL	62%	38%	100%

Total number of modalities of employment contract

	SENIOR MANAGEMENT			GRADUATES			NON-GRADUATE TECHNICIANS			ADMINISTRATIVE STAFF			PROFESSIONALS-TRADES			
Type	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	TOTAL
Under the age of 30	0	0	0	1	1	2	1	0	1	0	0	0	0	0	0	3
Permanent	0	0	0	1	1	2	1	0	1	0	0	0	0	0	0	3
Full time	0	0	0	1	1	2	1	0	1	0	0	0	0	0	0	3
Part time	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Temporary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Full time	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Part time	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Between 30 and 50	2	1	3	53	41	94	2	0	2	1	10	11	18	0	18	128
Permanent	2	1	3	53	41	94	2	0	2	1	10	11	18	0	18	128
Full time	2	1	3	53	41	94	2	0	2	1	10	11	18	0	18	128
Part time	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Temporary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Full time	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Part time	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Older than 50	5	6	11	63	35	98	14	2	16	9	33	42	40	1	41	208
Permanent	5	6	11	63	35	98	14	2	16	9	33	42	40	1	41	208
Full time	5	6	11	63	35	98	14	2	16	8	33	41	40	1	41	207
Part time	0	0	0	0	0	0	0	0	0	1		1	0	0	0	1
Temporary	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Full time	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Part time	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	7	7	14	117	77	194	17	2	19	10	43	53	58	1	59	339

Distribution of modalities of employment contract

	SENIOR MANAGEMENT			GRADUATES			NON-GRADUATE TECHNICIANS			ADMINISTRATIVE STAFF			PROFESSIONALS-TRADES			
Type	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	TOTAL
Under the age of 30	0.00%	0.00%	0.00%	0.29%	0.29%	0.59%	0.29%	0.00%	0.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.88%
Permanent	0.00%	0.00%	0.00%	0.29%	0.29%	0.59%	0.29%	0.00%	0.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.88%
Full time	0.00%	0.00%	0.00%	0.29%	0.29%	0.59%	0.29%	0.00%	0.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.88%
Part time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Temporary	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Full time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Part time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Between 30 and 50	0.59%	0.29%	0.88%	15.63%	12.09%	27.73%	0.59%	0.00%	0.59%	0.29%	2.95%	3.24%	5.31%	0.00%	5.31%	37.76%
Permanent	0.59%	0.29%	0.88%	15.63%	12.09%	27.73%	0.59%	0.00%	0.59%	0.29%	2.95%	3.24%	5.31%	0.00%	5.31%	37.76%
Full time	0.59%	0.29%	0.88%	15.63%	12.09%	27.73%	0.59%	0.00%	0.59%	0.29%	2.95%	3.24%	5.31%	0.00%	5.31%	37.76%
Part time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Temporary	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Full time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Part time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Older than 50	1.47%	1.77%	3.24%	18.58%	10.32%	28.91%	4.13%	0.59%	4.72%	2.65%	9.73%	12.39%	11.80%	0.29%	12.09%	61.36%
Permanent	1.47%	1.77%	3.24%	18.58%	10.32%	28.91%	4.13%	0.59%	4.72%	2.65%	9.73%	12.39%	11.80%	0.29%	12.09%	61.36%
Full time	1.47%	1.77%	3.24%	18.58%	10.32%	28.91%	4.13%	0.59%	4.72%	2.36%	9.73%	12.09%	11.80%	0.29%	12.09%	61.06%
Part time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.29%	0.00%	0.29%	0.00%	0.00%	0.00%	0.29%
Temporary	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Full time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Part time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	2.06%	2.06%	4.13%	34.51%	22.71%	57.23%	5.01%	0.59%	5.60%	2.95%	12.68%	15.63%	17.11%	0.29%	17.40%	100.00%

