



2022

**NON-FINANCIAL
INFORMATION
STATEMENT**



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WELCOME MESSAGE

The form and content of sustainability

Over the course of the almost 40 years that Enresa has been providing its essential public service of managing radioactive waste and the decommissioning of nuclear power plants, the Company has had to face many technical challenges and has found a way to adapt to the needs of society. Year after year, at Enresa, we have shared our main projects, along with the economic figures that allowed our reality to be traced.

For the last two years, we have gone even further in response to another of society's needs: finding a way to do our job. That is why, in this non-financial information statement, we summarise how we perform this public service and the commitments we have to society as a public entity, beyond those strictly set out in our mission. Our basis and raison d'être have always been marked by sustainability, as has the way we do things.

In 2022, and at a technical level, we have taken important steps to start new projects that will shape the future of this Company. In the month of April, the Nuclear Safety Council reported favourably on the Fuel Management Plan for the Santa María de Garoña Nuclear Power Plant in Burgos, an essential step to move towards the transfer of ownership that will allow us to begin its decommissioning in 2023.

As one project begins, so another develops towards its end. Between the months of April and June, we said goodbye to the last main building at José Cabrera NPP, the former turbine building that had been turned into an auxiliary building for its decommissioning. Accordingly, a new and definitive stage commenced, that of restoring the land that had housed the nuclear power plant.





Another of the challenges facing Enresa this year, this time in the field of the temporary management of spent fuel, was to contract new spent fuel storage systems for the Almaraz (Caceres), Ascó (Tarragona), Cofrentes (Valencia) and Vandellós II (Tarragona) nuclear power plants. In addition, we have begun the work to make a new storage facility operational at Vandellós I NPP (Tarragona), which will allow the waste from the reprocessing of its fuel to return from France in 2028.

OUR BASIS AND *RAISON D'ÊTRE* HAVE ALWAYS
BEEN MARKED BY SUSTAINABILITY, AS HAS THE WAY
WE DO THINGS.

New features in the temporary management of spent fuel were marked by the developments of the processing of the 7th General Radioactive Waste Plan. In the month of April, the Ministry for the Ecological Transition and Demographic Challenge (MITECO) submitted, for the first time, a document of this type, the initial version of the Plan, to a public information process. A voice was thus given to the public authorities and interested citizens. As a result of this process, hundreds of arguments were presented that were analysed and evaluated by the ministerial department to provide a response and draw up a new revised version of the Plan.

At the start of November, the MITECO sent the Nuclear Safety Council (CSN) this revised version for its favorable opinion, along with the regional governments to inform them of environmental and territorial organisation matters. The main new feature of this revised

version related to the temporary management of spent fuel, which changes the strategy from one centralised storage facility to seven decentralised storage facilities, one at each power plant. The reason for this change is that, through this public information process, it became clear in the public information process that the necessary social, political and institutional consensus did not exist to designate a site for a CTS.

The 7th General Radioactive Waste Plan will define the strategic lines, the objectives and the activities of Enresa for the coming years and will set out the roadmap for the different projects of the Company, basically aimed at the decommissioning of the nuclear power plants that are finalising their operations and at providing a definitive solution to high level radioactive waste and spent fuel, with the start-up of a deep geological repository by the year 2073.

2022 has also been an important year for low and intermediate level waste management. In the month of June, Enresa presented the MITECO with the documentation to apply to build new vaults to store low and intermediate level waste at the El Cabril Disposal Centre. The project was submitted to a public information process in December and the forecasts are to begin construction in 2025 and store waste by 2028, as set out in the current 6th General Radioactive Waste Plan. As regards very low level waste management, the implementation of the measures adopted to resolve the excessive collection of water in Vault 29 were finalised this year.

As regards El Cabril, but from a different perspective, the commemoration of its 30th anniversary of activity is worthy of mention. It has been very gratifying to see how different tiers of society have valued the work and public service provided by this facility.



Another field that has enjoyed significant developments has been that of transparency. Last year, we continued to open up our activities to society, following the shutdown as a result of the COVID-19 pandemic. Enresa's facilities have played a leading role in a host of media news. In addition, we have taken part in different economic and business forums, we have explained to the Lower House of Parliament the orderly closure protocol of the nuclear power plants that Enresa signed with their owners in 2019, and we have met with local and municipal councils to explain to them the new features in both the processing of the new GRWP and other issues of interest. We also resumed in Cordoba our date with the International Seminar of Journalism and the Environment – a forum for debate and analysis, the return of which was called for by different sectors of society and the media. In addition, we have inaugurated a new information centre at El Cabril, which will allow the return of regular visits by students and school-children to the facility, and we have set up the Talks from El Cabril (*Charlas Chec*), a programme for informative talks with national and international experts and speakers on different scientific matters and fields, the economy and society.

Sustainability is ever-present in all our areas of activity, which is why we pay such close attention to resource management. In 2022, as part of our energy saving planning, we adopted such new measures as remote working on Fridays at the head office in Madrid and the acquisition of electric vehicles to serve the Company. These measures will be reinforced by the future start-up of two photovoltaic self-consumption plants that will provide renewable electricity to the head office in Madrid and the El Cabril Disposal Centre.

In 2022, the Company also evaluated the psychosocial risks at its work centres, as a continuation of the evaluation carried out at El Cabril in 2021. The results obtained will allow the health of the workforce to be improved, along with the working conditions at the Company,

to which end the introduction of an action plan is planned. The aim of continuous improvement in its management model also led to the formation, at the end of 2022, of the Company's Environmental Management Committee – a body that defines the corporate Environmental Policy and monitors the implementation of Enresa's environmental management system.

Another development that took place in 2022 was the approval of Company's 2nd Equality Plan, agreed between the Company management and the workers' representatives. This Plan contains eight pillars of action and a total of 35 measures that underpin the principle that Enresa believes in the equality of all people, fostering equal treatment and opportunities, regardless of gender, religion, race or any other aspect.

To end, and as part of the corporate social responsibility strategy, Enresa has carried out a study to identify the most important issues of its performance in relation to economic, governance, social and environmental dimensions. This work, known as a materiality analysis, has allowed the expectations of its stakeholders to be seen from the perspective of social responsibility and sustainability.

Due to all these actions, Enresa not only complies with its undertaking to Spanish society, but it does so to the benefit of the common good and through the suitable management of resources, always endeavouring to ensure that its activity leaves the smallest possible environmental footprint.

JOSE 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 oversight
- 1.4. Structure and governing bodies
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- 1.9. Contribution to the 2030 Agenda



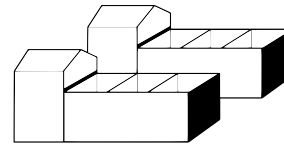
1.1. AN ESSENTIAL PUBLIC SERVICE

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

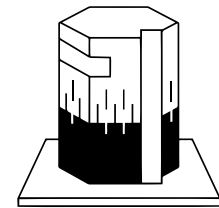
The Company was set up in 1984 and was legally commissioned with radioactive waste management, including spent nuclear fuel, along with the decommissioning and closure of nuclear power plants, designed as an essential public service, responsibility for which lies with the State.

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.

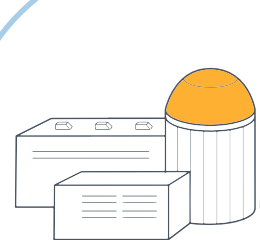
As regards its organisation, the enterprise's headquarters are located in Madrid, although it currently has the following work centres:



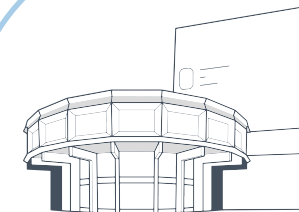
El Cbril Disposal Centre
(Cordoba)



Vandellós I Nuclear
Power Plant (Tarragona)



José Cabrera Nuclear Power
Plant, being decommissioned
(Guadalajara)



Santa María de Garoña
Nuclear Power Plant
(Burgos)



1.2. MISSION, VISION AND VALUES

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.

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).

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](#). In 2020, the Company sent the Ministry for the Ecological Transition and Demographic Challenge (MITECO) the draft 7th General Radioactive Waste Plan for its study and processing. Following the consultations with both the public authorities involved and the interested parties, along with the general public, the first draft was revised and forwarded to the Nuclear Safety Council. In the month of December 2022, this Council issued a favourable report, and hence it now falls to the Council of Ministers to approve this new General Plan.

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 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).

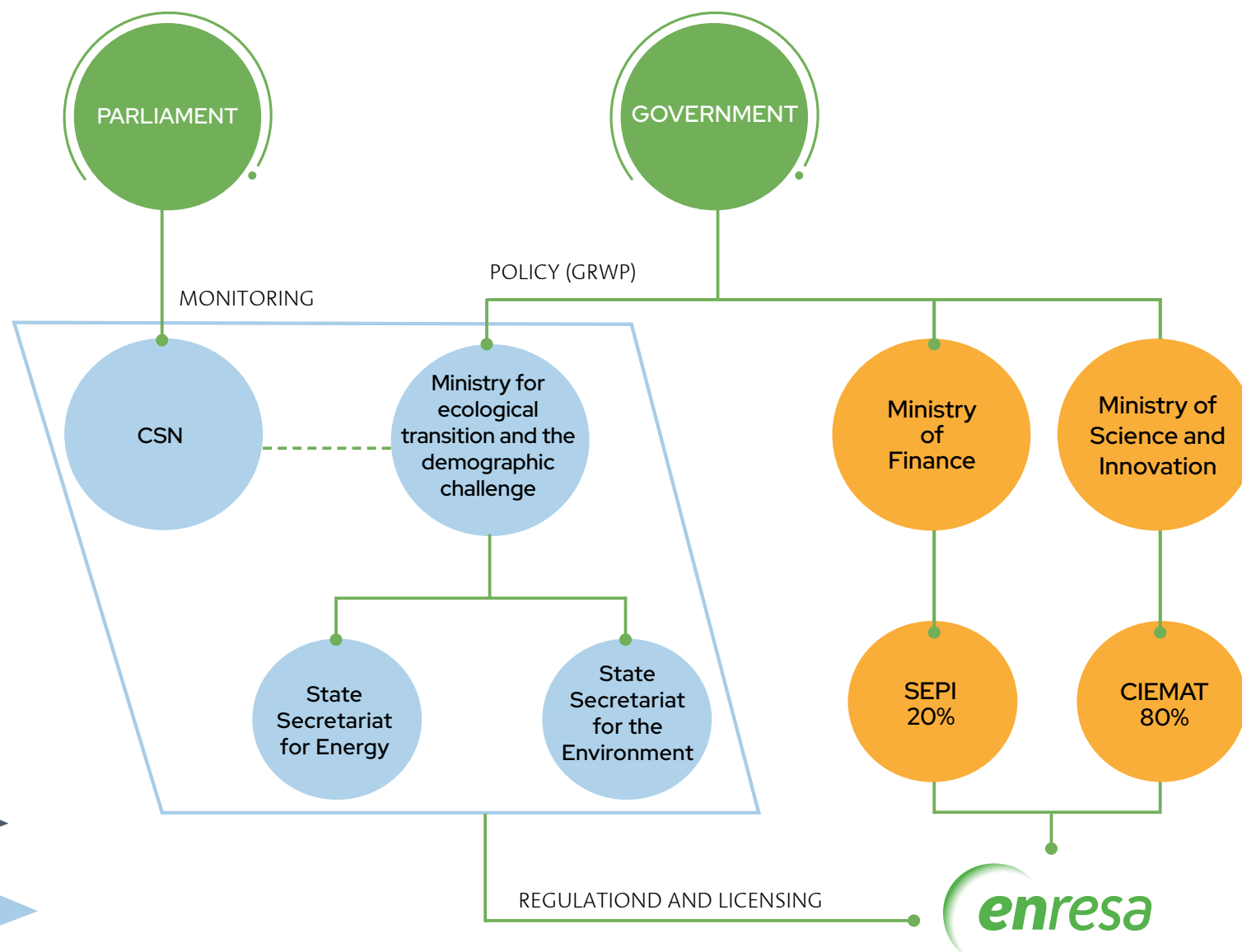
This ministerial department, through the State Secretariat for the Environment, also processes and resolves the strategic environmental assessment procedure of the GRWP and the environmental impact assessment procedure of Enresa projects that require this.

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 353 professionals worked at these centres at year-end.



Centre	Location	No. of employees	
		2021	2022
Headquarters	Madrid	198	204
El Cabril Disposal Centre	Cordoba	117	116
José Cabrera Nuclear Power Plant	Guadalajara	15	16
Vandellós I Nuclear Power Plant	Tarragona	7	8
Santa María de Garoña Nuclear Power Plant	Burgos	-	9
Villar de Cañas*	Cuenca	2	-

*This ceased to be a work centre on 1 January 2022.

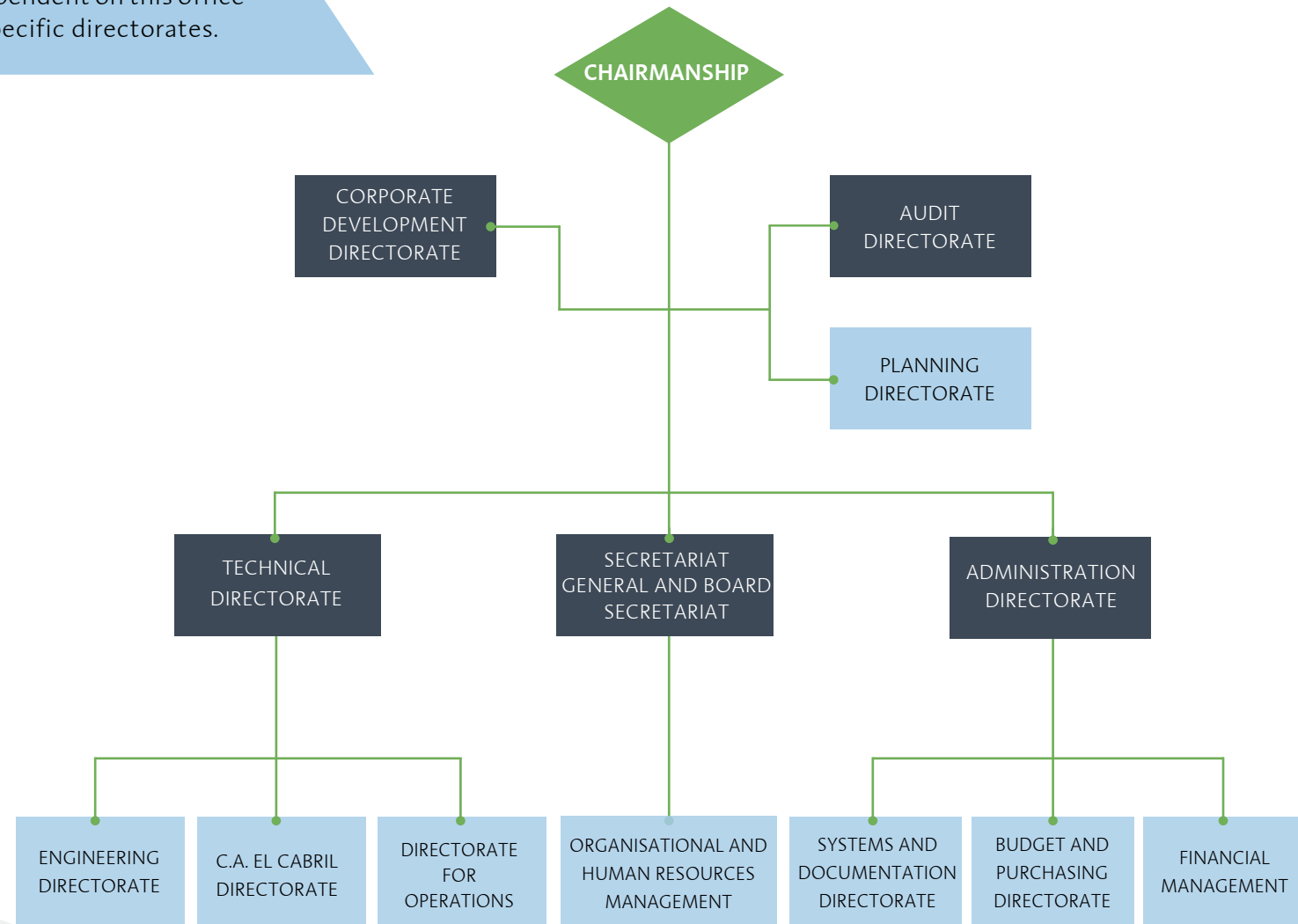
TOTAL NUMBER OF EMPLOYEES

2021 - 2022

339 - 353

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.





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): CICIEMAT (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, of which 41.1% are women

Main functions:

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

Members of the Board of Directors of Enresa (at 31 December 2022)

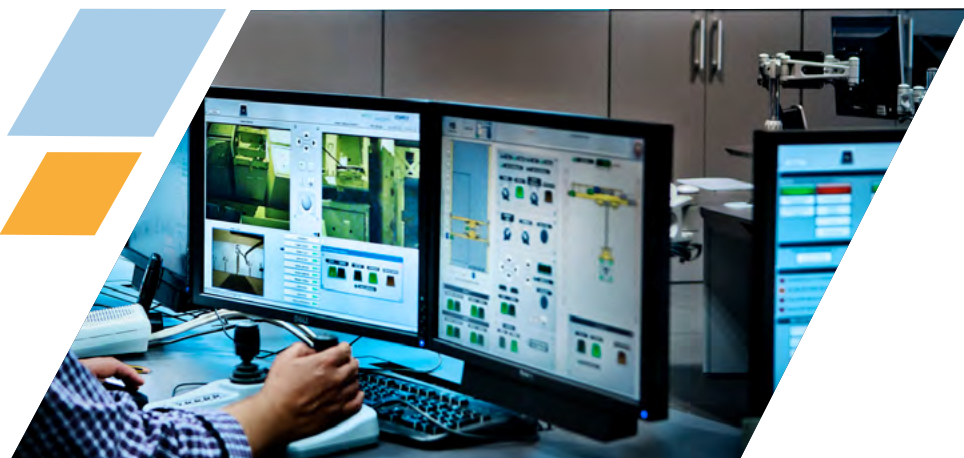
Chairman	José Luis Navarro Ribera	Chairman of Enresa
Vice-Chairman	Yolanda Benito Moreno	Managing Director of CIEMAT
	José Manuel Pérez Morales	Director of the Technology Department. CIEMAT
	SEPI, represented by Mercedes Real Rodríguez	Director of Investee Companies
	Joaquín Serrano Agejas	Head of the 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
	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. Ministry of Economic Affairs and Digital Transformation
Directors	Miguel Ángel Recio Crespo	Assistant Director-General for General Inspection of Services and Relations with Citizens. Ministry of Industry, Trade and Tourism
	Cristina Moneo Ocaña	Assistant Director-General of Planning, Monitoring and Evaluation of the Ministry of Science and Innovation
	Alicia Camacho García	Advisory member. 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 2022)

Chair	SEPI, represented by Mercedes Real Rodríguez
Member	Cristina Morales Puerta
Member	José Manuel Pérez Morales
Secretary	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 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 2022)

José Luis Navarro Ribera	Chairman
María Pérez Fernández	Sustainability and Communication 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 THE INTERNAL MANAGEMENT AND OVERSIGHT OF ITS PERFORMANCE, IN 2022, ENRESA DEVELOPED A UNIFIED ENVIRONMENTAL POLICY, WHICH IS UNDERGOING A REVISION AND APPROVAL PROCESS BY MANAGEMENT.



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 of those criminal offences that could affect the legal entity, 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 (CCPP)**, 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, based on the Code of Ethics and the Disciplinary Regime; systems, that target the process map and the different management systems implemented; and the Company's own structure.

Over the course of the year, Enresa has carried out training and communication actions on prevention and criminal risks with the aim of continuing to improve its performance in this field.

In 2022, the Compliance and Criminal Prevention Committee received no complaints or reports.

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



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 Company has pushed through different training initiatives in 2022 to foster understanding of the Code of Ethics, as in the case of the session 'The importance of Codes of Ethics in companies', given by an external expert, the distribution of factsheets to the whole workforce, the dissemination of specific messages on the communication screens at the work centres and a survey for all employees to measure the degree of knowledge of this document.

In 2022, Enresa received no complaints or reports regarding breaches of the Code of Ethics or human rights violations.

COMMUNICATION CHANNELS OF THE CCPP AND THE ETHICS COMMITTEE

The Compliance and Criminal Prevention Committee (CCPP) and the Ethics Committee have set up different communication channels by means of which anyone associated with Enresa can report breaches of the Company's ethical principles or actions that may constitute a criminal offence or infringement.

EXTERNAL CHANNEL:

This channel is managed by an external company, thus ensuring the confidentiality of the information and of the whistle-blower. In addition to being a whistle-blowing channel, this allows the existence of procedural weaknesses to be notified and improvements to be proposed to reduce the occurrence of ethical and criminal risks

Directly to
the members
of the two
committees.

ELECTRONIC MAIL:

ccpp@enresa.es
gestoretico@enresa.es

Physical drop-box of CCPP:

This is located on the ground floor of the Enresa headquarters in Madrid

**(C/ Emilio Vargas, nº 7.
28043, Madrid)**



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 2022 Plan, approved in December 2021, was 100% implemented, with the audit actions categorised as follows:

Type of oversight	2021	2022
Compliance audit	3	7
Management audit	4	3
Specific audit	2	0
Evaluation of internal oversight	2	1
Monitoring of recommendations	2	2
Total	13	13



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 at the El Cabril Disposal Centre and at José Cabrera NPP, and a Safety Culture team at its headquarters, with representatives from these facilities.

In 2022, Enresa has continued to develop the actions contained in the Safety Culture Improvement Plan for the years 2021-2024. Among the main initiatives, information campaigns have been carried out for workers about the Safety Culture and leadership for their safety. The revision of the indicators for the analysis of the results of this Plan has also begun.

Safety Culture Principles at Enresa:

- 1 All Enresa workers and collaborators are personally responsible for safety
- 2 Leaders must clearly display their commitment to safety
- 3 An open climate of trust is established and maintained throughout the organisation
- 4 Decision-making shall reflect the primacy of safety
- 5 The specific nature of Enresa's activities is acknowledged
- 6 A constructive and critical attitude is fostered at all levels on matters related to safety
- 7 Learning and continuous improvement are present throughout the organisation
- 8 Safety requires constant monitoring



HUMAN RIGHTS

Enresa maintains a strong commitment to respect and comply with human rights, as recognised in its Code of Ethics. This document clearly highlights the fight against discrimination 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.

