

WELCOME TO

Greening Group



Welcome

Manual



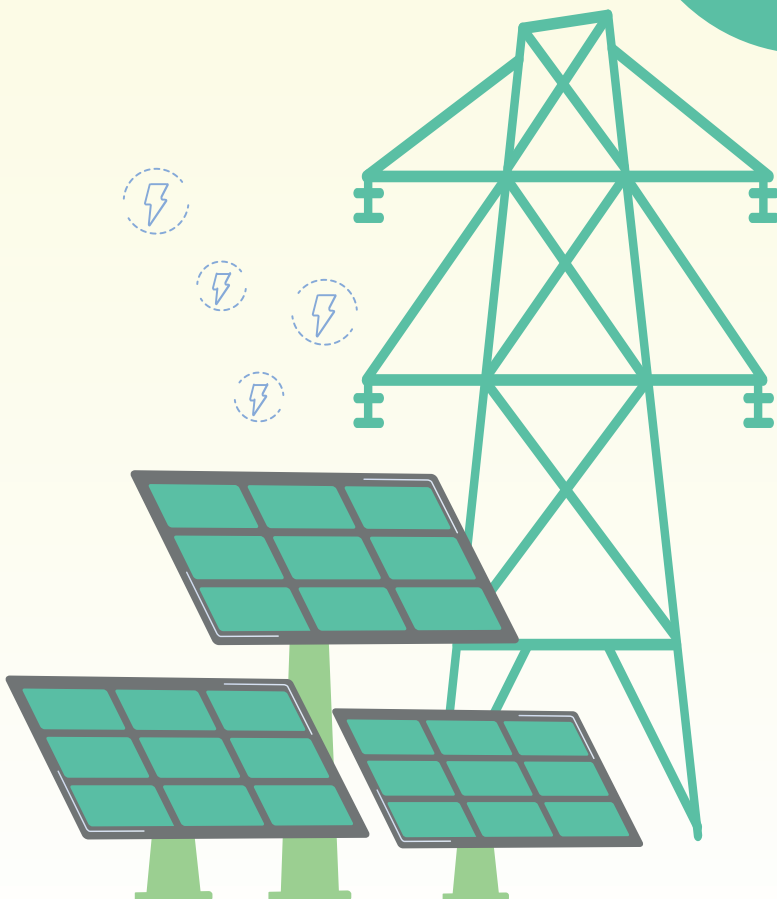
TOGETHER, WE TURN
CHALLENGES INTO
ACHIEVEMENTS AND WALK
TOWARDS A MORE
SUSTAINABLE FUTURE THANKS
TO THE TALENT OF OUR
COMPANY

Welcome to Greening Group!

It is a pleasure to welcome you to this great family of renewable energy. Each one of you plays a fundamental role in our mission to lead the change towards a more sustainable future.

At Greening Group, we are driven by a passion for innovation and excellence. Together, we will make a world powered by clean and renewable energy possible.

I am confident that together we can achieve great changes. Welcome #Greenner once again. And remember, the impossible only takes a little longer.



IGNACIO SALCEDO
CEO GREENING GROUP

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Who are we?





Who are we?

We understand that during the first days, even weeks, you may feel a bit disoriented. Don't worry... it's completely normal!

We are confident that the information we provide below will help you address any questions that may arise on this new journey.

Renewable Energy Group

Greening Group was founded in 2011 as a spin-off from the University of Granada, founded by Ignacio Salcedo, Antonio Palacios, and Manuel Mateos. It is currently a globally vertically integrated company, a leader in photovoltaic self-consumption installations, offering **360 services** by being present throughout the energy value chain through four business lines: energy generation, energy project construction, energy marketing, and product manufacturing.

