gen-i ANNUAL REPORT **2024**

**ANNUAL REPORT OF THE GEN-I GROUP
AND GEN-I, D.O.O.**

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List of abbreviations

Abbreviation	Meaning
aFFR	Automatic frequency restoration reserve
AIB	Association of Issuing Bodies
AML/CFT	Anti-Money Laundering/Combating the Financing of Terrorism
ARRS	Slovenian Research Agency
ARSO	Slovenian Environment Agency
B2B	Business-to-business
B2C	Business-to-customer
B2G	Business-to-government
CBAM	Carbon Border Adjustment Mechanism
CCS	Carbon capture and storage
CEE	Central and Eastern Europe
CFD	Contract for difference
CO_2	Carbon dioxide
CSEE	Central and Southeastern Europe
CSO	Chief Sustainability Officer
CSRD	Corporate Sustainability Reporting Directive
CWE	Central and Western Europe
VAT	Value added tax
DPIA	Data protection impact assessment
EECS	European Energy Certificate System
SES	Slovenian electricity system
EFET	European Federation of Energy Traders
FTE	Full-time equivalent
ESG	Environment, Social, Governance
ETRM	Energy trading and risk management
EU	European Union
FED	Federal Reserve (American central bank)
FMBC	Flow-based market coupling
GDPR	General Data Protection Regulation
GIC	Green Investment Committee
GRI	Global Reporting Initiative
GS	Global standards
GWP	Global warming potential
IDA	Intraday auction
IJS-CEU	Jožef Stefan Institute, Centre for Energy Efficiency
IPCC	Intergovernmental Panel on Climate Change
IRO	Impacts, risks, opportunities
ISDA	International Swaps and Derivatives Association
ISO	International Organization for Standardization
JRC	Joint Research Centre
KPK	Commission for the Prevention of Corruption
KYC	Know Your Customer
LNG	Liquefied natural gas
MGRT	Ministry of Economic Development and Technology
mPPA	Merchant power purchase agreement
MtM	Market-to-market
MW	Megawatt hour
NOAA	National Oceanic and Atmospheric Administration
NEPN	National Energy and Climate Plan
NFRD	Non-Financial Reporting Directive
nPPA	Nuclear power purchase agreement
NPS	Net Promoter Score
NGO	Non-governmental organisation
IMF	International Monetary Fund
OKR	Objectives and key results
RES	Renewable energy source(s)
PDCA	Plan – Do – Check – Act
PDPZ	Voluntary supplementary pension insurance
PEP	Politically exposed person
GoI	Guarantee of origin
PPA	Power purchase agreement
SALS	Sales runner
SDG	Sustainable Development Goals
SDH	Slovenski državni holding (Slovenian Sovereign Holding)
SEPA	Single Euro Payments Area
SONDSEE	System operating instructions for the electricity distribution system
CHP	Cogeneration of heat and power
SURS	Statistical Office of the Republic of Slovenia
SVDEE	Department for Queries from Electricity Suppliers
TCFD	Task Force on Climate-Related Financial Disclosures
GHG	Greenhouse gases
TSO	Transmission system operator
UPPD	Office for Money Laundering Prevention
PDP	Personal data protection
USA	United States of America
ZGD-1J	Companies Act (Zakon o gospodarskih družbah)
ZJN-3	Public Procurement Act (Zakon o javnem naročanju)
ZOEE	Electricity Supply Act (Zakon o oskrbi z električno energijo)
ZPPDFT-2	Prevention of Money Laundering and Terrorist Financing Act (Zakon o preprečevanju pranja denarja in financiranja terorizma)
ZUNPEOVE	Introduction of Installations for the Generation of Electricity from Renewable Energy Sources Act (Zakon o uvajanju naprav za proizvodnjo električne energije iz obnovljivih virov energije)
BDEW	Bundesverband der Energie und Wasserwirtschaft

Pursuant to Directive 2019/815 and Article 134(1) of the ZTFI, the official version of the Annual Report of the GEN-I Group and GEN-I, d.o.o. is the version drawn up in ESEF format in the Slovenian language and published on the official website of Ljubljanska borza, d.d. via the SEOnet system. The annual report in PDF format is an unofficial version of the report.

Highlights of GEN-I Group operations

	Unit	2024	2023	Index 2024/2023
ITEMS OF STATEMENT OF PROFIT OR LOSS				
Sales revenue	EUR	2,015,243,558	2,883,476,545	69.9
Change in value of inventories	EUR	-2,607,384	-4,054,517	64.3
Cost of goods sold	EUR	-1,895,527,324	-2,712,300,956	69.9
Other recurring operating income and expenses	EUR	10,095,912	-69,488,060	-14.5
Gross operating profit[1]	EUR	127,204,762	97,633,011	130.3
Earnings before interest, taxes, depreciation and amortisation (EBITDA)[2]	EUR	52,367,013	36,902,738	141.9
Earnings before interest and taxes (EBIT)	EUR	43,298,466	30,269,473	143.0
Net operating profit after tax (NOPAT)[3]	EUR	36,078,166	25,885,802	139.4
Net profit or loss	EUR	35,998,092	24,776,838	145.3
ITEMS OF STATEMENT OF FINANCIAL POSITION				
Total assets	EUR	525,608,169	556,963,707	94.4
Equity	EUR	239,390,807	209,156,906	114.5
Inventories	EUR	12,985,378	24,878,634	52.2
Current receivables	EUR	256,127,674	299,804,968	85.4
Current liabilities	EUR	222,264,184	286,454,760	77.6
Cash and cash equivalents	EUR	141,905,013	123,922,752	114.5
Working capital (inventories + current receivables - current liabilities)	EUR	46,848,868	38,228,842	122.5
Non-current financial liabilities	EUR	57,574,705	4,817,323	1,195.2
Current financial liabilities	EUR	4,035,773	54,261,346	7.4
Financial debt	EUR	61,610,478	59,078,669	104.3
Net financial debt	EUR	-80,294,534	-64,844,083	123.8

DEBT, LEVERAGE AND COVERAGE INDICATORS				
Equity/(financial debt + equity)	%	79.53	77.98	102.0
Equity/total assets	%	45.55	37.55	121.3
EBITDA/interest expense		18.02	10.31	174.8
Net financial debt/EBITDA[4]		-1.53	-1.76	87.3

PROFITABILITY INDICATORS				
Gross margin[5]	%	6.31	3.39	186.4
EBITDA margin	%	2.60	1.28	203.0
EBIT margin	%	2.15	1.05	204.7
ROA (net profit/average total assets)	%	6.65	4.27	155.7
ROE (net profit/average equity)	%	16.05	12.34	130.1

[1] Gross operating profit = difference between sales revenue and sales expenses.
[2] EBITDA = earnings before interest, taxes, depreciation and amortisation.
[3] NOPAT = earnings before interest and taxes x (1 - effective tax rate).
[4] Net financial debt/EBITDA = (non-current and current financial liabilities - cash and cash equivalents)/EBITDA.
[5] Difference between sales revenue and expenses/sales revenue.

Reflections from the President of the Management Board

Dear partners, owners and employees,

In a world of perpetual change, both minor and major, fast and slow, inescapable and unpredictable, the secret of success lies in intrinsic stability rooted in the values of commitment and flexibility, and built on professionalism. It is on these foundations that in 2024, the GEN-I Group successfully focused its efforts towards opportunities and timely adaptation of its business operations to new realities and, in circumstances composed of numerous challenges, both those clearly evident and those barely noticeable, adapted our expectations and achieved outstanding results.

There were more than a few challenges, as the relative calming of energy markets in the wake of the energy crisis was, in 2024, followed by the intensification of global geopolitical tensions, accompanied by continuing global warming and critical weather events. As in previous years, events on European energy markets are under the considerable influence of price fluctuations of global energy commodities, while in Europe the electricity price is even more intrinsically linked to the natural gas price. Alongside this, regulatory-driven changes to energy markets, both wholesale and retail, continued in 2024 in a spirit of cautious stabilisation. Extreme weather, flow-based market coupling, occasional curtailments of cross-border capacities and unforeseen events (such as de-coupling) also had a significant impact on wholesale electricity prices, and led, for example, to the highest ever price on the German and Hungarian electricity markets (EUR 2,325.83/MWh and EUR 999/MWh, respectively).

Since the day GEN-I was founded, we have always managed to identify and leverage every business opportunity that has come our way, and it was no different in the circumstances of 2024. Synergies and complementarities between our business activities have enabled us to respond flexibly to short-term volatility, foster the development of sustainable energy services with a long-term focus, and support expansion into new markets and the development of new products. We have expanded our electricity trading activities to Belgium and the Netherlands, made preparations to enter the UK market, begun using gas storage facilities in Ukraine, and laid the groundwork for our planned expansion to the US market. At the same time, we have strengthened our green and sustainable products' segment by establishing a dedicated corporate PPA team, merged our trading in emission allowances and guarantees of origin into a new "environmental desk", and seen record growth in merchant PPAs, where we expanded the portfolio from around 200 MW to almost 500 MW. In addition to successfully responding to short-term volatility, we carefully shielded our portfolio from excessively large price shocks, and the considerable impact of natural gas prices on electricity prices meant that in 2024, for the first time in its history, the GEN-I Group traded higher quantities of natural gas than electricity, as on top of our natural gas

trading with physical deliveries, a significant rise in financial natural gas forward contracts was recorded.

Prudent hedging of our portfolio and ensuring GEN-I's resilience both for our end-customers, businesses as well as households, and more broadly for all our partners yielded results in 2024 as well. The continuation of retail price regulation and the implementation of a new network tariff methodology in the same year, alongside the transition of all household customers from unmetered to metered consumption as well as the abolition of the net metering system for individual self-supply, all contributed to making the domestic business environment an extremely challenging one. Yet as in the past, the emergence of new challenges only made us more motivated to develop new products and services for our customers, enabling them financial benefits and supporting their active participation in the energy sector. It was with particular pride that we celebrated 15 years on the Slovenian retail electricity market in 2024. Our arrival, which bore the “Poceni elektrika” (Affordable electricity) brand name, heralded a permanent change in the Slovenian energy market to the benefit of end-customers, while more recently, our supply of exclusively carbon-free electricity has been to the significant benefit of the planet as well.

Our social responsibility and sustainability-driven endeavours continued as well in the segment of our renewable self-supply offers and construction of solar power plants, where 2024 saw two important milestones: the installation of the 10,000th solar power system and the development of the new “Smart Self-Supply” offer, which enhanced the existing self-supply concept in view of the end of net metering. We also enhanced our innovative approaches to community energy with the creation of solar communities. The first such community, Ajdovščina Solar Community, not only provides more than 200 households with savings from a 700 kW solar power plant, but enables them to take an active part in efforts to secure a green future. We also expanded our portfolio of utility-scale solar power plants in 2024 by completing the construction of the 12 MW Ljubaš–Kavadarci plant in North Macedonia, which is expected to generate around 15.46 GWh of electricity annually. A focus on sustainability and the ambition to actively contribute to the realisation of international sustainable development goals underpin GEN-I’s sustainable activities in all areas of operation – trading, supply, the development of sustainable products and services – and our efforts to accelerate the uptake of sustainable technology. In short, our key focus is on making a positive contribution to the development of society and to a just green transition. We pursued these goals in 2024 mainly by empowering communities and developing a robust approach to verifying the suitability of partners against a range of sustainability criteria. In this context, we are also proud to see that also financial markets recognised our high sustainability standards and ambitions, as confirmed by the success of the GEN-I green bond issue in 2024, the proceeds of which will finance green projects.

While we constantly strive for business excellence in the outside world, there were certain events within the company whose unforeseen emergence gave rise to moments and changes that could not be anything other than challenging and difficult. Andreja Zupan, the first female member of the Management Board and a crucial driver of GEN-I’s development since she first joined the company in 2008, passed away in February 2024 after a serious illness. In March she was succeeded as the Management Board member responsible for trading by Igor Koprivnikar, and in the second half of the year, following changes to the GEN-I Articles of Association, the Management Board gained another member with the appointment of Klemen Pleško as workers’ director. This marked the first time in GEN-I’s history that its employees were directly involved in the management of the company. The amendments to the Articles of Association also led to the creation of a Supervisory Board as a new company body. A further amendment to the GEN-I Articles of Association, adopted in December 2024, led to another important change to the company’s future strategic approach to its development and governance, with the termination, at the end of 2024, of GEN energija d.o.o.’s previous commitment to annually dispose of at least 62.5% of the electricity produced annually at the GEN Group through GEN-I, d.o.o.

As pointed out at the beginning, the values of commitment and flexibility have been the two foundations underpinning the stability of operations and successful development of the GEN-I Group. To these we should add three equally important values that are part of our DNA: respect, responsibility and inclusion. What connects all of the above is courage. At GEN-I, we believe in the bold creation of energy that makes the world a better place. Dear business partners, owners and employees, I would like to thank you for your trust and cooperation in helping us create a brighter future. I look forward to working with you over the next financial year to continue the next chapter of the successful GEN-I story.

Maks Helbl,
President of the Management Board

gen-i BUSINESS REPORT 2024

BUSINESS REPORT OF THE GEN-I GROUP AND GEN-I, D.O.O.

1 Business Report

1.1 About the Group

The GEN-I Group, which comprises GEN-I, d.o.o. and its 24 controlled entities, is one of the fastest-growing and most innovative players on the European energy market.

The Group operates in over 20 European markets, from France in the west to Turkey in the east.

International activities are managed from Slovenia, whereby subsidiaries are provided with all the necessary infrastructure to participate on local and international energy markets. The GEN-I Group is therefore maintaining its leading role as a regional energy market trader, as well as that of leading supplier and promoter of the green transformation in Slovenia.