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.

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.

The Company provides for the following actions as potential risks of non-compliance on matters of corruption and/or bribery within the Compliance and Criminal Prevention System:

- Accepting any gift or benefit personally with a view to favouring one party over another in any type of contractual relationship
- Providing any gift or benefit to third parties to receive a benefit or benefit a third party
- Not publishing a public tender on the Public Sector Contracts Platform with a view to not announcing it or to benefitting a third party, along with dividing up a contract with the same aim
- Establishing requirements in the terms and conditions of public tenders that favour a third party or provide the data contained in the terms and conditions before they are published
- Publishing a public tender that includes requirements beyond those necessary so that only one company can submit a bid
- Granting additional rectification procedures to manipulate a public tender to the benefit of a third party
- Approving or granting modifications to the contract without the necessary justification to promote the company commissioned with the work



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	2022
Net turnover	468,626	454,288	470,489
Net financial results for managing Fund portfolio	176,881	250,464	(99,789)
Operating income	322,666	301,711	230,719
Investments	17,952	63,304	48,471
Fund for financing GRWP	6,596,098	7,147,862	7,272,768
Accumulated return	2.61%	4.01%	5.93%

REVENUE FROM FINANCIAL CONTRIBUTIONS ACCORDING TO TYPE OF ACTIVITY (THOUSANDS OF EUROS)

Line of activity	2020	2021	2022	% growth
Electricity companies (tolls)	130	117	103	(11.97%)
Electricity companies. Nuclear power plants (nuclear kWh)	467,953	453,564	469,775	3.57%
Production of nuclear fuel	419	464	409	(11.85%)
Radioactive plants	124	143	202	41.26%
TOTAL	468,626	454,288	470,489	3.57%

FISCAL INFORMATION (THOUSANDS OF EUROS)

Información	2020	2021	2022
Profit	94	145	214
Tax paid on profit	0*	0*	0*
Public subsidies received	0	0	0

*No Corporate Income Tax was paid in financial years 2020, 2021 and 2022, since the result declared for financial years 2019, 2020 and 2021 amount to a refund for Enresa in the sum of €18,909.57, €2,139.41 and €339,059.57, respectively.



1.7. RISKS AND POTENTIAL IMPACT ON ACTIVITY

RISK MANAGEMENT

With a view to guaranteeing its performance, Enresa has a **Risk Management System** in place, developed under the best practices of the COSO (*Committee of Sponsoring Organizations of the Treadway Commission*) methodologies and UNE-ISO 31010 standard. The Company's different preventive management systems, management committees and departmental heads, both at a corporate level and specific for the different facilities and projects were involved and participated in its rollout: Integrated Management, Quality Management, Environmental Management, Physical Safety Management, Radiological Protection, Occupational Risk Prevention, Security of Information, Personal Data Protection, Nuclear Safety and its culture, Financial Risk and the Compliance and Criminal Prevention System.

The body tasked with risk management incorporated in the risk map, approved by the Board of Directors, which contains the identification, analysis and evaluation of the risks, and the controls and actions to mitigate and eliminate criticalities, is the **Risk Management Committee (RMC)**. This body, attached to the Chairman's Office of Enresa, is made up of a total of 12 members that represent the Company's different departments, which must report to the Management Committee.





RISK MAP

The risk map is comprised of those risks which, following their analysis, once identified by the RMC, or sent by the different committees, departmental heads or risk management systems, or even by any worker, have been considered, due to their impact at a corporate level, to be included in the map, aside from any other procedure carried out at a preventive level.

For each risk identified and described in the risk map, 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 with a residual criticality equal to or greater than 9 has an associated action plan to prevent or mitigate the risk.

In the field of **governance**, the inability to establish and maintain an environment of internal control that is in line with the expectations of stakeholders and with the law, along with the aims of the Company, are considered risks on the map. The controls that exist for the mitigation of the criticality inherent to these risks include the implementation of the Annual Audit Plan, which includes both internal and external inspections.

Among the risks identified in the Compliance and Criminal Prevention System relating to **good management and governance**, Enresa includes on the risk map 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.

As regards the risks related to **social aspects**, those related to the inability to adequately respond to socio-political factors that may pose a threat to the attainment of the corporate purposes **are included**. 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. The preparation of the Annual Corporate Social Responsibility Plan and the development of communication plans respond to Enresa's intention to prevent and mitigate the criticality of these risks.

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. It also includes 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. With a view to mitigating these risks, and in line with its commitment to responsible performance, the Company develops specific plans to care for and protect the environment from disasters and oversee the integrity of people.



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:

Approval of the 7th General Radioactive Waste Plan

The new Plan, currently being processed, will set out the strategies and lines of action of Enresa over the coming years to determine the temporary management model for spent fuel and high level waste.

The update to this document will result in improvements in the allocations to municipalities surrounding the nuclear facilities, charged to the Fund for the financing of activities under the General Radioactive Waste Plan. This will also involve an increase in the number of municipalities that may apply for co-financing projects from Enresa.

Amendment of Ministerial Order IET/458/2015, of 11 March

Revision of the National Integrated Energy and Climate Plan (PNIEC) 2021-2030

In 2023, the revision of the PNIEC will be performed, which may have an impact on the activity of Enresa in the short and medium term.

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:

- ◆ Compliance with prevailing legislation
- ◆ Ethical conduct based on the Code of Ethics of the Company
- ◆ Respect for human rights
- ◆ Dialogue and communication with stakeholders
- ◆ Commitment to transparency
- ◆ Environmental protection
- ◆ Promotion of corporate social responsibility

CORPORATE SOCIAL RESPONSIBILITY MASTER PLAN

In 2020, Enresa developed its first Corporate Social Responsibility Master Plan for the period 2020-2022, structured under three pillars:



GOOD GOVERNANCE AND ETHICAL MANAGEMENT

Focused on compliance with prevailing legislation, the promotion and strengthening of the good governance of the Company and ensuring the integrity and responsible and transparent management of decision-making and actions carried out internally and externally by the Company. Under this pillar, among other initiatives, measures have been developed for the promotion of transparent communication at an internal and external level, alliances have been fostered with the different stakeholders and whistle-blowing channels have been set up to foster best governance practices.



CONTRIBUTION TO PERSONAL AND SOCIAL DEVELOPMENT

Based on two pillars: the responsible management of the Enresa workforce and contributions to the community. At an internal level, the Plan focuses on driving the development of people as human beings and as professionals through their training, well-being and healthcare. The approval of the Equality Plan and the boost to such measures as remote working are some of the milestones attained in this regard. As regards boosting the local community, Enresa has fostered local development through co-finance and collaboration agreements to enhance socio-economic and environmental development.



CARE FOR THE ENVIRONMENT

Through lines of action on the monitoring and protection of the environment and through targets to reduce consumption and improve the efficiency of the activities carried out by Enresa. At El Cabril, for example, initiatives have been developed to care for and protect forests, improve habitats and restore the land of the estate it is located on, while work has continued on making more responsible use of resources at a corporate level, introducing such measures as the elimination of single-use plastics.



Based on these three pillars, the Plan has achieved certain **general goals**:

- ▶ 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

In line with the commitments it has taken on, in 2022 Enresa has worked on the development and implementation of the new Social Responsibility and Sustainability Master Plan, which is due to be approved at the start of 2023. This roadmap will strengthen the responsible and sustainable management of the Company and help improve its development along general lines.

SOCIAL RESPONSIBILITY AND SUSTAINABILITY COMMITTEE

Enresa has set up a Social Responsibility and Sustainability Committee, designed to coordinate and monitor the actions developed in this field, 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 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, Enresa began to measure its contribution to the SDG. The results show that the goals on which the Company had the greatest impact were those related to environmental care and those that boost the development of people. This is fundamentally due to the nature of its activities, focused on the safe management of radioactive waste and the decommissioning of nuclear power plants.

In 2022, the Company carried out a **materiality study** with the aim of detecting the most important areas for stakeholders in relation to sustainability and social responsibility. As part of the initiative, the SDG related to these issues were also analysed, confirming the trend to contribute to the SDG associated with the environment, people and alliances with other companies and agents that were identified in 2021.

Consequently, Enresa will continue to work along this line and focus its efforts on **its contribution to the following SDG:**

- ◆ **SDG 11, 12 and 13**, to enhance the impact on environmental careambiente
- ◆ **SDG 3, 4 and 8**, particularly the latter, since its employees are one of the main pillars of the activity of Enresa
- ◆ **SDG 16 and 17**, to enhance good governance in the business management of Enresa and the collaborative culture of the Company.

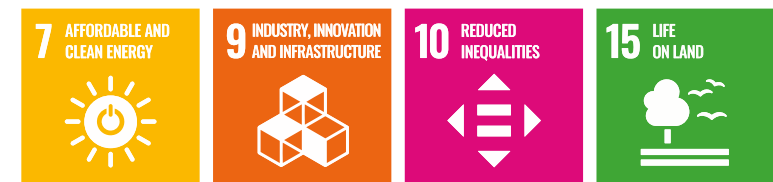


SUSTAINABLE DEVELOPMENT GOALS

PRIORITY



NOTABLE



BY MEANS OF ITS SOCIAL RESPONSIBILITY AND SUSTAINABILITY ACTIONS, ENRESA HELPS DRIVE A MORE PROSPEROUS, JUST AND SAFE FUTURE FOR THE WHOLE OF SOCIETY.

2.

EFFECTIVE MANAGEMENT OF RADIOACTIVE WASTE

- 2.1. Enresa – sector benchmark
- 2.2. Lines of action and main activities
in 2022
- 2.3. Managing quality
- 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 2022

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 2022 were:



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 and the application to the CSN to resume the operation of this vault.

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. The Directorate-General of Energy Policy and Mines has been sent the application for the authorisation to modify the design of the facility and the documentation for the Environmental Impact Assessment (EIA) of the aforesaid project.

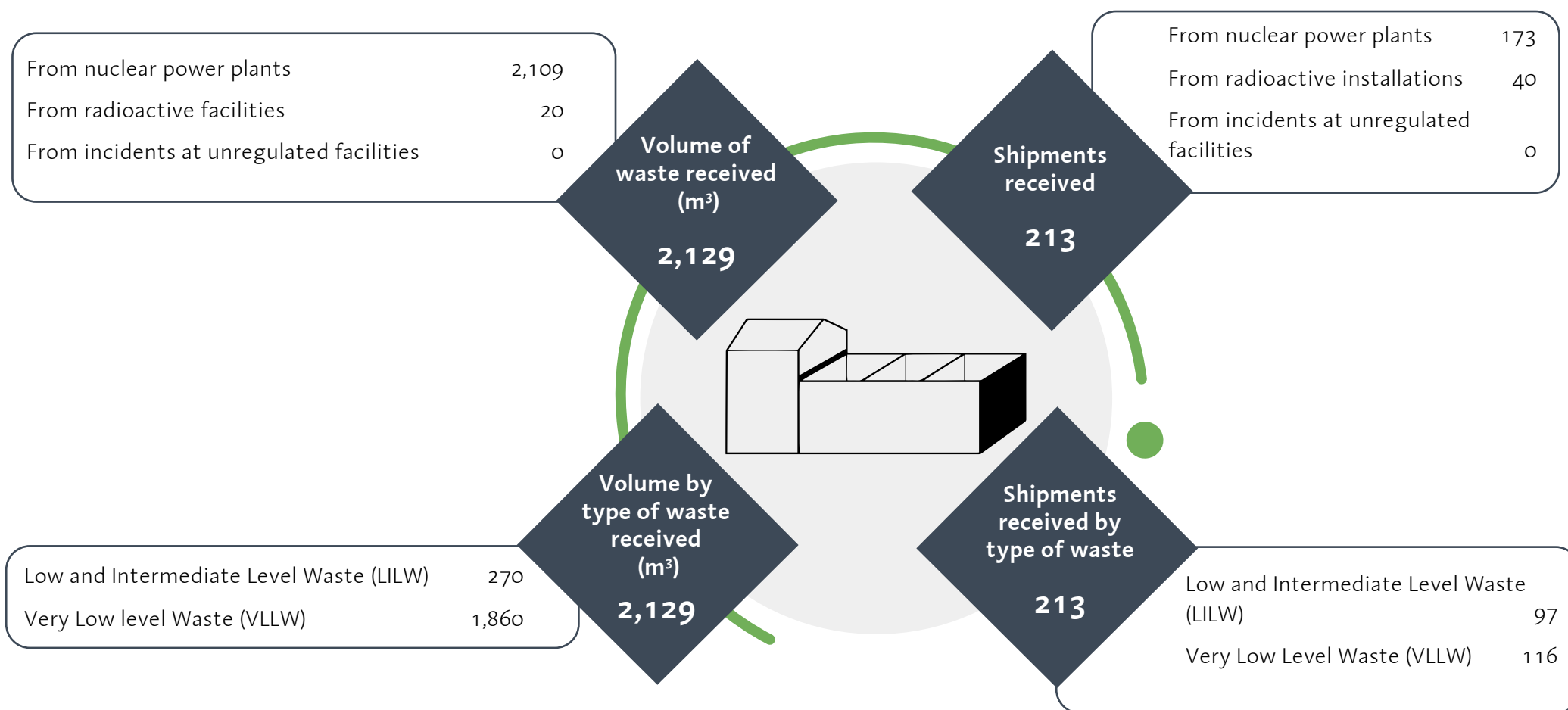


Technological update to the control and supervision system (SCADA).

Submission of additional information requested by the Nuclear Safety Council (CSN) for evaluation by this body of the construction plan of Storage Vault 31, the third storage structure for very low level waste.



EL CABRIL IN FIGURES AT 31 DECEMBER 2022



OCCUPATION OF EL CABRIL AT 31 DECEMBER 2022

35,832 m³

Low and Intermediate Level Waste

82.11% occupation

28 existing structures

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

23,375 m³

Very Low level Waste

Section 1, Vault 29 complete

(25.09% of vault capacity)

Sectionn 1, Vault 30 in operation

(24.81% of vault capacity)

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

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

In 2022, 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.

The main actions implemented in 2022 include:

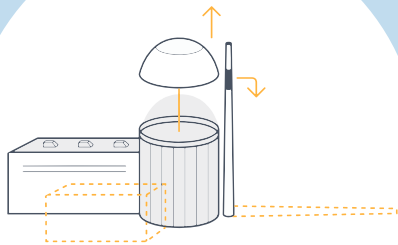
- The signing of the contract for the design, licensing support, manufacture and supply of a storage system for spent fuel for Almaraz (Caceres), Ascó (Tarragona), Cofrentes (Valencia) and Vandellós II (Tarragona) Nuclear Power Plants. Under this public tender, the temporary storage systems of the nuclear 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 signing of the contract and start of the work for the engineering service for the design, licensing, environmental processing and works management to implement a temporary storage facility at Vandellós I NPP, in its latency phase.
- The signing of the contract for the engineering service for the design, licensing, environmental processing and works management to implement a support facility for the Individualised Temporary Storage (ITS) facility at Santa María de Garoña NPP.

FIGURES ON CASK MANAGEMENT AT 31 DECEMBER 2022

Action	Number/type
Total number of casks loaded with spent fuel and high level waste at the ITS of the nuclear power plants	94
Trillo Nuclear Power Plant	36 (32 DPT + 4 ENUN _{32P})
José Cabrera Nuclear Power Plant	16 (12 HI-STORM + 4 HI-SAFE)
Ascó Nuclear Power Plant	28 HI-STORM
Almaraz Nuclear Power Plant	8 ENUN _{32P}
Cofrentes Nuclear Power Plant	5 HI STAR
Santa María de Garoña Nuclear Power Plant	1 ENUN _{52B}
Total number of casks under production and pending loading	88
Santa María de Garoña Nuclear Power Plant	48 ENUN _{52B}
Trillo Nuclear Power Plant	10 ENUN _{32P}
Ascó Nuclear Power Plant	8 HI-STORM
Almaraz Nuclear Power Plant	12 ENUN _{32P}
Cofrentes Nuclear Power Plant	10 HI STAR

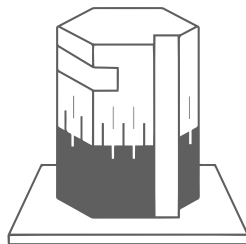
DECOMMISSIONING AND CLOSURE OF NUCLEAR POWER PLANTS

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 2022:**

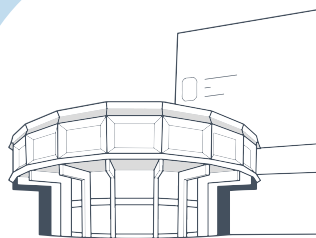
The project is approximately 98.82% completed. The most important work implemented was related to decontamination and declassification activities and to the management of materials, the conventional demolition of buildings, the excavation of contaminated land in different zones for its subsequent decontamination and soil cleaning treatment at the plant, along with the radiological characterisation and final monitoring of the site. The shipments of convention material have also continued to authorised managers and radioactive waste to El Cabril Disposal Centre.



MAIN OPERATIONAL DATA ON **VANDELLÓS I NUCLEAR POWER PLANT IN 2022:**

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 2022:**

The actions carried out have focused on the preparatory activities scheduled for its decommissioning. The main activities in 2022 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 and Phase 2.

Noteworthy among the preparatory engineering activities is the continuity of the work related to radiological characterisation, the work on the conditioning of the declassifiable storage unit and the shipments of radioactive waste. As regards the licensing activities, all the requests for information from the CSN were attended to during the year.

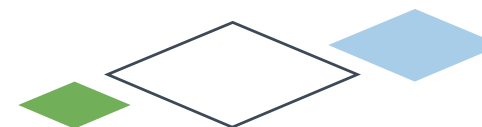
OTHER ACTIONS

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

- ◆ Elefante Plant in Saelices el Chico (Salamanca)
- ◆ Restored mining sites in Saelices el Chico (Salamanca)
- ◆ Casillas de Flores and Valdemascaño Mine (Salamanca)
- ◆ Restored mining sites of La Haba and Lobo-G Plant, under long-term monitoring following their declaration of closure (Badajoz)

The Company also carried out other more specific and one-off technical actions in 2022:

- ◆ Management of radioactive lighting preventors: 13 heads were removed and 10 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

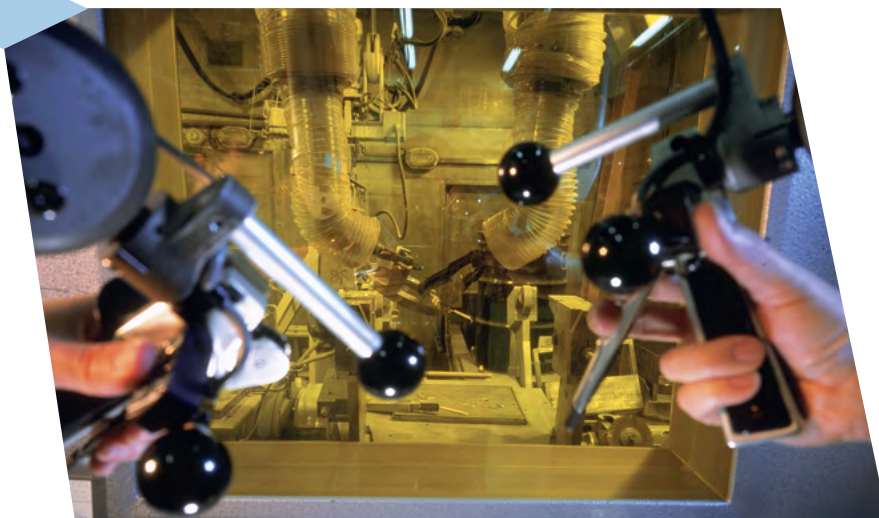




2.3. QUALITY MANAGEMENT

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 its [corporate 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.

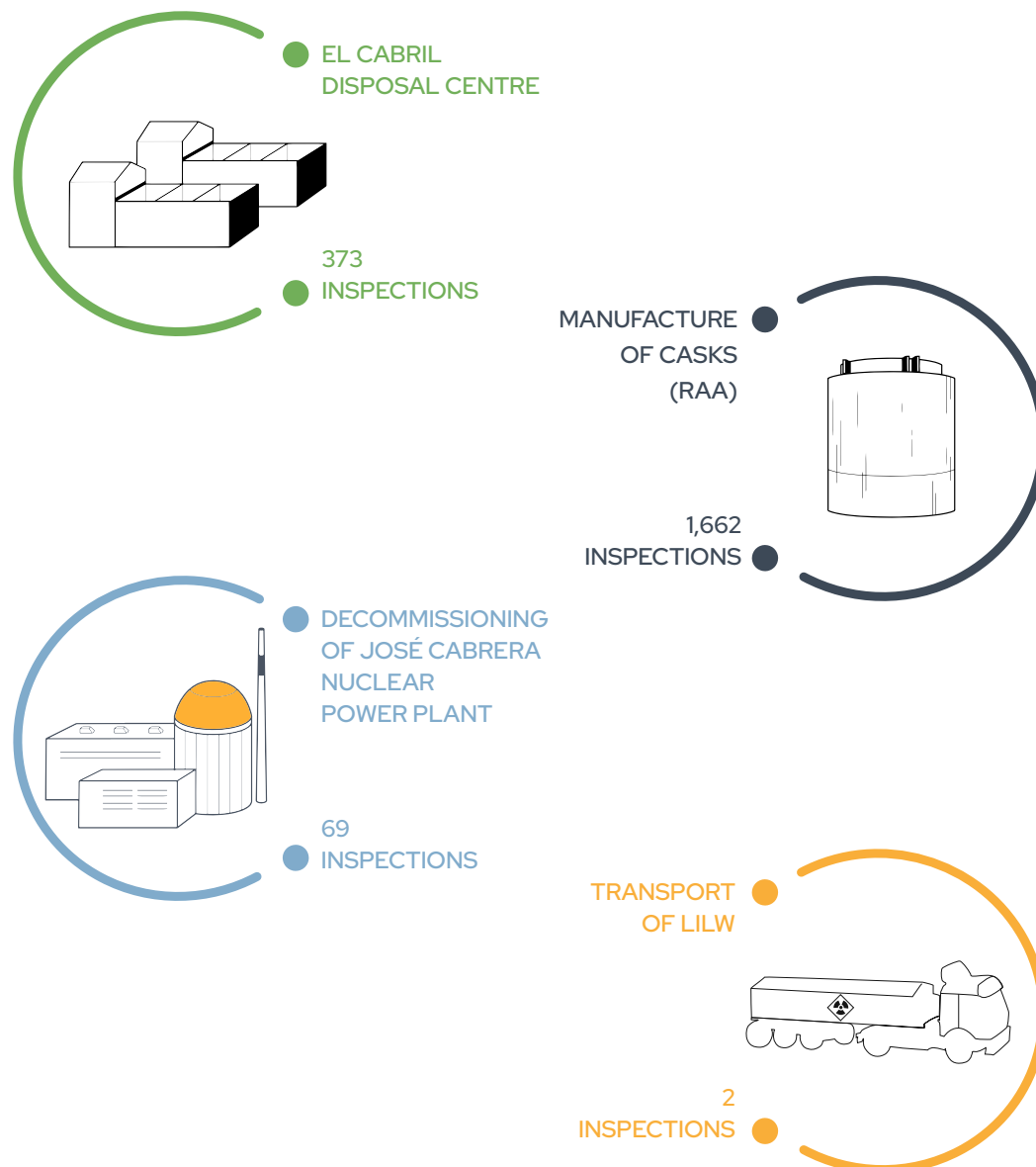


MECHANISMS TO ENSURE QUALITY

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 aforesaid *Quality Manual* and the different programmes to guarantee quality.