Annual average of employees by sex, age and professional classification

	SENIOR MANAGEMENT			GRADUATES			NON-GRADUATE TECHNICIANS			ADMINISTRATIVE STAFF			PROFESSIONALS-TRADES			
Type	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	Total
Under the age of 30				1.00	1.00	2.00	1.00		1.00							3.00
Permanent				1.00	1.00	2.00	1.00		1.00							3.00
Full time				1.00	1.00	2.00	1.00		1.00							3.00
Between 30 and 50	2.00	1.00	3.00	47.69	40.00	87.69	2.00		2.00	1.00	9.04	10.04	16.82		16.82	119.55
Permanent	2.00	1.00	3.00	47.69	40.00	87.69	2.00		2.00	1.00	9.04	10.04	16.82		16.82	119.55
Full time	2.00	1.00	3.00	47.69	40.00	87.69	2.00		2.00	1.00	9.04	10.04	16.82		16.82	119.55
Older than 50	5.00	6.00	11.00	64.89	34.60	99.50	14.75	2.00	16.75	9.00	33.00	42.00	39.70	1.00	40.70	209.94
Permanent	5.00	6.00	11.00	64.89	34.60	99.50	14.75	2.00	16.75	9.00	33.00	42.00	39.70	1.00	40.70	209.94
Full time	5.00	6.00	11.00	64.89	34.60	99.50	14.75	2.00	16.75	8.00	33.00	41.00	39.70	1.00	40.70	208.94
Part time										1.00		1.00				1.00
TOTAL	7.00	7.00	14.00	113.58	75.60	189.18	17.75	2.00	19.75	10.00	42.04	52.04	56.52	1.00	57.52	332.50

Employees with functional diversity

DISABILITY	No. OF EMPLOYEES
< 33%	
Between 33% and 65%	3
> 65%	
TOTAL	3



Average remuneration and its evolution broken down by sex, age and professional classification or equal value* (in €)

Type	AVERAGE REMUNERATION 2020			AVERAGE REMUNERATION 2021		
	Men	Women	Total	Men	Women	Total
Senior Management**	145,328	138,220	141,774	146,832	139,768	143,300
Under the age of 30	0	0	0	0	0	0
Between 30 and 50	136,479	129,224	134,060	138,016	130,387	135,473
Older than 50	148,867	139,719	143,878	150,358	141,332	145,435
Graduates	70,717	65,748	68,716	68,149	66,858	67,636
Under the age of 30	48,983	47,247	48,404	64,856	47,672	56,264
Between 30 and 50	57,906	56,940	57,416	55,489	58,419	56,795
Older than 50	77,950	75,619	77,173	78,132	77,291	77,838
Non-graduate Technicians	54,669	47,119	53,781	54,831	47,921	54,104
Under the age of 30	43,146	0	43,146	44,291	0	44,291
Between 30 and 50	50,137	0	50,137	48,868	0	48,868
Older than 50	55,904	47,119	54,732	56,436	47,921	55,372
Administrative Staff	45,321	46,624	46,348	45,400	46,948	46,656
Under the age of 30	0	0	0	0	0	0
Between 30 and 50	45,851	40,625	41,205	0	39,150	39,150
Older than 50	45,268	48,078	47,424	45,400	49,012	48,191
Professionals - Trades	45,406	48,567	45,459	45,639	49,761	45,709
Under the age of 30	0	0	0	0	0	0
Between 30 and 50	41,276		41,276	40,718		40,718
Older than 50	47,219	48,567	47,252	47,679	49,761	47,729
TOTAL	63,148	63,033	63,104	62,366	63,775	62,906



*The average remuneration contained in the table corresponds to the base salary, length of service, fixed supplements and maximum provision of variable remuneration of the employees at year end. All the average values are weighted according to the number of staff the calculation has been made with.

** The Senior Management remuneration contained in the table is their total contractual remuneration, which includes the following concepts: variable remuneration, indemnity payments, payments to long-term savings schemes and other benefits.

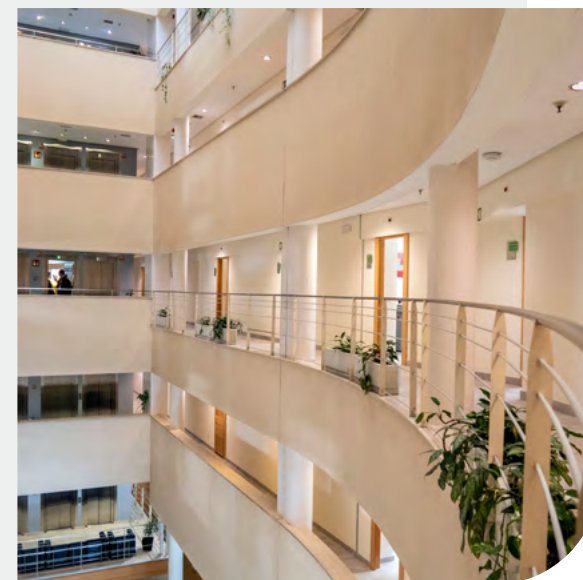
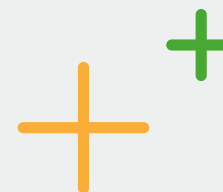
Average remuneration of Board members