The core activities of the GEN-I Group are:

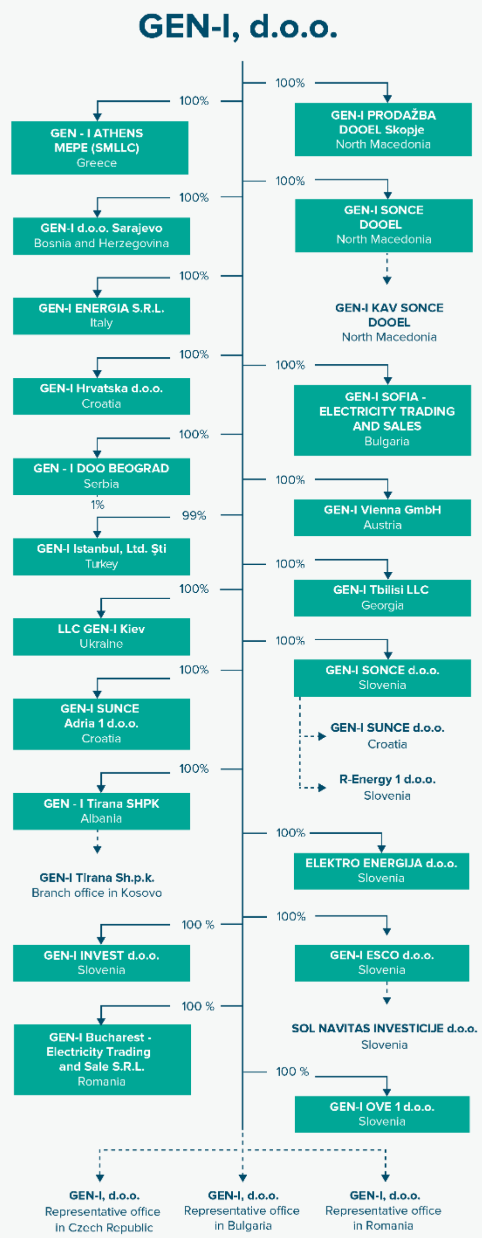
- supplying end-customers with electricity and natural gas;
- trading in electricity and natural gas;
- purchasing electricity from large, RES and CHP producers;
- providing self-supply and energy efficiency services for individuals and legal entities;
- providing advanced products and services to business partners and customers at home and on the energy market of Southeastern Europe;
- generating sustainable electricity;
- offering long-term sustainable electricity purchase through power purchase agreements (PPAs).

The GEN-I Group's two core activities, which together make up its largest segment, remain trading and supply of electricity and natural gas on the wholesale and retail markets.

GEN-I Group complements these core activities by sale, supply and installation of solar power plants and other products for energy efficiency increase. In recent years, the GEN-I Group has been increasingly more active as a PPA provider, and has increased its own sustainable electricity production capacities.

Throughout the years of operations of GEN-I Group, each has been characterized by growth. In the face of changing market conditions, we have always managed to identify and make the most of the business opportunities that come our way. Today we see our purpose in a much wider context, as the global energy sector faces the historical challenge of transformation and decarbonisation.

As a socially responsible company, we shoulder our share of responsibility, and endeavour to demonstrate, through our actions, products and services, that a green transformation involving the greatest possible use of renewable energy sources, smart and flexible grids, and well-informed, active consumers is not only an urgent necessity, but the best way of delivering a positive energy future for all.

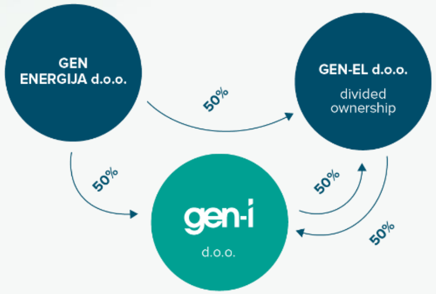


Our employees are the source of our success, and the reason for the realisation of our ambitious goals. They allow us to explore and develop innovative business models, digitalise all levels of our business, and achieve the highest recognitions in the business community and among customers.

1.1.1 Ownership of parent company

GEN-I, d.o.o. has two shareholders: GEN energija d.o.o. and GEN-EL naložbe d.o.o., each holding a 50% participating interest.

GEN energija d.o.o. is 100% owned by the Slovenian state, while ownership of GEN-EL naložbe d.o.o. is divided between GEN energija d.o.o. and GEN-I, d.o.o., each holding a 50% participating interest.



About GEN-I, trgovanje in prodaja električne energije, d.o.o.

Registered office: Vrbina 17, 8270 Krško, Republic of Slovenia
Abbreviated company name: GEN-I, d.o.o.
Tel: +386 (0)7 488 1840
Email: info@gen-i.si |
Website: www.gen-i.si |
Size of company: Large company
Core activity: Trading in electricity and supplying electricity and natural gas to end customers
Year of establishment: 2001
Registry entry: 1/04524/00; registered with Krško District Court; date of last entry in the court register: 14 December 2016
VAT ID no: SI71345442
Company registration no: 1587714000
Share capital: EUR 19,877,610

1.1.2 Business environment in 2024

The relative calming of energy markets in the wake of the energy crisis was in 2024 accompanied by the intensification of global geopolitical tensions, alongside continuing global warming and critical weather events. Average global temperatures continue to rise, and 2024 was the hottest year ever recorded. Last year was also the first calendar year in which the average temperature around the world exceeded pre-industrial levels by more than 1.5 degrees Celsius; it also marked the moment at which the last decade contained the ten warmest years on record. Europe was hit by severe flooding, prolonged periods of drought, heatwaves and extensive forest fires. Ursula von der Leyen's new mandate maintains a commitment to a successful green transition, yet the need to increase competitiveness is increasingly taking center stage, which may lead to conflicts of interest in several areas. Although conditions were relatively more stable than the previous year, challenges are piling up for Europe in the form of unfavourable macroeconomic indicators, high inflation and a fall in industrial activity. The transition to a more moderate monetary policy by the European Central Bank and a slightly lower inflation rate were accompanied by a still considerable long-term reduction in energy demand, particularly in the energy-intensive chemical and metallurgical sectors.

As in previous years, events on European energy markets were heavily affected by price fluctuations of global energy commodities such as oil, coal and natural gas. Growth in demand for oil slowed, mainly on account of China (which was contrary to expectations) and the price of oil fell by 10% within one year.

The global coal market stabilised and while coal production increased in China and India, there was a significant fall in demand for coal in Europe as a result of the gradual closure of thermoelectric power plants in several countries. Above-average temperatures and strong demand in Asia affected natural gas prices, while the protracted shutdown of the Freeport LNG terminal in the US reduced global supply and Russian attacks on gas storage facilities in Ukraine also led to further price rises. However, despite global challenges and local/regional price pressures, gas deliveries to Europe were stable throughout the year, while supplies from Norway and Russia even increased in comparison to 2023. Europe's gas storage facilities were already 90% full by August 2024, reaching the target set for November, but despite this, the year ended in uncertainty with the expiry in December of the long-term agreement between Russia and Ukraine that allowed the transit of Russian gas to the EU across Ukrainian territory. Electricity and natural gas prices on European forward markets moved within fairly narrow price ranges and without major fluctuations.

Changes in energy prices for supply in 2023 and 2024 (in EUR/MWh, USD/tonne, EUR/tonne)

Alongside stable and lower global energy prices, electricity prices in Europe were affected by generally lower levels of demand, particularly in industry, and a noticeable stagnation on the larger Western European markets. At the same time, Southeastern Europe saw a marked increase in consumption as a result of the considerably above-average temperatures throughout the summer. Increasing capacities of solar energy production also led to slightly lower demand in the summer months. This reflects the increasingly evident fundamental changes in the European structure of electricity production sources, with a pronounced increase in production from renewable sources. In 2024 renewables accounted for more than 40% of all electricity generated, with solar and wind power leading the way.

The pronounced increase in renewables in 2024 also contributed an increasing number of hours with negative prices on short-term power exchanges, increasing for example by 200% on the Hungarian exchange as compared to 2023..

Weather conditions and unforeseen events also led to some of the highest electricity prices recorded, such as the highest ever price of EUR 2,325.83/MWh in Germany as a result of the temporary de-coupling of the European market on 25 June 2024, which caused significant disruptions to international electricity flows, or the historical record high on the Hungarian market at EUR 999/MWh, resulting from heatwaves, the impact of flow-based market coupling (FBMC) and limited import capacities from Austria and Serbia. Emission allowances, the price of which fluctuated between EUR 50/tCO_2 and EUR 75/tCO_2 in the course of the year, also obviously had an impact on the electricity price and industrial production levels.

Efforts to ensure a fair price for emissions and internalise the costs of greenhouse gas emissions also continued in 2024 with the overhauling of the emissions trading system (ETS) and its expansion into additional sectors, such as buildings, road transport and maritime transport, along with the implementation of the Carbon Border Adjustment Mechanism (CBAM), which is designed to establish more comparable competitive prices between Europe and industry in third countries in which there are no mechanisms for taxation of CO_2 emissions.

Import of natural gas from Russia to Europe by pipeline (GWh/day)

Regulatory-driven changes to energy markets, both wholesale and retail, continued in 2024 in a spirit of cautious stabilisation. The European electricity market reform, first announced during the energy crisis in 2022, was adopted and contains significant changes from what was originally proposed. Considerable emphasis is placed on ensuring stability and predictability, at the level of production and wholesale markets through long-term contracts (e.g. PPAs and the introduction of two-way CfDs), by inclusion of predefined conditions for declaring energy crises (e.g. longer periods of prices above certain thresholds), and through clarifying, in advance, what measures that Member States can take in such extraordinary conditions (e.g. price regulation for SMEs). Yet in parallel, some Member States have maintained the validity of certain crisis measures. At the wholesale level, Eastern European countries such as Romania and Bulgaria are continuing to tax electricity trading revenues, while several countries have opted to keep retail electricity market regulation in place.

On the Slovenian energy market, all household customers have transitioned from unmetered to metered consumption. At the same time, the net metering system for individual self-supply, which had been a key factor influencing household decisions to invest in small-scale solar power systems, was abolished. Adding to all that the changes in the network tariff methodology, which caused considerable public concern, it can certainly be said that 2024 was an extremely dynamic and challenging financial year for the energy sector.

1.2 Corporate governance statement with statement of compliance with the Code

Statement of compliance with the Corporate Governance Code

In its governance procedures, GEN-I, d.o.o. takes into account the recommendations of the Corporate Governance Code for Non-Public Companies, issued in May 2016 by the Slovenian Chamber of Commerce, the Ministry of Economic Development and Technology, and the Slovenian Directors' Association, and published on their websites. This is in addition to the applicable statutory provisions, the provisions of the Articles of Association and the Company's bylaws, and generally accepted good business practice.

GEN-I, d.o.o. consistently adheres to the core principles of the Code, complying predominantly with the advanced level of recommendations set out in the Code, while in other areas, the basic level of recommendations is achieved.
Deviations from the Code, which are mainly the result of the fact that GEN-I, d.o.o. is a limited liability company with stable yet undispersed ownership by only two members, are set out below.

While the Articles of Association contain all the necessary substantive specifications and mechanisms to enable successful governance of the Company, they do not follow the principle of dividing voting rights into two equal shares. Ownership is divided among two members only, with each holding 50% of the participating interest.

The Articles of Association of GEN-I, d.o.o. are only published at www.ajpes.si, in the collection of business register documents, while the internal Rules of Procedure of the Company's management body are only published internally.

While the management body has not adopted any particular governance policy, individual substantive parts of governance policy have been defined and reported in other corporate documents, and implemented by the general meeting.

Since it is a limited liability company, which means that its members are more interconnected, a participating member is only permitted to dispose of its share with the prior consent of the other member.

The general meeting does not require the certified company auditor to be present when it is being briefed on and is adopting the annual financial statements.

The Articles of Association show the structure of the competencies of the members and the management and supervisory bodies. The Company's Supervisory Board was established in 2024. It exercises its responsibilities in accordance with the law and the Articles of Association.

In 2024 the Audit Committee was set up as the Supervisory Board's sole standing committee, as set out in the Articles of Association. It exercises its responsibilities in accordance with the law and the Articles of Association.

Description of the main characteristics of the internal control and risk management systems at the Company as they relate to the financial reporting process

The Group implements internal controls at all levels in order to ensure that the accounting records are accurate, reliable and complete, that the financial reporting process is true and fair, and that the business performs effectively and complies with the applicable laws and other regulations.

Accounting controls are based on a suitable control environment comprising a management system, an organisational structure, powers and responsibilities, as well as control activities such as the authorisation of business transactions, segregation of duties, clear work instructions, the reconciliation of balances, and controls. Reliable financial reporting is also guaranteed by a well-functioning information system that ensures that data is captured and processed completely and accurately, as well as by employee education and training. Risks relating to the financial reporting process within the GEN-I Group are also managed through the central coordination and control of the accounting function at all controlled entities, and through the auditing of the annual financial statements of important companies within the Group. Risk management and control mechanisms relating to the evaluation of individual risks are presented in more detail in Section 1.8 (Risk management).

Composition and operation of the general meeting

Under the Companies Act (ZGD-1),[1] the general meeting of members is the highest body of the Company. It is through the general meeting that the members GEN energija d.o.o. and GEN-EL naložbe d.o.o. exercise their rights and decide on matters determined by the legislation or the Articles of Association, including the nomination and replacement of members of the management and supervisory bodies, and changes to the Articles of Association. The general meeting of members is convened by the Company's senior management, in accordance with the Articles of Association and applicable law. In addition to the agenda, an invitation to the general meeting must contain all the proposed resolutions, accompanied by appropriate explanations of those resolutions. The general meeting must be convened at least once a year, or more frequently if necessary.

The general meeting is deemed to be quorate if the entirety of the share capital of the Company is represented at the meeting. Decisions require unanimity to be valid.

At the seven general meetings that took place in 2024, the two members decided on matters within their remit, paying due regard at all times to the provisions of the Articles of Association. In 2024 the general meeting adopted amendments to the Articles of Association that created the Supervisory Board as a new body within the Company, increased the number of Management Board members with the appointment of a workers' director, and terminated the previous commitment of GEN energija d.o.o. to annually dispose of at least 62.5% of the electricity produced annually by generation units owned by GEN energija, d.o.o. through GEN-I, d.o.o.

Composition of the management body

At the end of 2024, the Company was led by a five-member Management Board, comprising:

- Maks Helbl, President of the Management Board
- Dr Igor Koprivnikar, MBA, Member of the Management Board
- Sandi Kavalič, Member of the Management Board
- Primož Stropnik, Member of the Management Board
- Klemen Pleško, Member of the Management Board (workers' representative)

Andreja Zupan's term of office as member of the Management Board came to end in 2024 as a result of her death after a long illness on 27 February 2024. Dr Igor Koprivnikar, MBA was appointed to the post of Management Board member on 20 March 2024. In line with the amendments to the Articles of Association, the first workers' representative was appointed to the Management Board, with Klemen Pleško taking up the post on 17 October 2024.

Both newly appointed Management Board members in 2024 had already been employed at GEN-I, d.o.o. for more than ten years and have actively contributed to shaping the Company's business operations, processes and market presence.

The Management Board has full authority within GEN-I, d.o.o. to manage the business operations of the Company at its own discretion, whereby the members represent the Company in pairs according to the principle of cross-representation (the details of which are explained below).

Even though the Company's acts do not specifically provide for the appointment of special boards and committees at the management body, there are in fact a number of boards and committees alongside and appointed by the Management Board, and operating within the parent company GEN-I, d.o.o. These include the HR Committee, the Security Committee, the committee that reports on personal data protection breaches, the Innovations Committee, the Green Investments Committee, the Market Risk Management Committee and the Credit Committee. Members of the Management Board also sit on these committees. These boards and committees are responsible for ensuring that topics from their respective areas of work are

[1] Companies Act (Official Gazette of the RS, No 65/09 [official consolidated version], 33/11, 91/11, 32/12, 57/12, 44/13 [Constitutional Court Decision], 82/13, 55/15, 15/17, 22/19 [ZPosS], 158/20 [ZIntPK-C], 18/21, 18/23, 75/23 and 102/24).

dealt with professionally and in detail, that suitable professional bases are formulated for Management Board decisions that need to be adopted in respect of these topics (or decisions about certain topics are directly adopted, if responsibility for so doing has been passed to a board or committee), and that proposals for decisions and the implementation of those decisions are drawn up.

