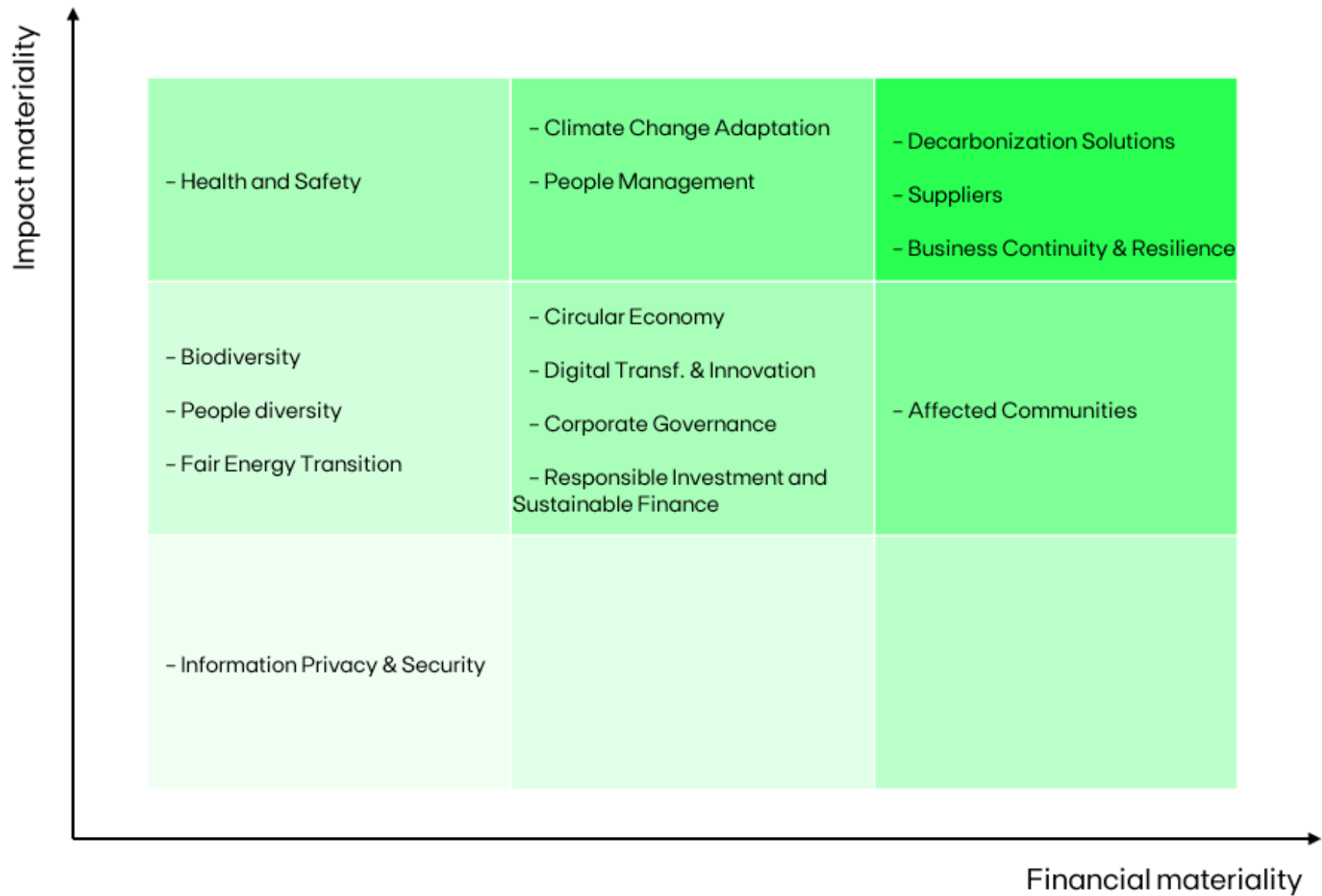


EDP Renováveis indicators 2024

2024 Materiality matrix

EDPR's double materiality assessment was conducted in accordance with the Corporate Sustainability Reporting Directive. For a detailed overview of the process, please refer to [2024 Annual Report](#), pages 169–182.