Inspections are one of the oversight and supervision tools to guarantee quality, both those carried out at Enresa facilities to ensure compliance with the requirements, and those that are carried out at suppliers' facilities to guarantee the quality requirements specified in the contractual documentation. The following table quantifies the number of inspections per project and facility.

INSPECTIONS TO GUARANTEE QUALITY PERFORMED IN 2022



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 2022, 22 internal audits were performed:

- 3 corresponded to different corporate processes
- 1 to process related to high level waste
- 7 to processes related to low- and intermediate level waste
- 11 to processes related to the decommissioning and closure of the facilities activities (9 at José Cabrera, 1 at Vandellós and 1 at Santa María de Garoña)

Since 2010, Enresa has had its own IT tool, which supports 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 2022, this application has identified 159 non-conformities. The corresponding actions have been defined for these non-conformities for their resolution. Furthermore, 64 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 99 proposed improvements to the system applicable to different activities and processes.

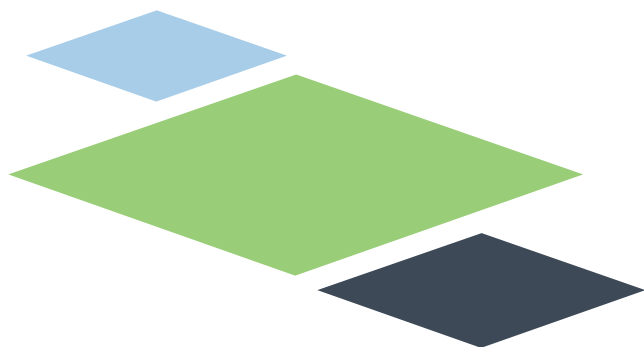


2.4. INNOVATION TO CONTINUE IMPROVING

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 plan currently in force 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

PARTICIPATION IN INTERNATIONAL INITIATIVES

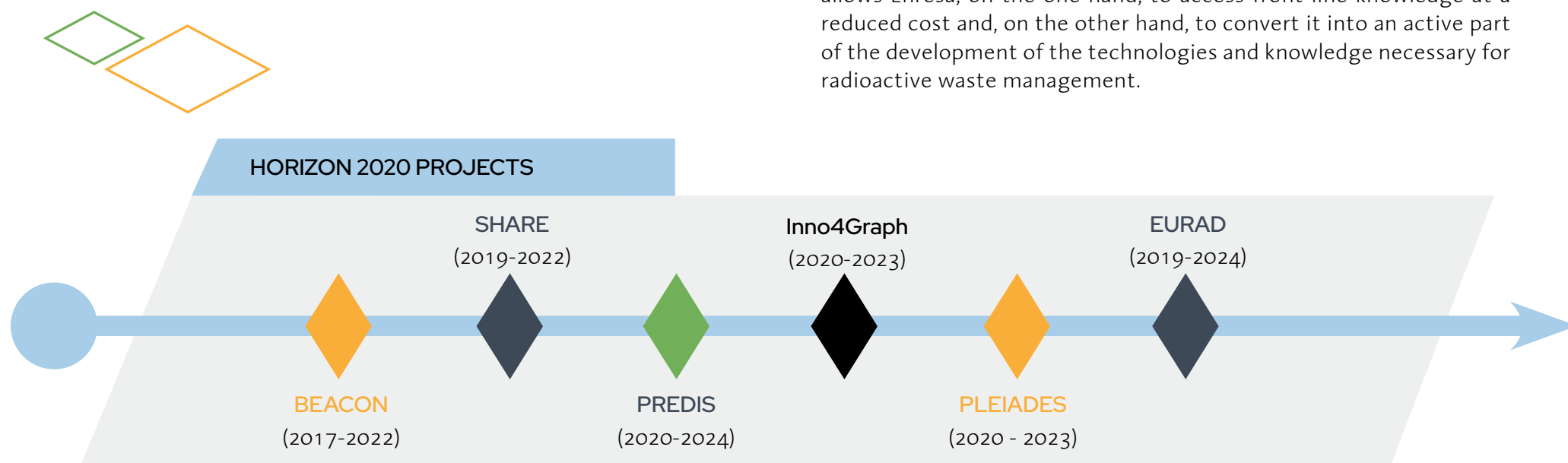
Enresa's innovation model fosters collaboration between the Company and the main international sector bodies and entities. It is involved with many working groups and knowledge platforms – an activity that gives the Company access to first-class knowledge to continue enhancing its technological development 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 2022 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.





2.5. INTERNATIONAL COOPERATION

En 2022, Enresa ha continuado con actividades de carácter In 2022, 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 and maintain an effective influence on new technical and strategic developments, and support its parent ministerial department and other Spanish institutions.

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 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.

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). The groups and projects that depend on them include the integration group for safety at the deep geological repository (IGSC), the group of experts on constructive dialogue between operators and regulators on the development of radioactive waste repositories (RIDD) and the forum on stakeholder confidence (FSC) on public participation and acceptance, in the field of waste, and the Coordinated Decommissioning Project (CPD) and its Technical Advisory Group (TaG), the Working Party on Technical, Environmental and Security Aspects (WPTES) of decommissioning and the Working Party on the Management and Organisational Aspects (WPMO) of decommissioning. It also participated in the working groups of the Nuclear Law Committees (NLC) and the Nuclear Scientific Committee (NSC): the Working Party on Deep Geological Repositories and Nuclear Liability (WPDGR) and the Working Party on Nuclear Criticality Safety (WPNCs), respectively.

International Atomic Energy Agency (IAEA). In 2022, Enresa continued its participation on the International Radioactive Waste Technical Committee (WATEC) and the Working Party on the Nuclear Fuel Cycle Options and Spent Fuel (TWGFCO).

The Company also takes part in the regular activities of two collaboration networks: DISPONET, for aspects related to the storage of LILW, and IDN, for aspects related to decommissioning.

On occasions, it takes part in other one-off activities of the Agency, where participation should relate to the programme's committee for the upcoming International Conference on Nuclear Decommissioning and the ARTEMIS mission to Romania.



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.

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.

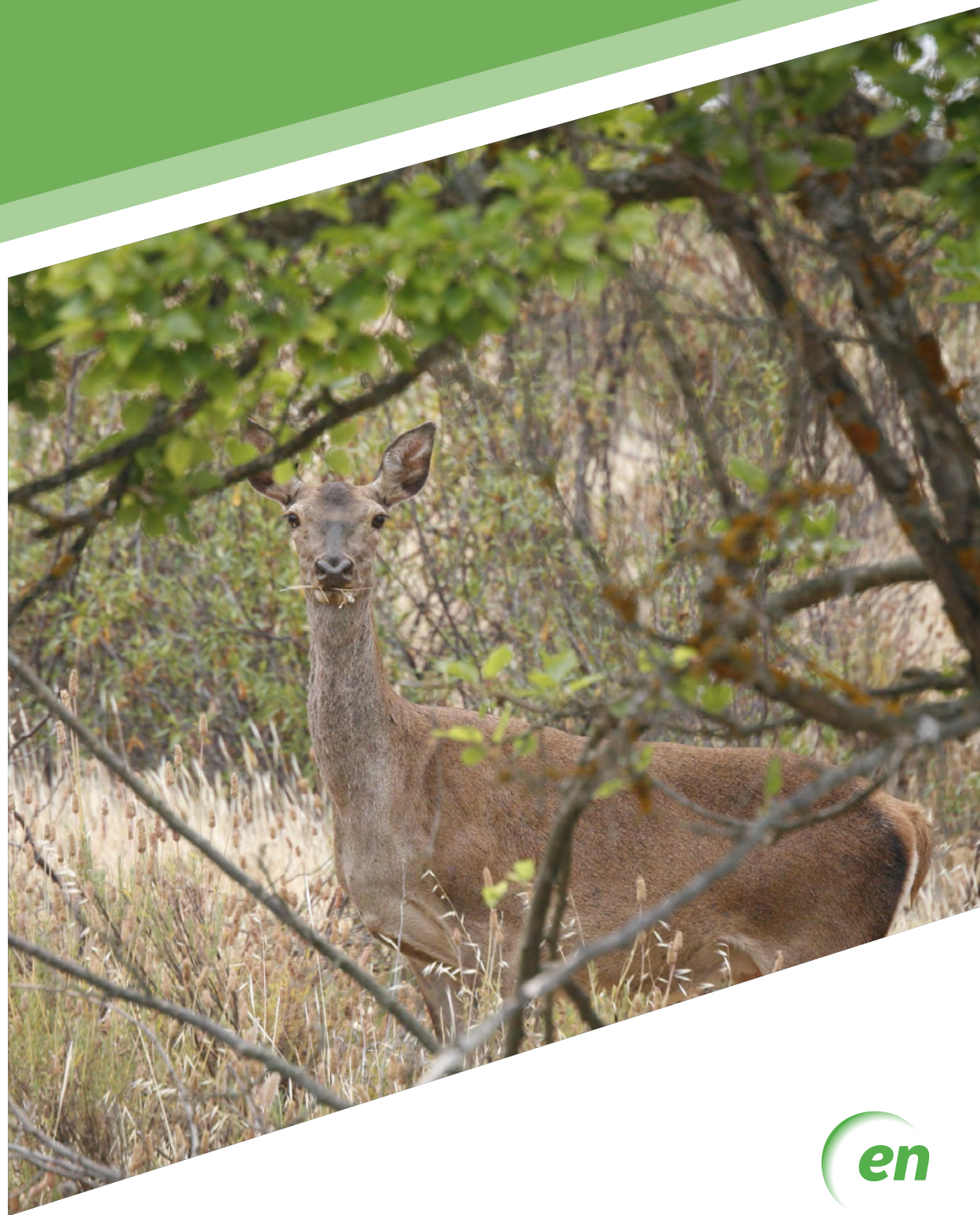
In 2022, the UTPR carried out 174 actions with normality and without any radiological incident. These actions were related to individual clients (10), actions for Enresa (65), steelworks and foundries (9), medical centres (11), industries (22), research (17), official bodies (12), market suppliers (0) and the resolution of transfers of radioactive material to Enresa (28).



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
- 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.

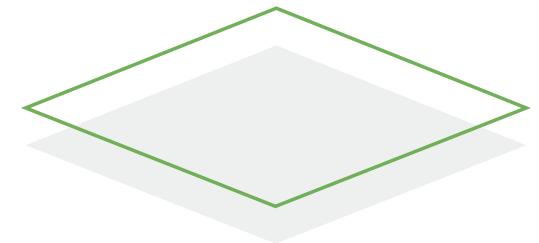
However, aware of its responsibility, Enresa goes beyond the regulatory framework in which it operates and has taken on a series of commitments that seek to improve environmental management in all its activities, thus minimising its impact on the environment. It achieves this through actions that foster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



ENVIRONMENTAL MANAGEMENT SYSTEM

At all its facilities, Enresa has controls that apply to the activities that may produce significant environmental impacts. In addition, the El Cabril Disposal Centre and Vandellós I NPP have introduced environmental management systems and ISO 14001 certifications. Each year, Enresa is subject to revisions by the independent certification entity AENOR, with a view to ensuring the correct environmental management at the work centres and ensure recertification of the ISO 14001 standard every three years.

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.





ENVIRONMENTAL MANAGEMENT COMMITTEE

With a view to the continuous improvement of its management model, Enresa set up the Company's Environmental Management Committee at the end of 2022, the body that defines the corporate Environmental Policy and monitors the implementation of the environmental management system and its revision at Enresa.

The Committee, which held its first meeting in the month of December, is made up of 12 members: its Chair, which corresponds to the Head of the Sustainability and Communication Directorate, and 11 members, one of which takes on the role of Secretary. Its main functions are:

- ◆ Revision of the definition of the Environmental Policy and of the documents that apply to the whole Company on environmental management matters and oversee compliance therewith
- ◆ Monitoring of the environmental targets established and proposed improvements
- ◆ Definition of the strategy to follow at each facility in relation to the environmental management system with a view to maintaining and improving the conditions of its surrounding environment
- ◆ Proposal of environmental strategies in relation to waste management, energy efficiency and green procurement
- ◆ Boosting internal coordination and communication to strengthen environmental management
- ◆ Promoting training actions and raising awareness of environmental matters
- ◆ Overseeing informative transparency on environmental matters



ENVIRONMENTAL COMMITMENTS

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 Enresa's 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:



Perform their activities with the utmost respect for the environment



Efficiently manage waste and seek to minimise it



Conserve natural resources and minimise their consumption



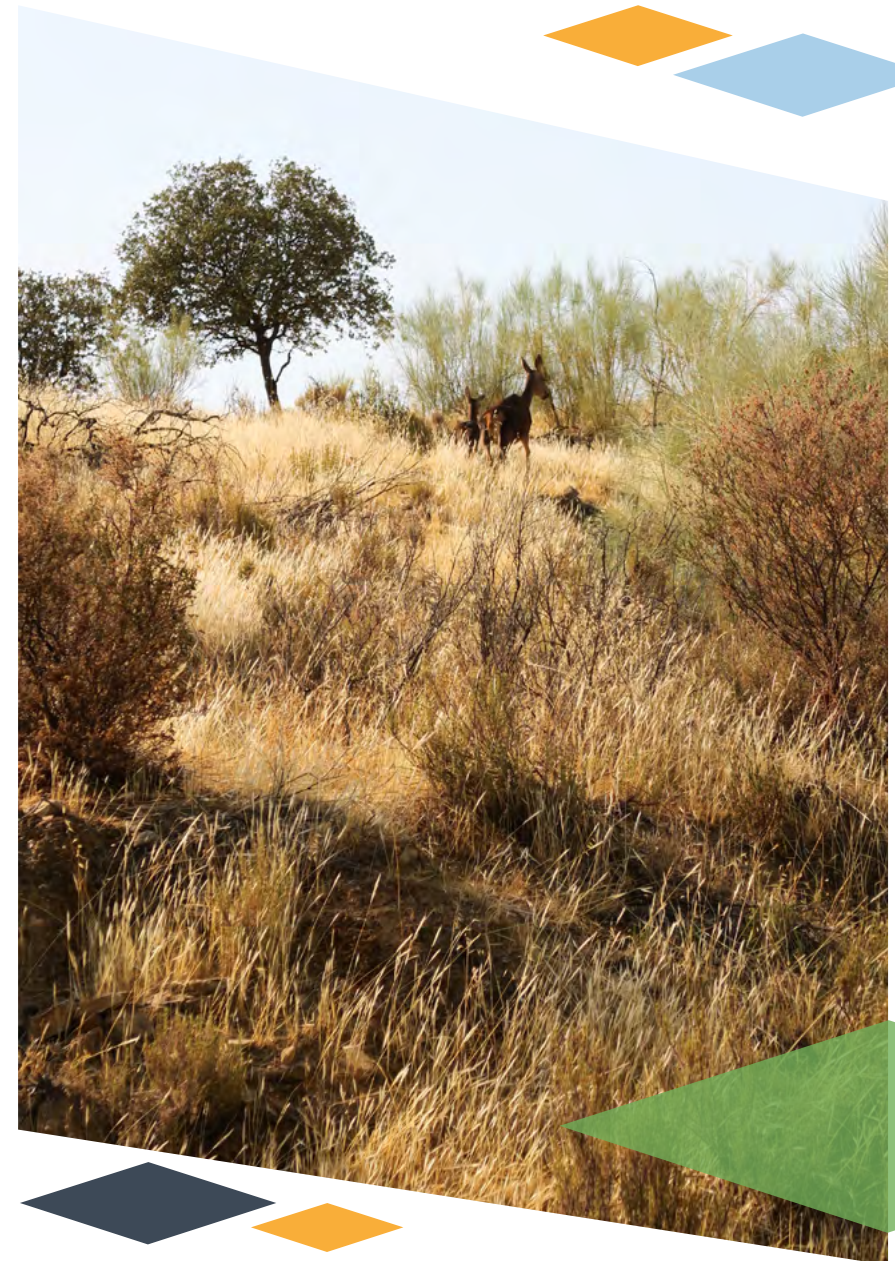
Protect biodiversity



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



Use the most advanced and respectful technology and materials



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

In 2022, the Company allocated 4,881.91 thousand euros to the management and protection of environmental risks and security. 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.

Environmental monitoring (EMP)	2021			2022		
Work centre	Number of samples	Number of analyses	Results according to reference values	Number of samples	Number of analyses	Results according to reference values
El Cabril Disposal Centre	100	1,539	Satisfied	98	1,480	Satisfied
José Cabrera Nuclear Power Plant	161	341	Satisfied	180	264	Satisfied
Andújar Uranium Mill Plant (FUA)	110	2,444	Satisfied	116	2,516	Satisfied

Enresa has insurance policies to cover nuclear civil liability stemming from its activities at El Cabril, Vandellós I, the Andújar Uranium Mill Plant (FUA) and José Cabrera facilities (Zorita facility), and the transportation of radioactive waste. These policies have coverage in excess of 740 million euros, at a cost of close to 1.14 million euros.

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.

Radiological monitoring (ERMP)	2021			2022		
Work centre	Number of samples	Number of analyses	Results according to reference values	Number of samples	Number of analyses	Results according to reference values
El Cabril Disposal Centre	1,058	1,480	Satisfied	1,063	1,532	Satisfied
Vandellós I Facility	382	1,044	Satisfied	382	1,044	Satisfied
José Cabrera Nuclear Power Plant	1,050	2,483	Satisfied	1,049	2,482	Satisfied
Andújar Uranium Mill Plant (FUA)	133	1,463	Satisfied	265	1,425	Satisfied



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 Albarra-na (Cordoba). 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 2022 Enresa carried out actions focused on four areas:

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

Forestry work that seeks to conserve and benefit the vegetation and wooded areas

Improvements to habitats, through actions designed to benefit the conservation and recovery of species

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.

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, as previously mentioned, all Enresa's projects are submitted to an Environmental Impact Assessment (EIA), and hence include the mandatory Environmental and Social Impact Assessments 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

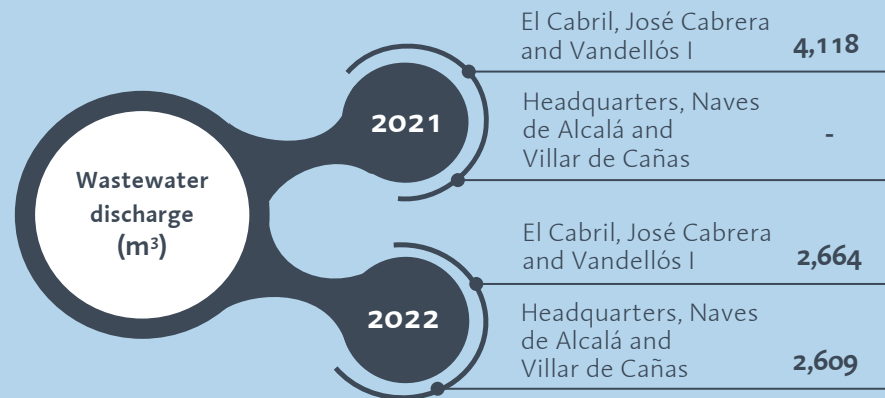
WASTE WATER



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.

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 2022, discharge wastewater analyses were conducted at Vandellós I, only one of which obtained a nitrogen value slightly above the authorised limit. Consequently, the necessary actions were undertaken that focused on the revision of the clarification times of the tanks in order to ensure that the values returned to within the authorised discharge limits.

The discharge volume for El Cabril Disposal Centre, Vandellós I Nuclear Power Plant and José Cabrera Nuclear Power Plant in 2022 was 2,664 m³. For their part, the water discharge at the headquarters, Naves de Alcalá and Villar de Cañas sites amounted to 2,609 m³.



At the Enresa facilities as a whole, the discharge of wastewater in 2021 and 2022 fell by 35%, due to less activity in decommissioning tasks at José Cabrera NPP, along with the decline in the manufacture of containment casks for radioactive waste due to less activity compared with the waste managed in 2021. This decline explains, in turn, the reduction in the consumption of energy, water and raw materials.





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 2022 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 2022, these actions were performed at Vandellós I Nuclear Power Plant, El Cabril Disposal Centre and José Cabrera Nuclear Power Plant. All the measurements gave results that were within the legally established limits



3.5. CIRCULAR ECONOMY

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.

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 2022, replacing elements that used this material by others that are more respectful of the environment in their manufacture and handling.

IN 2022, 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 2022, Enresa continued working on a corporate Circular Economy strategy and drafted a specific plan which is scheduled to be approved in 2023.