AVERAGE REMUNERATION 2021		
Board members	Men	Women
Of any age and regardless of sex	€9,425	€9,425
TOTAL	€9,425	€9,425

Wage gap by professional category

	2020	2021
Senior Management	4.89%	4.81%
Graduates	7.03%	1.89%
Non-graduate Technicians	13.81%	12.60%
Administrative Staff	-2.88%	-3.41%
Professionals-Trades	-6.95%	-9.03%
TOTAL	0.18%	-2.26%

The wage gap is determined by calculating the difference between the average remuneration of men less the average remuneration of women, divided by the average remuneration of men. If the value is less than 1, the gap is favourable to women. If the value is more than 1, the gap is favourable to men.





ABOUT THIS REPORT





Company	Enresa
Registered address	Calle de Emilio Vargas, 7 28043, Madrid
Country	Spain
Period covered	2021
Frequency	Annual
More information	prensa@enresa.es / rsc@enresa.es 915 66 81 00 www.enresa.es

RADIOACTIVE WASTE, S.A., S.M.E. (Enresa) in Spain. Its preparation is the result of collaboration from all Enresa management departments.

By means of this document, Enresa shares with all its stakeholders and society as a whole its performance over 2021, focused on corporate, economic, social and environmental areas. This is an exercise in accountability whereby the Company clearly shows its commitment to value creation, transparency and fluid communication.

In compliance with Law 11/2018, of 28 December, on non-financial information and diversity, EMPRESA NACIONAL DE RADIOACTIVE WASTE, S.A., S.M.E. (Enresa) includes its Non-financial Information Statement (EINF) in the Directors' Report corresponding to the financial year running from 1 January to 31 December 2021.

This EINF has been drawn up taking certain standards selected from the *Global Reporting Initiative* (GRI) as references. The non-financial indicators selected by Enresa comply with the principles of comparability, materiality, relevance and reliability, and the information is accurate, comparable and verified by an independent verification service provider.

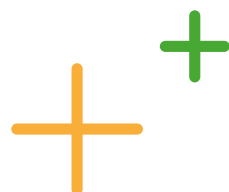
The independent assurance report that includes the goals and scope of the process, along with the revision procedures used and its conclusions, is attached to this report as a [annex](#).

Principles that govern this report

1. PRINCIPLES TO GUARANTEE THE QUALITY OF THE REPORT

These principles are related to the quality of the information, including their correct presentation:

- **Accuracy:** the information that Enresa provides in this report is set out in an accurate and detailed manner
- **Balance:** the report shows both the positive and negative aspects of the performance of Enresa's activity in 2021
- **Clarity:** an easily understandable style is used; it is drafted in such a way that it does not hinder the comprehension of the information provided. The structure of the document facilitates the location of the information. A table of contents and tables are included
- **Comparability:** the information is presented in a way that facilitates the analysis of the development of Enresa's performance over time and in comparison with other companies
- **Reliability:** the information included in this report is backed by internal and external controls