Correlation between the topics presented in the matrix and ESRS topical standards (ESRS 1 AR16):

EDP RENOVÁVEIS TOPIC	ESRS TOPICAL STANDARD
Decarbonization solutions Climate change adaptation	E1 Climate change
Biodiversity	E4 Biodiversity and ecosystems
Circular economy	E5 Resource use and circular economy
People management People diversity Health and Safety	S1 Own workforce
Suppliers	S2 Workers in the value chain
Affected communities	S3 Affected communities
Corporate governance	G1 Business conduct
Digital transformation & innovation	Entity specific
Information privacy and security	Entity specific
Responsible investment and sustainable finance	Entity specific
Fair energy transition	Entity specific
Business continuity & resilience	Entity specific

Economic

Table 1 – ESG Supply Chain Main Figures 2024

	UN	2024
SUPPLIERS		
Total tier 1 suppliers	#	3,243
Total tier 1 critical suppliers	#	205
Total spent on critical tier 1 suppliers	%	78
Total non-tier 1 critical suppliers	#	387
SUPPLIER ASSESSMENT		
Total suppliers with ESG desk assessments	#	147
Critical suppliers with ESG assessments	%	72
Suppliers assessed with high ESG risks	#	147
Suppliers assessed with high ESG risks and improvement action plans	%	66
Suppliers assessed with high ESG risks that were terminated	#	0
IMPROVEMENT ACTION PLANS		
Suppliers supported in improvement action plans	#	29
Suppliers assessed with high ESG risks, supported in improvement action plans implementation	%	20
CAPACITY BUILDING PROGRAMS		
Suppliers in capacity building programs	#	84
Critical suppliers in capacity building programs	%	41
HUMAN RIGHTS IN THE SUPPLY CHAIN		
Critical suppliers on human and labor rights (including health and safety)	%	31
Critical suppliers on human and labor rights with mitigation action plans	%	75

Table 2 – Contributions and other spending

	UN	2024
Lobbying, interest representation or similar	€	961,619
Local, regional or national political campaigns / organizations / candidates	€	0
Trade associations or tax-exempt groups (e.g. think tanks)	€	3,747,727
Other (e.g. spending related to ballot measures or referendums)	€	298,072
Total contributions and other spending	€	5,007,418