PRODUCTION OF NON-HAZARDOUS WASTE AT ENRESA (kg)

Type of waste	2020	2021	2022
Municipal Solid Waste (MSW)	-	-	5,840 ¹
Organic material	112,870	177,530	204,052
Inert waste (RCD)	3,149,120	4,837,530	22,142,000 ²
Scrap	174,060	200,378	829,680 ³
Paper and cardboard	8,140	14,463	8,100
Plastic	36,960	56,240	43,870
Glass	525	170	0
Toner	135	104	50
Bulky waste	-	0	2,660 ⁴
Non-hazardous absorbents	4	7	8

¹ In 2022, the Company began to record the production of this type of waste

^{2 3} The increase in the production of this type of waste is primarily the result of the demolition tasks of buildings related to the decommissioning of José Cabrera NP

⁴ Waste primarily from the remodelling of the El Cabril Information Centre



PRODUCTION OF HAZARDOUS WASTE AT ENRESA (kg)

Type of waste	2020	2021	2022
Oil filters	48	40	89
Aerosols	177	291	471
Expired medication	26	2	9
Material contaminated with hydrocarbons or chemical products	279	528	462
Concrete additives	940	0	1,536
Expired adhesives	6	0	11
Obsolete electrical material	1,256	1,916	3,092
Fluorescents	94	186	282
Contaminated plastic and metal containers	150	309	306
Alkaline and saline batteries	123	110	145.94
Lead batteries	183	272	156
Ni-Cd batteries	52	113	24
Asbestos	3,830	1,081	2,960
Used oils and hazardous liquids	169	202	754
Paint cans	164	131	27
Paint stripping	-	0	165
Bio-sanitary	2	1	3
Laboratory reagents	0	0	97

The hierarchy of waste management provided for in Article 8 of Act 7/2022, of 8 April, on waste and contaminated soil for a circular economy has been followed by the Company, which establishes the following order of priority to achieve the best environmental result:

1. Prevention

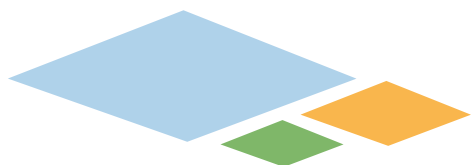
2. Preparation for reuse

3. Recycling

4. Other types of recovery

5. Elimination

	2022	% of total
Volume of recycled waste (kg)	22,888,054	98.4%
Volume of eliminated waste (kg)	157,179	0.7%
Volume of waste under municipal management (kg)	201,593	0.9%
Total (kg)	23,246,850	100%





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

In 2021, the first calculation of Enresa's carbon footprint was made, in accordance with UNE-EN standard ISO 14064-1:2019, which was registered in the Register of the carbon footprint, offsetting and absorption projects of carbon dioxide of the MITECO in July 2022.

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.





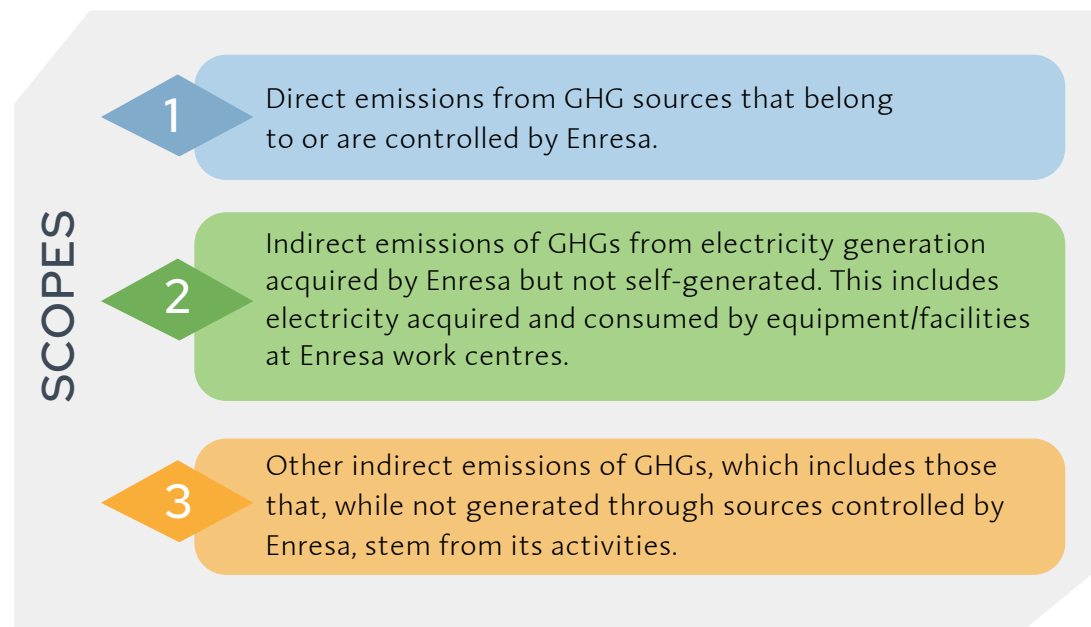
Enresa has calculated its carbon footprint in consideration of the following references:

- Specifications of UNE-EN standard ISO 14064-1:2019
- 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

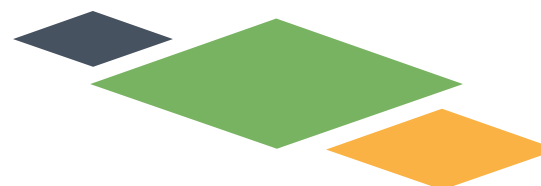
The carbon footprint spans radioactive waste management and the decommissioning and definitive closure of nuclear power plant activities undertaken by Enresa at the following installations and through the following processes:

- Company headquarters (Madrid)
- Warehouses in Alcalá de Henares (Madrid)
- Offices in 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

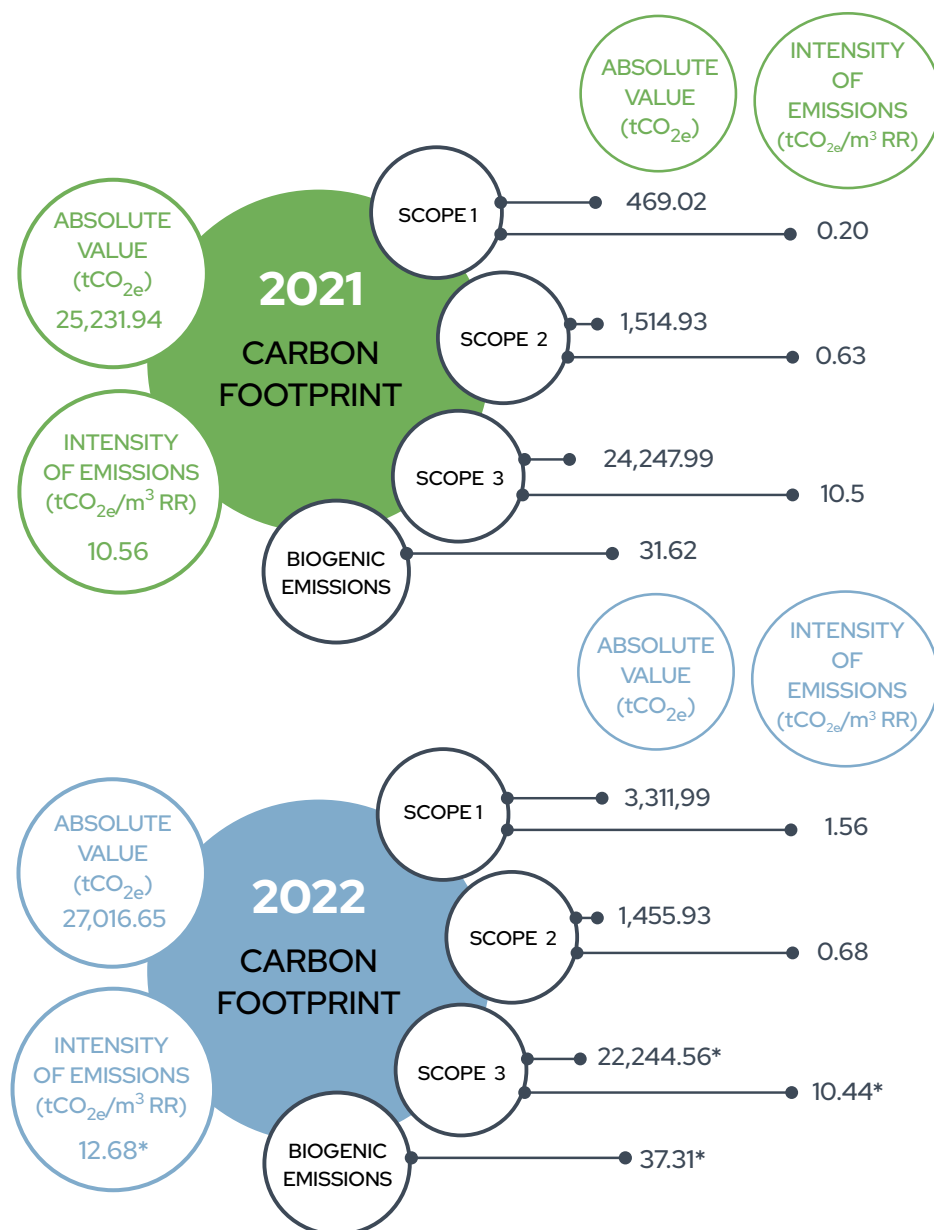
The sources of GHG emissions considered in Enresa's carbon footprint, in accordance with their classification by scope, are:



With a view to facilitating and improving the carbon footprint calculation over the coming years, Enresa modified its Travel Policy at the end of 2022, including the obligation to report on the distance travelled in the event of using a private vehicle for a business trip. Accordingly, the uncertainty of the calculations made for the carbon footprint in 2023 and successive years will be lessened.



GHG EMISSIONS BY SCOPE AND TYPE OF SOURCE



As can be viewed in the table, the emissions value of Scope 1 has significantly increased on the previous year. This is due to the fact that it was necessary, in 2022, to perform the re-stamping of the cylinders that provide support to the fire protection system at the Enresa headquarters, which are loaded with gas with a high calorific value (Fe-13). The individual contribution of this gas amounts to 2,876.80 tCO_{2e}, which corresponds to the resulting increase compared with the figure for Scope 1 in 2021.

In the case of Scope 2, the intensity of the emissions remains very similar to the figure for the previous year.

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.

* The figures for Scope 3 (and hence the global carbon footprint figure) are provisional, given that information is still pending for year-end 2022.

ENERGY EFFICIENCY

As part of its environmental commitment and the sustainable use of its resources, Enresa has continued to undertake initiatives in 2022 designed to foster its energy efficiency, and to improve and optimise the processes to reduce energy consumption. In 2020, the Company conducted energy audits at its work centres in Madrid and El Cabril, which allowed areas for improvement to be identified for which specific actions have been designed.

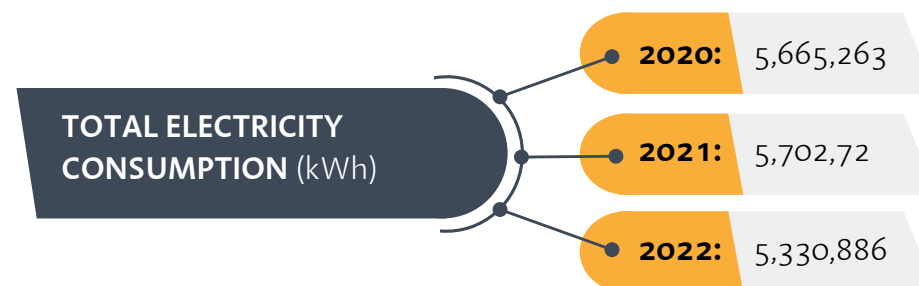
In this context, in line with the measures established by the Council of Ministers in the Energy Security Contingency Plan, the Energy Saving Plan was approved. Noteworthy among the actions carried out at its headquarters, Fridays were established, as from 21 October 2022, as one of the two remote working days under the work provision system, along with the placing of presence sensors in humid rooms, initiatives that have achieved a significant energy consumption saving. For its part, the El Cabril Disposal Centre has continued to introduce LED technology to replace the old lighting systems.

In 2022, Enresa also drafted two projects for the design and implementation of photovoltaic self-consumption plants to provide renewable electric energy at two work centres. The plant planned that the headquarters in Madrid will have a peak power of close to 100 kW, which will allow it to generate close to 30% of the electricity consumed at the building, while the plant to be installed at El Cabril will be larger scale with a peak power of close to 1 MW, sufficient to provide approximately 60% of the electricity consumed at the centre. The total of the two initiatives will amount to an investment of close to 1 million euros.

In terms of activity, the reduction in the manufacture of containment casks and radioactive waste storage at El Cabril and the conclusion of the decommissioning processes of José Cabrera NPP have also helped reduce the Company's electricity consumption during the year.

In light of all these measures, the total electricity consumption at Enresa's facilities in 2022 amounted to 5,330,886 kWh, a decrease of 6% on the figure recorded in the previous year (5,702,172 kWh).

WITH A VIEW TO FOSTERING THE SUSTAINABILITY OF THE BUSINESS, THE COMPANY DEMANDS FROM ITS ENERGY SUPPLIER THAT 100% OF ELECTRICITY SUPPLIED COMES 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.

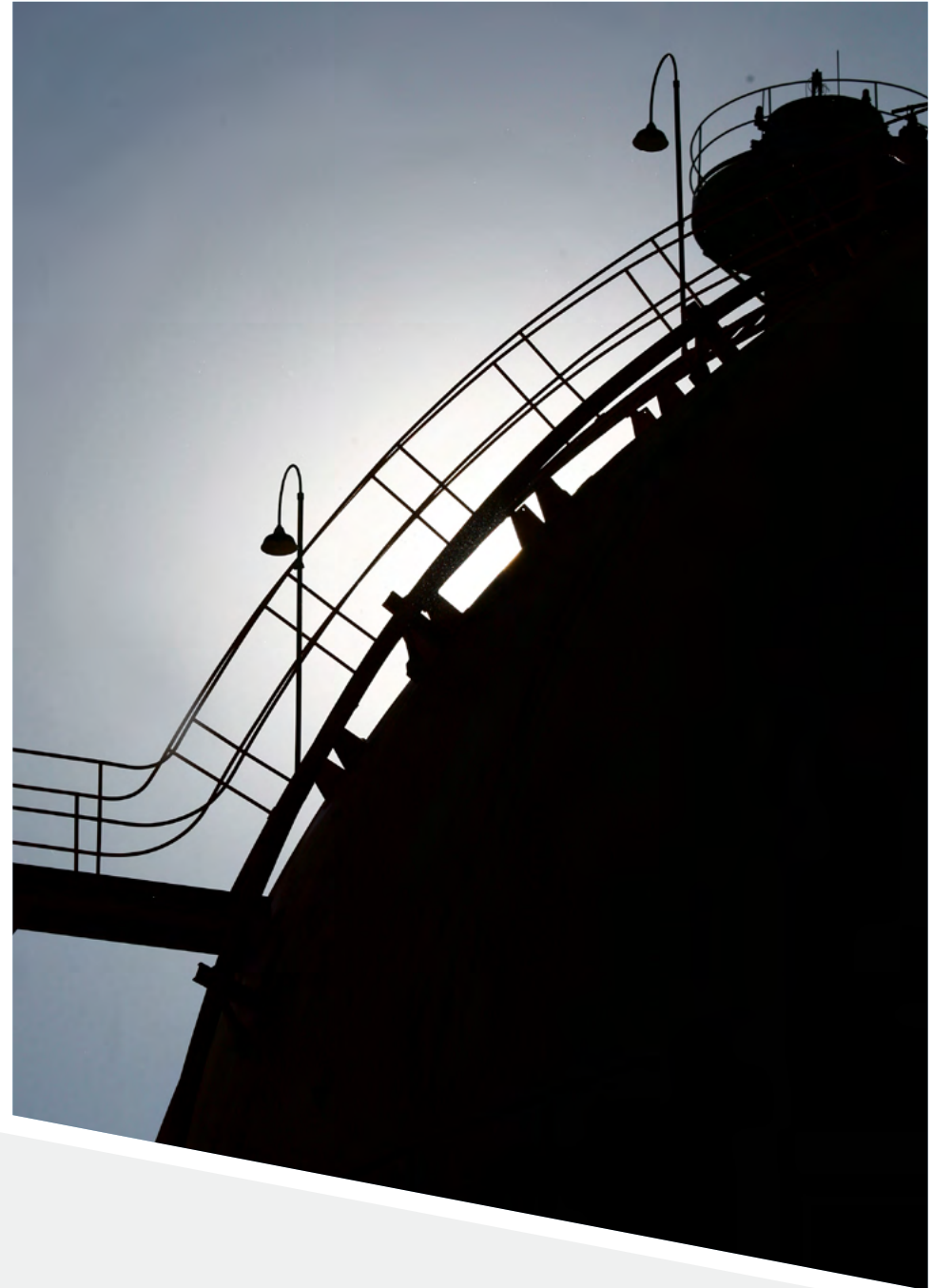
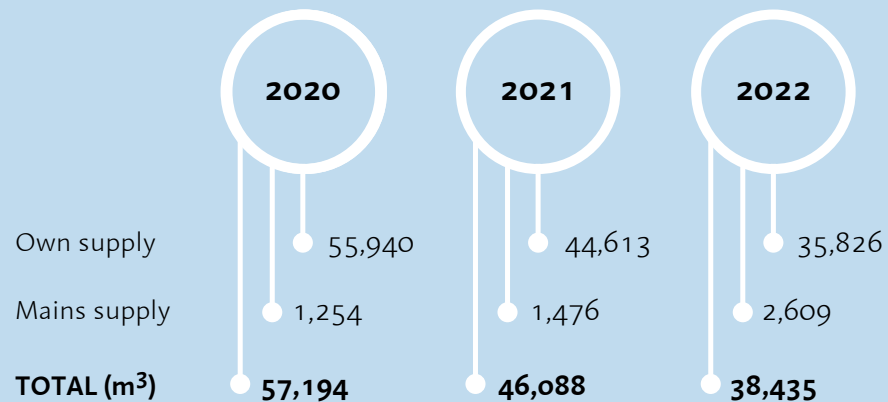


WATER CONSUMPTION

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 2022 amounted to 38,435 m³, 17% less than the previous year (46,088 m³). This reduction reflects Enresa's commitment to make more responsible use of natural resources, which in 2022 translated, among other initiatives, in the reform of the humid rooms at its headquarters, including the bathrooms, to reduce water consumption by replacing such elements as taps and cisterns, and in the renovation of the water supply connections.

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 (EL CABRIL CASK MANUFACTURING PLANT)

	Ud	2020	2021	2022
Sand 0-2	Tn	95.38	418.37	102.74
Sand 0-4	Tn	261.74	524.35	233.8
Aggregate 4-16	Tn	417.61	892.26	379.11
Cement	Tn	162.18	378.44	145.51
Water	m ³	58.20	149.57	58.82
Additive	Kg	5,756	6,309.48	2,564.85
Mortar	Kg	0.000	64,347.82	42,250
Release agent	L	632	592	509
Plating	No.	98	94	72

USE OF OFFICE PAPER

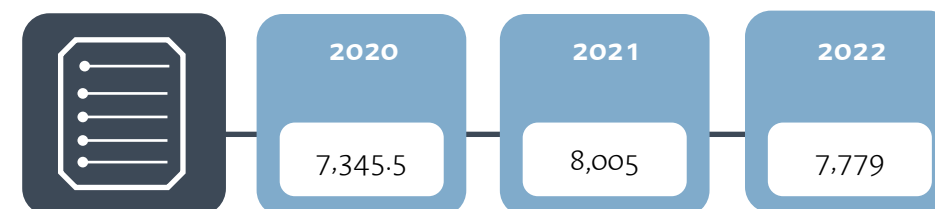
Enresa has established measures to streamline and reduce the use of office paper – a saving strategy that, moreover, contributes to reduce its environmental footprint. The Company has established a digitalisation policy that pursues a cultural change to replace paper documents with digital formats, along 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.

The 9th Enresa Information Systems and Technologies Plan 2020-2022 has been implemented, one of the aims of which is to reduce paper consumption at both its offices and via remote working.

Due to this, the Company's work centres consumed a total of 7,779 kilograms of paper in 2022, a decrease of 3% on the figure for the previous year (8,005 kg). This reduction shows that the Company is aligned with the reduction of the consumption of raw materials and with sustainability.

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.

In 2019, charging stations were installed for electric and hybrid vehicles at its headquarters. In 2022, the number of charging points was increased to four, while another two double charging stations were installed (four charging points in total) at the El Cabril Disposal Centre and one charging station at José Cabrera NPP. At the Vandellós I facility, the formalities for the installation of four charging points began, which will enter into service in the first few months of 2023.

In 2022, Enresa made changes to its fleet of corporate vehicles, replacing two vehicles with petrol combustion engines with one 100% electric vehicle and a plug-in hybrid vehicle, a petrol combustion engine van with an internal combustion van with a diesel engine, in compliance with the Euro 6 regulation (Type C sticker) and an ordinary combustion van with a 100% electric van.

Another of the measures implemented in 2022 in the field of sustainable mobility was the introduction of changes in the Travel Policy, achieving a more sustainable focus in travel for work reasons.

The different measures were:

- Use of public transport instead of private vehicles.
- Choosing the least polluting modes of transport from among those available.
- Preference for the Enresa fleet of vehicles over other options
- Encouraging the shared use of vehicles among workers

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

The table below shows a breakdown of the consumption of the different fuels used in 2022.

TOTAL FUEL CONSUMPTION (l)

	2021	2022
Vehicles (l)	13,489	12,893.79
Diesel - A, B and C (l)	95,083	85,516.62
Petrol (l)	1,522	47.02
Propane (l)	26,043	21,495
Total consumption	136,137	119,952.43

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.



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 2022, 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 the dossier and expense, and providing for the opening of the award procedure, as provided for in Article 117 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.

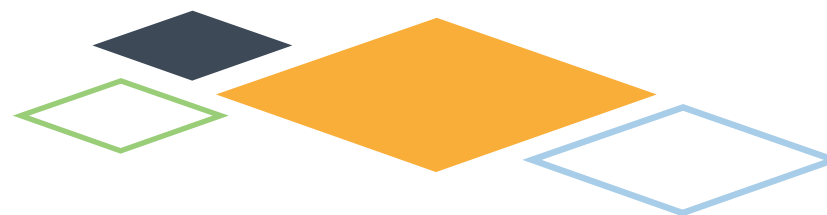
In 2022, Enresa awarded a total of 496 contracts for a value in excess of 181.27 million euros (VAT not included).

CONTRACTS FORMALISED

Type	2021	2022
Minor contract	315	394
Contracts processed as urgent	3	0
SARA and NON-SARA contracts awarded	131*	102**
TOTAL contracts awarded	449	496
Contracts under framework agreements	14	0
TOTAL	463	496

* Includes contracts with a dossier initiated in 2020, with the formalisation of the contract in 2021.

**Includes contracts with a dossier initiated in 2021, with the formalisation of the contract in 2022.



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.

In 2022, 35% of the contracts formalised included a social condition, while 65% of the contracts contain a condition of an environmental nature.

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.