The Company also has in place a set of directors for particular areas. They do not have executive powers or general powers to represent the Company, but work as experts in their respective fields and are answerable to the Management Board. When selecting and appointing these directors, the Management Board pays particular regard to their professionalism, competencies, knowledge and experience, while also placing special emphasis on gender and age diversity.

Process of appointing members of management bodies

Members of the GEN-I, d.o.o. Management Board are appointed by the general meeting with the unanimous agreement of both members, as follows:

- the member GEN energija d.o.o. nominates the president and one member of the Management Board;
- the member GEN-EL naložbe d.o.o. nominates two members of the Management Board;
- the Works Council nominates the workers' representative.

In accordance with the provisions of the Articles of Association, the members of the Management Board are appointed for five-year terms of office, and may be reappointed. They represent the Company under the principle of cross-representation. In order to strike a balance between the interests of the two members, each pair of representatives consists of two members of the Management Board appointed by different participating members. The workers' representative carries out their representational activities in concert with the president of the Management Board.

The conditions for the appointment of the president and members of the Management Board are set out in the Rules of Procedure of Senior Management. When selecting candidates for Management Board membership, the members, in addition to adhering to the conditions set out in that document, which are mainly designed to ensure that adequate leadership capacities and competencies are in place, endeavour to follow established standards for recruitment to management boards, particularly with regard to the professionalism, competencies and suitability of the candidates, the diversity and complementarity of their experiences, and the knowledge and competencies necessary to ensure prudent management and governance of the Company, the pursuit of strategic goals and the resulting increase in value for the owners.

Given the balanced structure of the Company, the consent of both members is necessary for any appointment of members to the Management Board.

Operations of the management body

Senior management is responsible for directing the business of and representing the Company in accordance with the provisions of the law and with due regard to the powers and restrictions set out in the Articles of Association and the Rules of Procedure of senior management. Senior management adopts its decisions at Management Board meetings, which are, as per the Rules of Procedure, convened by the president. Every member has one vote. The majority of the votes cast by all members of senior management nominated by the members is required for senior management resolutions to be passed. The president of the Management Board does not have a casting vote.

The Management Board's decision-making procedure, the manner in which the Company is represented, and the powers of and restrictions on the Management Board are set out in detail by the Articles of Association and by the Management Board's Rules of Procedure, which were adopted by the general meeting on 12 December 2024 and which also define in detail those decisions for which the Management Board is required to obtain the consent of the general meeting.

The Management Board held 46 ordinary sessions and one correspondence session in 2024 at which it discussed matters within its remit.

As part of the powers invested in it to manage the business of the Company, the Management Board lays the foundations of business policy and the measures for its implementation, prepares and puts forward the business plan, and decides on all other issues relating to business operations and internal relations. These processes are characterised by independence of decision-making, and by efforts to consolidate the enterprise culture of the Company, continue its development and increase the competitiveness of business operations, thereby increasing value for the owners. These are part of the Management Board's efforts to achieve benefits for all key stakeholders: owners, customers, financial institutions and employees.

Senior management prepared and proposed for approval the GEN-I Group Business Plan for 2025 with an Outlook to 2027, which was adopted by the general meeting of the Company. The plan is aligned with the GEN Group Strategic Development Plan, adopted in 2023, which sets out the strategic objectives to be achieved by the Group by 2030. It addresses the challenges connected with the decarbonisation of the electricity system through, among other things, objectives relating to investments in renewable energy sources, flexibility and advanced services.

In order to respond promptly to recognised risks and address their impact on GEN-I Group operations, the Management Board regularly monitors risks, strategically addresses the challenges, and develops support environments that enable the Group to deliver outstanding business results and respond swiftly to market conditions.

The Management Board's powers include adopting measures to ensure that the Company operates efficiently and in accordance with the law. Issues relating to the principles of ethics and integrity and to the rules of conduct for managers and employees are also addressed. The Management Board promotes a culture based on ethical conduct, and does so mainly by leading by example and incorporating good practices into the management of the Company. At the same time, it encourages employees to abide by the Company's core values: respect, responsibility, dedication, inclusivity and flexibility. These values are also an integral part of the Code of Ethics of GEN-I, d.o.o. and the GEN-I Group, which brings these fundamental values into contact with the principles of business ethics.

The Management Board apprises employees of the importance of respecting values, ensuring business compliance and guaranteeing corporate integrity. It raises their awareness via onboarding and mentoring programmes, as well as via the internal rules for employees published on the intranet. This is part of the Management Board's efforts to increase the ethical culture of the GEN-I Group, safeguard its good reputation and reinforce the trust of all key stakeholders in the Company's business operations.

Management Board of the Company

Maks Helbl, President of the Management Board
Leads and steers the work of the Management Board, and is responsible for legal matters, strategic communication, HR matters, organisation and job classification, the Company's secretarial office, and operations and investments.

Dr Igor Koprivnikar, MBA, Member of the Management Board
Responsible for trading, finance and controlling, and trading analytics.

Sandi Kavalič, Member of the Management Board
Responsible for sales, risk management, product and services development, IT, business analytics and business development, and sustainability.

Primož Stropnik, Member of the Management Board
Responsible for implementation of the Framework Agreement.

Klemen Pleško, Member of the Management Board and Workers' Director
Represents the interests of employees in relation to HR and social matters at senior management level.

Appointment of the supervisory body

The amendments to the Articles of Association of GEN-I, d.o.o. adopted on 19 June 2024 laid the foundation for establishing the Supervisory Board as the Company's supervisory body. The Supervisory Board comprises six members. Each participating member nominates two members, with a further two serving as workers' representatives. Members of the Supervisory Board are appointed for four years, and may be reappointed after their term of office expires. At the general meeting of the Company on 4 September 2024, the Company's participating members appointed the members of the Supervisory Board (participating members' representatives), while the workers' representatives were elected directly by the Works Council in accordance with the Workers' Participation in Management Act.

The participating members strive to ensure diversity in the Supervisory Board's composition. They therefore aim to nominate suitably experienced professionals with complementary sets of professional knowledge and experience, and to ensure that both genders are adequately represented (the Supervisory Board is fully gender-balanced). The members of the Supervisory Board elect the chair from among the members nominated by the member GEN energija d.o.o. The deputy chair is elected from among the other members, and may not be the workers' representative on the Supervisory Board.

The Audit Committee is the Supervisory Board's sole standing committee, as set out in the Articles of Association, and performs the tasks determined for it by law. It has three members, at least one of whom should be an independent accounting and auditing expert. The operation of the Audit Committee is governed by the Rules of Procedure adopted by the Supervisory Board of GEN-I, d.o.o.

Composition of the Supervisory Board and Audit Committee in 2024

The GEN-I, d.o.o. Supervisory Board and the Supervisory Board's Audit Committee comprised the following members in 2024:

Function	Name	Term of office
Chair of the Supervisory Board	Dr Dejan Paravan	Four-year term of office commencing 4 September 2024
Deputy Chair of the Supervisory Board	Mateja Fridl Stojanović	Four-year term of office commencing 4 September 2024
Member of the Supervisory Board, Chair of the Audit Committee	Ivana Nedižavec Korada	Supervisory Board: Four-year term of office commencing 4 September 2024 Audit Committee: from 26 September 2024 until recall or expiry of term of office on the Company's Supervisory Board.
Member of the Supervisory Board, Member of the Audit Committee	Mitja Učakar	Supervisory Board: Four-year term of office commencing 4 September 2024 Audit Committee: from 26 September 2024 until recall or expiry of term of office on the Company's Supervisory Board.
Member of the Supervisory Board (workers' representative)	Adrijana Germovšek	Four-year term of office commencing 18 September 2024
Member of the Supervisory Board (workers' representative)	Matej Mavsar	Four-year term of office commencing 18 September 2024
External member of the Audit Committee	Polona Pergar Guzaj	From 26 September 2024 until recall.

Operations of the Supervisory Board

The Supervisory Board performed its work in accordance with the powers and competences prescribed by law, the Articles of Association and its own rules of procedure. In line with its responsibilities, the Supervisory Board mainly oversees the Company's business operations and carries out other tasks as set out in the Articles of Association. It adopts its decisions at sessions convened by the chair. The Supervisory Board is quorate when all participating members representatives are present at the session. Unless the Articles of Association or the Rules of Procedure determine otherwise, decisions are carried by a majority of votes of the members present. In addition to the constitutive session at which Supervisory Board members appointed the chair and deputy chair, the Supervisory Board met on three occasions in 2024 (two ordinary sessions and one correspondence session). In accordance with legal provisions and the provisions of the Articles of Association, the Supervisory Board appointed a Supervisory Board Audit Committee, adopted Rules of Procedure for the GEN-I, d.o.o. Supervisory Board and Rules of Procedure of the Audit Committee of the GEN-I, d.o.o. Supervisory Board, and dealt with other matters within its remit. In response to the legal changes connected with the preparation of the sustainability statement and at the proposal of the Audit Committee, the Supervisory Board approved the appointment of an auditor to provide assurances regarding the sustainability statement for the 2024 financial year, and gave its consent to the signing of a contract with the selected auditor.

The Audit Committee was appointed at the Supervisory Board's first ordinary session on 26 September 2024. By the end of 2024, the committee had held two ordinary sessions at which it discussed matters within the sphere of its legal responsibilities and in accordance with the Rules of Procedure of the Audit Committee of the GEN-I, d.o.o. Supervisory Board.

Diversity policy

The GEN-I Group provides equal opportunities to its employees regardless of gender, race, skin colour, age, health status or disability, religious, political or other beliefs, national or social origin, family status, financial standing, sexual orientation or any other personal circumstance. The Company does not currently have a specific policy in place that would further regulate the composition of the companies' management bodies in terms of gender, age, education or other personal circumstances.

Management and governance of companies in the GEN-I Group

In line with the principle of central strategic management in place at the GEN-I Group, management functions at the majority of subsidiaries were performed by Management Board members Sandi Kavalič and Dr Igor Koprivnikar, MBA in 2024. At the end of 2024, the statutory representatives of the companies within the GEN-I Group were:
Dr Igor Koprivnikar, MBA, Managing Director of GEN-I Istanbul, Ltd. Şti (Turkey), GEN-I Hrvatska d.o.o. (Croatia), GEN-I Bucharest – Electricity Trading and Sale S.R.L. (Romania);
Sandi Kavalič, Managing Director of GEN-I ESCO d.o.o. (Slovenia) and its subsidiaries SOL NAVITAS INVESTICIJE d.o.o., GEN-I Vienna GmbH (Austria) and GEN-I ENERGIA S.R.L. (Italy), GEN-I SONCE DOOEL (North Macedonia), GEN-I Hrvatska d.o.o. (Croatia), GEN-I SOFIA – ELECTRICITY TRADING AND SALES (Bulgaria), GEN-I Tbilisi LLC (Georgia), GEN-I Istanbul, Ltd. Şti (Turkey), GEN-I SUNCE Adria 1 d.o.o. (Croatia), GEN-I KAV SONCE DOOEL (North Macedonia), LLC GEN-I Kiev (Ukraine), GEN-I ATHENS MEPE (SMLLC) (Greece), GEN-I OVE 1 d.o.o. (Slovenia);
Predrag Savić, Managing Director of GEN-I DOO Beograd (Serbia), GEN-I PRODAŽBA DOOEL Skopje (North Macedonia), GEN-I Tirana SHPK (Albania), GEN-I d.o.o. Sarajevo (Bosnia and Herzegovina);
Samo Žolger, Managing Director of ELEKTRO ENERGIJA d.o.o. (Slovenia);
Lidia Glavina, Managing Director of GEN-I ENERGIA S.R.L. (Italy);
Gregor Hudohmet, Managing Director of GEN-I SONCE d.o.o. (Slovenia), GEN-I SUNCE d.o.o. (Croatia), R-Energy 1 d.o.o. (Slovenia);
Rok Lacko, Managing Director of GEN-I INVEST d.o.o. (Slovenia).

1.3 Analysis of Business Performance

Given that the Company's assets and equity as at 31 December 2024 accounted for almost 90% of all assets and equity at the GEN-I Group, and that the Company's net sales revenue accounted for more than 90% of the Group's net sales revenue in 2024, the performance analysis has been drawn up solely at GEN-I Group level.

Operating income

1.

ANNUAL REPORT OF THE GEN-I GROUP AND GEN-I 2024

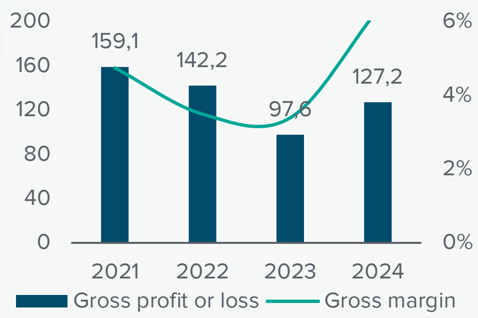
Business Report

The GEN-I Group generated net sales revenue of EUR 2 billion in 2024, which represents a 30% decrease when compared to 2023 figures. The reduction was solely the result of lower electricity and natural gas prices on international markets, as demonstrated by the fact that physical volume of energy traded increased by over 10% in 2024 compared to the previous year. The GEN-I Group's main generator of revenues remains GEN-I, d.o.o., which, in line with its business model and single global portfolio, has established subsidiaries in various countries in order to guarantee the presence of the Group in local markets.

Gross operating profit, EBITDA, EBIT, and net profit or loss

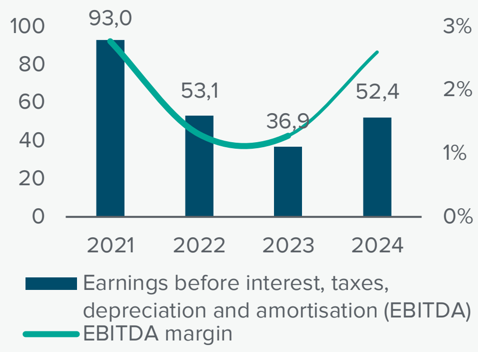
In 2024 the gross margin amounted to 6.31% and the gross operating profit to EUR 127.2 million. This is a significant increase when compared to the previous year results, when the gross margin amounted to 3.39% and gross operating profit to EUR 97.6 million. Most of the gross profit generated came from energy trading on foreign markets. The trading segment therefore again exceeded expectations and compensated for the difficulties encountered in the supply segment in Slovenia and Croatia, which only partly realised its business potential as a result of the ongoing price regulation in those markets.