Table 3 – Top Interest Representation expenditures

ORGANIZATION NAME	CATEGORY	DESCRIPTION	MAIN ACTION OF THE ORGANIZATION	MAIN ROLE EDP PLAYED AT THE ORGANIZATION	MAIN ACTION DEVELOPED BY EDP THROUGHOUT 2023	EDP CONTRIBUTION (€)	RELEVANT WORK ON CLIMATE POSITIONING
ACP – American Clean Power Association	Sectorial/Industrial Trade associations or tax-exempt groups	National trade association that represents clean energy power project developers, equipment suppliers, services providers, parts manufacturers, utilities, researchers, and others involved in the clean power sector	Advocating for the development of clean energy in North America. Membership services include access to market intelligence, legislative analysis, bill support, and company representation at political events.	EDPR NA has a seat on the board of directors F5, and actively participates in programming and market intelligence gathering. EDP NA participates in all major ACP committees; Ocean Winds participates in the Offshore Wind Council; H2BU participates in the Hydrogen Committee.	Legislative analysis and industry advocacy	803,000.00 €	Yes
Wind Europe	Sectorial/Industrial Trade associations or tax-exempt groups	Association for wind energy in Europe. Based in Brussels, it has over 600 members, who are active in more than 50 countries, including companies from across the wind energy value chain. It represents the entire value chain: utilities/developers, manufacturers, banks, insurance companies, and research institutes	"Market Leaders" superior engagement, bringing EDP to the Executive Committee (Duarte Bello) and Management Team (Jorge Casillas). 19 EDP executives participate actively in the Working Groups.	Active member. For the first time, this year time we have the highest category of the association's membership: Market Leaders. Thanks to this category, we will increase our presence by having a place on the board of the association. In addition, we are working to have EDPR members in all working groups. Currently, 15 people take part of the different working groups	"Active participation in technical working groups: Communication; Electrification; Floating; Markets & Regulation; Offshore; Supply Chain; Sustainability; System Integration.	261,165.62 €	Yes
SEIA – Solar Energy Industry Association	Active engagement in Task Forces: Digitalization & Cybersecurity; Flexibility Markets."					209,000.00 €	Yes
ACORE – American Council on Renewable Energy	Sectorial/Industrial Trade associations or tax-exempt groups	National trade organization of a sectoral nature for the representation, promotion, management, and defence of the general and common interests of its members in the solar industry.	Advocating representation of solar energy in the U.S. at the federal and state level with studies, fact sheets, state regulatory filings, legislative analysis, public relations and media, industry advocacy, ISO and PUC engagement	EDPR NA has a seat on the board of directors F5, and actively participates in programming, speaking at events, and market intelligence gathering.	Legislative analysis and industry advocacy; energy research and education	164,175.00 €	Yes
CGA – Clean Grid Alliance	sectorial Association and tax-exempt groups	The American Council on Renewable Energy (ACORE) is a 501(c)(3) national nonprofit organization that unites finance, policy and technology to accelerate the transition to a renewable energy economy.	Research, analysis, and education on clean energy finance, policy and technology; event and conference planning and management	EDP is a Board member (Sandhya Ganapathy) and has also an alternate (Tom Starrs). Working groups also have EDP's participation at Governmental Affairs engagement level.	Participation at the ACORE annual conference; consulting participation by Government Affairs team members and at Board level.	136,812.50 €	Yes
SC Partners	Sectorial / Industrial Trade associations or tax-exempt groups	Advocating towards Renewable Grids sustainability in Ohio	EDPR NA has been leveraging this advocacy group for educating key stakeholders on renewables, grid resiliency, and sustainability in Ohio.	EDPR is represented at the Board through David Mindham, with further participation from Jodi Walters; Isaac Meyes and Frasih Mozley	EDPR NA has participated in various CGA roundtables and events as speakers and participants in the region.	131,340.00 €	Yes
Hungarian Wind Energy Association	Sectorial/Industrial Trade associations or tax-exempt groups	The Hungarian Wind Energy Industry Association was founded by the leading economic players of the Hungarian wind energy industry with the aim of ensuring that the wind energy industry realizes the environmental, economic and social benefits of wind energy as fully as possible, and that the wind energy industry is a commercially and	Advocacy group of major energy sector actors to propose and promote favourable regulatory environment for the wind energy market.	EDPR is represented at the Board by Istvan Pocs	EDPR is active in various Working Groups.	127,000.00 €	Yes

ORGANIZATION NAME	CATEGORY	DESCRIPTION	MAIN ACTION OF THE ORGANIZATION	MAIN ROLE EDP PLAYED AT THE ORGANIZATION	MAIN ACTION DEVELOPED BY EDP THROUGHOUT 2023	EDP CONTRIBUTION (€)	RELEVANT WORK ON CLIMATE POSITIONING
		ethically sound, profitable business in the spirit of sustainability.					
AMORCE	Sectorial/ Industrial Trade associations or Tax-Exempt groups	French association of municipalities promoting renewables	<div>Their main actions are twofold:<ul style="list-style-type: none">working groups and information notes for local councillors to help them when there's a wind or solar project in the communes. This helps to make projects more acceptable.an annual national symposium that brings together local elected representatives and a number of companies (including us) to discuss best practices and future prospects.</div>	Participation in some meetings and in the symposium	EDPR was active at the National Conference it was invited to.	122,306.70 €	Yes
NEO Network (Schneider Electric) (Now ZEIGO)	Sectorial/ Industrial Trade associations or Tax-Exempt groups	Zeigo by Schneider Electric leverages decades of sustainability expertise and a proven history of successfully executing decarbonization strategies on behalf of its clients, through the sharing of case studies, C&I renewables market intelligence and energy data.	-	Kelly Snyder – Utility Membership; Louis Langlois – DG Membership	-	121,489.50 €	Yes
AEA – American Energy Action	Sectorial/ Industrial Trade associations or Tax-Exempt groups	Despite the clear advantages of renewable energy, many states with valuable new American energy resources continue to have harmful policies that limit efforts to deliver low cost, reliable, clean electricity. American Energy Action will help inform and educate the public about the positive impact renewable energy has in local communities and throughout the nation.	Clean energy research, education and advocacy.	Board member, Tom Starrs, seconded by State Government Affairs' Isaac Meyer	Promoting renewable energy use on local communities	109,450.00 €	Yes
CEBA – Clean Energy Buyers Alliance	Sectorial/ Industrial Trade associations or Tax-Exempt groups	CleanTX comprises two non-profits that merged in 2020: TREIA, founded in 1985, and CleanTX, founded in 2006, taking on the name of CleanTX.	-	Kelly Snyder – Board Member, seconded by David Mindham	-	109,450.00 €	-
Renewable Energy Wildlife Institute (REWI)	Sector Association and tax-exempt groups	Think-tank for biodiversity protection around development of renewable energy projects.	WildLife protection in renewable energy generation areas.	Part of the Executive Board (EDPR NA's Head of Environment, Christi Calabrese)	Strengthen awareness and knowledge of the interaction between developing renewables and empowering wildlife/biodiversity and surrounding nature.	109,450.00 €	Yes
OTHER REPRESENTATIONS OF INTEREST THAT DEVELLOP RELEVANT WORK ON CLIMATE POSITIONING							
Solar Power Europe	Sectorial/Industrial Trade associations or tax-exempt groups	Bridging Policy actors and the Solar Value Chain	Making sure that Solar Energy is the main energy source throughout Europe by 2030.	EDP actively participates in working groups, discussions, studies and analysis.	Advocacy Committee, Buildings and prosumers Workstream, Grids & Flexibility Workstream, Land Use and Permitting Workstream, Manufacturing, Markets & Investments; Grids & Flexibility	80,000.00 €	Yes