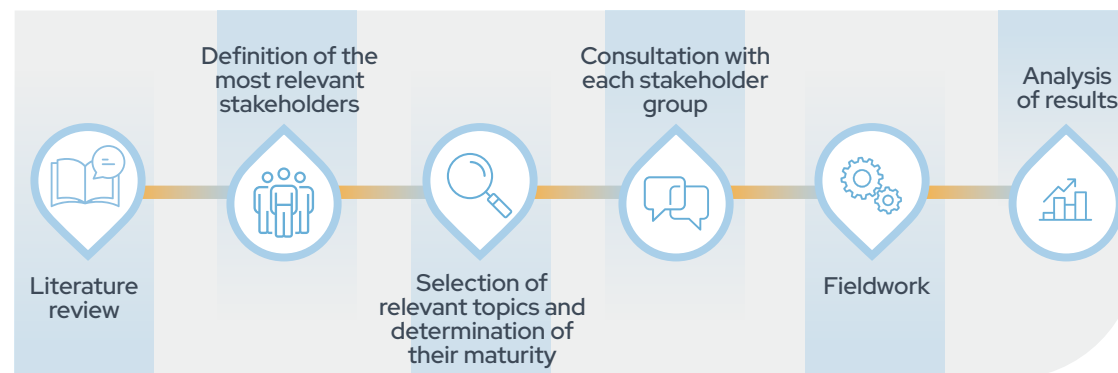


2. PRINCIPLES FOR THE DEFINITION OF THE CONTENT:

Relevant issues and stakeholder participation

As part of its corporate social responsibility strategy, Enresa has conducted a study in 2021 to identify the most relevant issues in its performance in relation to economic, social and environmental dimensions. This work, known as a **materiality analysis**, has allowed the expectations of its stakeholders to be analysed from the perspective of social responsibility and sustainability, defining the most important aspects for the Company's internal and external stakeholders.

This study has been developed in accordance with the following methodology:



The most important issues for Enresa are grouped into four thematic areas, each of which develops more specific aspects:

- Essential public service (SP)
- Good governance and ethical management (BGE)
- Social aspects (AS)
- Environmental aspects A(AA)



Essential public service

- SPE1.**
Safety and radiological protection
- SPE2.**
Regulatory compliance
- SPE3.**
Cost efficiency
- SPE4.**
Quality
- SPE5.**
Technological capacity
- SPE6.**
Research and development
- SPE7.**
Collaboration with international bodies and companies
- SPE8.**
Compliance with deadlines



Good governance and ethical management

- BG1.**
Communication
- BG2.**
Transparency regarding fiscal and financial information
- BG3.**
Ethics and compliance
- BG4.**
Protection of human rights
- BG5.**
Contribution to the Sustainable Development Goals (SDG) of the 2030 Agenda



Social aspects

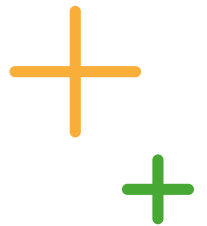
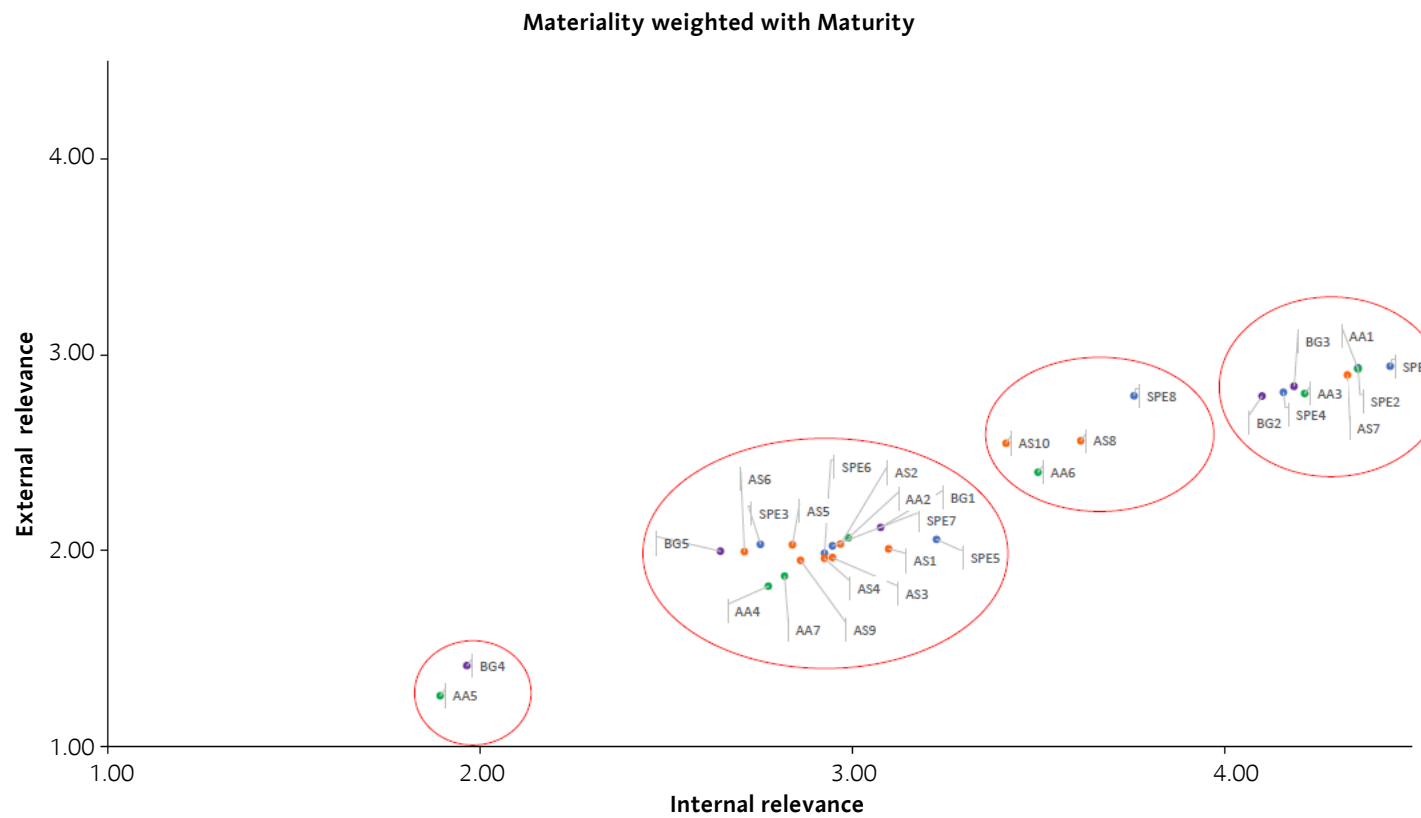
- AS1.**
Job quality, stability and fair and favourable conditions
- AS2.**
Professional development through training
- AS3.**
Work/life balance
- AS4.**
Promotion of health and well-being of employees
- AS5.**
Gender equality and non-discrimination
- AS6.**
Accessibility and diversity
- AS7.**
Safety and prevention of occupational hazards
- AS8.**
Contribution to local development through co-financing projects and agreements
- AS9.**
Dissemination and transfer of knowledge
- AS10.**
Socially responsible procurement