Gross profit or loss (in EUR million), gross margin



Earnings before interest, taxes, depreciation and amortisation (EBITDA) amounted to EUR 52.4 million in 2024. This represents an increase of 41.9% when compared to the previous period results, mainly due to reduction in labour costs as a share of gross operating profit. There was also an increase in the EBITDA margin, which increased to 2.6% in 2024 (1.28% in 2023). Earnings before interest and taxes (EBIT) also rose in 2024, to stand at EUR 43.3 million (EUR 30.3 million in 2023).

Earnings before interest, taxes, depreciation and amortisation (in EUR million)



The GEN-I Group continued to play an active role as promoter of the green transformation in 2024. Using and own assets and funding obtained from the Green Bond issue we contructed and activated our second solar power plant in the Republic of North Macedonia. Other major investments in property, plant and equipment, amounting to EUR 2.1 million, were mainly in computer equipment and the further electrification of the vehicle fleet.

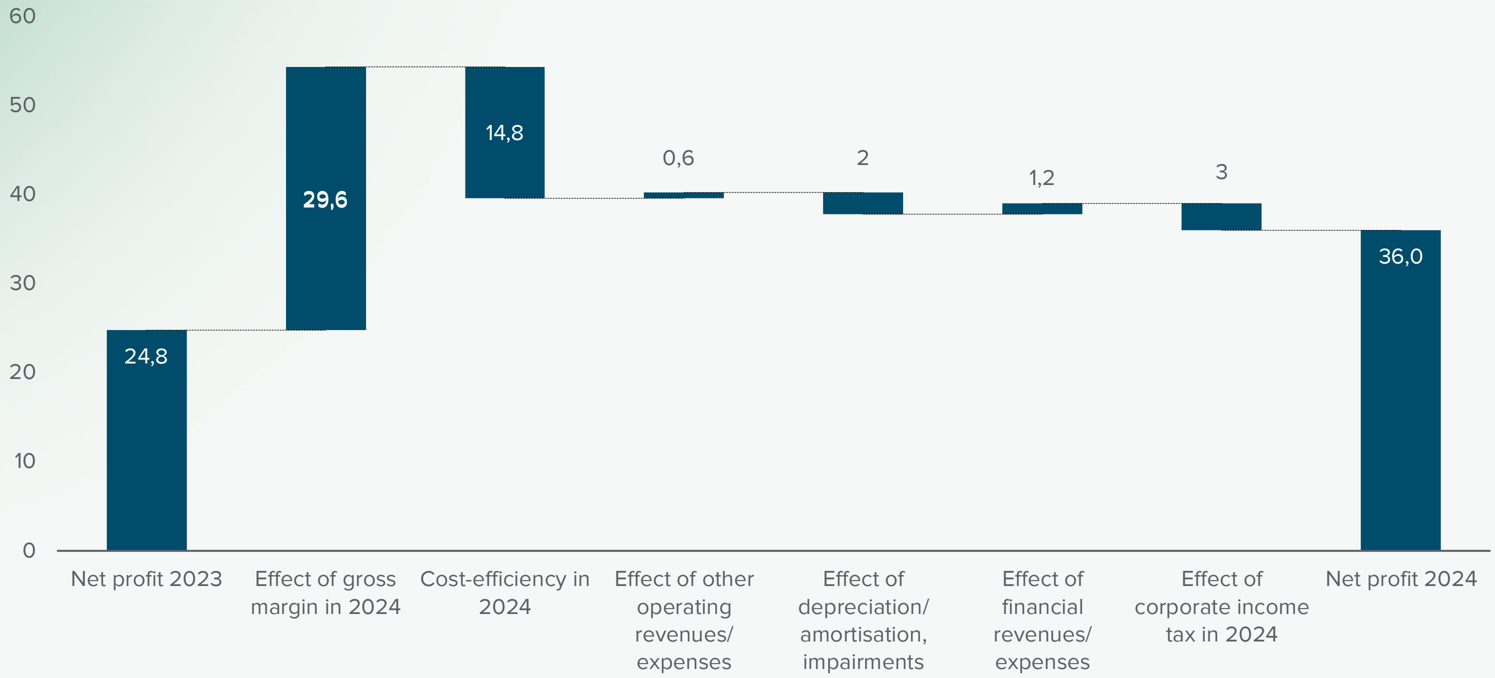
In 2024 investments in intangible assets totalled EUR 1.6 million; these related to software designed to provide IT support to joint offices and trading, the support to the sale of electricity to final customers, and server support. As a result of investments in fixed assets, the depreciation value increased to EUR 6.8 million.

Additional impairments were created in 2024 in response to potential credit losses under IFRS 9. Owing to delays in the repayment of claims from countries in Southeastern Europe, we created additional impairments of VAT receivables at subsidiaries. The costs of impairments, write-offs and expected credit losses rose to EUR 2.2 million in 2024 compared to the year before.

Financial expenses increased due to Green Bond issuance, which enables the long-term provision of funds for the financing of investments and therefore also increases the overall borrowing cost. The GEN-I Group earned approximately EUR 1.5 million more financial income in 2024 compared to the previous year, leading to a net profit of EUR 36 million. This represents an increase of more than 45.3% when compared to the previous year results.

The result achieved in 2024 exceeded the planned net profit for the financial year by 55.8%.

Elements of net profit or loss (in EUR million)



Capital structure and total assets

The GEN-I Group's equity reached a new record high in 2024 of EUR 239.4 million (figure as at 31 December 2024). Compared to the value achieved at the end of the previous year, this was an increase of EUR 30.2 million (or 14.5%). The two main reasons for this increase were the net gains realised by the Group and the conservative dividend policy.

Capital adequacy, measured as the ratio between equity and total assets, rose again in comparison with the end of 2023, standing at 45.5% at the end of 2024. This represents an increase of 8.0 percentage points compared to the figure posted at the end of the previous period. Along with the increase in equity, the lower total assets, which stood at EUR 525.6 million (a fall of 5.63%), were also responsible for the increase of capital adequacy.

The main reason for the decrase in the GEN-I Group's total assets compared to the previous year was the decrease in current trade receivables and other receivables, which resulted mainly from the decrease in the price of energy products traded and supplied.

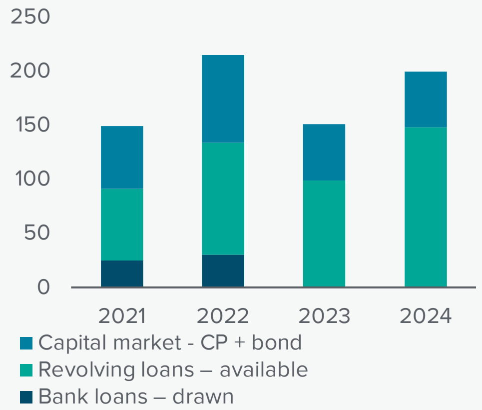
The equity to debt ratio improved slightly in 2024, which can be attributed to the net gains made by the GEN-I Group in 2024. The good business result achieved and the fact that our net financial debt remained at a satisfactory level are also reflected in the fact that we managed to maintain low leverage, which is measured as the net financial debt to EBITDA ratio. Owing to the increase in cash and financial debt in the previous period, the indicator was again negative, at -1.5 (2023: -1.8). This indicator is significantly below the internally set limit of 3.7.

The financial stability of the GEN-I Group continues to be reflected in its high interest coverage, i.e. coverage of interest expense. The growth in earnings before interest, taxes, depreciation and amortisation (EBITDA) on the one hand and the fall in interest expense on the other resulted in a rise in the indicator to 18.0.

Debt and net debt

The financing of the GEN-I Group continues to be centralised, which means that GEN-I, d.o.o. is responsible for acquiring sources of financing on both the banking and capital markets. Financing remains dispersed among various banks and investors, which allows us to maintain a low degree of refinancing risk.

Financial debt by source of financing as at 31 December (in EUR million)



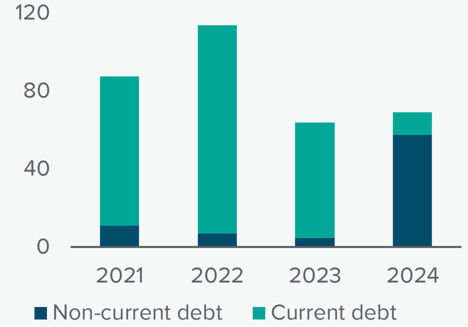
In 2024 GEN-I, d.o.o. issued green bonds in the amount of EUR 50 million with a maturity of five years. This tipped the balance between financing from banks and financing on the capital market in favour of the latter. In order to ensure a sufficient liquidity reserve, the Company maintains high cash levels (EUR 141.9 million at the end of 2024) and unused credit lines. These amounted to EUR 148 million at the end of 2024.

The GEN-I Group continued to enjoy good business relations with financial institutions in 2024, and also maintained its fairly diversified portfolio of domestic and foreign banks. GEN-I, d.o.o. successfully renewed all the necessary credit and guarantee lines, thereby providing its business operations with additional financial stability.

The share of non-current financing relative to current financing rose in 2024. This was mainly the result of the green bonds issued by GEN-I, d.o.o. in 2024.

The existing financing structure still provides financial security and ensures coverage of sustainable working capital.

Financial debt by maturity as at 31 December (in EUR million)



1.4 Activities by operating segment

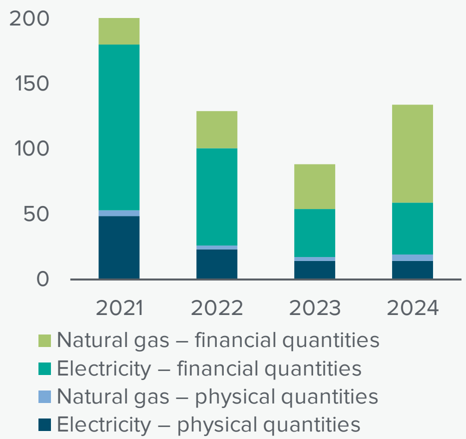
1.4.1 Trading and supply

Trading

The trading segment creates added value on wholesale energy markets, and covers [1]physical and financial electricity and natural gas trading, and financial trading in emission allowances, coal and oil. Geographical presence on 25 European electricity markets and eight natural gas markets enables us to diversify our portfolio, adjust to difficult market conditions and leverage available synergies effectively. In order to further optimise potential and in response to changes to the characteristics of the market, we reorganised our trading and trading analytics activities in 2024 by moving into new premises and setting up a single trading floor. This has enhanced inter-team integration and enabled us to focus on our strategic objectives and benefit from the synergies provided by multidisciplinary ways of working.

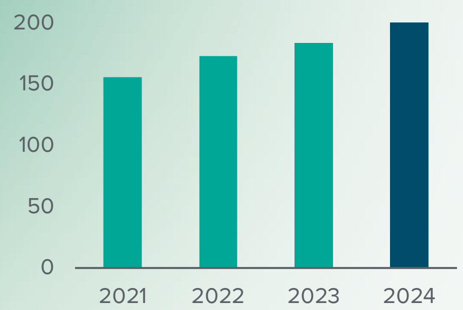
In addition to successfully responding to short-term volatility, we carefully shielded our portfolio from excessively large price shocks. The considerable impact of natural gas on electricity prices meant that in 2024, for the first time in its history, the GEN-I Group traded more natural gas than electricity, as we recorded a significant rise in financial natural gas forward contracts alongside the rise in natural gas trading.

Quantities of electricity and natural gas sold – physical and financial contracts (TWh) in 2024



Our remarkable success comes from the exploitation of synergies, a successful flexible response to short-term volatility, and long-term sustainable energy services in tandem with expansion into new markets and the development of new products. Intraday and algorithmic trading enables us to make the best possible use of cross-border transmission capacities in the face of ever-increasing volatility, which has become more acute on short-term markets even as long-term prices have stabilised. We expanded our active electricity trading activities to Belgium and the Netherlands, made preparations to enter the UK market and began using gas storage facilities in Ukraine. A new Strategic Development Board was set up for the systematic management of major strategic expansions, such as the one planned for the US. In the area of green and sustainable products, we established a dedicated corporate PPA team, and supported its activities by activating infrastructure for the high-voltage supply of customers on several foreign markets, including Serbia and North Macedonia. This enabled us to strengthen our PPA pillar, where we more than doubled our portfolio of merchant PPAs in 2024 to almost 500 MW of wind and solar power plants in Croatia, North Macedonia, Albania and Austria.

Merchant PPA portfolio, by year



We set up an "environmental desk" to manage our portfolio of environmental products in a more targeted way. In addition to emission allowances, we now also trade in guarantees of origin.

In the field of ancillary services and aggregation, we continued to market flexibility successfully on ancillary service markets in Slovenia and Austria, and offered it in Croatia for the first time in 2024 (where we also further enhanced our offering for new and existing partners). We also offered 86 units with a qualifying power of 86 MW in Slovenia, ten units with a qualifying power of 60 MW in Austria and seven units with a qualifying power of 40 MW in Croatia.

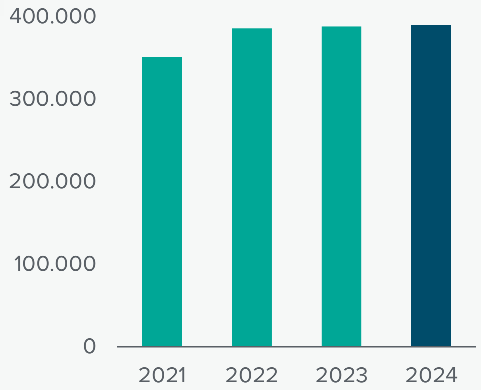
Success in 2024 was also the result of an effective multidisciplinary approach to business, and extensive back-office support. Our market analytics therefore successfully interpreted and translated an understanding of the new market characteristics, such as greater use of renewables and the FMBC context, into data-driven decision-making, while operational and IT support consistently upgraded the support environment for existing products and developed solutions for the incorporation of new products, including the upgrading of regulatory reporting (e.g. EMIR REFIT) and the alignment of TSO communications with the new BDEW AS4 protocol in Germany.

Supply

The high-quality and reliable supply of electricity and natural gas to different final-customer segments is dependent on our geographical presence. In addition to classic electricity supply, we also provide individual and community self-supply services, and purchase electricity from qualified producers.