ORGANIZATION NAME	CATEGORY	DESCRIPTION	MAIN ACTION OF THE ORGANIZATION	MAIN ROLE EDP PLAYED AT THE ORGANIZATION	MAIN ACTION DEVELOPED BY EDP THROUGHOUT 2023	EDP CONTRIBUTION (€)	RELEVANT WORK ON CLIMATE POSITIONING
					Workstream; Land Use and Permitting Workstream; Renewable Hydrogen & Electrification; Grids & Flexibility Workstream; Advocacy Committee, Land Use and Permitting Workstream, Markets & Investments; Digitalisation Workstream; SSI Sponsor, Supply Chain Sustainability; Global Markets;		
ABEEOLICA – Associação Brasileira de Energia Eólica	Sectorial/Industrial Trade associations or tax-exempt groups	Brasilian Association that congregates and represents the wind energy industry in the country, including companies from the entire production chain. It acts as a channel between government, companies and society. Its goal is to develop the wind energy throughout Brasil, standing for public policy towards growth, and supporting sustainable wind projects.	Active climate-change awareness, defending the implementation of the wind source in the electric matrix and acting permanently and strategically, with different institutions, to promote the competitiveness and sustainability of the national wind sector. Stating that Wind reduces the dependency on fossil fuel and strengthen the country's independence, Abeeolica defends the Paris Agreement and fights for Brasilien Climate Goals.	Active Member and Partner Participation in the Executive Board (Pedro Mallmann); engaged through Working Groups (Regulatory, Communication, Environment, Finance, Competitiveness of Production Chain, Patrimonial Safety, Transformation and H2)	Participation in working groups: The "Transformação" project gathered 17 companies, leading to the editing of a Best Practice Manual for the Eolic Sector https://abeeolica.org.br/esg/The presentation event – https://abeeolica.org.br/abeeolica-lanca-guia-de-boas-praticas-sociambiental-do-setor-eolico/ Study on how to measure the social and economic level of Brasilien States and Municipalities with wind development.	62,826.84 €	Yes
GWEC – Global Wind Energy Council	Sectorial/Industrial Trade associations or tax-exempt groups	GWEC’s mission is to ensure that wind power is established as one of the world’s leading energy sources, providing substantial environmental and economic benefits	Support and advocacy for the promotion, development, and implementation of wind energy	EDP has presence in the Executive Committee (Rafael Solis)	Working Groups/Task Forces: Brussels, South America, Africa, Southeast Asia, Vietnam, Philippines.	50,000.00 €	Yes
Global Renewables Alliance	Sectorial/Industrial Trade associations or tax-exempt groups		Aims to accelerate the energy transition, defending the global objective of Triple RES capacity in the world	Policy and Advocacy, Government engagement. EDP speaker in several events. Sponsorship of global events, social media campaigns Policy and Advocacy, Government engagement. EDP speaker in several events. Sponsorship of global events, social media campaigns	3XRenewables campaign – call for world leaders and Parties to the Paris Agreement to commit to tripling renewable energy capacity to a minimum of 11,000 GW by 2030 at COP28. Time4Action campaign – GRA’s policy agenda ‘Actions to Deliver 3xRenewables by 2030’outlines the core actions needed to achieve the global renewables target. Action on finance, permits, supply chains and grids are urgently required to deploy 11.000 renewable gigawatts by 2030. Global Renewables Alliance Open Letter "Now Deliver Change" – Call on Governments to deliver ambitious, specific and actionable NDCs: Ambitious Nationally Determined Contributions (NDCs) with numerical renewable energy targets and enabling policy reforms that are: Ambitious: aligned with the GST outcome and 1.5°C pathways.	50,000.00 €	Yes