Environmental aspects

- AA1.**
Environmental monitoring and oversight
- AA2.**
Sustainable use of resources
- AA3.**
Waste water management
- AA4.**
Mitigation and offsetting of CO₂ emissions
- AA5.**
Circular economy and management of conventional non-hazardous waste (solid urban waste)
- AA6.**
Environmentally responsible procurement
- AA7.**
Protection of biodiversity

The matrix allows the relevance of the issues for Enresa's internal and external stakeholders to be visualised, weighted according to the critical nature of these groups and the maturity of the issues.



Enresa's stakeholders that have taken part in the analysis of the relevant issues are as follows:

STAKEHOLDER

Nuclear Safety Council
Ministry for Ecological Transition and Demographic Challenge
Upper and Lower Houses of Parliament
Regional and local governments in Enresa's areas of influence
Shareholders
Nuclear power plants
Radioactive installations and companies that recycle metallic materials
Contractors and goods and services suppliers in the nuclear sector
Populations in areas of influence of Enresa
Sector associations
Entities and bodies in the fields of science and training
NGOs
Media
Enresa employees

Context of sustainability

This report analyses the results obtained by the only company included in the scope of this report, and its relationship with the commission received, along with its sustainability strategy described in the *Master Plan on Corporate Social Responsibility* and in the annual Corporate Social Responsibility plans.

Exhaustivity

The information set out in this report allows for an assessment of the conduct of Enresa in those aspects considered key in 2021.

The cover of the relevant issues is shown in the different sections of this report, offering concrete responses. A table referenced to the requirements of Law 11/2018 is also included.

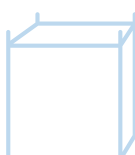




List of contents according to the requirements of Law 11/2018 on Non-Financial Information and Diversity matters

LAW 11/2018	RELATED GRI STANDARD	PAGE No.
GENERAL INFORMATION		
Business model		
Brief description of the group's business model (including its business environment, its organisation and structure)	102-1: Name of the organization 102-2: Activities, primary brands, products and services 102-45: Entities included in the financial statements 102-5: Ownership and legal form 102-7: Scale of the organisation 102-18: Governance structure 102-22: Composition of the highest governance body and its committees 102-23: Chair of the highest governance body	7-15 , 31-38
Geographic presence	102-3: Location of the headquarters 102-4: Location of the operations	7 , 11
Objectives and strategies of the organisation	103-2: Management approach and its components	7-8 , 27-28
Main factors and trends that may affect its future evolution	102-15: Main impacts, risks and opportunities	26
Company policies		
A description of the policies applied by the group to the different questions and the results of these policies [environmental and social questions, human rights matters and the fight against corruption and bribery, along with questions relating to staff, including the measures that, as the case may be, have been adopted to foster the principle of equal treatment and opportunities for men and women, non-discrimination and the inclusion of persons with disabilities and universal accessibility]	103-2: Management approach and its components	16-21