IN 2022, 35% OF THE CONTRACTS FORMALISED INCLUDED A SOCIAL CONDITION, WHILE 65% OF THE CONTRACTS CONTAIN A CONDITION OF AN ENVIRONMENTAL NATURE.

In addition the administrative terms and conditions of public tenders establish that the submission of bids includes a commitment from the bidder to be familiar with, observe and respect the provisions of Enresa's Code of Ethics and its policies on the prevention of criminal offences, and collaborate to prevent the breach thereof.

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.

In 2022, 93 evaluations were made of products and services by Enresa suppliers, in compliance with the requirements of UNE standard 73.401 on Quality Assurance at Nuclear Facilities and Safety Guide 10.8 of the Nuclear Safety Council (CSN), of which 12 were based on quality assurance audits performed by Enresa audit teams.

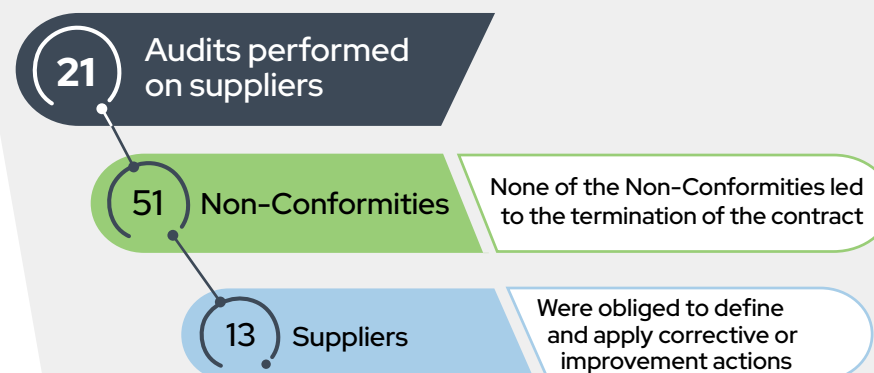


SUPERVISION OF ENRESA SUPPLIERS IN 2021 AND 2022

	2021	2022
Satisfactory evaluations	93	93
Evaluations based on audits of their quality systems	9	12

A total of 21 audits were performed in 2022 to verify the activities implemented by suppliers (external audits). Of these, 16 were performed on suppliers to Enresa alone, and five on suppliers shared with the Suppliers Evaluation Group (GES).

As a result of this external audit process (21 audits) performed on suppliers, a total of 51 Non-Conformities were detected: 41 in audits of Enresa suppliers and six in GES audits. None of the Non-Conformities led to the termination of the contract with any of the suppliers. As a result of this process, 13 suppliers were obliged to define and apply corrective or improvement actions.





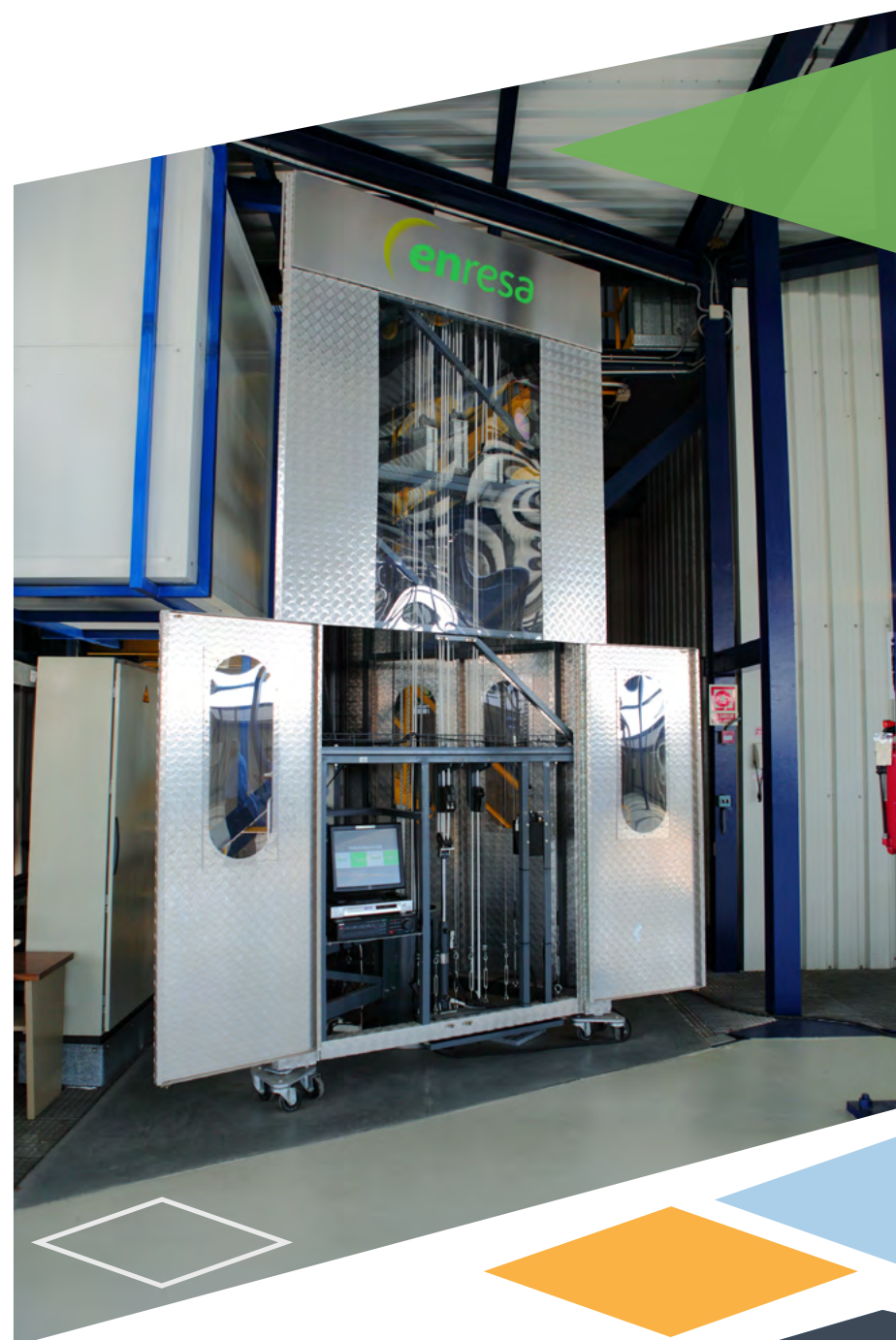
COMPLAINTS AND CLAIMS SYSTEMS

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 compliant was received in 2022 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.

AT ANY EVENT, NO COMPLIANT WAS RECEIVED IN 2022 THROUGH THE COMMUNICATION CHANNELS THAT CONNECTS IT WITH BIDDERS, CONTRACTORS, THE DIFFERENT PUBLIC STAKEHOLDERS IT OPERATES WITH OR SOCIETY IN GENERAL.

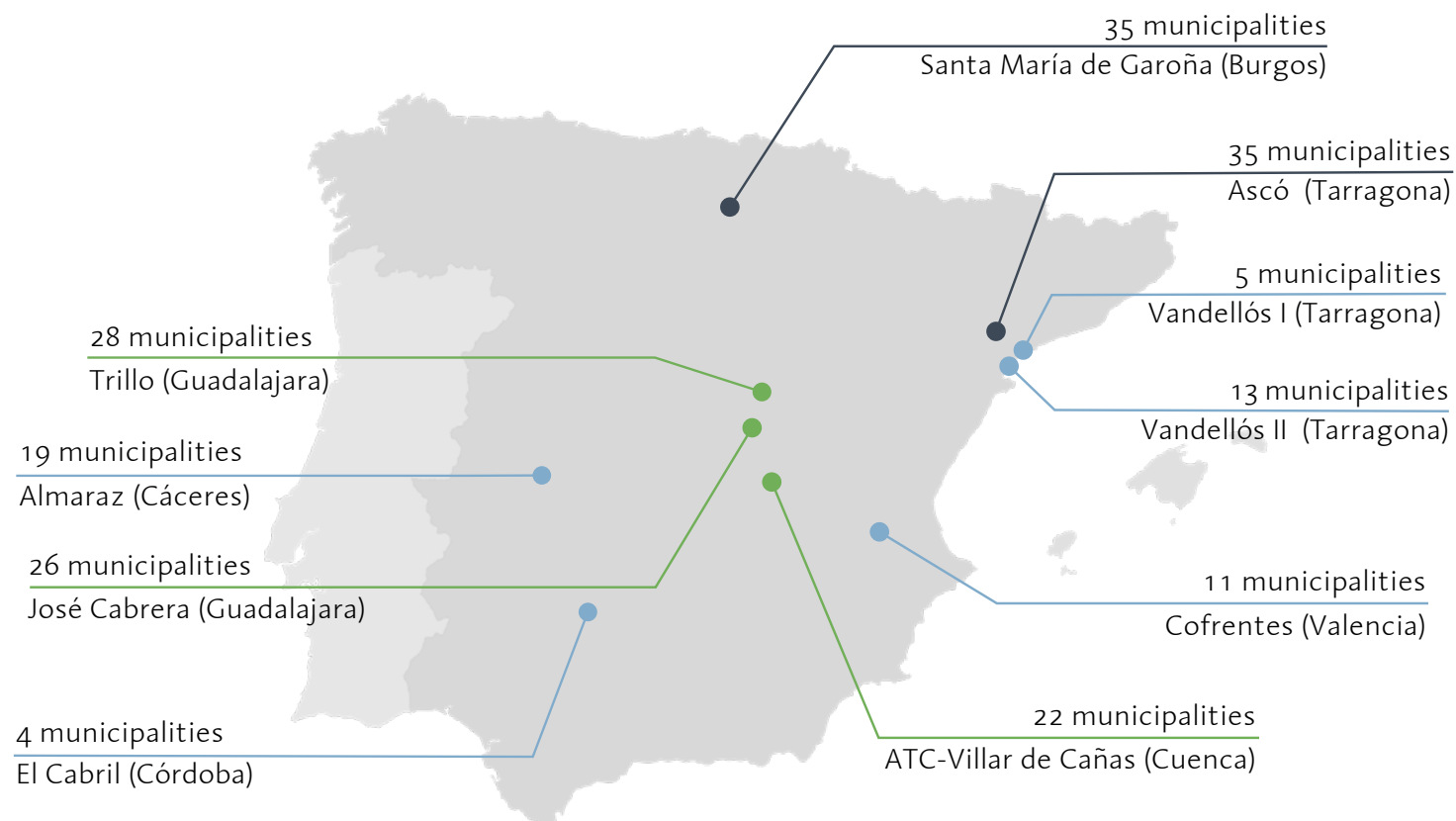


4.3. CONTRIBUTION TO SOCIAL DEVELOPMENT

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*.

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

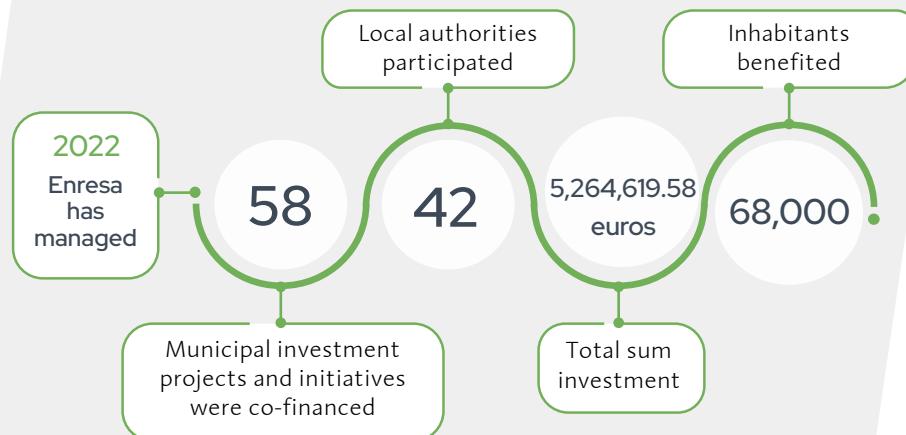
LOCAL DEVELOPMENT PROJECTS FROM ENRESA'S CONTRIBUTIONS IN 2022



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 2022, 58 municipal investment projects and initiatives were co-financed for a total of 42 local authorities for a total sum of 5,264,619.58 euros. This had a positive impact on the more than 68,000 inhabitants of these municipalities.

Furthermore, and within the scope of the aforesaid municipal order, Enresa formalised eight agreements in 2022 with the same number of local authorities in the area surrounding the Villar de Cañas CTS, four of them for the development of projects of a socio-economic nature and the other four of an environmental scope, for a total amount of 274,130 euros. These initiatives had a positive impact on close to 2,900 inhabitants of this area.



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 2022 are:



As a result of these actions, a total of 81,614.74 euros were contributed under collaboration agreements.



The Enresa Chair – UEX, with Extremadura University Foundation



31st edition of the *Radioactive Waste Management* course at the Energy, Environment and Technology Research Centre (CIEMAT) and the Technical University of Madrid (UPM)



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)



Holding of STEM (Science, Technology, Engineering and Mathematics) workshops, as part of the activities prior to the 47th Annual Meeting of the Spanish Nuclear Society (SNE) and participation in the technical sessions at this meeting



Performance of the Scientific Activities Plan in collaboration with the Spanish Radiological Protection Society (SEPR)



Participation at the workshop entitled *El Cabril, the Spanish solution to the management of very low, low and intermediate radioactive waste*, organised by the Association of Manufacturers of Cordoba (ASFACO)



Collaboration agreement with the Spanish Association of Women in Energy (AEMENER) on the exchange of scientific and technological information and knowledge in the field of energy



Collaboration agreement with the Confederation of Business Owners of Cordoba (CECO)

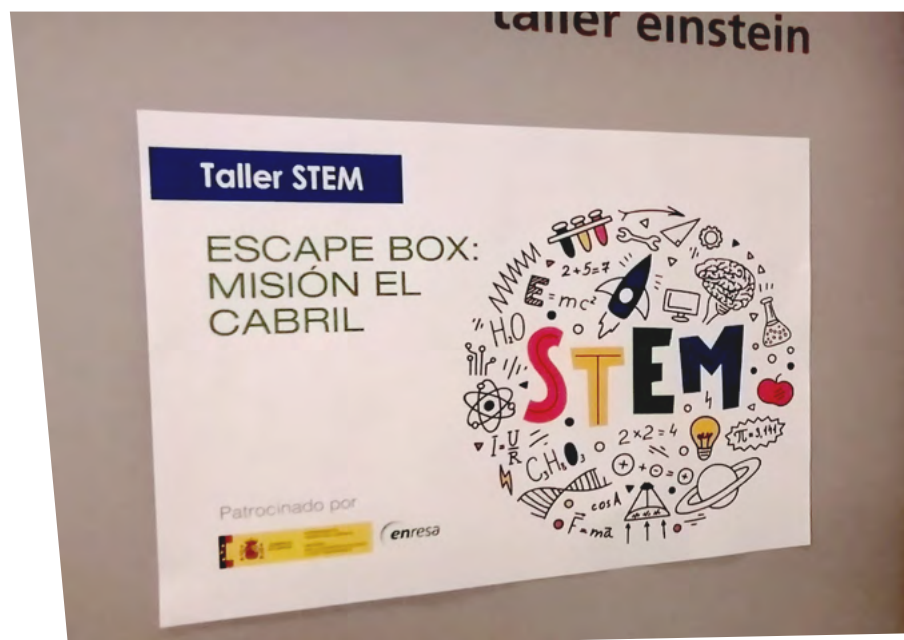


Collaboration with the programme entitled *Ambassadors of Cordoba*, organised by the Convention Centre of Cordoba

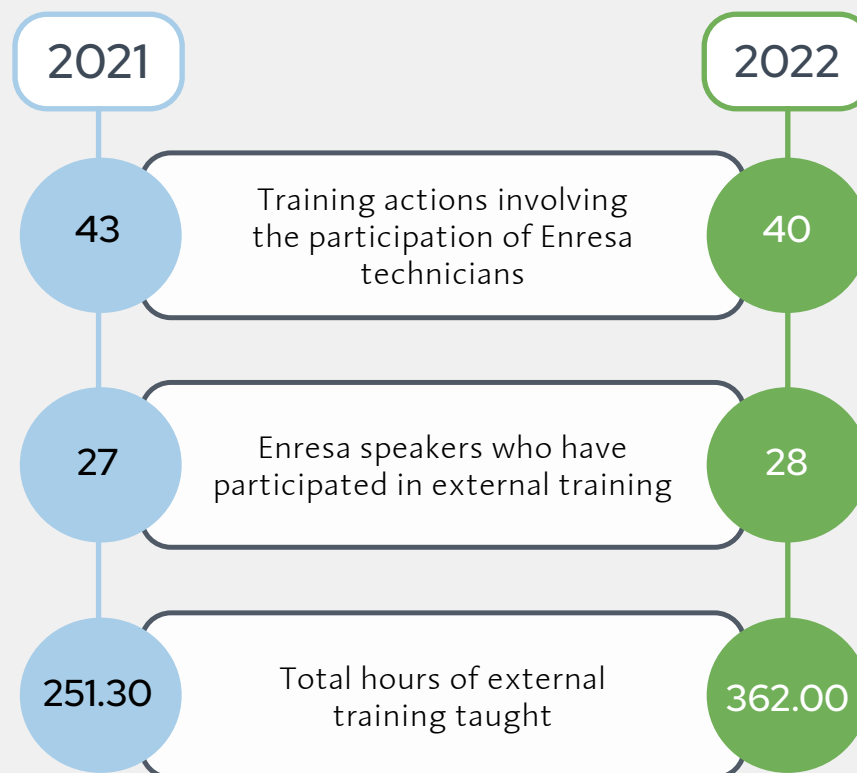
Over the course of 2022, Enresa has taught various workshops on waste management to Compulsory Secondary Education (ESO) and Advanced Secondary Education students in the province of Cordoba.

Enresa is also committed to training and job development, promoting internships at its facilities. In 2022, 13 grants were allocated for internships for students from such centres as the Autonomous University of Madrid, the Complutense University of Madrid, Carlos III University of Madrid, King Juan Carlos University of Madrid and the Technical University of Madrid, with which it has also entered into collaboration agreements.

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 48,833.01 euros was allocated in 2022.

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.

SECTOR ASSOCIATIONS AND INITIATIVES THAT ENRESA IS A MEMBER OF OR COLLABORATES WITH

Sector

- SEDIC (Spanish Society of Scientific Documentation and Information)
- NUCNET (Nuclear Forum - The independent nuclear news agency)
- UNE (Spanish Standardisation Association)
- AEMENER (Spanish Association of Women in Energy)
- Spanish Nuclear Industry Forum



Business

- APD (Association for Progress in Management)
- Institute of Internal Auditors
- New Economic Forum
- ASFACO (Manufacturers Association of Cordoba)
- AENOR (Spanish Association for Standardisation)



Social responsibility

- AEC (Spanish Association for Quality)
- Forética
- Spanish Energy Club



4.5. COMMUNICATION TO BE CLOSER TO SOCIETY

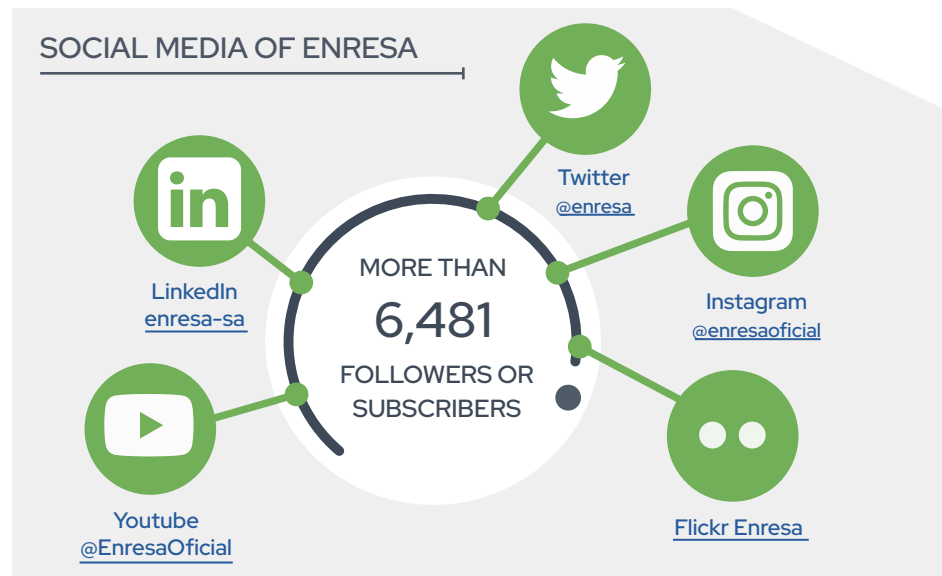
One of the principles governing the activity of Enresa is transparency, which applies to both internal processes and to relations with society. Enresa, in addition to managing radioactive waste and decommissioning nuclear power plants, seeks to involve citizens in its technical solutions.

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

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 74 informative responses to the media on different areas of activity of the Company.

Hence, the Company's virtual community has continued growing to exceed 6,481 followers or subscribers, with a very good interaction rate that shows that its public content is of interest.

Its digital support is completed with the [Enresa website](#) – a channel via which 20 current affairs articles were published over the course of 2022, along with other new content throughout the portal, which generated a total of 126,485 visits by 59,383 users (global figure on visualisations). The total number of pages visited on the whole Enresa website amounted to 252,925, a 13% increase on the previous year.





More traditional communication channels have also continued to be used, since they have great penetration in the environments in which Enresa develops its activity. In 2022, two issues of the corporate journal *Estratos* were edited, and another two issues of the journal *Sierra Albarrana*, which is distributed in municipalities and places of interest close to El Cabril Disposal Centre. In total, 7,806 copies were distributed, of which 90% were of the magazine *Estratos*.



In 2022, Enresa resumed the visits to its information centres at El Cabril, Vandellós and Zorita, known as Enresa Spaces, receiving a total of 3,371 visits.

In addition, with the aim of providing support to professionals in the education sector and society as a whole, a [Virtual Classroom](#) was designed and incorporated on the corporate website. This initiative supports the transfer of knowledge for publics of all ages in relation to the management of radioactive waste, the decommissioning of nuclear power plants and other aspects related to Enresa's activity. In addition, the Company organised the 18th edition of the

International Seminar of Journalists and the Environment (SIPMA) in the month of September, which took place in Cordoba and included more than 100 attendees and a large group of first-class speakers. The training programme combined theoretical training with an interesting visit to the facilities at El Cabril Disposal Centre.