ORGANIZATION NAME	CATEGORY	DESCRIPTION	MAIN ACTION OF THE ORGANIZATION	MAIN ROLE EDP PLAYED AT THE ORGANIZATION	MAIN ACTION DEVELOPED BY EDP THROUGHOUT 2023	EDP CONTRIBUTION (€)	RELEVANT WORK ON CLIMATE POSITIONING
					Specific: include quantifiable, renewable energy capacity targets for 2030 and 2035. Actionable: be underpinned by robust energy, resource and investment plans that provide certainty to the industry and finance sector.		
EURELECTRIC	Sectorial/Industrial Trade associations or tax-exempt groups	Represents the common interests of the European electricity industry at pan-European level as well as in other international fora	Contributes to the positioning of the power sector towards European institutions on a large spectrum of topics, ranging from power generation, distribution and supply, as well as industrial policy, supply chains, innovation and end uses. It promotes the electrification of the economy as a source of competitiveness, decarbonization and security. As a centre of strategic expertise, EURELECTRIC promotes the dialogue among members and various stakeholders, identifying the common interests and solutions to the challenges of the EU economy. Eurelectric publishes position papers and studies to stimulate dialogue and informed decisions on EU policies on energy and climate.	EDP is part of AELEC and ELECPOR which are, respectively, the Spanish and Portuguese representatives in Eurelectric. EDP is represented in the Board as well as in the structure of expertise of the association, which consists of working groups that meet on a regular basis to define the position on various topics of interest for the power sector.	EDP has actively participated to the activities of the association, both in terms of positioning and advocacy. The main topics discussed have been electrification, electricity markets, networks and security of supply, these two last through two specific studies published by Eurelectric https://energy-security.eurelectric.org/wp-content/uploads/Eurelectric-report-energy-security-in-the-age-of-electricity-1.pdf https://powersummit2024.eurelectric.org/wp-content/uploads/2024/07/Grids-for-Speed_Report_FINAL_Clean.pdf	44,000.00 €	Yes
APREN – Associação Portuguesa de Energias Renováveis	Sectorial/Industrial Trade associations or tax-exempt groups	Promotion of Renewable Energies in the electricity sector	Positioning for an adequate energy transition in Portugal (Advocacy for the representation of wind energy producers' interests, strategy, advocacy, regulation, etc.) Preparation of Studies and Publications Annual event 'Portugal Renewable Energy Summit' Communication APREN Award	EDP is vogal at the Executive Board of Directors (Hugo Costa). Participates actively in all challenges, bringing input on public consultation, internal working groups, and sharing internal studies and analysis that will facilitate the sector and the Renewable Energy growth.	Participation at events and conferences, as well as Public Consultations on the Sector. Promotion on Renewable Energy. Participation in working groups, studies and sector analysis.	43,600.00 €	Yes
AEE – Asociación Empresarial Eólica	Sectorial/Industrial Trade associations or tax-exempt groups	Represents more than 90% of the sector in Spain which includes promoters, wind turbines and component manufacturers, national and regional associations, organizations connected with the sector, consultants, lawyers and financial entities, among others. AEE's main goal is to promote the		EDP is part of the Executive Committee (Rocio Sicre/ Silvia Encinas). Active member and Partner in some initiatives and campaigns such as 'Vientos de Futuro'	Participation in working groups, attendance at annual events, collaboration with institutional campaign and positioning of the wind sector 'Vientos de Futuro'. EDP is strongly aligned with focusing on accelerating electrification and increasing the pace of wind projects' pipeline. According to its statements,	38,433.00 €	Yes