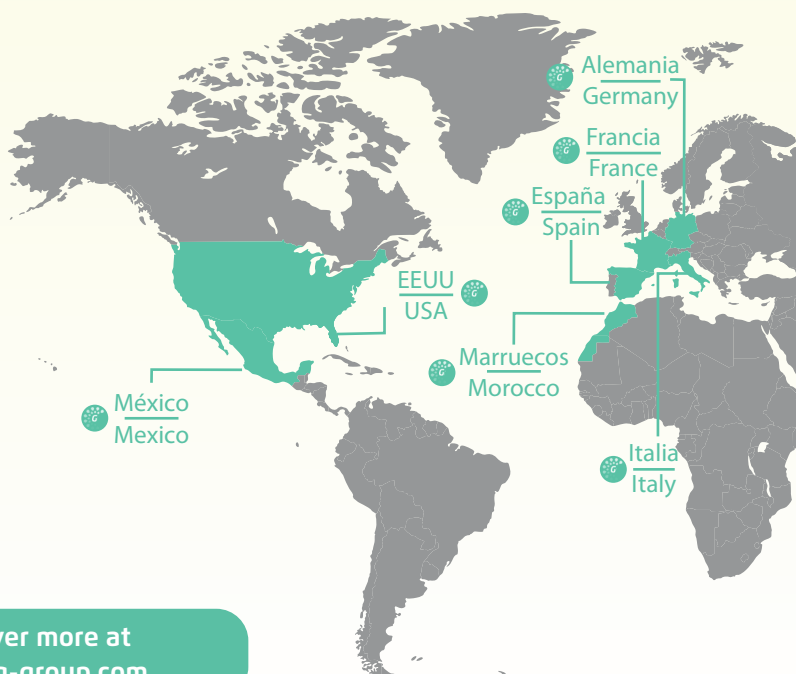
We were born with a global vocation, and from the beginning, we have focused on internationalization. We are currently present in the major economies of **Europe** (Spain, Italy, France, Germany) and **North America** (United States and Mexico), as well as in Morocco. We rely on technology and innovation to design and develop our photovoltaic self-consumption solutions and projects.

Sustainability is the core of our business and a commitment to society to build a more sustainable world for future generations by replacing fossil fuels with renewable and clean energies that help reduce the **carbon footprint**.

Global Energy

At Greening Group, we are working to build a more sustainable world. We provide renewable energy and energy efficiency solutions worldwide. We are present in seven countries on three continents: Europe, America, and Africa. We have our own offices in Granada, Madrid, Barcelona, Sevilla, Rome, Milan, Mexico City, Monterrey, and Rabat.

We have recently entered three new markets, opening offices in Düsseldorf, Miami, Lyon and Paris.



Discover more at
greening-group.com

Mission, Vision, Company Values



Mission, Vision, and Values

We were born to be a global energy group that offers comprehensive solutions to our clients, contributing to a more sustainable world where water, energy, and the environment can be better utilized. At Greening Group, we work to become leaders in industrial photovoltaic self-consumption in **Europe and North America**, based on sustainability, to forge a better future for future generations. People are the driving force behind our daily activities.

Our values are shared by more than **600 employees** worldwide who make up our company, helping us create a unique corporate culture solidly integrated in all the countries where we operate. We are a global community united by the determination to create and generate value for our audiences.

Excellence is our constant goal. We tirelessly work to improve our services, always seeking innovative and creative solutions. We have a team composed of the best talent, dedicated to achieving maximum satisfaction and establishing lasting relationships with our clients.

At Greening Group, we advance with a firm commitment, placing sustainability at our core and transcending borders to create a lasting positive impact.

Talent Development



People are the heart of our company, so we constantly strive to attract, engage, and retain the best talent, favoring conditions that support their development and sustainable growth.

Innovation



We have embraced innovation from our inception to generate and develop creative and efficient solutions that allow us to differentiate ourselves in an increasingly competitive and ever-evolving market. We seek new perspectives and ideas to provide better services and achieve greater satisfaction for our clients, employees, and audiences.

Excellence



Our team is oriented and specialized in placing our clients at the center, offering personalized solutions to create the best experience. Our goal is to build a lasting relationship that fosters mutual growth and success.

Customer Service



Our team is oriented and specialized in placing our clients at the center, offering personalized solutions to create the best experience. Our goal is to build a lasting relationship that fosters mutual growth and success.

Gloal Company



We are a global company with a clear internationalization strategy to seize opportunities in each of the seven countries where we are present. We think in an integrated and coordinated manner to build a leading company in the renewable energy sector in the different markets where our teams operate.

Mission, Vision, and Values

In a world urgently seeking cleaner and more sustainable energy sources, Greening Group emerges as a vertically integrated and 100% green energy group. In an effort to address current and future energy challenges, we take pride in presenting innovative energy solutions in the form of cutting-edge photovoltaic energy. More than a company, we are a voice advocating for a brighter and more sustainable future, where solar energy is not just an alternative but a priority.

Through our mission and vision, we aspire to transform the way the world obtains and uses energy, contributing to the well-being of the planet and paving the way toward a horizon where sustainability is the cornerstone of our existence.