We deliver electricity to business customers in Slovenia, Croatia and Austria, and to household customers in Slovenia. Households in Slovenia are supplied exclusively with carbon-free electricity from solar, hydro or nuclear power. The supply of carbon-free electricity is verified through the established European mechanism of guarantees of origin (GoO), which certify the origin of electricity, i.e. whether it comes from solar, hydro or nuclear power. In 2024 we reached a special milestone in the household electricity supply segment, celebrating 15 years since we entered the household energy market under the “Poceni elektrika” (Affordable electricity) brand, which has helped propel GEN-I, d.o.o. to the position as Slovenia’s best-known supplier with competitive prices and a responsible approach to customers. After 15 years we remain the best choice for household customers because we continue to help them to save money on their energy costs. In the face of a demanding retail price regulation environment and the introduction of the new network charge, and to become active energy consumers. The new GEN-I Dynamic price list provides user-friendly adjustment of consumption to the dynamics of energy exchange prices, while the GEN-I Active price list encourages customers to actively shift their consumption to off-peak times as part of the shift to the new network charge system, and has helped us maintain our market share in the retail electricity segment.

Change in the number of household electricity customers, by year



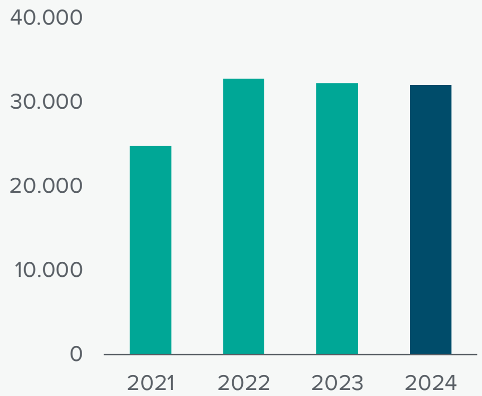
In the business consumption segment, we have also introduced a new five-year nuclear PPA (nPPA) electricity supply product in Slovenia, which is designed to manage long-term price risks. We have also established a Moj GEN-I (My GEN-I) portal for B2B customers, which provides users with a weekly overview of the market situation, and allows them to view their billing and consumption information and submit enquiries.

We also supply customers who have their own self-supply solar power systems, and have developed a new product for all owners of systems installed after the net metering scheme was abolished: the opportunity to sell any electricity surpluses they generate back to the Company and receive a credit note against future bills in return. In response to the rising importance of community-based self-supply solutions, we have developed a new energy source community model, which may be in the form of a local solar community, a public-private partnership or a self-supply energy community for businesses. We have set up one such community, Ajdovščina Solar Community, which provides more than 200 households with savings running into several thousand euros from a 700 kW solar power plant.

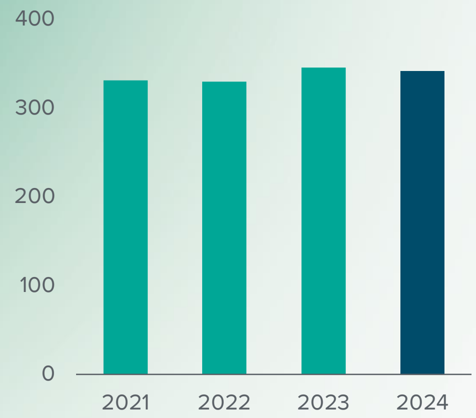
In Slovenia we also purchase electricity generated by qualified producers. In 2024 we maintained a portfolio of 160 GWh, and were successful at the 2025 Borzen EKO Group tender, which will expand our portfolio by an additional 190 GWh in 2025.

In the natural gas supply to households segment, we were the first supplier to reduce prices, and introduced the Spot Hybrid contract model for corporate natural gas customers, which has proven to be very successful in the electricity supply segment. We have managed to retain our market share and customer numbers in this segment as well.

Change in number of household natural gas customers, by year



Quantities of natural gas delivered, by year (in GWh)



The Group's successful performance in 2024 was also the result of an effective multidisciplinary approach and comprehensive back-office support., including the successful adjustment and upgrading of systems, processes and forecasting in response to the many regulatory changes (the shifting of household customers to metered supply, the prolonged and adjusted regulation of electricity prices and, in particular, the introduction of the new network charge act, which required internal systems to be constantly developed, tested and improved).

1.4.2 Sale of energy technologies

The energy technology segment, which covers the sale, installation and maintenance of solar power and battery energy storage systems, enables customers (households, businesses and the public sector) to become more energy self-sufficient and make a proactive contribution to a more sustainable future. Despite the rather challenging business environment resulting from the abolition of the net metering system, which was a tectonic change for the photovoltaics sector in Slovenia, we installed our 10,000th solar power system in 2024 (2,500 systems were installed last year alone), maintained our market share in the household segment and expanded our public institution-private partnership activities. In response to the decline in interest in solar power plant construction resulting from the abolition of the net metering systems, we developed the Smart Self-Supply product, which combines solar power systems, battery energy storage systems, the buyback of surplus electricity and advanced energy storage management. With the help of innovative optimisation algorithms developed by GEN-I, d.o.o., the Smart Self-Supply product provides the opportunity to make major savings, and is available to household and business customers. Servicing and maintenance for all solar power systems and plants is an important part of the service we offer, and we have expanded it to all solar power systems, including those that were not constructed by us. By using drones equipped with thermal-imaging cameras, we have enhanced the quality of our regular roof inspections, and have also made improvements to the quality of service provided by the user support call centre. In 2024 we successfully carried out almost 3,000 regular maintenance checks and around 1,500 service interventions/complaint-resolution operations.

1.4.3 Generation and storage (utility-scale SE and BESS)

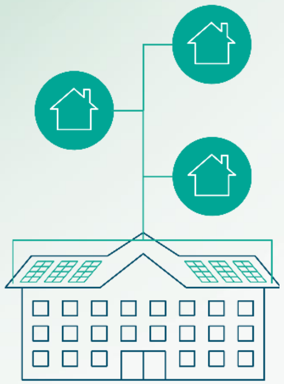
The generation and storage segment includes the development and construction of large solar power plant and battery storage system projects, and the management of the electricity connected with them. In 2024 we completed the construction of and began generating electricity from the 12 MW Ljubaš–Kavadarci utility-scale solar power plant, which is expected to produce 15.46 GWh of power annually.

Ljubaš 2 solar power plant in North Macedonia

This is the GEN-I Group's second utility-scale solar power plant in North Macedonia, where the Company now has a combined total capacity of 29 MW. In 2024, with the aim of further enhancing our efforts in the construction and management of major green transformation projects, we issued the GEN-I, d.o.o. green bond, to a value of EUR 50 million, established a new company, GEN-I INVEST d.o.o., as a holding company for the management of the investment portfolio, and actively sought new projects in several regional markets.

1.5 Overview of main events

Ajdovščina solar community now operational
In March, in cooperation with the Municipality of Ajdovščina, we connected the first customers to the new local Ajdovščina Solar Community. Solar panels with a total surface area of 5,432 m^2 and a total power of almost 700 kW, will provide reliable and clean energy, as well as lower monthly electricity bills, to all members of the community.



15 years of smart energy: from 'Cheap Electricity' to the leading promoter of the green transition
In March we celebrated 15 years of reliable partnership in the supply of electricity to households and small businesses. In the years since we began our "Cheap Electricity" campaign, we have developed into the leading energy trader in the region, the leading electricity supplier in Slovenia and the leading promoter of the green transformation.

GEN-I general meeting appointed a fourth Management Board member
On 20 March 2024 the GEN-I, d.o.o. general meeting appointed Dr Igor Koprivnikar, MBA to serve as a member of the Company's Management Board.

New Green Bonds issued
In April, GEN-I, d.o.o. issued green bonds with a total nominal value of EUR 50 million. Interest in the bonds exceeded the final nominal value of the issue by 62 million EUR – further confirmation of the trust and support that Slovenian and foreign investors alike are keen to show in GEN-I, d.o.o.

Still the largest supplier in Slovenia
In April, the Ministry of the Environment, Climate and Energy published data on market shares and concentrations in the retail electricity market in 2023. According to these figures, GEN-I, d.o.o. supplies 36% of the country's electricity consumers – an increase of just over 1% compared to 2022. When we add the market share of our subsidiary, ELEKTRO ENERGIJA d.o.o., we controlled just over 48.3% of the household electricity supply market.

GEN-I at the top of the Energy Risk Commodity Rankings 2024
The Energy Risk Commodity Rankings 2024 saw GEN-I performing extremely well at the top of a number of rankings.

Conclusion of an electricity supply contract in Serbia
In April, we signed an agreement with the Messer Tehnogas AD company to supply electricity to Serbia. The signing of the agreement has not only raised the GEN-I Group's profile and market share in that country, but also represents an important milestone in the development of corporate PPAs in the region more generally.

Gold and silver innovation awards
Before their launch, the innovative Smart Charge and ChatGEN-I services received awards at the 2024 "Inovacije Posavja" event organised by the Posavje Chamber of Commerce and Industry. The Smart Charge product also competed in the national innovations category at Innovation Day 2024, where it won a national Chamber of Commerce and Industry award for best innovation. This is the highest accolade given to innovative achievements by Slovenian companies.

Entering the Belgian wholesale market
In June we entered the Belgian wholesale market. This is the 24th wholesale market on which we now operate.

10,000th solar power system installed
In June, GEN-I SONCE d.o.o., Slovenia's largest turnkey solar power plant provider, installed its 10,000th solar power system.

Constitutive session of the Supervisory Board
In accordance with the provisions of the Companies Act and the GEN-I, d.o.o. Articles of Association, the constitutive session of the GEN-I, d.o.o. Supervisory Board was held on 18 September 2024.

GEN-I's second utility-scale solar power plant in North Macedonia
In September, the GEN-I Group commissioned its second utility-scale solar power plant in

North Macedonia, located on the rolling hills near the town of Kavadarci. The plant comprises 17,612 photovoltaic modules covering an area of 60,000 m². Under optimal conditions, the plant delivers a total installed capacity of 12 MW.

Senj wind farm part of the GEN-I Group's virtual power plant
In September, Senj wind farm, the largest wind farm in Croatia, which has a power of 156 MW and is projected to generate 530 GWh of electricity a year, obtained a licence allowing it to move from test to regular operation. At the end of that month, the wind farm also joined the GEN-I Group's virtual power plant, which has now become one of the largest aggregators in Croatia.

Appointment of a workers' director
Pursuant to the provisions of the Workers' Participation in Management Act (ZSDU), the Companies Act (ZGD-1) and the Articles of Association of GEN-I, d.o.o., which, within the context of the provisions on the participation of workers' representatives in the management and supervisory bodies of the Company, implements the legal right of workers in companies with more than 500 employees to appoint a workers' director, the participating members of GEN-I, d.o.o. appointed an additional member to the Management Board of GEN-I, d.o.o. at the General Meeting held on 17 October 2024. At the proposal of the Works Council, the general meeting appointed Klemen Pleško, IT director at GEN-I, d.o.o., to the position of workers' director.

Trading Challenge
We successfully organised the external Trading Challenge programme for the second time. The programme is designed to inspire young people to consider a career in energy trading and analytics. Eighty-one people took part in the six-week challenge, learning how energy markets work under the watchful eye of our experts and with the help of highly sophisticated analytical tools.

Smart Self-Supply
In October, GEN-I SONCE launched a promotional campaign for its new "Smart Self-Supply" package which is a comprehensive, future-oriented solution that combines the strength and experience of GEN-I SONCE and GEN-I to bring a new level of energy independence. It provides customers with the opportunity to enjoy the highest possible financial savings through the advanced management of solar power systems with energy storage.

GEN-I proud sponsor of Young Hopes
GEN-I is delighted to support young talent and contribute to their journey toward success. As the main sponsor, we are proud to have played our part in helping pupils at II. Gimnazija Maribor secondary school achieve excellent results at the prestigious World Scholar's Cup – Tournament of Champions, which was held from 12 to 22 November 2024 at Yale University in the USA.

GEN-I makes its presence felt in America
GEN-I, d.o.o. representatives attended two important events during a business trip to the US. Our presence at the Nodal Trader Conference by S&P Commodity Insights and Energy Trading Week Americas officially and publicly laid the foundations for our expansion into the Americas.

Still at the top of Energy Traders Europe
A GEN-I, d.o.o. representative was reelected to the board of Energy Traders Europe (formerly known as the European Federation of Energy Traders, EFET) as vice-chair, and will head the board, in collaboration with representatives from Shell and EDF Trading, in 2025.

Expansion into the Dutch electricity market
In November, we entered a new wholesale electricity market – the Netherlands. We have been trading natural gas there for several years, and in November, electricity trading infrastructure was also established.

Nuclear PPAs
In the business consumption segment, we introduced a new five-year nuclear PPA (nPPA) electricity supply product in Slovenia in November. The product is designed to manage long-term price risks. The product proposal was designed by GEN energija d.o.o., while the methodology was the result of cooperation between GEN energija d.o.o. and GEN-I, d.o.o.

Reductions in electricity and gas prices

In a bid to support our customers during challenging times, we reduced electricity and natural gas prices for the winter. The changes to the regular price lists, which came into effect in December, led to a reduction in gas prices for households and small businesses and in electricity prices for small businesses.

Amendment to the Articles of Association of GEN-I, d.o.o.
At the ordinary general meeting of participating members in December, amendments were adopted to the GEN-I, d.o.o. Articles of Association that terminated the previous commitment of GEN energija d.o.o. to annually dispose of at least 62.5% of the electricity

produced annually by generation units owned by GEN energija, d.o.o. through GEN-I, d.o.o., and removed all provisions of the Articles of Association relating to this commitment.

1.6 Events after the accounting period

GEN-I SNABDEVANJE DOO was established in Serbia on 15 January 2025.

Electricity price regulation for household customers came to an end on 28 February 2025. GEN-I d.o.o. was the first supplier to publish its new price list for household customers.

GEN-I, d.o.o. is in the process of establishing a company in the USA.

There were no events after the reporting date that should have been disclosed or that would have had a material impact on the financial statements for 2024.

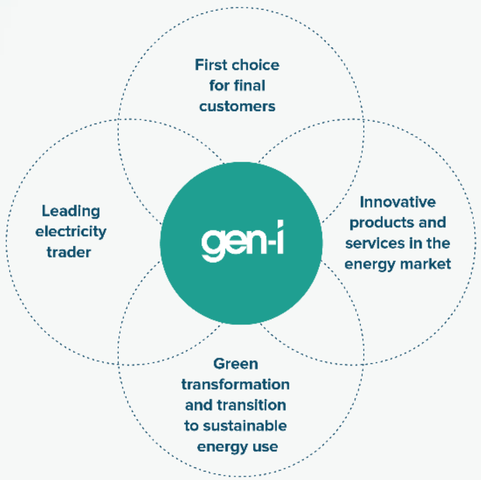
Senj wind farm

1.7 Strategic development and business expectations at the GEN-I Group

Currently a leading regional player, the GEN-I Group is beginning to turn its attention to the global market. As far as trading is concerned, we aim to become an important player on the global energy map by offering comprehensive coverage of global energy products and expanding to the main global markets. We build our competitive advantage on services with high value added that require a multidisciplinary approach and the collaboration of different departments within the GEN-I Group for their development and delivery.