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, a total of 261 pieces of news were published in 2022, of which 243 took the form of newsletters and 18 were published on the website. In addition, 63 audio-visual publications were broadcast on the corporate screens at the different work centres.

ANNIVERSARY OF EL CABRIL

2022 saw the 30th anniversary of El Cabil Disposal Centre. A commemorative event was held on 5 and 6 October at the Cordoba Convention Centre to celebrate this, which included speeches by the Chairman of Enresa, José Luis Navarro; the Director of El Cabil, Eva Nogueru; the Managing Director of CIEMAT, Yolanda Benito, and the former Vice-Chancellor of the University of Cordoba, Eugenio Domínguez Vilches, among other leading figures.

A campaign was also presented involving testimonies from 20 people associated with the Company, who highlighted the relationship between the facility and different sectors of society, highlighting the exemplary nature and the management model of El Cabil, whose conception and technology place it at the forefront of existing facilities of this nature.

Enresa also opted to celebrate this milestone with all the people who make up the Company, to which end it organised an event, held on 7 October, at which more than 200 employees from all its work centres took part.



COMMUNICATION CHANNELS

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 and prensa@enresa.es

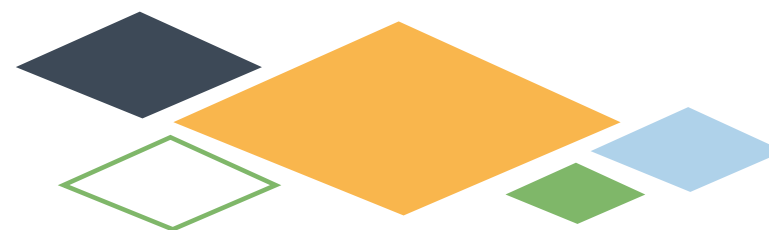
Specifically, Enresa's communication channels with its stakeholders are the following:

Stakeholder	Channels	Stakeholder	Channels
Nuclear Safety Council	Liaison committees Inspections Work meetings Periodic report Attention to requests for information Whistleblowing channel	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 Whistleblowing channel
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 Whistleblowing channel	Shareholders	General Shareholders' Meeting Board of Directors Annual Operating Plan (AOP) Periodic meetings Whistleblowing channel
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 Whistleblowing channel	Nuclear power plants	Work meetings Congresses and training meetings Information committees of the nuclear power plants Whistleblowing channel
		Radioactive installations and companies that recycle metallic materials	Work meetings Congresses and training meetings Whistleblowing channel



Stakeholder	Channels
Contractors and suppliers of goods and services in the nuclear sector	Public sector contracting platform Enresa electronic office Contact mailbox: dpto.comprasinversones@enresa.es Work meetings to manage contracts Whistleblowing channel
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 Whistleblowing channel
Sector associations	Attendance at congresses and training days Informative meetings Attention to requests for information Whistleblowing channel
Entities and bodies in the fields of science and training	Agreements to organise and collaborate in training activities Joint research projects Corporate journals Technical publications Whistleblowing channel
NGOs	Meetings Attention to requests for information Transparency mailbox Whistleblowing channel

Stakeholder	Channels
Media	Press releases Informative meetings Attention to requests for information and visits/filming in our installations Corporate website Social media Whistleblowing channel
Enresa employees	Works councils Informative electronic mail addresses Social media Intranet Internal newsletter Internal informative screens Notice boards Internal participative actions: training, meetings, competitions Meetings with the Chairman's Office and other Enresa executives Whistleblowing channel



5.

PEOPLE – ENRESA'S GREATEST ASSET

- 5.1. United to go further
- 5.2. Stable, quality jobs
- 5.3. Work/live 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 workforce
and remuneration



5.1. UNITED TO GO FURTHER

People are undoubtedly Enresa's greatest asset. Through their commitment, professionalism and dedication, the 353 people who make up the human team (at 31 December 2022) 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.

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 and to seek to eliminate any kind of incident.

DRIVING THE VALUE OF ENRESA

In its efforts to strengthen its corporate culture, Enresa carried out an internal survey in 2022 related to the values of the Company (Barrett Values Test) with a view to seeing the perceptions and needs of the workforce. In this test, the 238 people who took part could select the values that best adjusted to the Company's current performance and those they would like to see developed or extended in the future.

Under this initiative, Enresa was able to gather valuable information that will serve to continue developing strategies that foster the growth of the Company and of all its professionals.



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, training, equal opportunities, inclusion and health and safety at work.

As regards the regularisation of working conditions, the [*Single Collective Agreement 2019-2023*](#), published in the Official State Gazette (BOE) on 31 December 2019, is the single legal framework for staff at all Enresa work centres.

This agreement, which covers 88% of the workforce (at 31 December 2022), introduced a new system of professional classification based on professional groups, structuring the positions and corresponding remuneration for each of these. It also regulates the staff selection processes to cover positions which, in its first phase, must be filled by internal promotions. In addition, it regulates work/life balance measures and provides for a broad system of social action.



Another aspect regulated by the collective agreement is the structure of the participation of the workers' representatives, establishing to that end a Joint Committee to monitor, oversee and study the agreement and two joint committees at the El Cabril Disposal Centre and for the work centres in Madrid, Zorita and Vandellós. It also contains the specific committees for trade union participation in the fields of training and equality.

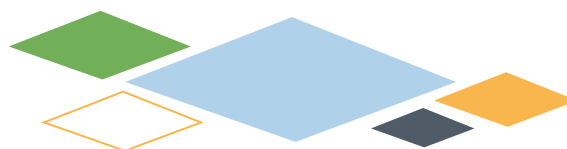
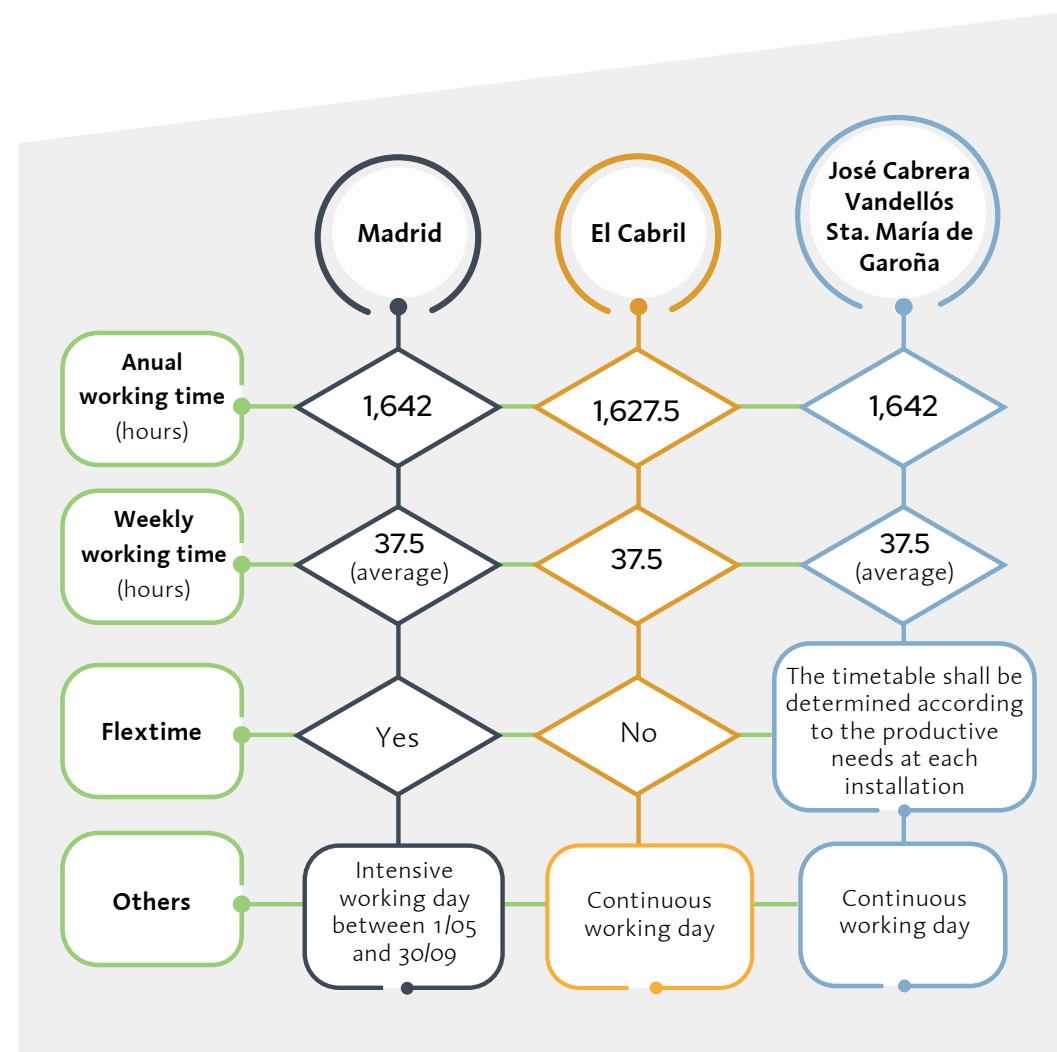
Taking into account general social dialogue at the Company, we should underline that, in addition to the Joint Committee that contains the agreement with the functions already mentioned, the two centre committees, one for El Cabril and the other for the headquarters, Zorita and Vandellós, form part of the social structure, involving the participation of the workers' representatives, which address issues of the management of the agreement in each area.

The Inter-centre Training Committee is the body for dialogue on this matter with the trade union representatives. The Monitoring Committee of the Equality Plan oversees the management and development of the Equality Plan. In the field of occupational health prevention, an Inter-centre Committee for Occupational Health Prevention complements the function of the Health and Safety Committee at each centre, which analyses and reports on the status of this situation of this matter in all areas of the Company.

5.3. WORK/LIFE BALANCE, EQUALITY AND INCLUSION

Enresa is committed to the work/life balance to strengthen the well-being of its employees and make this compatible with the needs of the Company, regulating, in the collective agreement, effective measures that provide for a balance between the work and the personal life of its workforce. Accordingly, the work timetable has become more flexible to foster the work/life balance. The collective agreement also provides, along this same line, aspects to reduce the working day. 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.

On 13 July 2021, the Company signed a remote working agreement with the workers' representatives, which has led to a change in the work methods and organisation, but also provides a formula that enhances the work/life balance. This agreement provides for the possibility of establishing forms of remote working of a temporary, exceptional and individual nature to resolve, by means of remote working, work/life balance needs to respond to caring for dependents, children, spouses or legal partners. It also provides for measures for the digital disconnection. In this regard, by way of example, a configuration has been developed in the electronic mail system that warns about the emails sent outside of the working day.



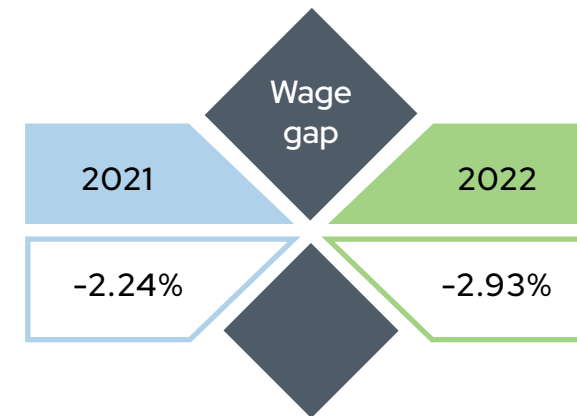
EQUALITY

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 **2nd Equality Plan**, which was agreed between the Company Management and the workers' representatives on 14 November 2022. This agreement is undergoing the approval process by the Ministry of Finance and Public Administration. The 2nd Equality Plan contains eight lines of action and a total of 35 measures, along with a schedule for their implementation that spans all four years of the Plan. 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 applies 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 process for the normalisation of remuneration based on the wage tables contained in the collective agreement for staff that are not a party to this agreement in which remuneration is fully homogenised in all job positions regardless of the official job title.

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. This deviation is not attributable to gender questions, as concluded in the diagnosis of the Equality Plan, of which the remuneration policy and wage gap fall under one of its main chapters.



The wage gap is determined by calculating the difference between the average remuneration of men and the average remuneration of women, based on the average remuneration of men. If the value is less than 0, the gap is favourable for women. In contrast, if the value is higher than 0, the gap is favourable for men.

In 2022, the wage gap increased to the benefit of women by 0.72%, from -2.24% in 2021 to -2.93% in 2022. This positive result for the female workers of the Company has arisen thanks to the change in the gap in qualified staff, which contributes a reduction in the specific gap of this group by 1.08%, a reduction which, taking into account the number of staff in this group and their average salary, generates the effect indicated in global terms.

IN 2022, THE WAGE GAP INCREASED TO THE BENEFIT OF WOMEN BY 0.72%, FROM -2.24% IN 2021 TO -2.93% IN 2022.

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 offer include a clause that fosters the hiring of people with a disability equal to or higher than 33%.

In the month of December 2021, Enresa presented to the Directorate-General of the State Public Employment Service (SEPE), of the Ministry of Work, Migration and Social Security, a new application for a declaration of exceptional nature, in accordance with the provisions established in Royal Decree 364/2005, regulating alternative compliance of an exceptional nature with the reserved quota of jobs in favour of workers with disabilities. In accordance with the provisions of the last paragraph of Point 3 of Article 1 of the Royal Decree, the SEPE grants 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, for the following three years (2022-2023 and 2024).



Accordingly, the SEPE authorised Enresa 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 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 2022, the new information centre was inaugurated at El Cabril, which has eliminated the 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 includes a report from the company Infinia that grants it level AA of the W3C, thus accrediting compliance with the accessibility requirements for ICT products and services established in UNE standard 301549:2020 (WCAG 2.1).

ALL THE ROUNDS OF EMPLOYMENT OFFER INCLUDE
A CLAUSE THAT FOSTERS THE HIRING OF PEOPLE
WITH A DISABILITY EQUAL TO OR HIGHER THAN 33%.

PREVENTION OF HARASSMENT

In November 2022, Enresa approved, following an agreement with the workers' representatives, its Action Procedure to combat workplace and sexual harassment and harassment on grounds of gender at its work centres and in workplace activities and/or projects, which has been integrated in regard to management under the 2nd Equality Plan. The aim is 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. This document established a straight-forward, quick and accessible procedure for confidential complaints, which allows victims of harassment to report their situation.



The procedure is governed by the following guiding principles:

- ◆ Prevention and raising awareness regarding the different types of harassment. Information and accessibility to procedures and measures
- ◆ Confidentiality and respect for the privacy and dignity of the person(s) allegedly harassed
- ◆ Respect for the presumption of innocence of the person(s) allegedly harassed
- ◆ Prohibition on reprisals against the alleged victim or those that support reporting the harassment or report cases of harassment in its different forms
- ◆ Speed, security, coordination and collaboration in the procedure
- ◆ Guarantee of employment rights and the social protection of the victims
- ◆ Exhaustive and confidential investigation of the facts, based on the adversarial principle and orality, which will be resolved after hearing out those people affected and guaranteeing the impartiality of any action

As part of this procedure, Enresa adopts a zero-tolerance commitment to these forms of conduct, extending the responsibility to all its workers with a view to guaranteeing a labour environment free of harassment that respects the dignity of the human person

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*, agreed with the trade union representatives, along with a Specific Training Plan for Management. Both plans are developed through annual programmes that include the training offer for each year for the whole of the workforce and in each and every work area, which have been designed by means of mechanisms to detect the training needs provided for in the agreement and which not only structure the Company's needs for greater employee training, but also for the personal training that employees pinpoint.

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

- 1 To disseminate the culture and values of the Company
- 2 To convey knowledge about the applicable Company regulations
- 3 To convey knowledge about cross-cutting matters: safety culture, prevention of risks at work, corporate social responsibility and equality, among others
- 4 To facilitate the adaptation to shifting technological environments. Disseminate Company principles, development and coordination
- 5 To convey knowledge about effective management and quality management techniques
- 6 To contribute to establish an optimal working environment for all employees

Enresa employs a monitoring mechanism to comply with its training programme. This is undertaken by the **Inter-centre 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 on the cost and impact of training.

In 2022, Enresa taught a total of 28,790 hours of training, an increase of 54.13% on the hours taught the previous year (18,678 hours). This is due, on the one hand, to greater activity as a result of the flexibility of the health restrictions related to the pandemic that meant the resumption of face-to-face training in 2022 and, on the other hand, a change in the internal criteria employed to count the number of hours. Until 2021, the number of hours were not calculated until a course was completed (if a training action did not end in the year under way, the hours were not counted), but as from 2022, the hours of the course completed were counted as the training programme developed, without waiting for its conclusion.

THE HOURS OF TRAINING PROVIDED IN
2022 INCREASED BY 54.13% COMPARED
TO THE PREVIOUS YEAR.



Training at Enresa in 2021

	Type of training*					No. of hours of training
	Attendance at congresses ¹	Cross-cutting ²	Specific ³	Individual professional development ⁴	External ⁵	
Graduates**	608	4,265	7,918	1,616	227	14,634
Non-graduate technicians	0	306	473	0	24	804
Administrative staff	0	823	1,019	1	0	1,844
Professionals -trades	0	152	1,244	0	0	1,396
Total	608	5,547	10,655	1,618	251	18,678

Training at Enresa in 2022

	Type of training*					No. of hours of training
	Attendance at congresses ¹	Cross-cutting ²	Specific ³	Individual professional development ⁴	External ⁵	
Graduates**	1,174	7,826	8,515	4,745	315	22,575
Non-graduate technicians	18	282	1,029	50	44	1,423
Administrative staff	18	1,410	673	447	0	2,548
Professionals -trades	0	498	1,703	42	3	2,246
Total	1,210	10,016	11,920	5,284	362	28,792

*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 Management' 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 designed its *9th Information and Technology Systems Plan 2020-2022* – a roadmap that has helped transform the Company and progress towards its digitalisation. The Plan was structured along strategic lines, including the management of information security, boosting the use of the cloud, the establishment of the SAP S4/HANA platform and continuing to develop the electronic management of processes.

The most outstanding milestones were the start-up and stabilisation of the SAP S4/HANA platform in the maintenance environments at El Cabril and in the economic-financial department of Enresa, the start of a consultancy process to adapt Enresa to the National Security Scheme, the digitalisation of processes to eliminate the use of paper and the introduction of aspects to improve applications with a view to preventing their technological obsolescence. Also within the framework of the Plan, the electronic management of documents has increased and the digitalisation of corporate archive documents from before 2007 was concluded. One outstanding figure in this regard is that 24,438 documents were managed electronically in 2022, without using paper.

Furthermore, 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 employees to cover the whole workforce by the end of 2022.

ENRESA DESIGNED ITS *9TH INFORMATION AND TECHNOLOGY SYSTEMS PLAN 2020-2022* – A ROADMAP THAT HAS HELPED TRANSFORM THE COMPANY AND PROGRESS TOWARDS ITS DIGITALISATION.

In 2022, 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. Specifically, 12 training actions were implemented for the use of ICT tools and management systems and two courses were taught on Information Security.



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 2022, 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 (297 medical examinations were carried out and 115 specific preventive tests for the early detection of breast cancer (20), prostate cancer (74) and colon and rectal cancer (21)).

In 2022, 10 work accidents that did not require sick leave, 0 *in itinere* accidents that did not require sick leave and 3 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	
	2021	2022	2021	2022	2021	2022
Accidents not requiring sick leave	4	8 (5 blank)	0	2	4	10
Accidents requiring sick leave	2	2	0	1	2	3
In itinere accidents requiring sick leave	0	0	0	0	0	0
Frequency rate	5.97	6.08	0	4.73	3.68	5.55
Seriousness rate	0.39	0.07	0	0.25	0.24	0.14
Occupational diseases	0	0	0	0	0	0

The number of hours of absenteeism from Enresa in 2022 amounted to 35,993 (18,428 in 2021). This increase in the number of hours is related to a higher number of cases of temporary incapacity, with higher levels of seriousness and a less positive evolution than in the preceding year. Many of the cases are associated with the after effects of Covid-19.



INTERNAL MANAGEMENT OF HEALTH AND SAFETY

In 2002, the Occupational Health Prevention Unit was set up, attached to the Organisation and Human Resources Directorate. Its main undertaking is to coordinate the Occupational Health Prevention Management System (PRL) and Enresa's **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.

In 2022, the Occupational Health Prevention Unit assessed the psychosocial risks at its work centre (with the exception of El Cabril, which took place in 2021). The responses obtained from the 163 people who took part in the initiative will lead to an improvement in the health of the workforce and conditions at the Company, and optimise the management of psychosocial risks, through an action plan that is due to be implemented in the first few months of 2023.

The preventive approach to these risks forms part of the general prevention management system, the treatment of which is addressed in the same way as other types of occupational risks. This is also an indicator of the quality and efficacy of the organisational system and of the maturity of occupational risk prevention management.

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.