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LAW 11/2018	RELATED GRI STANDARD	PAGE No.
Risk management		
The main risks related to these questions [environmental and social questions, human rights matters and the fight against corruption and bribery, along with questions relating to staff, including the measures that, as the case may be, have been adopted to foster the principle of equal treatment and opportunities for men and women, non-discrimination and the inclusion of persons with disabilities and universal accessibility]	102-15: Main impacts, risks and opportunities	24-25
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Mention in the report of the framework of national, European or international reporting used for the selection of the key indicators of the non-financial results included in each one of the sections	102-54: Statement on preparation of the report in line with GRI standards	96
1. ENVIRONMENTAL QUESTIONS		
Detailed general information		
On the current and foreseeable effects of the company's activities on the environment and, as the case may be, on health and safety	103-2: Management approach and its components	46
On evaluation procedures or environmental certification	103-2: Management approach and its components	46
On the resources assigned to environmental risk prevention	103-2: Management approach and its components	49
On the application of the precautionary principle	102-11: Precautionary principle or approach	49
On the number of provisions and guarantees for environmental risks	103-2: Management approach and its components	49
Contamination		
Measures to prevent, reduce or repair the emissions that seriously affect the environment (including noise and light pollution)	305-7: Nitrogen oxides (NOX), sulphur oxides (SOX) and other significant air emissions 306-1: Water discharge by quality and destination 306-3: Significant spills	51-52

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LAW 11/2018	RELATED GRI STANDARD	PAGE No.
Circular economy and prevention and waste management		
Measures on prevention, recycling, reuse, other forms of recovery and waste disposal	306-1 Waste generation and significant waste-related impacts 306-2 Management of significant waste-related impacts 306-3 Waste generated	53-54
Actions to combat food waste	103-2: Management approach and its components	53
Sustainable use of resources		
Water consumption and water supply in accordance with local limitations	303-1: Water withdrawal by source	58
Consumption of raw materials and measures adopted to improve efficient use	301-1: Materials used by weight or volume	58
Direct or indirect energy consumption	302-1: Energy consumption within the organisation	57, 60
Measures taken to improve energy efficiency	103-2: Management approach and its components	57
Use of renewable energies	302-1: Energy consumption within the organisation	57
Climate change		
Important elements of greenhouse gas emissions generated as a result of the activities of the company, including the use of productive goods and services	305-1: Direct (Scope 1) GHG emissions 305-2: Energy indirect (Scope 2) GHG emissions	55-56
Measures adopted to adapt to consequences of climate change	103-2: Management approach and its components	57
Reduction targets voluntarily established in medium and long term to reduce greenhouse gas emissions and the measures introduced to that end	103-2: Management approach and its components	57
Protection of biodiversity		
Measures taken to conserve or restore biodiversity	103-2: Management approach and its components	50
Impacts caused by activities or operations in protected areas	103-2: Management approach and its components	50

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LAW 11/2018	RELATED GRI STANDARD	PAGE No.
2. SOCIAL QUESTIONS AND THOSE RELATING TO STAFF		
Employment		
Total number and distribution of employees by sex, age, country and professional classification Total number and distribution of employment contract modalities Average annual number of permanent employment contracts, temporary contracts and part-time contracts by sex, age and professional classification	102-8: Information on employees and other workers 405-1: Diversity on governance bodies and employees	87-94
Total number of dismissals by sex, age and professional classification	103-2: Management approach and its components	87
Average remuneration and evolution by sex, age and professional classification	103-2: Management approach and its components	93-94
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Average remuneration of directors and executives (including variable remuneration, allowances, indemnity payments, payments to long-term savings systems and any other benefit) by sex	103-2: Management approach and its components	94
Implementation of policies on disconnection from work	103-2: Management approach and its components	78
Employees with disabilities	405-1: Diversity on governance bodies and employees	92
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Organisation of work time	103-2: Management approach and its components	78
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LAW 11/2018	RELATED GRI STANDARD	PAGE No.
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Policy against any form of discrimination and, as the case may be, management of diversity	103-2: Management approach and its components	21, 79

