

Sustainability Plan
2020-2023





The OMI Group launches its 2020-2030 Sustainability Plan

2019 was an important year in the OMI Group's integration process, which culminated in the approval of OMI's 2020-2023 Sustainability Plan. A year full of developments at the corporate level to update governance for our companies, improve talent management, and strengthen relationships with all stakeholders.

Against this backdrop, we at the OMI Group have also made innovation one of the key elements of our business strategy to contribute to the process of decarbonization in the European economy that is part of our work managing electricity markets.

OMI's 2020-2023 Sustainability Plan will be implemented over three years to align the OMI Group's medium- and long-term strategy with the United Nations' Sustainable Development Goals (SDGs) and with the EU and Spain's decarbonization objectives for 2030 and 2050. As such, sustainability is at the heart of our activity and our contribution to society.

The measures included in the aforementioned plan are structured into four areas of action:

Good Governance

This refers to OMI's form of governance, which is characterized by transparency, ethics, and integrity, as well as our brand's value.

People

This is OMI's primary asset, along with our technology, which requires continual steps to be taken to preserve the organization's human capital, talent, and improvements for the working environment.

Interest Groups

These are all of the third parties that interact with OMI's companies, which influence and are influenced by our activity, especially our clients and agents, public administrations, regulatory bodies, and society as a whole.

Innovation for the energy transition

Innovation is considered key in strengthening and driving OMI's role in the energy transition. With more than twenty years of experience in managing energy markets, our companies want to offer the energy sector solutions that include all their innovative potential.

The four areas of action, in turn, have different lines of action.





Areas of action for the Sustainability Plan

OMI's 2020-2023 Sustainability Plan includes the following measures:



Good Governance

- Stockholders
- Transparency
- Ethics and Integrity
- Brand



People

- Human capital
- Work environment
- Training



Interest groups

- Society and volunteering
- Administration and regulators
- Clients and providers



Innovation for the Energy Transition

- EU 2030 Agenda
- Digitization



Measures for Good Governance

- Backing sustainability content in reporting and OMI websites
- Adaptation of OMI's procedures
- Adherence to the United Nations Global Compact
- Semi-annual monitoring by the Appointments, Remuneration, and Sustainability Committee
- Relationship with shareholders
- Director training



Measures for People

- Implementing the new human resources policy
- Strengthening relationships and communication with the team
- Improving the workspace
- Designing a training plan
- Reducing consumption
- Sustainable mobility



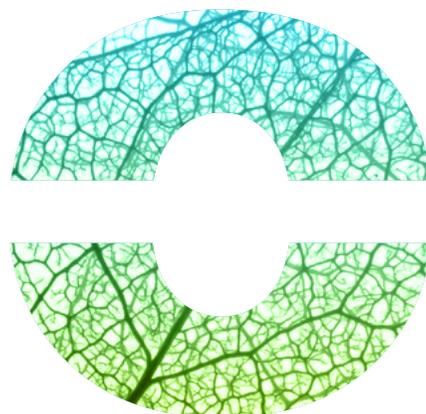
Measures for Interest Groups

- Social Action Plan
- Including sustainability criteria in the relationship with suppliers
- Collaborating with administration and regulators
- Creating an “Alumni”
- Designing measures to interact with agents/clients
- Spreading the market’s role



Measures for Innovation

- Calculating the carbon footprint
- OMI’s active role in achieving the goal of high penetration for renewables in the Iberian market by 2030
- Designing local energy markets (IREMEL Project)
- Participating in European innovation projects
- Digitalizing processes



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