













Focus area	TARGET		Customers/stakeholders	SDGs
	2027	2030		
Decarbonization				
Installed power from renewable sources	1,270 MW	2,060 MW	environment, community, institutions	 
Power generation carbon intensity (Scope 1)	287 gCO ₂ /kWh	176 gCO ₂ /kWh	environment, business customers, community, suppliers, investors	
Renewable electricity purchased (Scope 2)	95%	100%	environment, community	
Reduction of Scope 3 emissions (compared to 2020) deriving from: • use of products sold (gas) • fuel and energy related activities		-25% -13%	environment, community, suppliers, investors	
Energy saving in production processes	1,025 toe/000	1,409 toe/000	environment, suppliers	
Emissions avoided from waste recovery	1,863 tCO _{2eq} /000	2,053 tCO _{2eq} /000	community, institutions, environment	
Circular economy				
Sorted waste collection in legacy regions	74.6%	76.5%	customers, communities, institutions, suppliers, environment	 
Waste recovered in Group plants	1,501 t/000	1,539 t/000	communities, business customers, institutions, investors, environment	
Biomethane from biodegradable waste	28.9 million m ³	28.9 million m ³	community, institutions, environment	
Reuse of wastewater	10 million m ³	20 million m ³	environment, business customers, community	
Water resources				
Wastewater treatment capacity	3,970 A.E./000	4,265 A.E./000	environment, business customers, community	  
Water withdrawals from the environment	261 l/inhabitant/day	257 l/inhabitant/day	environment, community	
Water network leaks (legacy regions)	25.7%	20.0%	environment, community, investors	
District subdivision of water distribution networks	77.7%	85.6%	environment, community	
Resilient cities				
Volumes served by urban district heating	118 million m ³	125 million m ³	customers, users, community, environment	  
Eco-vehicles out of total	29%	44%	environment, community	
Green electricity sold to retail customers	2,465 GWh	3,000 GWh	customers, environment	
Energy saving from Group products/services	543 TOE/000	642 TOE/000	customers, community, environment	
Group store network in local areas	278	314	customers, users	
Iren people				
Employment, development and skills enhancement				
New hires (cumulative from 2020)	+4,856	+5,559	own workforce	 
Training hours per capita	24	25		
Employees evaluated on performance ⁽¹⁾	93%	94%		
Diversity & Inclusion				
Women in managerial roles	26.5%	30.0%	own workforce	
Hires under 30 out of total hires ⁽²⁾	≥ 55.0%	≥ 55.0%		
Welfare and personal care				
Injury incidence rate	44	44	own workforce	
Employees with supplementary health care	94%	100%		

⁽¹⁾ Out of eligible population: Executives, Junior Managers and white-collar employees in service for more than 6 months in the year.

⁽²⁾ Progressive percentage on cumulative recruitment from 2020 onwards on a permanent basis and independent of contract takeovers and internalisations.