



## SUSTAINABILITY PROGRESS SUMMARY REPORT 2025/26

Our commitment to sustainability is driven by a continuous improvement methodology reflected across multiple initiatives, workstreams and policies within our own business and in partnership with our stakeholders.

We report on the progress we are making against the UN's 2030 Agenda for Sustainable Development and the associated Sustainable Development Goals (SDGs) that we are focused on.

- **SDGs 7 & 13: Affordable & Clean Energy, & Climate Action**
  - We **commissioned our first solar PV project** in Italy, helping to decarbonise the electricity sector in Europe and thereby contributing to the energy transition within the wider region.
  - We continued to **purchase 100% green electricity** for our office in Milan. We also calculated and will offset our residual Scope 1, 2 and business travel emissions across all of our 100% owned companies.
- **SDG 3: Good Health & Well-being:**
  - We successfully completed the construction of our first operational solar PV project in Italy **without any injuries on site**.
  - The **annual Galileo Employee Survey** was carried out to capture employee feedback on job satisfaction and calculate a net promoter score. Providing structured insights into engagement, morale, and workplace issues, the results are being used to help us identify trends, inform decision-making, and prioritise improvements. We see strong job satisfaction across our employee group and areas to improve around communication about business progress and organisational changes.
- **SDG 5: Gender Equality**
  - Following an assessment, we successfully **obtained Italy's Gender Equality Certification** (UNI/PdR 125), which recognises the progress we have made and reaffirms our long-term commitment to building a workplace based on fairness, respect and equal opportunities. The certification is audited annually to ensure ongoing compliance, followed by a formal renewal process every two years.
  - Our gender balance at the Galileo platform level remains above the average for the European renewable energy sector (37%:63% F:M balance vs IRENA 2025 "Renewable energy: A gender perspective" report noting 32%:68% F:M).
  - The implementation of a **grievance procedure** has provided a clear, documented process for raising and resolving issues, ensuring fairness and accountability. It is enabled through a dedicated portal to ensure consistency, create a clear audit trail, and improve accessibility and confidentiality, thereby encouraging employees to speak up early.
  - The launch of **diversity and inclusion (D&I) training** is now helping to build further awareness of bias and demonstrate our commitment to maintaining respectful behaviour and an inclusive workplace culture. In turn, this should support the attraction of diverse talent and strengthening decision-making by encouraging a wider range of perspectives.



- We adopted a **formal employee recruitment and hiring procedure**, helping to ensure consistency, fairness, reduce the risk of bias and enable better hiring decisions. Clear processes have also been designed to improve the candidate experience, help attract stronger talent, streamline decision-making, and ultimately improve retention and overall workforce quality.
- **SDG 8 & 17: Decent Work & Economic Growth, & Partnerships for the Goals**
  - We implemented our **Sustainable Supply Chain procedure** across our first procurement processes for Italian PV projects, thereby helping to reduce environmental, social and governance risks within our supply chain and contracting strategy.