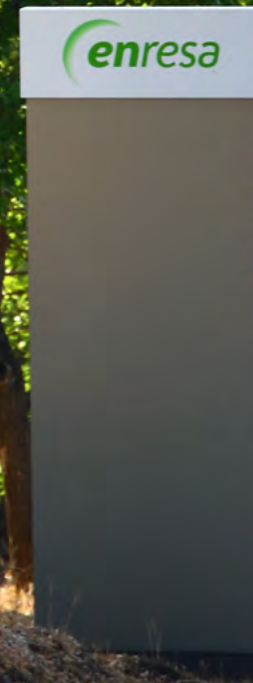
LAW 11/2018	RELATED GRI STANDARD	PAGE No.
3. INFORMATION ABOUT RESPECT FOR HUMAN RIGHTS		
Application of due diligence procedures on human rights	102-16: Values, principles, standards and norms of behavior 103-2: Management approach and its components	21
Prevention of risks of human rights violations and, as the case may be, measures to mitigate, manage and redress potential abuses committed	103-2: Management approach and its components	16-21
Complaints brought for cases of violations of human rights	102-17: Mechanisms for advice and concerns about ethics 406-1: Incidents of discrimination and corrective actions undertaken	18
Promotion and compliance with provisions of fundamental conventions of ILO related to: - Respect for freedom of association and right to collective bargaining - Elimination of discrimination at work - Elimination of forced or compulsory labour - Effective abolition of child labour	103-2: Management approach and its components	21
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INDEPENDENT VERIFICATION REPORT



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**EMPRESA NACIONAL DE
RESIDUOS RADIATIVOS, S.A.,
S.M.E.**

**Informe de Verificación
Independiente**

Estado de Información No Financiera del
ejercicio terminado el 31 de diciembre de
2021

Oficinas en: Alicante, Barcelona, Bilbao, Madrid, Málaga, Valencia, Vigo

Mazars Auditores, S.L.P. Domicilio Social: C/Diputació, 260 - 08007 Barcelona

INFORME DE VERIFICACIÓN INDEPENDIENTE DEL ESTADO DE INFORMACIÓN NO FINANCIERA

A los Accionistas de
Empresa Nacional de Residuos Radiactivos, S.A., S.M.E.:

De acuerdo al artículo 49 del Código de Comercio hemos realizado la verificación, con el alcance de seguridad limitada, del Estado de Información No Financiera (en adelante EINF) adjunto correspondiente al ejercicio finalizado el 31 de diciembre de 2021, de **Empresa Nacional de Residuos Radiactivos, S.A., S.M.E.** (en adelante, la Entidad) que forma parte del Informe de Gestión de la Entidad.

El contenido del EINF incluye información adicional a la requerida por la normativa mercantil vigente en materia de información no financiera que no ha sido objeto de nuestro trabajo de verificación. En este sentido, nuestro trabajo se ha limitado exclusivamente a la verificación de la información identificada en el apartado "Tabla de referencia a los requisitos de la Ley 11/2018" incluido en el EINF adjunto.

Responsabilidad de los Administradores

La formulación del EINF incluido en el Informe de Gestión de la Entidad, así como el contenido del mismo, es responsabilidad de los Administradores de la Entidad. El EINF se ha preparado de acuerdo con los contenidos recogidos en la normativa mercantil vigente y siguiendo los criterios de los *Sustainability Reporting Standards* de *Global Reporting Initiative* (estándares GRI), seleccionados de acuerdo a lo mencionado para cada materia en la tabla incluida en el apartado "Tabla de referencia a los requisitos de la Ley 11/2018" del EINF adjunto.

Esta responsabilidad incluye asimismo el diseño, la implantación y el mantenimiento del control interno que se considere necesario para permitir que el EINF esté libre de incorrección material, debida a fraude o error.

Los Administradores de la Entidad son también responsables de definir, implantar, adaptar y mantener los sistemas de gestión de los que se obtiene la información necesaria para la preparación del EINF.

Nuestra independencia y control de calidad

Hemos cumplido con los requerimientos de independencia y demás requerimientos de ética del Código de Ética para Profesionales de la Contabilidad emitido por el Consejo de Normas Internacionales de Ética para Profesionales de la Contabilidad (IESBA, por sus siglas en inglés) que está basado en los principios fundamentales de integridad, objetividad, competencia y diligencia profesional, confidencialidad y comportamiento profesional.