Misión

At Greening Group, our mission is to be a global energy group that can lead the energy revolution through sustainable and clean solar energy solutions. We are committed to driving the widespread adoption of solar energy by offering the highest quality, innovative, and efficient products and services. Through our commitment to excellence and environmental responsibility, we are dedicated to creating photovoltaic self-consumption projects so that families and businesses do not rely on fluctuating energy prices but can generate their own, while reducing their carbon footprint.

Visión

At Greening Group, it is to create a world where solar energy is the primary source of power, transforming how society obtains and uses energy. We strive to be leaders in the solar industry, constantly innovating to push technological boundaries and make solar energy accessible to everyone. We envision a future where photovoltaic energy is not only a smart choice but the natural option, significantly contributing to the reduction of the global carbon footprint and the development of more sustainable and resilient communities. arbono global y al desarrollo de comunidades más sostenibles y resistentes.

Our Commitment to Your Development



Career Development



Internationalization



Innovation



In-House Training



Intrapreneurship

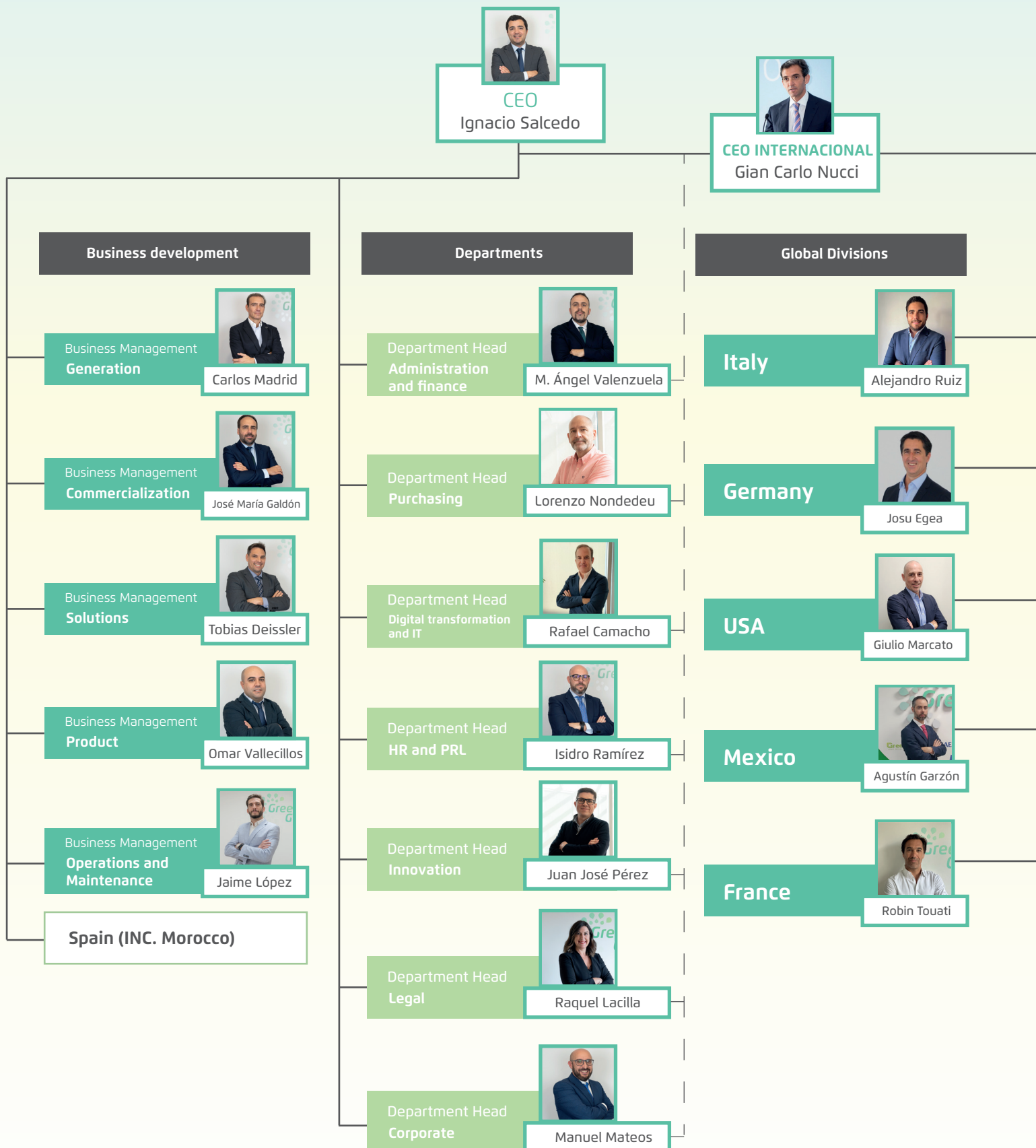


Sustainability

Executive Team



Executive Team



Your First Day at Greening Group



Tobias Deissler



José María Galdón



Carlos Madrid



Omar Vallecillos



J. Miguel Hernández



Pablo López



Manuel Mateos



Jaime López



G-ENERGÍA



LIDERA



G-CONCESIONES



SUNSUPPORT



PHOTÓN



AEGRA



G-RELIVE



G- OPERACIONES Y
MANTENIMIENTO

Business Divisions



Generation

Carlos Madrid



Commercialization

José María Galdón



Solutions

Tobías Deissler



Product

Omar Vallecillos



Operations and
Maintenance

Jaime López



Construction



Energy commercialization



Power Generation



Product



O&M



Civil and hydraulic works



Energy recycling



Your First Day at Greening Group



Your First Day at Greening Group

We want to ensure that your first day is as pleasant as possible, and you start this journey with confidence. Upon your arrival at the workplace, the Human Resources (Selection) team will welcome you to the Group. They will show you the facilities where you will be working and introduce you to your colleagues and your supervisor. We want you to feel comfortable and get to know the key people in your team.

Our HR team will contact you before your start date or on the day you begin to manage some important documents:

Employment Contract A document between the parties that details the agreed-upon employment conditions for your position.

Onboarding Documents A document that provides details about your personal and family situation. This will help us apply the correct percentage of income tax (IRPF) withholding in your monthly payroll.

Confidentiality Agreement

Likewise, colleagues from the Digital Transformation and IT department will provide you with the necessary computer equipment for your position and provide a brief training to familiarize you with our software and internal programs.



Ask us

We will be happy to answer any questions you may have.



Greenpoint