ORGANIZATION NAME	CATEGORY	DESCRIPTION	MAIN ACTION OF THE ORGANIZATION	MAIN ROLE EDP PLAYED AT THE ORGANIZATION	MAIN ACTION DEVELOPED BY EDP THROUGHOUT 2023	EDP CONTRIBUTION (€)	RELEVANT WORK ON CLIMATE POSITIONING
		development of wind energy through its interests, research, communication and education			the wind sector is key to meeting the objectives of the National Integrated Energy and Climate Plan (PNIEC) 2023–2030, which aims to reach 62 GW of installed wind capacity by 2030, including 3 GW of offshore wind. EDP also supports action on stressing the importance of protecting the wind industry as a renewable technology that can be manufactured entirely in Europe, promoting industrial policy measures that strengthen the European value chain. Furthermore, it stresses the need to streamline permitting for new installations and to ensure the sustainability of investments in the sector.		
MAREC – MidAtlantic Renewable Energy Coalition Action	Sectorial/Industrial Trade associations or tax-exempt groups	Coalition of utility-scale solar, wind, and battery storage developers, wind turbine and solar panel manufacturers, and public interest organizations dedicated to promoting the growth and development of renewable energy in the Mid-Atlantic region.	MAREC serves as one of our key state legislative advocacy organizations. Their geographic footprint generally follows the PJM RTO states and focuses its legislative efforts on renewable portfolio standards, long term contracts, transmission and siting policy.	EDPR NA is a board member and has a representative on the Executive Board, serving as treasurer (F25, NA Government Relations). MAREC is a coalition of utility-scale wind, solar, and battery energy storage companies and has been a key advocate for legislation and regulations that support the continued growth and expansion of these technologies. EDP provides relevant input and feedback on all legislative efforts to the renewable energy industry and votes on all Board matters.	EDP NA focused its efforts within MAREC on shaping legislation and regulatory proposals impacting the renewable energy industry to ensure EDP NA's interests were preserved.	38,307.50 €	Yes
Renewable Energy Wildlife Institute (REWI)	Sector Association and tax-exempt groups	Think-tank for biodiversity protection around development of renewable energy projects.	WildLife protection in renewable energy generation areas.	Part of the Executive Board (EDPR NA's Head of Environment, Christi Calabrese)	Strengthen awareness and knowledge of the interaction between developing renewables and empowering wildlife/biodiversity and surrounding nature.	109,450.00 €	Yes

Environmental

Table 1 – Waste disposal

UN 2024		
NON-HAZARDOUS WASTE		
Total waste recycled/reused	t	1,098
Total waste disposed	t	186
Waste landfilled	t	151
Waste incinerated with energy recovery	t	0
Waste incinerated without energy recovery	t	0
Total non-hazardous waste with other disposal, except landfill	t	35
Waste with unknown disposal method	t	0
HAZARDOUS WASTE		
Total hazardous waste recycled/reused	t	401
Total hazardous waste disposed	t	41
Hazardous waste landfilled	t	38
Hazardous waste incinerated with energy recovery	t	0
Hazardous waste incinerated without energy recovery	t	0
Total hazardous waste with other disposal, except landfill	t	3
Hazardous waste with unknown disposal method	t	0

Table 2 – Water consumption

UN 2024		
Water withdrawal (excluding saltwater)	10 ⁶ xm³	0.008
Water discharge (excluding saltwater)	10 ⁶ xm³	0
Total net fresh water consumption	10 ⁶ xm³	0.008

Table 3 – SF6 Emissions

UN 2024		
SF6 emissions	t	0.0336

Table 4 – Climate Change – Material external metric

IMPACT TYPE	OUTPUT METRIC (IMPACT VALUATION)	IMPACT METRIC	IMPACT METRIC EVALUATED IN 2024	METHODOLOGY
Positive	Greenhouse gas emissions avoided (tCO ₂ e)	GHG emissions avoided	GHG avoided from fossil fuel power generation: 20,569,889 tCO ₂ e	Corresponds to emissions that would have occurred if the renewable energy generated had been produced by thermal power plants. It is the sum of CO ₂ avoided in each geography where EDP operates. For each geography, the renewable production (wind and solar) is multiplied by the emission factor of the country's thermoelectric mix.
Positive	Social cost of carbon (€)	Social cost of carbon	Social cost of carbon reduced since people’s health impact will be mitigated by reducing GHG emission: 3,456,314,526 €	CEPR's research: https://cepr.org/voxeu/columns/new-way-price-carbon-understanding-social-cost-carbon Using the TFP damages, climate disasters, and climate tipping method of calculation.

