

## PRESS RELEASE

- **Electrica Group published the Sustainability Report for 2019**
- **With over 8300 employees, Electrica paid, in 2019, contributions amounting to RON 1.098 billion to state and local budgets**

**BUCHAREST, 30 June** - Electrica Group published the fourth Sustainability Report, related to the activity in 2019, strengthening its commitment to the community, investors and the local market. The report presents the non-financial results obtained by the Group between 1 January - 31 December 2019, and was developed according to the standards of the Global Reporting Initiative Guide (GRI) Core option, as well as the Energy Sector specific supplement.

"We are pleased to make available to the stakeholders, for the fourth year in a row, the Sustainability Report of Electrica Group, which transparently shows the impact of our Company on the economy, the environment and the society. And because sustainability is the basic principle of our business model, we have focused our efforts on having, in addition to business excellence and accountability to our 3.8 million users, an active involvement in the lives of the communities in which we operate and of which we like to believe that we are an integral part", said Corina Popescu, CEO Electrica.

The report was made following a broad consultation process, involving all stakeholders: suppliers, contractors, consultants, companies with the same object of activity, customers, regulators, NGOs and associations, financial analysts, educational institutions, local authorities, mass media.

One of the pillars of the Romanian economy, Electrica paid, in 2019, contributions amounting to RON 1.098 billion to state and local budgets. Electrica is one of the strongest Romanian brands, a responsible partner - with over 3.8 million users, one of the most important employers - with 8300 employees, a company responsible towards the communities where it operates and a top investor in Romania's energy infrastructure.

Electrica Group launched in 2019 a new strategy adapted to the changes and the new paradigms of the energy market, and which places sustainability at the center of the business concept. Protecting biodiversity and reducing the harmful effects of its activities or assets represents a priority. Thus, last year Electrica made investments worth RON 3 million in the field of biodiversity protection and RON 11.68 million in the field of environmental protection.

In 2019, out of the total of 375.16 tons of hazardous waste generated at Group level, 48% were recovered and recycled, 42% are temporarily stored for recovery or disposal over the next year, approximately 8% are permanently safely stored, while less than 2% of the waste was disposed of by incineration.

During 2019, the Group continued to be actively involved in the community and financially supported social causes through prestigious non-governmental organizations in Romania. Electrica has invested, in total, over EUR 540,000 through social responsibility programs, almost twice as much as in the previous year.

Electrica Group is a leader in the top of the main employers in the energy field, with a team of 8,300 employees, their number increasing by 4% compared to 2018. Maintaining a gender balance in the staff structure is a desideratum of the company, but this share is also influenced by the profile of the Group's activities. In 2019, employees with executive positions, representing a percentage of 90% of the total employees of the Group, were represented in a percentage of 23% women and 77% men. A higher percentage of women are found in the management structures, respectively 35% of the total employees in these positions.

An important strategic objective remains "Zero accidents at work", and Electrica held, in 2019, over 227,000 hours of training in the field of OSH, the big gain being the reduction by over 30% of the number of accidents at work, compared to 2018.

As the energy field is facing an increase in the average age of employees, in order to ensure the continuity of activity in the operational area at an optimal level of professionalism, starting with the school year 2019 - 2020, the distribution operators within the Electrica Group support several professional classes in dual education system.

The Group has also made significant progress in reducing energy consumption by modernizing managed facilities, promoting smart grids and energy-efficient solutions, and encouraging the production of energy from renewable sources. In 2019, Electrica managed to comply with its ambitious investment plan, with obvious results in terms of network performance.

The report can be consulted, in an interactive format, at the following link: <https://www.electrica.ro/en/category/nonfinancials-reporting/>.

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*Electrica Group is a key player in the electricity distribution and supply market in Romania, as well as one of the most important players in the energy services sector.*

*Electrica Group provides services to over 3.8 million users and has national coverage - with subsidiaries in three areas for electricity distribution: Transilvania Nord, Transilvania Sud, Muntenia Nord and the entire country for electricity supply and for maintenance and energy services.*

*As of July 2014, Electrica has become a company with private majority capital, listed on the Bucharest and London stock exchanges. Electrica is the only listed Romanian company in the field of electricity distribution and supply in Romania.*

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*More information about Electrica Group can be found on the company's website [www.electrica.ro](http://www.electrica.ro).*