Greenpoint is our Sharepoint platform designed to provide you with easier and more comprehensive access to corporate information, helping you have a more enriching experience from the moment you join this team. It is a virtual space that gathers everything you need to know about Greening Group.

In our Greenpoint, you will have access to corporate information that will help you better understand how we are structured, get to know who makes up the Greening family, become familiar with our policies, and discover internal initiatives.

Access at
GREENPOINT

Access the HR - Organization and Development folder, where you will find:

1. **Hierarchical** (by companies and countries) and functional (Corporate) organizational chart.
2. **Contacts** of the management in various lines of business and countries.
3. **Contacts** and distribution of the **Global HR department's structure**.
4. **Compliance**: Ethical Code, Data Protection Officer (DPO), our IPO document, and Equality Plan.
5. **Essential** Concepts of Greening Group, a glossary of terms and acronyms used in Greening that you can refer to for any questions that may arise.
6. **Greening Group Initiatives and Programmes**. Find out about exciting in-house initiatives internal initiatives such as the GreenIngenio Programme.
7. **Templates** used for various procedures.

The companies that make up the company

Would you like to learn more about all the companies that make up Greening Group?

Click on each of the logos to get to know us better. Guided by Ignacio Salcedo, CEO of Greening Group, and the rest of the Directors, we take you on a brief journey so you can delve into the different companies that comprise the Group.



*Click here to see videos



Discover more



Contacts

*

Although in Greenpoint, you will find the documents where you can access all the contacts of the various corporate departments, we provide you with the most common ones to help you locate them more easily.

1. Human Resources

Although in Greenpoint you will find the documents where you can access all the contacts of the various corporate departments, we have provided the most common ones so that you can locate them more easily.

· m.valenzuela@greening-e.us

2. Information Technology (IT)

As your colleagues have mentioned during onboarding, these procedures are managed through the Jira platform. You will receive an email in your inbox with access to the platform. In your desktop credentials, you will find your email and password. Once inside, you can access the request panel under "IT GREENING GROUP." However, if you have any additional questions, you can contact:

servicedesk@greening-group.com

3. Infrastructure and Travel Services

For any matters related to vehicles, fuel cards, clothing, office supplies, furniture, etc., similar to IT, these requests are made through Jira. You can access the request panel in the section.

Corporate Platforms

Jira Software

Platform for requests related to the IT and Infrastructure & Travel departments, which we will explain further later on.

Together, we build Greening Group

For any questions, do not hesitate to contact the HR department (m.valenzuela@greening-e.us). We will be delighted to assist and accompany you on this new journey as you become part of Greening Group.

We wish you a great start and a wonderful journey with us.

"The important thing is not to be better than others but to be better than yesterday." - Jigoro Kano

Welcome, new #Greener!