We see the green transition and the ever-greater impact of distributed renewables on the load being borne by electricity distribution and transmission networks as an opportunity to further develop our range of system and other services to the operators of these networks.

The GEN-I Group is therefore developing its business operations in line with general European guidelines and trends in the fight against climate change by favouring green, renewable and digital solutions, accompanied by the goals of stabilising energy supply costs and increasing customers' independence.



1.7.1 Key expectations by operating segment

The GEN-I Group's areas of strategic focus in the upcoming period are set out in the GEN-I Group Business Plan for 2025 and the Estimate of Operations up to 2027.

1.7.1.1 Trading, supply and services

Trading and services

- Increasing market share in the region of Southeastern Europe and consolidating the Group's status as the largest electricity supplier, with an emphasis on bilateral operations with business partners.
- Strengthening activities relating to the sustainable transformation of energy by increasing GoO trading, and expanding the trading of the entire renewable energy purchase portfolio , with a focus on new mPPA contracts.
- Increasing natural gas trading volumes on liquid markets and optimising storage facilities.
- Increasing systems support and enlarging the algorithmic management portfolio.
- Expanding into new European energy markets (UK, Netherlands, Belgium, Spain).
- Expanding operations to the USA.
- Focusing on the development of bilateral and origination operations in the region, to include the relaunch of flexible products.
- In relation to the management of assets, chiefly battery energy storage systems, planning a strong enlargement of the portfolio of sources we manage on wholesale markets, such as the deviation market, the intraday market and day-ahead markets.
- Further improvements to advanced analytical fundamental and statistical trading support with the aim of securing access to up-to-date information at any moment and through the regular performance of fundamental scenario-based simulations on the entire granulation from day-ahead to year-ahead.

Supply and services

- Maintaining the biggest market share in Slovenia and simultaneously reinforcing the Company's position as the best-known and most trustworthy energy supplier.
- Providing state-of-the-art smart management and storage of generated energy to optimise self-supply.
- Supplying electricity at competitive market prices, along with innovative products in all segments (B2C, B2B and B2G).
- Acting as the most reliable partner in the green transition and in efforts to enhance the competitiveness of the Slovenian economy and public sector.
- Becoming the most innovative company enabling energy users to become active consumers.
- Expanding and consolidating electricity sales activities in the Austrian, Croatian and Serbian markets.

1.7.1.2 Sale of energy technologies

- Maintaining the leading market share in renewable energy construction in the B2C segment in Slovenia, including solutions combined with energy storage systems.
- Further expanding operations in the Croatian market.
- Installing medium-sized SE systems and large-scale energy storage systems for self-supply for business customers, the public sector and energy communities.
- Strengthening the SE and large-scale battery energy storage construction portfolio.

1.7.1.3 Generation and storage (utility-scale SE and BESS)

- Installing and managing utility-scale SE for the sale of electricity being sold on the open market (in Slovenia and the region).
- Installing battery energy storage systems and drafting an estimate for the installation of more than 150 MW of battery storage by 2027.

1.7.2 Key financial targets of the GEN-I Group in 2025

	Unit	Realisation 2024	Planned 2025
ITEMS OF STATEMENT OF PROFIT OR LOSS			
Net sales revenue	EUR	2,015,243,558	3,778,446,556
Gross operating profit[1]	EUR	127,204,762	134,010,384
EBITDA[2]	EUR	52,367,013	50,318,864
EBIT	EUR	43,298,466	39,685,270
Net operating profit after tax (NOPAT)[3]	EUR	36,078,166	30,954,510
Net profit or loss	EUR	35,998,092	25,591,974
ITEMS OF STATEMENT OF FINANCIAL POSITION			
Total assets	EUR	525,608,169	574,284,762
Equity	EUR	239,390,807	239,132,684
Financial debt	EUR	61,610,478	158,360,375
Net financial debt	EUR	-80,294,534	80,644,727
DEBT, LEVERAGE AND COVERAGE INDICATORS			
Net financial debt/EBITDA[4]		-1.5	1.6
EBITDA/interest expense		18.0	8.1
Financial debt/(financial debt + equity)	%	20.5	39.0
PROFITABILITY INDICATORS			
Gross margin[5]	%	6.31	3.6
EBITDA margin	%	2.60	1.3
EBIT margin	%	2.15	1.1
ROA (net profit/average total assets)	%	6.65	4.7
ROE (net profit/average equity)	%	16.05	11.7

[1] Gross operating profit = difference between sales revenue and sales expenses.

[2] EBITDA = earnings before interest, taxes, depreciation and amortisation.

[3] NOPAT = earnings before interest and taxes x (1 - effective tax rate).

[4] Net financial debt/EBITDA = (non-current and current financial liabilities - cash and cash equivalents)/EBITDA.

[5] Difference between sales revenue and expenses/sales revenue.

1.8 Risk management

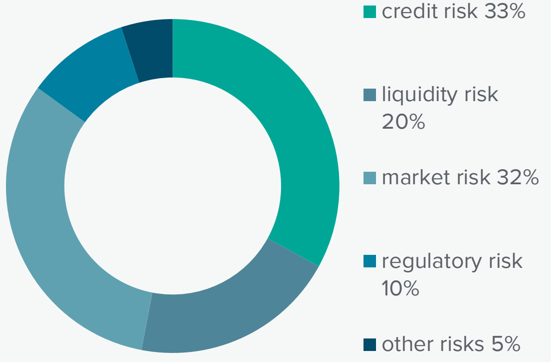
The centralised Risk Management Office is responsible for identifying, examining, managing and reporting on the exposure to various risks at the GEN-I Group. It is completely independent and functions in accordance with the adopted risk management policy.

In addition to being responsible for fostering awareness of risks in the broadest sense of the term, the Risk Management Office coordinates the management and minimisation of risks in relation to other areas and offices; it also coordinates other offices’ responses to extraordinary events that could negatively impact the business operations of the GEN-I Group as a whole (level two risk management). The Credit Risk Committee, Market Risk Committee and the Management Board (level three risk management) are responsible for monitoring the effectiveness of the risk management office and of conducting due diligence on the risks.
At the operational level, all employees contribute to risk management by acting prudently and conscientiously in line with the rules (level one risk management).

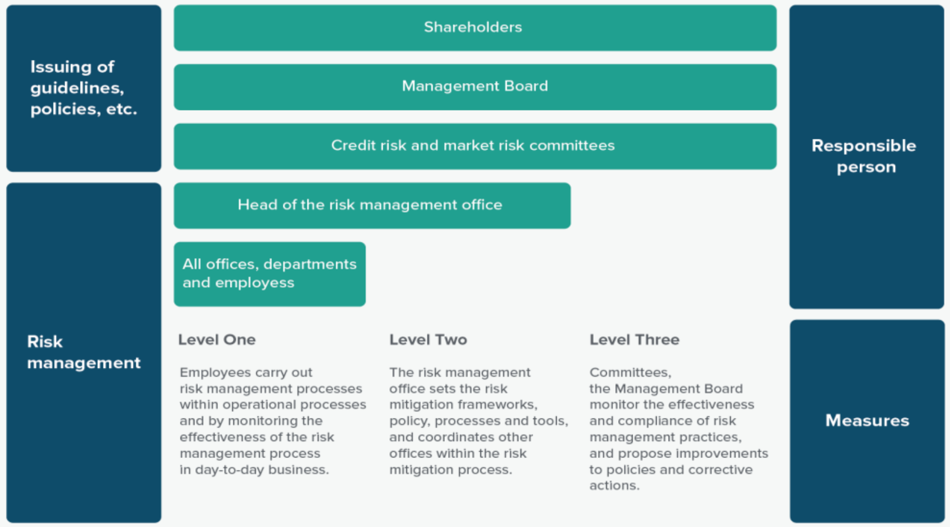
The key risks managed within the Group can be divided into the following categories:

- credit risks;
- market risks;
- liquidity risks;
- operational risks;
- IT risks;
- legal risks;
- regulatory risks;
- climate-related risks;
- currency risks;
- interest rate risk;
- risks related to human resources.

Risk structure at the GEN-I Group



Risk management framework at the GEN-I Group



The most prominent risks last year were, on average, market risks, liquidity risks and credit risks.

Credit risks

The Credit Risk Committee is a decision-making body within the GEN-I Group that takes decisions relating to credit risk management in line with the guidelines adopted by the Management Board. The committee's competencies include approving new trading and service partners, setting the unsecured credit limit on a partner-by-partner basis, and approving risk management tools and models.

The GEN-I Group is exposed to credit risk in the sale of products and services to legal entities and natural persons, and controls it using the measures outlined below.

Due diligence on partners (the "Know your customer" process) is the basis for the management of credit risk in trading and sales. In the course of that process, we examine every partner's financial data, as well as in relation to the risk of defaulting on tax liabilities, and to money laundering and terrorist financing (as per AML guidelines).

This process then passes to the Credit Risk Committee, which determines the parameters of acceptability for the level of unsecured exposure for every contractual partner, or prescribes adequate additional security (insuring of receivables with insurance companies, bank guarantees/bonds, corporate guarantees). Capping the maturity of instruments is another way of mitigating risk.

These conditions and limits, and their utilisation, are monitored on a regular (daily) basis and adjusted where necessary. We introduced credit valuation adjustment (CVA) in 2023; this acts as an additional indicator of the credit risk status.

In cooperation with external providers, we periodically monitor key changes in our partners' business operations; in the event of a deterioration in the risk assessment, we take appropriate action in line with contractual clauses/safeguards (e.g. request that additional collateral be provided or payment terms changed). In cooperation with a specialised insurance company, we are constantly strengthening our portfolio of insured partners. In cooperation with an external provider, we periodically verify the companies and individuals that have been placed on the list of entities sanctioned by national regulators, to prevent concluding any transactions with sanctioned companies and individuals. The credit risk management processes are detailed and formalised in the rules of the GEN-I Group.

After the pandemic years and 2022, which saw extreme rises in energy prices, 2024 was relatively quiet. External factors gave rise to less energy price volatility in 2024 compared to previous periods, which led to fewer requirements for exchange coverage. Lower volatility also reduced exposure to market risks in absolute terms. The credit environment was also quieter, with credit assessments of partners remaining stable and moderate. We were not exposed to any major credit events in 2024.

In 2024 we reviewed the membership and operations of the Credit Risk Committee and its working groups, and increased the frequency of committee sessions in response to the increase in the volume of work in the trading and supply segments in particular. This ensured that established processes, such as KYC and the setting of trading and credit frameworks, remained stable.

“Know Your Customer” process

We adapt the framework of our cooperation with a partner to the outcome of the in-depth analysis and risk assessment we conduct of that partner (payment terms, collateral instruments and delivery deadlines).

Process of preparing an in-depth analysis and risk assessment

In cooperation with external providers, we periodically monitor key changes in our partners' business operations; in the event of a deterioration in the risk assessment, we take appropriate action in line with contractual clauses/safeguards (e.g. request that additional collateral be provided or payment terms changed). In cooperation with a specialised insurance company, we are constantly strengthening our portfolio of insured partners.

In cooperation with an external provider, we periodically examine the companies and individuals that have been placed on the list of entities sanctioned by national regulators; this is to ensure that we do not do business with those entities. The credit risk management processes are detailed and formalised in the rules of the GEN-I Group.

Market risks

The Market Risk Committee is a decision-making body comprising stakeholders from the areas of risk management and finances, along with representatives of different areas of the business. It is responsible for defining the market frameworks, processes and limits in line with the business plan and other guidelines adopted by the Management Board. The committee is also responsible for regularly monitoring exposure, reallocating limits between different portfolios where required, formulating proposals to reduce exposure, and approving all policies relating to market risk.

As its business model includes several energy products, such as electricity, natural gas, oil and emission allowances, the GEN-I Group is exposed to price, volume and currency risks stemming from the purchase and sale of those products.

Our assessment is that currency risks are the least important risks in this segment.
We are exposed to currency risk when trading in electricity and in cross-border transmission capacities in currencies not directly tied to the euro or the US dollar:

- Serbian dinar (RSD);
- Hungarian forint (HUF);
- Romanian leu (RON);
- Turkish lira (TRY);
- Czech koruna (CZK);
- Polish zloty (PLN);
- Macedonian denar (MKD);
- Albanian lek (ALL);
- Ukrainian hryvnia (UAH).

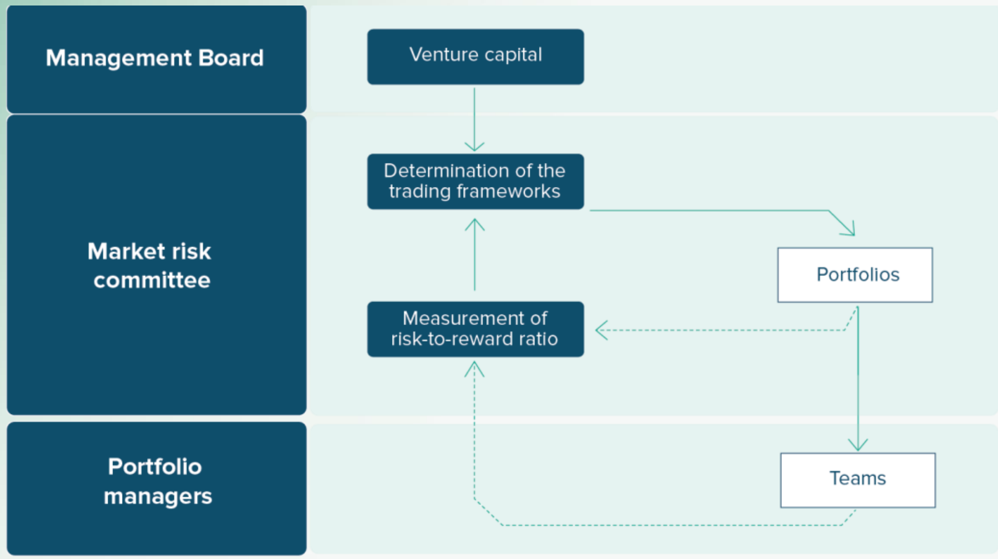
In order to hedge our currency risk, we use forward exchange contracts offset by an opposing position for trade on energy markets where there is a currency risk because of the requirement to settle a contractual obligation in a foreign currency.

When concluding contracts to be settled in foreign currency and trading in the currency is limited or liquidity is low, we insert currency clauses into our contracts, or use financial futures contracts to hedge our currency risk.

Price and volume risks account for the bulk of all market risks.

The limit system is the most important factor protecting against the aforementioned risks. The system sets down the acceptable risk at GEN-I, d.o.o. level as well as all levels down, including individual trading strategies. We use sophisticated quantitative models that are constantly tested and upgraded to monitor utilisation of the limit.