Table 5 – Biodiversity Exposure & Assessment

UN 2024		
Total number of operational sites	#	358
Total area of operational sites	ha	16,648
Number of operational sites in which were conducted biodiversity impact assessments	#	358
Total area of operational sited covered by the biodiversity impact assessments	ha	16,648
Number of operational sites assessed in areas with significant biodiversity impact, or in proximity to critical biodiversity areas	#	53
Total area of operational sites assessed in areas with significant biodiversity impact, or in proximity to critical biodiversity areas	ha	693
Number of sites with biodiversity management plans	#	53
Total area of operational sites that are covered by biodiversity management plans	ha	693

Social

Table 1 – Workforce breakdown: Gender

	UN	2024	TARGET 2026
Share of women in total workforce	%	34	31
Share of women in all management positions, including junior, middle and top management	%	24	31
Share of women in junior management positions, i.e. First level of management	%	21	31
Share of women in top management positions, i.e. Maximum two levels away from the CEO or comparable positions	%	29	31
Share of women in management positions in revenue-generating functions (e.g. Sales) as % of all such managers	%	22	
Share of women in STEM-related positions	%	22	16

Table 2 – Hiring breakdown

OWN WORKFORCE	UN	2024
NEW ENTRIES	#	411
Professional category		
Technicians	#	108
Specialists	#	283
Supervisors	#	17
Senior management	#	3
Gender		
Male	#	152
Female	#	108
Not declared	#	151
Age Group		
<30	#	149
[30-50 [#	232
≥50	#	30
Nationality		
Brazil	#	14
Canada	#	1
Chile	#	3
China	#	17
Colombia	#	2

OWN WORKFORCE	UN	2024
France	#	14
Germany	#	29
Greece	#	2
Hungary	#	1
India	#	4
Ireland	#	1
Italy	#	10
Japan	#	4
Malaysia	#	3
Mexico	#	3
Myanmar	#	3
Poland	#	11
Portugal	#	10
Puerto rico	#	1
Romania	#	5
Singapore	#	21
Spain	#	39
Taiwan	#	1
United kingdom	#	6
United states	#	187
Vietnam	#	7
Netherlands	#	1
Philippines	#	1
Turkey	#	1
Australia	#	4
Palestine, state of	#	1
New zealand	#	2
Iran, islamic republic	#	2
Vacancies filled by internal candidates	%	8,1

Table 3 – Turnover breakdown

OWN WORKFORCE	UN	2024
TURNOVER	%	17,5
Professional category		
Technicians	%	22,9
Specialists	%	16,7
Supervisors	%	17,3
Senior management	%	9,7
Gender		
Male	%	18,2
Female	%	16,8
Not declared	%	8
Age group		
< 30	%	24,7
[30–50[%	15,4
≥ 50	%	19,3
Nationality		
Bolivia	%	100
Brazil	%	13,2
Chile	%	8
China	%	46,2
Colombia	%	26,5
France	%	22,9
Germany	%	37,3
Greece	%	8,1
Hungary	%	45,5
India	%	4,8
Italy	%	12,7
Korea (the Republic)	%	20
Malaysia	%	24,2
Mexico	%	12,5
Morocco	%	25
Myanmar	%	12,5
Peru	%	0
Poland	%	29,3
Portugal	%	6,5
Romania	%	18,4
Singapore	%	34,5

OWN WORKFORCE	UN	2024
Spain	%	8,9
Syrian Arab Republic	%	0
Taiwan	%	37,5
Ukraine	%	0
United Kingdom	%	27,8
United States	%	20,3
Indonesia	%	0
Netherlands	%	42,9
Honduras	%	0
Philippines	%	100
Australia	%	37,5
Vietnam	%	40
Voluntary employee turnover	%	12.4

Table 5 – Employee satisfaction – climate study

	UN	2024	TARGET 2024
Engagement	%	80	85

Table 6 – Human Capital Return on Investment

	UN	2024
HC ROI	€/p	5.84