MANAGEMENT OF WORK ACCIDENTS AT ENRESA

Enresa follows a series of procedures for the correct management of accidents at work that may occur at its work centres

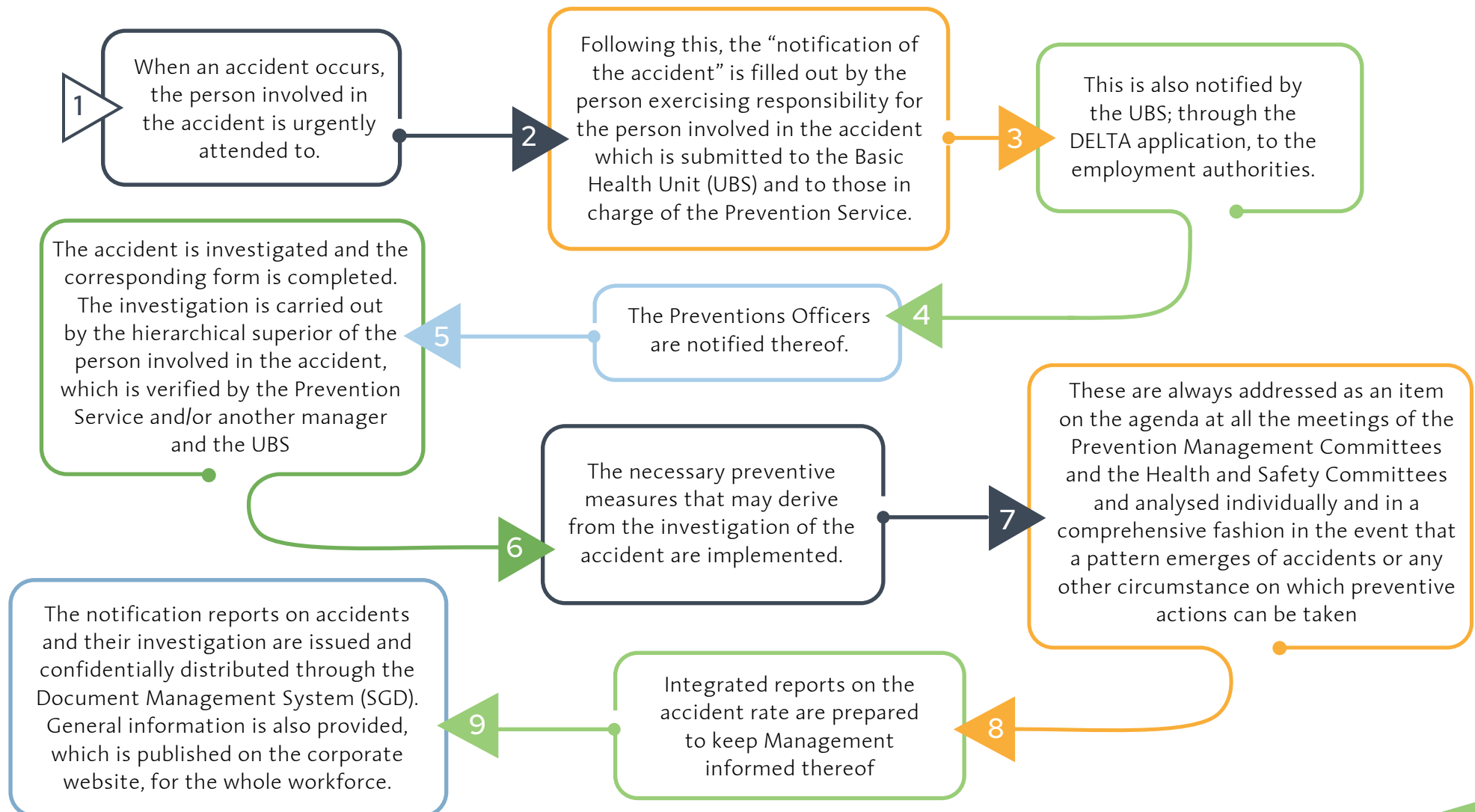
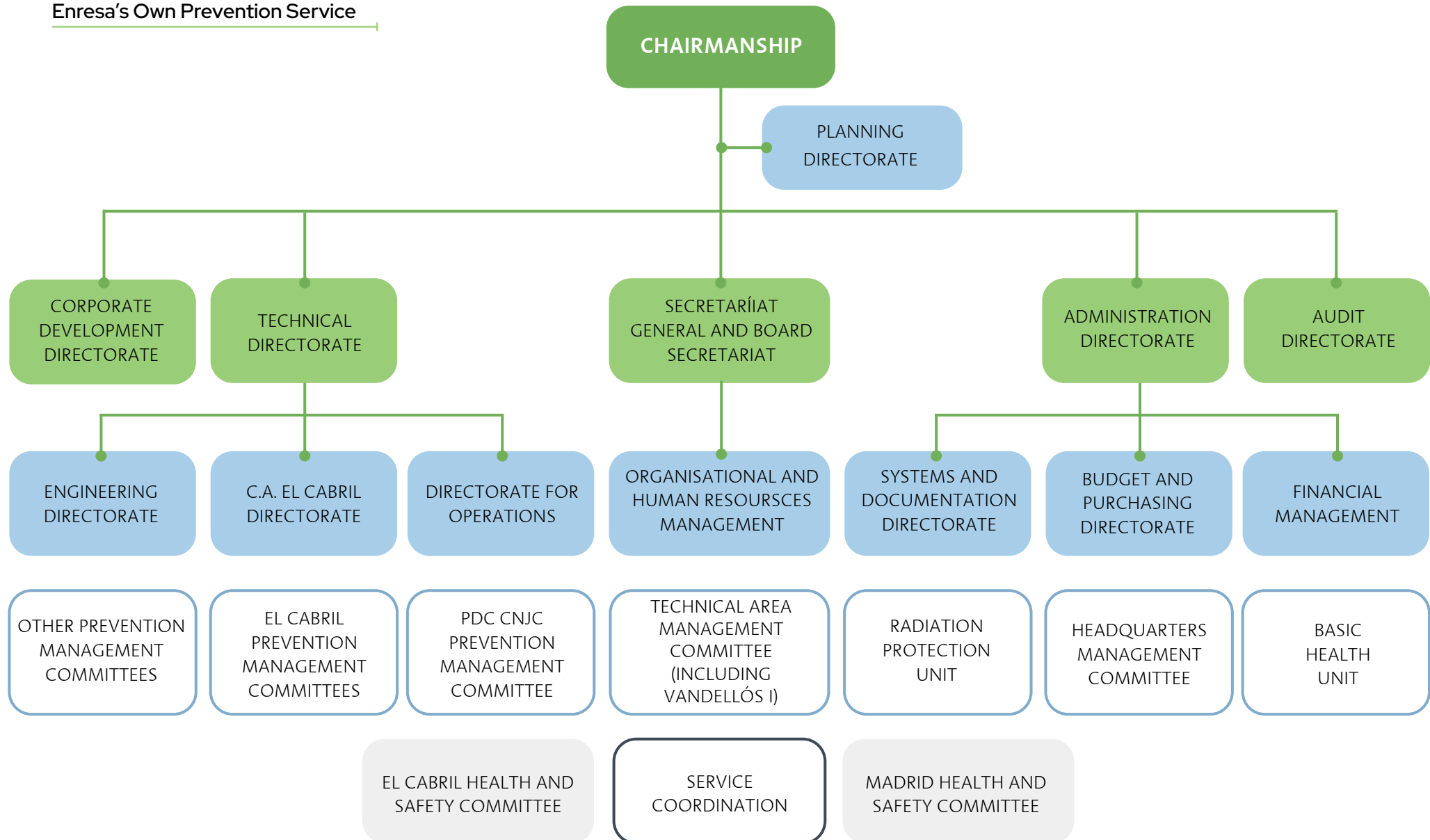


DIAGRAM OF PREVENTION MANAGEMENT COMMITTEE

Enresa's Own Prevention Service





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.

At 31 December 2022, the Enresa workforce was made up of a total of 353 people, 4.13% more than on the same date of the previous year (339). Of these, 61% are men and the remaining 39% are women

The largest professional category is that of 'graduates', which encompasses 61.19% of the staff

By age group, the largest group is 'those over the age of 50', which encompasses almost 60% of the workforce

Enresa has two workers with a level of disability of 33% or above

100% of the workforce has Spanish nationality and enjoy full-time permanent employment contracts, except for one part-time worker

88% of employees are covered by the *Single Collective Agreement* (at 31 December 2022)

There were no cases of disciplinary dismissals or dismissals on objective grounds in 2022





REMUNERATION OF EMPLOYEES AND DIRECTORS

The Enresa remuneration policy is contained in the *Single Collective Agreement* 2019-2023 for all staff at the 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 a maximum amount of €9,425 per annum as remuneration for attending ordinary Board meetings, in accordance with the Order communicated by the Ministry of Finance and Public Administration, of 8 January 2013, since Enresa is a company under Group 2. The amount corresponding to senior officials in 2022, for the Chairman and Vice Chairman of the Company, is 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

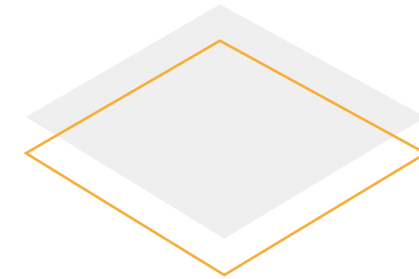
TOTAL NUMBER OF EMPLOYEES BY SEX, AGE AND PROFESSIONAL CLASSIFICATION

Type	Men		Women		Total	
	2021	2022	2021	2022	2021	2022
Senior Management	7	7	7	7	14	14
Under the age of 30	0	0	0	0	0	0
Between 30 and 50	2	2	1	1	3	3
Older than 50	5	5	6	6	11	11
Graduates	117	128	77	88	194	216
Under the age of 30	1	1	1	1	2	2
Between 30 and 50	53	60	41	49	94	109
Older than 50	63	67	35	38	98	105
Non-graduate Technicians	17	16	2	2	19	18
Under the age of 30	1	1	0	0	1	1
Between 30 and 50	2	2	0	0	2	2
Older than 50	14	13	2	2	16	15
Administrative Staff	10	9	43	40	53	49
Under the age of 30	0	0	0	0	0	0
Between 30 and 50	1	1	10	9	11	10
Older than 50	9	8	33	31	42	39
Professionals-Trades	58	55	1	1	59	56
Under the age of 30	0	0	0	0	0	0
Between 30 and 50	18	18	0	0	18	18
Older than 50	40	37	1	1	41	38
TOTAL	209	215	130	138	339	353



DISTRIBUTION OF EMPLOYEES BY SEX, AGE AND PROFESSIONAL CLASSIFICATION (ALL LOCATED IN SPAIN)

Type	2021			2022		
	Men	Women	Total	Men	Women	Total
Senior Management	2.06%	2.06%	4.13%	1.98%	1.98%	3.97%
Under the age of 30	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Between 30 and 50	0.59%	0.29%	0.88%	0.57%	0.28%	0.85%
Older than 50	1.47%	1.77%	3.24%	1.42%	1.70%	3.12%
Graduates	34.51%	22.71%	57.23%	36.26%	24.93%	61.19%
Under the age of 30	0.29%	0.29%	0.59%	0.28%	0.28%	0.57%
Between 30 and 50	15.63%	12.09%	27.73%	17.00%	13.88%	30.88%
Older than 50	18.58%	10.32%	28.91%	18.98%	10.76%	29.75%
Non-graduate Technicians	5.01%	0.59%	5.60%	4.53%	0.57%	5.10%
Under the age of 30	0.29%	0.00%	0.29%	0.28%	0.00%	0.28%
Between 30 and 50	0.59%	0.00%	0.59%	0.57%	0.00%	0.57%
Older than 50	4.13%	0.59%	4.72%	3.68%	0.57%	4.25%
Administrative Staff	2.95%	12.68%	15.63%	2.55%	11.33%	13.88%
Under the age of 30	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Between 30 and 50	0.29%	2.95%	3.24%	0.28%	2.55%	2.83%
Older than 50	2.65%	9.73%	12.39%	2.27%	8.78%	11.05%
Professionals-Trades	17.11%	0.29%	17.40%	15.58%	0.28%	15.86%
Under the age of 30	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Between 30 and 50	5.31%	0.00%	5.31%	5.10%	0.00%	5.10%
Older than 50	11.80%	0.29%	12.09%	10.48%	0.28%	10.76%
TOTAL	62%	38%	100%	61%	39%	100%





TOTAL NUMBER OF MODALITIES OF EMPLOYMENT CONTRACT IN 2021

Type	Senior Management			Graduates			Non-graduate Technicians			Administrative Staff			Professionals-Trades			TOTAL
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	
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
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
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
TOTAL	7	7	14	117	77	194	17	2	19	10	43	53	58	1	59	339

TOTAL NUMBER OF MODALITIES OF EMPLOYMENT CONTRACT IN 2022

Type	Senior Management			Graduates			Non-graduate Technicians			Administrative Staff			Professionals-Trades			TOTAL
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	
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
Between 30 and 50	2	1	3	60	49	109	2	0	2	1	9	10	18	0	18	142
Permanent	2	1	3	60	49	109	2	0	2	1	9	10	18	0	18	142
Full time	2	1	3	60	49	109	2	0	2	1	9	10	18	0	18	142
Part time	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Older than 50	5	6	11	67	38	105	13	2	15	8	31	39	37	1	38	208
Permanent	5	6	11	67	38	105	13	2	15	8	31	39	37	1	38	208
Full time	5	6	11	67	38	105	13	2	15	7	31	38	37	1	38	207
Part time	0	0	0	0	0	0	0	0	0	1		1	0	0	0	1
TOTAL	7	7	14	128	88	216	16	2	18	9	40	49	55	1	56	353



DISTRIBUTION OF MODALITIES OF EMPLOYMENT CONTRACT IN 2021

Type	Senior Management			Graduates			Non-graduate Technicians			Administrative Staff			Professionals-Trades			TOTAL
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	
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%



DISTRIBUTION OF MODALITIES OF EMPLOYMENT CONTRACT IN 2022

Type	Senior Management			Graduates			Non-graduate Technicians			Administrative Staff			Professionals-Trades			TOTAL
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	
Under the age of 30	0.00%	0.00%	0.00%	0.28%	0.28%	0.57%	0.28%	0.00%	0.28%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.85%
Permanent	0.00%	0.00%	0.00%	0.28%	0.28%	0.57%	0.28%	0.00%	0.28%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.85%
Full time	0.00%	0.00%	0.00%	0.28%	0.28%	0.57%	0.28%	0.00%	0.28%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.85%
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	0.57%	0.28%	0.85%	17.00%	13.88%	30.88%	0.57%	0.00%	0.57%	0.28%	2.55%	2.83%	5.10%	0.00%	5.10%	40.23%
Permanent	0.57%	0.28%	0.85%	17.00%	13.88%	30.88%	0.57%	0.00%	0.57%	0.28%	2.55%	2.83%	5.10%	0.00%	5.10%	40.23%
Full time	0.57%	0.28%	0.85%	17.00%	13.88%	30.88%	0.57%	0.00%	0.57%	0.28%	2.55%	2.83%	5.10%	0.00%	5.10%	40.23%
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	1.42%	1.70%	3.12%	18.98%	10.76%	29.75%	3.68%	0.57%	4.25%	2.27%	8.78%	11.05%	10.48%	0.28%	10.76%	58.92%
Permanent	1.42%	1.70%	3.12%	18.98%	10.76%	29.75%	3.68%	0.57%	4.25%	2.27%	8.78%	11.05%	10.48%	0.28%	10.76%	58.92%
Full time	1.42%	1.70%	3.12%	18.98%	10.76%	29.75%	3.68%	0.57%	4.25%	1.98%	8.78%	10.76%	10.48%	0.28%	10.76%	58.64%
Part time	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.28%	0.00%	0.28%	0.00%	0.00%	0.00%	0.28%
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	1.98%	1.98%	3.97%	36.26%	24.93%	61.19%	4.53%	0.57%	5.10%	2.55%	11.33%	13.88%	15.58%	0.28%	15.86%	100.00%



ANNUAL AVERAGE OF EMPLOYEES BY SEX, AGE AND PROFESSIONAL CLASSIFICATION IN 2021

Type	Senior Management			Graduates			Non-graduate technicians			Administrative Staff			Professionals-Trades			Total
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	
Under the age of 30	0.00	0.00	0.00	1.00	1.00	2.00	1.00	0.00	1.00	0.00	0.00	0.00	0.00	0.00	0.00	3.00
Permanent	0.00	0.00	0.00	1.00	1.00	2.00	1.00	0.00	1.00	0.00	0.00	0.00	0.00	0.00	0.00	3.00
Full time	0.00	0.00	0.00	1.00	1.00	2.00	1.00	0.00	1.00	0.00	0.00	0.00	0.00	0.00	0.00	3.00
Between 30 and 50	2.00	1.00	3.00	47.69	40.00	87.69	2.00	0.00	2.00	1.00	9.04	10.04	16.82	0.00	16.82	119.55
Permanent	2.00	1.00	3.00	47.69	40.00	87.69	2.00	0.00	2.00	1.00	9.04	10.04	16.82	0.00	16.82	119.55
Full time	2.00	1.00	3.00	47.69	40.00	87.69	2.00	0.00	2.00	1.00	9.04	10.04	16.82	0.00	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	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00	1.00	0.00	0.00	0.00	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

ANNUAL AVERAGE OF EMPLOYEES BY SEX, AGE AND PROFESSIONAL CLASSIFICATION IN 2022

Type	Senior Management			Graduates			Non-graduate technicians			Administrative Staff			Professionals-Trades			Total
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T	
Under the age of 30	0.00	0.00	0.00	0.08	1.00	1.08	1.00	0.00	1.00	0.00	0.00	0.00	0.00	0.00	0.00	2.08
Permanent	0.00	0.00	0.00	0.08	1.00	1.08	1.00	0.00	1.00	0.00	0.00	0.00	0.00	0.00	0.00	2.08
Full time	0.00	0.00	0.00	0.08	1.00	1.08	1.00	0.00	1.00	0.00	0.00	0.00	0.00	0.00	0.00	2.08
Between 30 and 50	2.00	1.00	3.00	57.13	46.91	104.04	2.00	0.00	2.00	1.00	9.00	10.00	16.79	0.00	16.79	135.83
Permanent	2.00	1.00	3.00	57.13	46.91	104.04	2.00	0.00	2.00	1.00	9.00	10.00	16.79	0.00	16.79	135.83
Full time	2.00	1.00	3.00	57.13	46.91	104.04	2.00	0.00	2.00	1.00	9.00	10.00	16.79	0.00	16.79	135.83
Older than 50	5.00	6.00	11.00	66.76	37.12	103.88	14.58	2.00	16.58	8.87	33.19	42.06	38.47	1.00	39.47	212.99
Permanent	5.00	6.00	11.00	66.76	37.12	103.88	14.58	2.00	16.58	8.87	33.19	42.06	38.47	1.00	39.47	212.99
Full time	5.00	6.00	11.00	66.76	37.12	103.88	14.58	2.00	16.58	7.87	33.19	41.06	38.47	1.00	39.47	211.99
Part time	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00	1.00	0.00	0.00	0.00	1.00
Total	7.00	7.00	14.00	123.98	85.03	209.01	17.58	2.00	19.58	9.87	42.19	52.06	55.26	1.00	56.26	350.91



AVERAGE REMUNERATION AND ITS EVOLUTION BROKEN DOWN BY SEX, AGE AND PROFESSIONAL CLASSIFICATION OR EQUAL VALUE* (IN €)

Type	Average Remuneration 2020			Average Remuneration 2021			Average Remuneration 2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Senior Management**	145,328	138,220	141,774	146,832	139,768	143,300	151,971 €	144,864 €	148,417 €
Under the age of 30	0	0	0	0	0	0	0 €	0 €	0 €
Between 30 and 50	136,479	129,224	134,060	138,016	130,387	135,473	142,847 €	135,734 €	140,476 €
Older than 50	148,867	139,719	143,878	150,358	141,332	145,435	155,620 €	146,386 €	150,583 €
Graduates	70,717	65,748	68,716	68,149	66,858	67,636	68,188 €	67,624 €	67,958 €
Under the age of 30	48,983	47,247	48,404	64,856	47,672	56,264	43,550 €	49,341 €	46,445 €
Between 30 and 50	57,906	56,940	57,416	55,489	58,419	56,795	57,803 €	59,971 €	58,777 €
Older than 50	77,950	75,619	77,173	78,132	77,291	77,838	77,856 €	77,973 €	77,899 €
Non-graduate Technicians	54,669	47,119	53,781	54,831	47,921	54,104	57,255 €	49,598 €	56,404 €
Under the age of 30	43,146	0	43,146	44,291	0	44,291	47,230 €	0 €	47,230 €
Between 30 and 50	50,137	0	50,137	48,868	0	48,868	51,665 €	0 €	51,665 €
Older than 50	55,904	47,119	54,732	56,436	47,921	55,372	58,886 €	49,598 €	57,647 €
Administrative Staff	45,321	46,624	46,348	45,400	46,948	46,656	45,738 €	48,807 €	48,243 €
Under the age of 30	0	0	0	0	0	0	0 €	0 €	0 €
Between 30 and 50	45,851	40,625	41,205	0	39,150	39,150	37,879 €	41,698 €	41,316 €
Older than 50	45,268	48,078	47,424	45,400 €	49,012	48,191	46,720 €	50,871 €	50,019 €
Professionals Trades	45,406	48,567	45,459	45,639 €	49,761	45,709	47,298 €	51,502 €	47,373 €
Under the age of 30	0	0	0	0	0	0	0 €	0 €	0 €
Between 30 and 50	41,276	0	41,276	40,718 €	0	40,718	42,453 €	0 €	42,453 €
Older than 50	47,219	48,567	47,252	47,679 €	49,761	47,729	49,655 €	51,502 €	49,704 €
TOTAL	63,148	63,033	63,104	62,366 €	63,775	62,906	63,819 €	65,710 €	64,558 €

EMPLOYEES WITH FUNCTIONAL DIVERSITY

Disability	N° of Employees	
	2021	2022
< 33%	0	0
Between 33% and 65%	3	2
> 65%	0	0
Total	3	2

*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

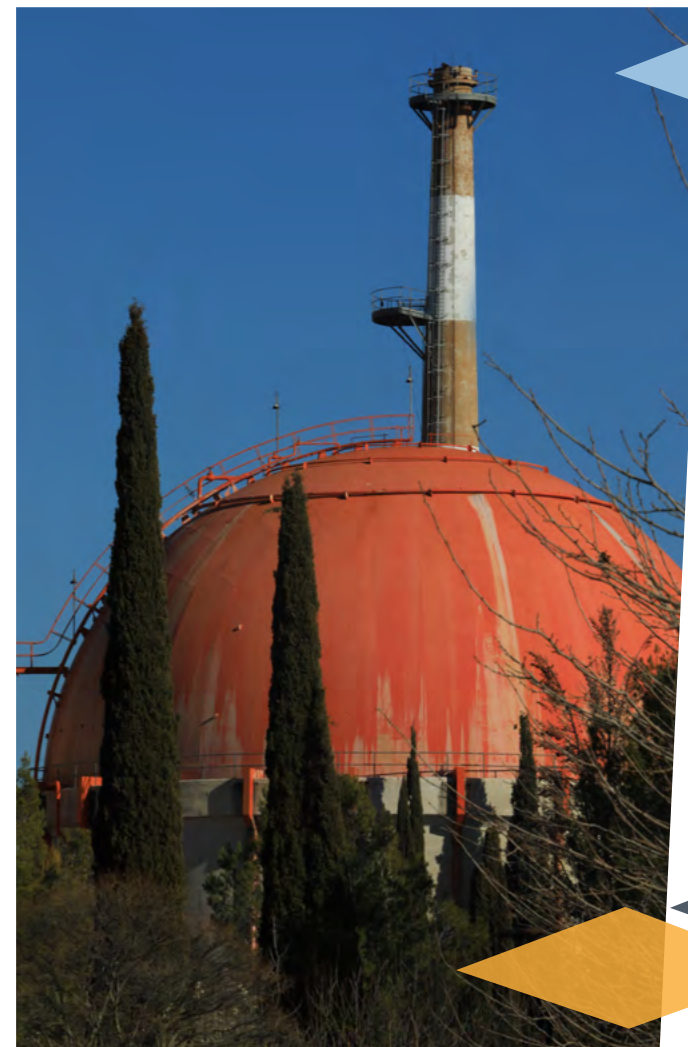
AVERAGE REMUNERATION OF BOARD MEMBERS

	Average Remuneration 2021		Average Remuneration 2021	
	Men	Women	Men	Women
Board members				
Of any age and regardless of sex	9,425 €	9,425 €	9,425 €	9,425 €
TOTAL:	9,425 €	9,425 €	9,425 €	9,425 €

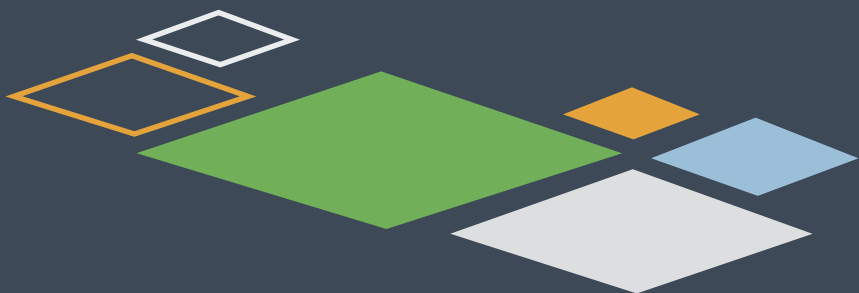
WAGE GAP BY PROFESSIONAL CATEGORY

	2021	2022
Senior Management	4.93%	4.79%
Graduates	1.91%	0.83%
Non-graduate Technicians	12.77%	13.57%
Administrative Staff	-3.32%	-6.36%
Professionals-Trades	-9.02%	-8.88%
TOTAL	-2.26%	-2.93%

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 0, the gap is favourable to men.