Market risk management frameworks



Our trading method is further fortified by rules on position trading, where the team dimension is also embedded into the portfolio levels. In the allocation of trading frameworks, it makes use of the experience and knowledge of the traders that work on the portfolios. Portfolio managers are involved in designing, implementing and monitoring market strategies. Internally developed trading-support tools help to strengthen the efficiency and transparency of portfolios, teams and individuals. Last year we also focused on upgrading tools for monitoring exposure to market risks and on strengthening the market risk management team.

A particular form of market risk in the supply or consumption of electricity appears in quantity contracts; this is because of the potential differences between the contractually forecast quantity of electricity or natural gas and the quantity of electricity or natural gas actually consumed or supplied. These risks are managed in two ways:

- through comprehensive IT support for long- and short-term forecasting of the consumption and transmission of electricity and natural gas;
- through the consistent and continuous monitoring of quantitative deviations of the majority of consumption and transmission locations within the GEN-I Balance Group.

Our portfolio includes a high proportion of purchase contracts concluded with manufacturers of renewable sources, particularly solar power and hydroelectric power plants. These sources exhibit a higher degree of volatility, which is why we have developed particular tools for this segment that enable us to forecast the production of small and large hydroelectric power plants and solar power plants. These tools are based on meteorological models for forecasting precipitation, sunshine and cloud cover.

Liquidity risks

The Treasury Department continued to be primarily responsible for managing liquidity risks in 2024, under the supervision of the Risk Management Office.

While liquidity management is centralised, optimisation and control are performed individually for each GEN-I Group company and then at the level of the Group. We shield ourselves from unforeseen events that have a direct impact on liquidity risk as follows:

- with a liquidity reserve in the form of approved credit lines with commercial banks;
- by diversifying our financial liabilities;

- through real-time coordination of the maturity of claims and liabilities;
- by limiting exposure to partners;
- through the consistent recovery of receivables past due.

We simulate adverse events on a daily basis and using a variety of scenarios. This enables us to predict how robust a liquidity position will be in extreme circumstances. The high capital adequacy of the GEN-I Group, free credit lines with domestic and foreign banks and large cash reserves all help us to limit our liquidity risk.

A dedicated team of managers operating under the careful guidance of the Treasury Department and the Risk Management Office are responsible for managing the open positions of financial products, which have a key impact on the level of exchange coverage and can therefore place considerable strain on financial resources. The Group regularly monitors the effects of positions on inflows and outflows, and adjusts the position to market trends. The managers of open financial positions have advanced tools at their disposal for assessing the necessary liquid assets for financial coverage with clearing banks even before a business transaction is concluded. By upgrading tools for managing financial positions, we increased the visibility of and therefore the capacity for effective and rapid response to changes in exchange coverage.

Operational risks

The increase in employee numbers and the expansion of the GEN-I Group's operations require support offices and departments to undertake additional activities in order to manage operational risks. They range from general corporate processes to processes at business units and individual departments. With the aim of mitigating the key operational risks, we invest considerable resources in developing IT support, and bolster our processes by using analytics and by implementing improvements in cooperation with business analytics.

The fundamental internal principle for managing process risks is the "four-eyes" principle. The GEN-I Group manages risks through clearly defined processes, unambiguously defined roles, the clear segregation of responsibilities and powers, and sets of codes and rules.

IT risks

Information and communication technologies are developing with ever greater speed. However, while they provide benefits to modern society, they also bring more and more sophisticated information security threats in their wake. Cyber attacks are among the most significant security threats of the modern world, which is why information security has become an important part of national security and the security of every single organisation, including ours.

At the GEN-I Group we are acutely aware of the risks related to information security, which is why we address them from a number of different angles. We follow the PDCA (Plan-Do-Check-Act) model, with an emphasis on understanding the safety needs of the Company, implementing risk management controls, monitoring the efficiency and effectiveness of information security, and introducing constant improvements. We apply best practice and the recommendations of the ISO 27001 standard. We have adopted and implemented an information security policy that provides the foundation for supporting the achievement of the strategic objectives of the GEN-I Group.

We are aware that it is impossible to ensure complete protection against cyber attacks, abuse, fraud, human and technological error, and other impacts. When defining the activities and addressing the challenges related to information security, we use an approach based on the risk assessment we have drafted.

The information security risk assessment is based on recognising and understanding information sources, their interdependencies and threats, vulnerabilities and the likelihood of occurrence. We perform periodic risk assessments using a pre-determined methodology.

With our numerous systems and detection mechanisms, and by conducting continuous surveillance of events taking place in the GEN-I Group's cyberspace, we are able to detect anomalies in good time, analyse them and take any action needed. This ensures a stable working environment and strengthens users' trust, which are two preconditions for achieving our business objectives.

We also maintain a focus on educating our employees in and raising their awareness of information security, since this makes an important contribution to raising the safety culture and improving general security when working with information. We will therefore continue to implement and update the existing in-house education, training and awareness-raising programme we introduced several years ago.

Legal risks

Legal risks arise from the unpredictability of the legal environment and the level of legal certainty. They are connected to losses resulting from a breach of legal regulations or from uncertainties regarding the protection of legal interests in the event of a breach of contract. We manage the latter by performing due diligence of our contracting parties both before concluding any contractual relationship and during that relationship.

We conclude contractual wholesale electricity trading relationships based on standard EFET master contracts recommended by Energy Traders Europe or ISDA contracts recommended by the International Swaps and Derivatives Association. Contractual relationships that regulate the wholesale purchase of electricity from producers of electricity from renewable energy sources are also based on standard contracts as recommended by the EFET (EFET Individual Power Purchase Agreement). These contain a standard range of provisions that address all relevant contractual risks.

We enforce a similar level of contractual provisions when it comes to the retail sale of electricity. We also ensure that amendments to legal regulations with relevance to the GEN-I Group's area of work are regularly monitored, and take part as an interested professional party when public participation is sought in regulation adoption procedures.

Regulatory risks

Regulatory risk means a risk of losses arising from incomplete regulatory requirements and from restrictions of trade or (sudden) legislative changes in countries in which we operate. We manage these risks through in-depth and proactive monitoring of events in our key markets, and by working with individual institutions in the field of energy. At the GEN-I Group, regulatory and legislative developments in the field of energy and sustainability are monitored by the Energy and Sustainability Regulation and Compliance Office, which is responsible, at all levels, for the adoption of new (or the modification of existing) acts, i.e. from public consultations to the final implementation or entry into force of acts, both at EU level and at the level of individual national markets. At public consultations, the GEN-I Group mostly advocates for the creation of a suitable regulatory framework in the markets in which it operates; after this regulatory framework is adopted, our chief focus is to ensure the timely and appropriate implementation of the new elements of that framework into the working processes or work of the Group's operational offices and departments. Independently or in its capacity as a member of national (e.g. SVDEE) and international associations (e.g. Energy Traders Europe), the Group also draws attention to any illegalities or potential for harm within acts that have already been adopted, and advocates for their withdrawal if such issues are identified; this proved to be particularly useful when emergency laws and other acts were being adopted throughout Europe in response to the energy crisis. More specifically, companies of the GEN-I Group are members of a number of federations, associations and organisations, whether for specific business reasons or a desire to network with stakeholders. Information is exchanged on important challenges, particularly of a regulatory nature, through these groupings, which improves risk management.

Climate-related risks

In the light of deepening climate change and the ever-more frequent occurrence of weather-related natural disasters, the GEN-I Group is focusing more of its attention on climate-related risks, which it addresses mainly in the form of infrastructure projects within the GIC (Green Investment Committee) process, and with the aid of control checklists. It assesses chronic and acute climate-related risks arising from temperature, wind, water and solid mass.

Interest rate risk

Based on our monitoring and analysis of events on financial markets, we decided not to conclude an interest rate risk hedging contract in 2024. However, in the course of the year we did renew all previously concluded short-term loan agreements, concluded several new ones, and issued new commercial paper with a fixed interest rate.

The proportion of variable-rate financial liabilities (where we are exposed to interest rate risk) is considerably lower than the proportion of fixed-rate financial liabilities. Moreover, as at 31 December 2024 we had no variable-rate financial liabilities at all.

We are aware of the risk of the potential rise in the key interest rate, and analyse the potential consequences of this in detail.

Human Resources Risks

Managing human capital risks is especially important for us because of the rapid growth in and international expansion of our business operations. Achieving our business objectives requires employees to continuously enhance their existing knowledge, acquire new skills and develop their ability to function in a thinking-oriented business environment. Such workplaces also require efficient teamwork, excellent adaptability, dynamism, self-initiative, and strong interpersonal relationships and communication.

Using targeted recruitment channels allows us to hire efficiently and attract top talent. We support our key employees through development programmes. We have strategically transformed our personnel function, which now supports managers in their efforts to provide high-quality management, and shapes the organisational "culture of strengths". We have devoted particular attention to programmes for managers, and developed a programme for introducing new managers to the management function. In-house expertise is one of the GEN-I Group's main competitive advantages, but also represents a major risk – one that is managed through mentoring programmes, the strengthening of management skills, and the recognition, reinforcement and further development of key positive employee skills. We have strengthened the psychological well-being programmes through which we help employees handle their workloads more easily and support their personal development. We also ensure that work processes are traceable, supported by digital transformation, and employ a fully digitalised personnel information system.

Smart Self-Supply

gen-i SUSTAINABILITY REPORT **2024**

SUSTAINABILITY REPORT OF THE GEN-I GROUP

2 Sustainable development of the GEN-I GROUP

2.1 General information

This section contains general disclosures on sustainability (ESRS 2).

2.1.1 Basis for preparation of the Sustainability Statement

The Sustainability Statement contains information necessary to understand the GEN-I Group's impacts on sustainability-related matters, and information necessary to understand how sustainability-related matters affect the Group's development, performance and position. The Sustainability Statement is therefore based on the double materiality assessment of the GEN-I Group developed in the course of 2023. The information generally refers to all companies within the GEN-I Group, which means that the reporting is provided on a consolidated basis. The scope of consolidation is generally the same as in the financial statements (where this is not the case, the respective disclosure makes clear which company it is referring to). The Sustainability Statement does not yet contain all information on the upstream and downstream value chain of the GEN-I Group; however, the Group will endeavour to obtain all the necessary information in the coming years, mainly by establishing the necessary processes and upgrading its due diligence procedures. The core elements of the GEN-I Group's due diligence process connected with sustainability-related matters are reflected directly in the Disclosure Requirements set out in ESRS 2 and in the topical ESRS, as defined in paragraph 61 of ESRS 1.

The reporting period for the Sustainability Statement is 1 January to 31 December 2024, which means that the reporting cycle for the GEN-I Group is once a year. The reporting period for the Sustainability Statement is the same as the reporting period for the financial statements.

The Sustainability Statement for the 2024 financial year has been the subject of a limited assurance engagement by the auditor. Data reflecting periods prior to 2024, including data, key performance indicators, and preliminary calculations based on previous years, were not subject to assurance procedures by the auditor for the 2024 financial year.

Information on issues relating to the statement or its content can be obtained from: sustainability@gen-i.eu.

2.1.2 Importance of sustainable development to the GEN-I Group and the strategic policies for its implementation

The world is facing major climate-related, environmental and social challenges. Addressing them has become the most important task of society as a whole, local as well as global. We must set our economy and society on a sustainable development path if we are to extricate ourselves from the current global climate, ecological and social crisis. In this context, the GEN-I Group is aware of its social responsibility and its impact on people and the environment, as its business activities are intrinsically linked to the environment and society:

- supplying end-customers with electricity and natural gas;
- trading in electricity and natural gas;
- purchasing electricity from large, RES and CHP producers;
- providing self-supply and energy efficiency services for individuals and legal entities;
- providing advanced services and products to business partners and customers at home and on the energy market of Southeastern Europe;

- generating sustainable electricity;
- offering multi-year purchases of sustainable electricity (through PPAs).

Wholesale and retail electricity and natural gas trading and supply continue to be GEN-I Group's core activities, and together comprise the biggest operating segment. The Group operates in more than 20 European markets, from France in the west to Turkey in the east.

It is therefore entirely natural for sustainable development to have been an important part of the GEN-I Group's strategic focus for quite some time. As such, it represents one of the key sections of the GEN-I Group Strategic Development Plan 2022–2030. The foundations for the sustainable business operations of the Group are defined within this plan, and focus on three aspects of sustainability: environment, society and governance. The Group pursues internationally recognised sustainable development goals, and within this framework, supports the expansion of the green transformation of the economy, transparency in governance, human resource development and environmental protection, both in the short- and the long-term.

Updates of the sustainability documents, and specifically the Sustainability Strategy, are being drafted to strengthen, clarify and streamline the Group's sustainable development activities. The updates address the short-, medium- and long-term objectives for each sustainability aspect: environment (E), social (S) and governance (G). The foundations of the strategy are the material sustainability-related topics identified in the new GEN-I Group double materiality assessment, which was developed towards the end of 2023 as a process that included all key stakeholders of the GEN-I Group. The Group's material sustainability-related topics constitute the building blocks of its identity and its past and future sustainable development efforts. They will be set out below. Essential guidance and strategic objectives for each material sustainability-related topic of the GEN-I Group are also set out in the annual GEN-I Group business plan.

Sustainability is therefore always addressed comprehensively, from all sustainability aspects. We understand that energy is one of the sectors in which the shift towards more responsible and efficient consumption of natural resources that is also environmentally friendly and supports environmental protection is most vital. As pioneers of the green transformation, we promote and install solar power plants for household and business customers, develop new, innovative green solutions, and supply carbon-free electricity. We also place great importance on sustainable mobility and on reducing carbon footprint across the board. The GEN-I Group's vision is focused on a carbon-free society, and on accelerating the green transition for its customers and partners. The Group therefore regularly engages in efforts to raise wider society's awareness of the importance of sustainable development and the options that already exist for using renewable energy sources. We seek to actively contribute to the decarbonisation of the Slovenian electricity system.

As we aim to lead by example and be a role model for the green transformation, we started, naturally, by introducing green practices into our own operations: installing our own solar power units, implementing several measures to improve energy efficiency and reduce energy consumption, electrifying our own corporate fleet, and so on. Throughout our business operations, we actively address a large number of social aspects. We are aware that our employees are the cornerstone of our success and the key to realising our vision of a carbon-free future. Strong emphasis is therefore placed on their well-being and development. We promote equal opportunities, inclusivity, diversity and respect for human rights, within the Group itself and all along the value and supply chains. We have received many awards and commendations, particularly for human resources and innovation, and practise a policy of responsibility towards communities and their empowerment; and since successfully establishing the first Slovenian “self-supply community” in 2020, we have been actively working to develop this concept further. Our governance is transparent and our business ethics high. Great emphasis is placed on ensuring compliance with the national legislation of every market on which we operate, on promoting fair competition, and on preventing corruption.