Nuestra firma aplica la Norma Internacional de Control de Calidad 1 (NICC 1) y mantiene, en consecuencia, un sistema global de control de la calidad que incluye políticas y procedimientos documentados relativos al cumplimiento de requerimientos de ética, normas profesionales y disposiciones legales y reglamentarias aplicables.

El equipo de trabajo ha estado formado por profesionales expertos en revisiones de Información no Financiera, y específicamente, en información de desempeño económico, social y medioambiental.



Nuestra responsabilidad

Nuestra responsabilidad es expresar nuestras conclusiones en un informe de verificación independiente de seguridad limitada basándonos en el trabajo realizado que se refiere exclusivamente al ejercicio 2021. Los datos correspondientes a ejercicios anteriores no estaban sujetos a la verificación prevista en la normativa mercantil vigente.

Hemos llevado a cabo nuestro trabajo de acuerdo con los requisitos establecidos en la Norma Internacional de Encargos de Aseguramiento 3000 Revisada en vigor, "Encargos de Aseguramiento distintos de la Auditoría o de la Revisión de Información Financiera Histórica" (NIEA 3000 Revisada) emitida por el Consejo de Normas Internacionales de Auditoría y Aseguramiento (IAASB) de la Federación Internacional de Contadores (IFAC) y con la Guía de Actuación sobre encargos de verificación del Estado de Información No Financiera emitida por el Instituto de Censores Jurados de Cuentas en España.

En un trabajo de seguridad limitada los procedimientos llevados a cabo varían en su naturaleza y momento de realización, y tienen una menor extensión, que los realizados en un trabajo de seguridad razonable y, por lo tanto, la seguridad que se obtiene es sustancialmente menor.

Nuestro trabajo ha consistido en la formulación de preguntas a la Dirección, así como a las diversas unidades y áreas responsables de la Entidad que han participado en la elaboración del EINF, en la revisión de los procesos para recopilar y validar la información presentada en el EINF y en la aplicación de ciertos procedimientos analíticos y pruebas de revisión por muestreo que se describen a continuación:

- Reuniones con el personal de la Entidad para conocer el modelo de negocio, las políticas y los enfoques de gestión aplicados, los principales riesgos relacionados con estas cuestiones y obtener la información necesaria para la revisión externa.
- Análisis del alcance, relevancia e integridad de los contenidos incluidos en el EINF del ejercicio 2021 en función del análisis de materialidad descrito en el apartado "Acerca de este informe" realizado por la Entidad y considerando los contenidos requeridos en la normativa mercantil en vigor.
- Análisis de los procesos para recopilar y validar los datos presentados en el EINF del ejercicio 2021.
- Revisión de la información relativa a los riesgos, las políticas y los enfoques de gestión aplicados en relación a los aspectos materiales presentados en el EINF del ejercicio 2021.
- Comprobación, mediante pruebas, en base a la selección de una muestra, de la información relativa a los contenidos incluidos en el EINF del ejercicio 2021 y su adecuada compilación a partir de los datos suministrados por las fuentes de información.
- Obtención de una carta de manifestaciones de los Administradores y la Dirección de la Entidad.

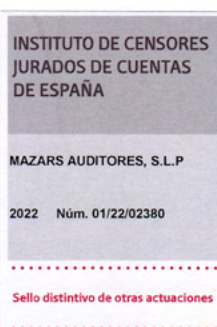
Conclusión

Basándonos en los procedimientos realizados en nuestra verificación y en las evidencias que hemos obtenido, no se ha puesto de manifiesto aspecto alguno que nos haga creer que el EINF de **Empresa Nacional de Residuos Radiactivos, S.A., S.M.E.** correspondiente al ejercicio anual finalizado el 31 de diciembre de 2021 no ha sido preparado, en todos sus aspectos significativos, de acuerdo con los contenidos recogidos en la normativa mercantil vigente y siguiendo los criterios de los estándares GRI seleccionados de acuerdo a lo mencionado para cada materia en la tabla denominada "Tabla de referencia a los requisitos de la Ley 11/2018", del citado EINF.



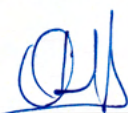
Uso y distribución

Este informe ha sido preparado en respuesta al requerimiento establecido en la normativa mercantil vigente en España, por lo que podría no ser adecuado para otros propósitos o jurisdicciones.



Madrid, 04 de abril de 2022

MAZARS AUDITORES, S.L.P.


Oscar Herranz López