ABOUT THIS REPORT





This report contains non-financial information and data on EMPRESA NACIONAL DE 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 2022, 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 2022.

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 an annex.

Company	Enresa
Registered address	Calle de Emilio Vargas, 7 28043, Madrid
Country	Spain
Period covered	2022
Frequency	Annual
More information	prensa@enresa.es / rsc@enresa.es 915 66 81 00 www.enresa.es

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:

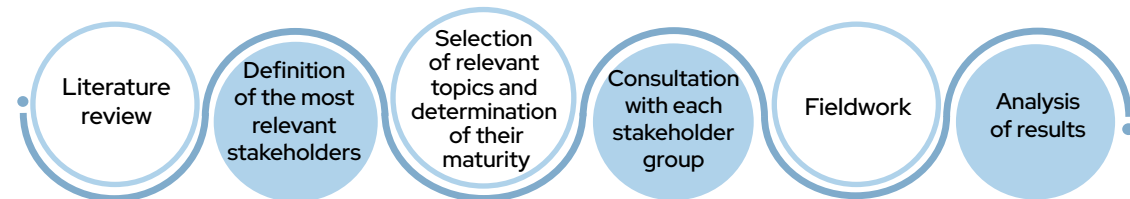
- **Accuracy:** the information that Enresa provides in this report is set out in an accurate and detailed manner
- **Balance:** the report shows both the positive and negative aspects of the performance of Enresa's activity in 2022
- **Clarity:** an easily understandable style is used; it is drafted 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, including its verification by the company EQA SPAIN S.L.

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 2022 to identify the most relevant issues in its performance in relation to economic, governance, 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**:

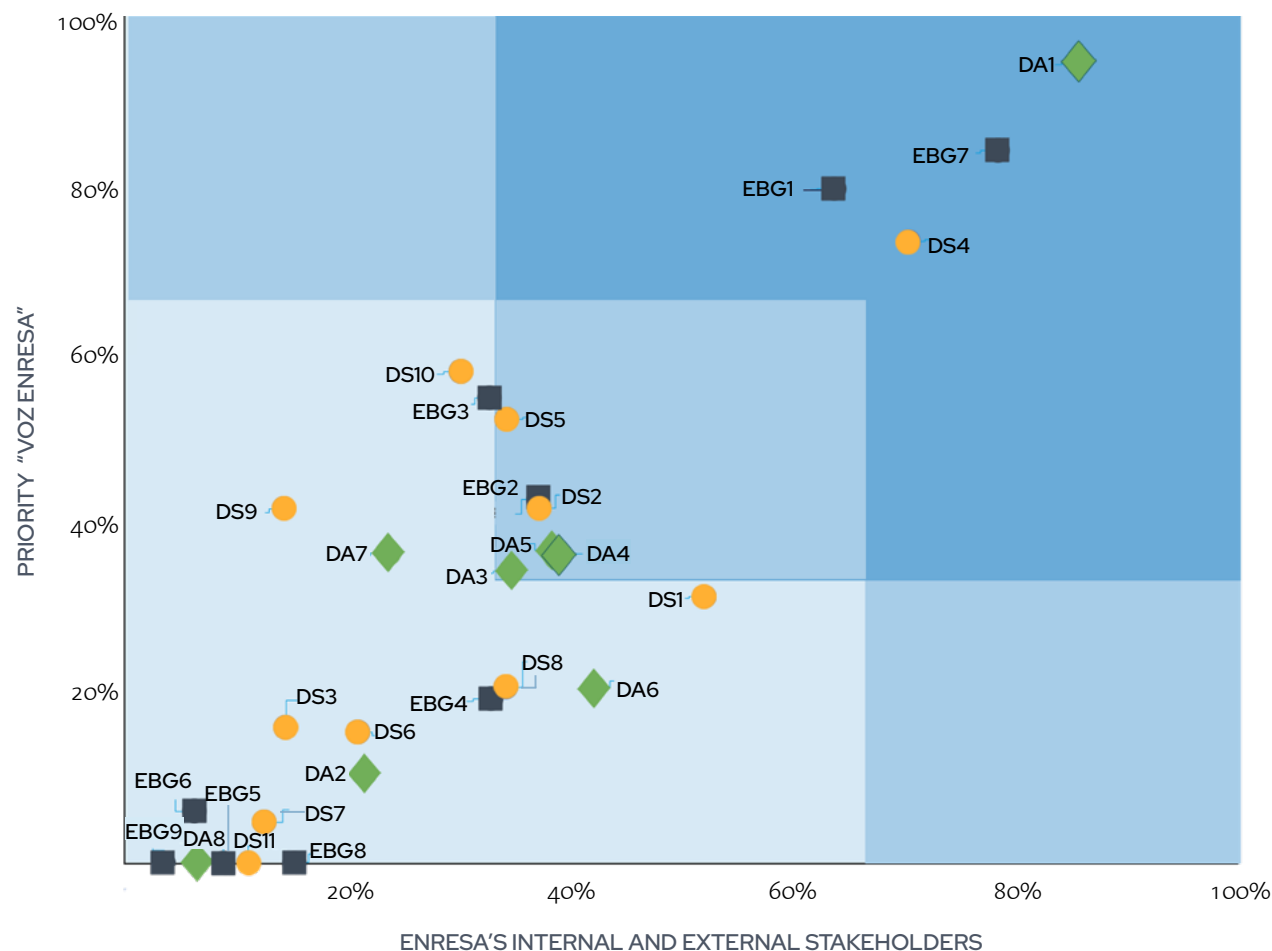


The most important issues for Enresa are grouped into three thematic areas, each of which develops more specific aspects:



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

MATERIALITY ANALYSIS



ETHICS AND GOOD GOVERNANCE

- EBG1 Regulatory compliance
- EBG2 Transparency
- EBG3 Code of ethics
- EBG4 Efficiency in the financial management
- EBG5 Protection of Human Rights
- EBG6 Protection of data and security
- EBG7 Safe management of radioactive waste
- EBG8 Responsible procurement
- EBG9 Other ethical and good governance issues

ENVIRONMENTAL PERFORMANCE

- DA1 Environmental monitoring and oversight
- DA2 Contribution to SDG
- DA3 Climate change
- DA4 Energy management
- DA5 Circular economy
- DA6 Environmental awareness
- DA7 Protection of biodiversity
- DA8 Other environmental issues

SOCIAL PERFORMANCE

- DS1 Quality jobs
- DS2 Technical and human assistance
- DS3 Support to vulnerable collectives
- DS4 Local development
- DS5 Colaboration with educational institutions
- DS6 Transparency in procurement processes
- DS7 Supervision of the supply chain
- DS8 Direct allocations
- DS9 International cooperation
- DA10 Efficient management of resources
- DA11 Other social issues



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

Stakeholder	Number sent	Number of responses	Percentage of participation
Management Committee	14	11	79%
Board of Directors	10	8	80%
Workforce	42	32	76%
Upper and Lower Houses of Parliament	18	0	0%
Regional and local governments	81	9	11%
Entities and bodies in the fields of science and training	5	3	60%
Contractors and suppliers	11	14	127%
NGOs	2	2	100%
Nuclear sector (power plants and facilities)	35	8	23%
Media	10	4	40%
Sector associations	9	4	44%
Shareholders	2	1	50%
Ministry for Ecological Transition and Demographic Challenge	3	1	33%
Nuclear Safety Council	9	2	22%
Society	690	49	7%

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 2022.

The following modifications took place in 2022 that affected the scope of the information contained in this report:

- The Santa María de Garoña work centre was included in 2022.
- In relation to the environmental information, the management and operating capacity of the centre was excluded from the scope of reporting in 2022.
- The centre accounts for 2.5% of the Enresa workforce, and hence its exclusion is not considered to be significant.

In addition, Enresa owns the following facilities:

- Offices in Cordoba: these operate under a rental regime to a third party. The Company has no staff or operating control over these offices.
- Warehouse in Alcalá: facility to store material. There are no permanent staff. The information is managed from the Company headquarters.

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.



**TABLE REFERENCED TO
THE REQUIREMENTS OF
LAW 11/2018**

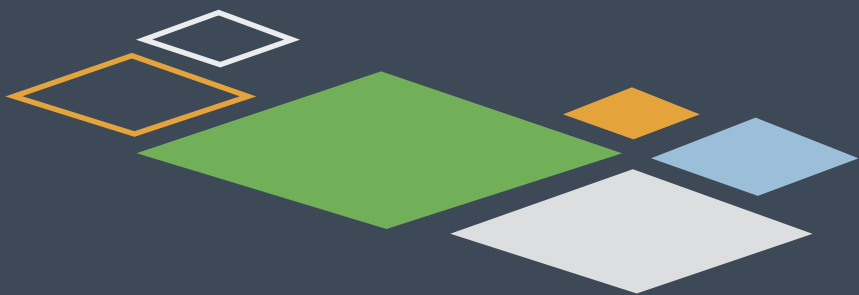




TABLE REFERENCED TO THE REQUIREMENTS OF LAW 11/2018

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)	2-1. Organizational details	
	2-2. Entities included in the organization's sustainability reporting	9-15
	2-6. Activities, value chain and other business relationships	32-37
	2-9. Governance structure and composition	
	2-11. Chair of the highest governance body	
Geographic presence	2-1. Organizational details	9-11
	2-6. Activities, value chain and other business relationships	
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	2-6. Activities, value chain and other business relationships	
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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]	3-3. Management of material topics	16-18
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]	3-3. Management of material topics	24-26



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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	1. Foundation 2021	103
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On the application of the precautionary principle	2-23. Policy commitments 3-3. Management of material topics	49
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Contamination		
Measures to prevent, reduce or repair the emissions that seriously affect the environment (including noise and light pollution)	3-3. Management of material topics	51-53
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Measures on prevention, recycling, reuse, other forms of recovery and waste disposal	3-3. Management of material topics	49 54-55
	306-1. Waste generation and significant waste-related impacts	
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Measures adopted to adapt to consequences of climate change	3-3. Management of material topics 201-2. Financial implications and other risks and opportunities due to climate change	57
Reduction targets voluntarily established in medium and long term to reduce greenhouse gas emissions and the measures introduced to that end	305-5. Reduction of GHG emissions	57



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Measures taken to conserve or restore biodiversity	304-3. Habitats protected or restored	50
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Employment		
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Total number and distribution of employment contract modalities	2-7. Employees 405-1. Diversity of governance bodies and employees	94-98
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Total number of dismissals by sex, age and professional classification	3-3. Management of material topics 401-1. New employee hires and employee turnover	93
Average remuneration and evolution by sex, age and professional classification	3-3. Management of material topics 405-2. Ratio of basic salary and remuneration of women to men	100
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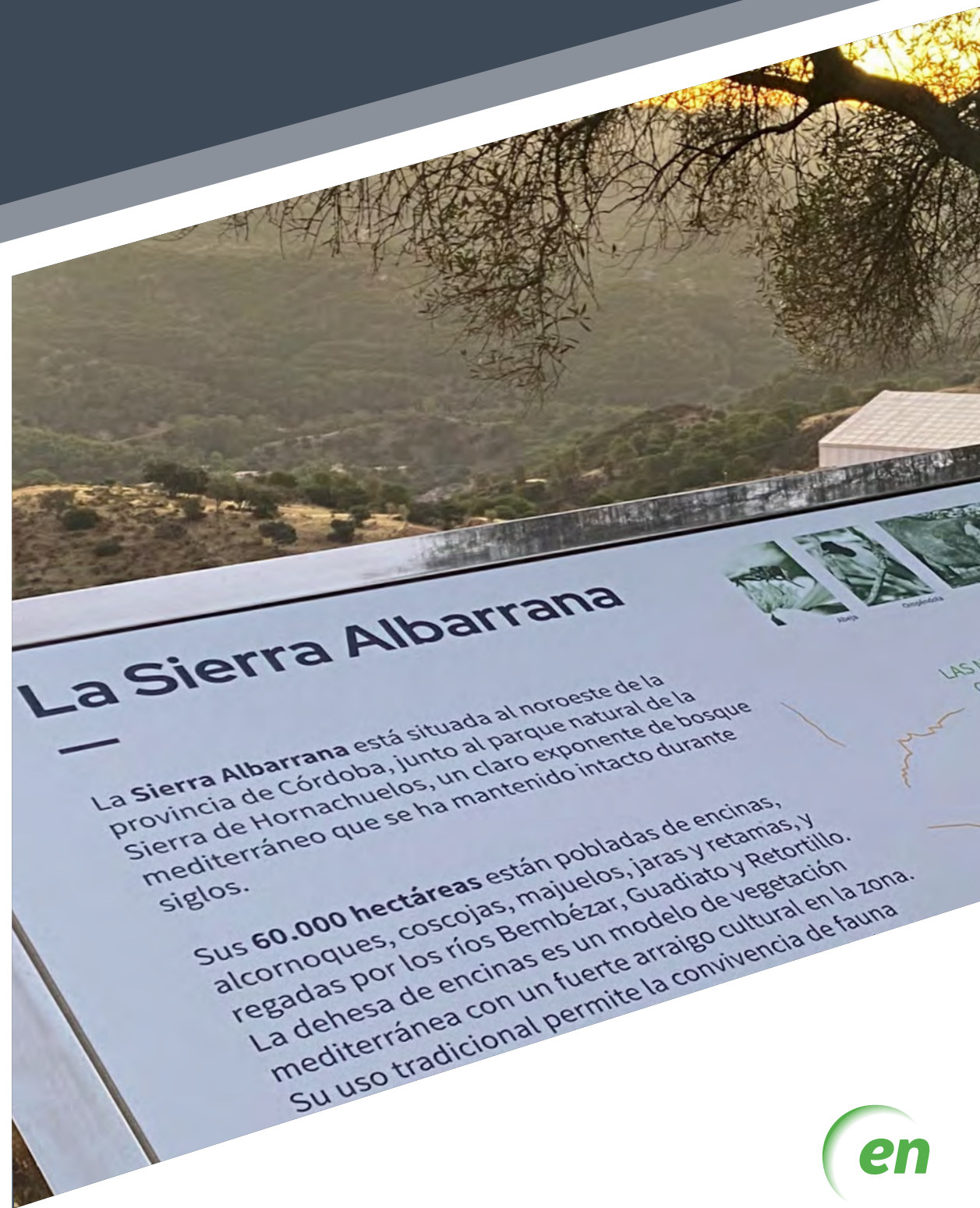
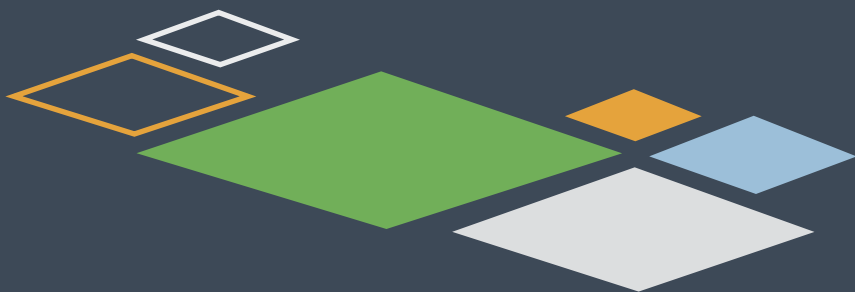
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INDEPENDENT VERIFICATION REPORT





Declaración de Verificación Independiente del Estado de Información No Financiera de EMPRESA NACIONAL DE RESIDUOS RADIOACTIVOS, S.A., S.M.E del ejercicio 2022

A los Socios/órgano de administración de **EMPRESA NACIONAL DE RESIDUOS RADIOACTIVOS, S.A., S.M.E.**

De acuerdo con el artículo 49 del Código de Comercio, hemos realizado la verificación, con alcance de seguridad limitada del Estado de Información No Financiera (en adelante EINF) correspondientes al ejercicio anual finalizado el 31 de diciembre de 2022, de **EMPRESA NACIONAL DE RESIDUOS RADIOACTIVOS, S.A., S.M.E. (en adelante ENRESA)** que forma parte del Informe de Gestión de 2022.

El contenido del Informe de Gestión 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 la tabla de referencia a los requisitos de la ley 11/2018 de la página 85, incluida en el citado Estado de Información no Financiera.

Responsabilidad de la dirección

La dirección de la organización es responsable de la preparación, del contenido y de la presentación del EINF, según la Ley 11/2018, de 28 de diciembre. Esta responsabilidad incluye el diseño, la implementación y el seguimiento del control interno que se considere necesario para permitir que el EINF esté libre de incorrección material. El EINF se ha preparado de acuerdo con los contenidos recogidos en la normativa mercantil vigente, seleccionados de acuerdo con lo mencionado para cada materia en el anexo I, del citado Informe de Gestión.

Asimismo, la dirección de la organización es responsable de definir, implementar, adaptar y mantener los sistemas de gestión de los que se obtiene la información necesaria para la preparación del EINF, así como para el seguimiento del grado de cumplimiento de requisitos exigidos en la Ley 11/2018, de 28 de diciembre.

Independencia y Competencia

El equipo auditor ha cumplido los requerimientos de independencia, imparcialidad y demás exigencias de ética, basando sus actuaciones en los principios fundamentales de integridad, objetividad, competencia y diligencia profesional, confidencialidad y comportamiento profesional.

EQA es un prestador independiente de servicios de verificación tal y como se contempla en la Ley 11/2018.

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Objetivo de la verificación

El objetivo de la verificación es asegurar que la información reportada por la organización en el Estado de Información No Financiera de **ENRESA**, bajo el nombre **Estado de Información no financiera 2022. Empresa Nacional de Residuos Radiactivos, S.A., SME. Versión 2**, es precisa, completa, transparente y libre de errores u omisiones.

Nuestra responsabilidad

La responsabilidad de EQA se circunscribe en expresar nuestras conclusiones en una declaración de verificación independiente de seguridad limitada basado en los procedimientos realizados y en las evidencias que se han obtenido. El encargo se ha realizado de acuerdo con una metodología propia y los requisitos de la Norma Internacional UNE-EN ISO/IEC 17029 "Evaluación de la conformidad. Principios generales y requisitos para los organismos de validación y verificación".

El alcance de un encargo de seguridad limitada es sustancialmente inferior al de un encargo de seguridad razonable y, por lo tanto, la seguridad proporcionada es menor.

Los procedimientos realizados se basan en el juicio profesional de los expertos que han intervenido en el proceso e incluyen consultas, observación de procesos, evaluación de documentación, procedimientos analíticos, y pruebas de revisión por muestreo que, con carácter general, se describen a continuación:

- ✓ Reuniones con el personal de los diversos departamentos de **ENRESA** para conocer el modelo de negocio, las políticas y los enfoques de gestión aplicados, los principales riesgos relacionados con esas cuestiones y obtener información necesaria para la revisión.
- ✓ Comprobación de los procesos de los que dispone **ENRESA** para determinar cuáles son los aspectos materiales en relación con sus actividades.
- ✓ Análisis de los procedimientos utilizados para recopilar y validar los datos e información presentada en el EINF.
- ✓ Análisis de la adaptación del EINF a lo señalado en la Ley 11/2018.
- ✓ Comprobación de datos, en base a la selección de una muestra, y realización de pruebas sustantivas de la información cuantitativa y cualitativa contenida en el EINF del ejercicio 2022.

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Conclusiones de la Verificación

Como resultado de los procedimientos que se han realizado y de las evidencias obtenidas no ha llegado a nuestro conocimiento ninguna cuestión que nos lleve a pensar que la información contenida en el EINF de **ENRESA**, bajo el nombre **Estado de Información no financiera 2022. Empresa Nacional de Residuos Radiactivos, S.A., SME. Versión 2**, correspondiente al ejercicio anual finalizado el **31/12/2022**, no está presentada de manera adecuada, ni que existan desviaciones ni omisiones materiales que nos haga pensar que el informe no cumple los requisitos de la Ley 11/2018, recogidos en la tabla de referencia a los requisitos de la ley 11/2018 de la página 85, del citado EINF.

La presente Declaración de Verificación se emite a la dirección de **ENRESA**, de acuerdo con los términos del contrato suscrito entre ambas partes.

Esta declaración ha sido preparada en respuesta al requerimiento establecido en la normativa mercantil vigente en España, por lo que podría no ser adecuado para otros propósitos y jurisdicciones.

Esperanza Martínez García
Directora de Certificación

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