Our activities and our innovative and sustainable business models have already yielded a considerable number of positive results. We will present these in detail in the sections that follow. We are strengthening our sustainability efforts year by year. In 2023 direct responsibility for ESG was delegated to a member of the Management Board, and our first ESG Coordinator was appointed, with an academic background in the fields of environmental protection and the social sciences. The Coordinator's role was transformed into a new position, that of Chief Sustainability Officer (CSO), in 2024. As a rule, the board member responsible for ESG and the

CSO meet every two weeks, review the work done up to that point, and formulate guidelines for future sustainability-related activities or sustainable development itself. The CSO is also responsible for ensuring that the strategies are implemented and the GEN-I Group's sustainable development objectives achieved, through producing strategic guidelines and coordinating sectoral directors and employees. Major decisions regarding sustainability-related matters are taken at Management Board meetings, where senior managers obtain all the necessary information on sustainability aspects, in addition to those topics raised by the CSO at the aforementioned meetings. More detailed information on the role of administrative, management and supervisory bodies can be found in the Business resilience section. In 2024 the foundations were laid for including sustainability-related performance in the incentives system.

That we place great importance on sustainable development is also shown by the fact that in the process of reorganising the parent company, the Regulation and Compliance Office was expanded to become the Energy and Sustainability Regulation and Compliance Office (which is home to the Sustainability Regulation and Compliance Department), with the aim of further strengthening the GEN-I Group's sustainability endeavours. The department's main task is to monitor the content of sustainability regulations effectively, ensure that the GEN-I Group's operations comply with those regulations, and take part in formulating strategic policies in this area. The department is also actively involved in raising the awareness of and educating employees on sustainability so as to ensure that all employees are adequately informed of all important aspects and new developments, and of the ways in which they can contribute to the sustainable development of the GEN-I Group. In addition to the mechanisms already in place, such as the dedicated green onboarding programme for new employees, a dedicated internal website has been set up to provide all employees with access to general information on sustainability, the latest news on the Group's activities in this area, and options for the everyday involvement of individuals in the Group's sustainable development efforts. The Sustainability Regulation and Compliance Department will also be in charge of managing risks and of conducting internal supervision of sustainability reporting, with additional reviews and approvals of the information communicated in the business report being carried out by senior management. Risks relating to whether data is complete, comprehensive and provided on time are being addressed through the conceptual development in 2024 of a single database that enables data to be linked and displayed in a uniform way, making it easier to obtain and disclose sustainability-related information, and enabling automated insights on the achievement of objectives and targets for the up-to-date and well-informed tracking of the achievements and efforts of the GEN-I Group Sustainability Strategy.

The Green Investment Committee (GIC) was established in 2023 as a special committee within the GEN-I Group, with membership also comprising one Management Board member. It is designed to adopt decisions on renewable energy projects and investments or green projects that contribute to decarbonisation and the systematic achievement of the targets and ambitions set. In addition, GIC SONCE was established in 2024 and is tasked with making expert recommendations at various stages of projects and investments in renewable energy at GEN-I SONCE d.o.o.

In the light of the above, we believe that we can look towards a sustainable future with optimism – a future that we will help to build during our day-to-day operations and through specific, dedicated activities.

2.1.3 Contribution to the Sustainable Development Goals (SDG)

Through its strategic policies and actions, the GEN-I Group is making a significant contribution to at least the Sustainable Development Goals set out below, as it supports the expansion of the green transformation of the economy, transparent governance, human resource development, poverty reduction and environmental protection, in the short and the long term.

GEN-I Group and SDGs

2.1.4 Double materiality assessment

Under the ESRS, the process of assessing the materiality of sustainability-related matters/topics of the GEN-I Group, which was carried out by a dedicated working group in collaboration with external specialists, covers two dimensions: impact materiality and financial materiality. The process, approved by senior management, comprised several steps, starting with a definition of the scope of the double materiality assessment and an examination of previous matters/topics material to the GEN-I Group, with the aim of reflecting our story so far and the foundations on which the GEN-I Group had been built, as well as to strengthen and upgrade our future operations, which will be built on the material sustainability matters and topics identified. When defining the scope of our double materiality assessment, we ensured that it covered all operating flows and all business activities of the GEN-I Group.

The second step involved the drafting of an extensive list of sustainability-related matters/topics that could be material to the GEN-I Group. The Group therefore met the requirement for an inventory to be drawn up of the sustainability-related matters/topics referred to in ESRS 1, AR 16 (therefore including topics, sub-topics and sub-sub-topics), along with other sustainability-related topics specific to the GEN-I Group and its particular contexts. This was followed by the identification of the potential and actual (positive and negative) impacts, risks and opportunities (IRO) connected with the sustainability-related matters/topics on the list referred to above. Because of the particular importance of identifying the impacts, risks and opportunities with precision, a special working group was formed and given the title “IRO”. It first identified the potential impacts, risks and opportunities connected to a specific sustainability-related topic for all recognised and potential sustainability-related matters/topics; these were then evaluated so that the material sustainability-related topics could be determined. This process also involved defining the risks and opportunities stemming from impacts.

Where impacts, risks and opportunities have not been identified for a particular sustainability-related topic from the list (because they have not been identified within the context of the GEN-I Group's operations), that topic does not reach the qualitative threshold from the outset (i.e. the binary threshold of existence or non-existence of impacts, risks and opportunities for a specific topic) for potential classification as one of the material sustainability-related topics of the GEN-I Group. Therefore, because of the non-existence of the impacts, risks and opportunities, we defined that topic as inherently non-material (working from the assumption that existence is a precondition for materiality).

Where impacts, risks and opportunities are recognised for a particular sustainability-related topic, they are internally assessed by the senior management with the aim of ascertaining whether and to what extent that particular matter/topic has impact and/or financial materiality.

The materiality of actual negative impacts was assessed on the basis of severity, scale, scope and irremediable character; for potential negative impacts, it was assessed on the basis of severity and likelihood of occurrence. The materiality of actual positive impacts was assessed on the basis of scale and scope, while that of potential positive impacts was assessed on the basis of scale, scope and likelihood of occurrence. The materiality of the risks and opportunities was assessed on the basis of a combination of the likelihood of the occurrence of financial impacts and their possible scope. Risks were assessed in a manner comparable with the assessment of the general profile of a risk and the company's risk management procedures.
In parallel with the above, we incorporated other stakeholders (listed below) into the materiality assessment framework by means of an assessment of the impact of sustainability-related matters/topics using a special questionnaire (financial materiality was therefore only assessed internally, with senior management also being apprised of the perceived opportunities for their integration into the day-to-day operations of the GEN-I Group). We have identified the following groups as our relevant stakeholders:

- owners;
- employees;
- banks, bond investors and other participants on capital markets;
- international and national public authorities, institutions and regulators;
- energy exchanges and energy brokers;
- transmission and distribution system operators;
- wholesale partners;
- suppliers and service providers;
- international and national associations of interest/interest groups;
- end-customers/clients;
- the profession;
- civil society, local communities and the media.

Senior management was also briefed in detail of the results of the questionnaire and the views and interests of stakeholders.

Every sustainability-related matter/topic to which impacts, risks and opportunities were attached therefore received an impact materiality and financial materiality assessment, with the matter/topic being assessed at the qualitative level or using qualitative thresholds. As mentioned above, the threshold for determining whether an assessed sustainability-related matter/topic is considered material for the GEN-I Group has itself been set qualitatively such that any sustainability-related topic subjected to a specific assessment of impacts, risks and opportunities is marked as material, which means that it must be reported. This threshold has been determined because the GEN-I Group wishes, first and foremost and to the greatest possible extent, to address the impacts (positive and negative), risks and opportunities that stem from sustainability-related matters/topics, and to report on them.

Lastly, every assessed (material) sustainability-related topic was assigned a score of 0 (material) or 1 (highly material), separately for impact materiality and financial materiality, solely for the purpose of classification in terms of impact materiality and financial materiality (see below).

We applied this procedure for defining material impacts, risks and opportunities to all sustainability-related matters and topics, i.e. including those connected with climate change, pollution, water and marine resources, biodiversity and ecosystems, the circular economy and business conduct.

For a more precise definition and assessment of the climate-related impacts, risks and opportunities, we also used climate-related scenario analyses. For the purpose of the analysis, we defined two climate scenarios, which were based on the IPCC RCP2.6 scenario with low greenhouse gas and CO_2 emissions, falling to zero by around 2050 and thereafter followed by negative net CO_2 emissions, and on the IPCC RCP8.5 scenario, which involves very high greenhouse gas and CO_2 emissions, roughly doubling the current level by 2100 or 2050. This process also involved taking a more detailed look at Slovenia, for which we used the Atlas of Climate Projections, which provides climate change estimates for Slovenia until the end of the 21st century. These estimates are based on the aforementioned IPCC scenarios. The parameters on which we focused in the climate scenarios were: temperature (average temperature), precipitation (year, summer, highest daily precipitation), hydropotential (flow rate for 95% of the time), water deficit and snow (number of days of snow cover). As an annex to the climate scenarios, we drafted a summary of the consequences of climate change on the energy sector and energy production in the European Union as set out in "Seasonal impacts of climate change on electricity production", a technical report published by the Joint Research Centre (JRC). The two climate scenarios have different consequences attached to them.

Both scenarios were merged with three socio-economic technical scenarios, defining the possible developments of the European energy sector and based on the "The Future of Power", an analysis drafted by the Deloitte network and accessible to the public. Each of the socio-economic-technical scenarios is specific, and distinguished by a number of parameters: the level of operation, the degree of coordination, the target, the key energy sources, the energy market and interconnectivity, the development of technologies, the role of the consumer, the development of the network and the EU target of net zero by 2050. The first socio-economic-technical scenario, i.e. the 100% RES scenario, presupposes that EU Member States will work together in a coordinated way and the EU target is decarbonisation. Under this scenario, RES will be the central energy product, the energy market will be integrated, technological development will be focused on green hydrogen and energy storage systems, consumers will have a major role, the energy networks will be smart, the EU electricity system will be integrated, and the EU target of net zero emissions by 2050 will therefore be reached. The other socio-economic-technical scenario, the scenario of all carbon-free sources, also presupposes the coordinated operation of EU Member States and an integrated energy market. Relative to the first scenario the EU will, in addition to the objective of decarbonisation, pursue the objective of energy security, to which is connected a wider range of central energy products – in addition to RES, nuclear energy and carbon capture and storage (CCS) technologies. The development of technologies that envisage the development of nuclear technologies, carbon capture and storage technologies, biofuels, synthetic fuels, and green and blue hydrogen will also be linked to this. Consumers will have a major role, there will be several smart networks in the EU, and the EU electricity system will be integrated. The second scenario also envisages achievement of the target of net zero emissions by 2050. We therefore linked both the first and second socio-economic-technical scenarios to the IPCC RCP2.6 scenario. In contrast to the first two scenarios, the third scenario, i.e. the climate crisis scenario, assumes that the EU Member States do not work together in a coordinated way, but instead follow their own national interests, i.e. energy security takes precedence over decarbonisation. In addition to RES and nuclear energy, fossil fuels will remain one of the central energy products. The energy market will be fragmented. Technological development will be directed towards nuclear technologies, carbon capture and storage technologies, and the development of biofuels. The electricity system will not develop to any great degree and will be fragmented, with a correspondingly smaller role for consumers. The target of net zero emissions within the EU by 2050 will not be achieved. We therefore linked the third socio-economic-technical scenario to the IPCC RCP8.5 scenario.

The scenarios described served as the basis for defining and assessing the climate-related impacts, risks and opportunities. Prior to this, three time periods were determined in relation to the general time periods that we use for strategic planning and the time periods that logically correspond to climate change and the goals associated with it. We set a period of between one and three years as the short-term period, the period up to 2030 as the medium-term period, and the period up to 2050 as the long-term time period.

Based on the assumptions of each of the scenarios, we defined the key short-, medium- and long-term climate-related impacts, risks and opportunities relevant to each scenario for each of the GEN-I Group's business activities. In defining the climate-related physical risks (e.g. extreme weather phenomena and their impact on sustainable technologies) and transitional risks (e.g. changes of consumer habits, reputational risk from the occurrence of negative impacts, regulatory requirements in the field of sustainable technologies) and climate-related opportunities (e.g. incentives for sustainable technologies, the development of sustainable products and services), we followed the case studies based on the classification of the Task Force on Climate-Related Financial Disclosures (TCFD).

On the basis of the scenario analysis performed for the purpose of defining and assessing the climate-related impacts, risks and opportunities, an analysis and assessment of the resilience of the GEN-I Group's strategy and business models in connection with climate change will be performed, but have not yet been carried out.

The final classification of material sustainability-related matters/topics of the GEN-I Group from the aspect of impact materiality, i.e. only one of the double materiality dimensions, is as follows:

Classification of material sustainability-related matters/topics of the GEN-I Group with reference to impact materiality

Classification	Name of matter/topic	Description of material sustainability-related matter/topic	Reference to ESRS 1 AR 16
1.	**Reliable and affordable supply**	This matter/topic relates to the approaches that GEN-I uses to supply electricity and natural gas to its household and business customers, e.g. by offering affordable and competitive prices (in periods without price regulation) or the simplicity of procedures by which it accepts new customers, whether they have freely chosen to change provider or have lost their provider.	ESRS S4 – Consumers and end-users Social inclusion of consumers/end-users Matter/topic specific to the GEN-I Group
2.	**Business resilience**	This matter/topic covers GEN-I's strategies for reliable and stable operation in both normal and crisis situations. It involves robust risk management, including climate-related, credit, market and regulatory risks, with the aim of ensuring the reliability of GEN-I as a supplier and business partner.	ESRS G1 – Business conduct Matter/topic specific to the GEN-I Group
3.	**Customer rights and satisfaction**	This matter/topic relates to GEN-I's approaches to respecting the rights of its end-customers/clients and the methods by which it secures their satisfaction, including how their preferences are identified, considered and implemented. It also relates to the integrity of marketing practices, personal data protection and privacy standards.	ESRS S4 – Consumers and end-users Information-related impacts for consumers/end-users, Social inclusion of consumers/end-users
4.	**Sustainable products and services**	This matter/topic relates to GEN-I's approaches to the development and provision of innovative sustainable products and services to customers, which include but are not limited to power purchase agreements with producers of energy from renewable sources, solar power plants for individual and community self-supply and businesses, various solutions for demand response by prosumers, electric mobility and the sustainability of the projects themselves (in terms of meeting all the conditions set out in the Taxonomy Regulation).	ESRS E1 – Climate change Climate change adaptation, Climate change mitigation, Energy
5.	**Customers' empowerment**	This matter/topic relates to the approaches that GEN-I takes to promote the empowerment of its end-customers, which includes promoting energy literacy to enable them to become prosumers, exercise their rights and make the most of the opportunities offered by energy efficiency, demand response, self-supply and the relevant GEN-I services.	ESRS S4 – Consumers and end-users Social inclusion of consumers/end-users Matter/topic specific to the GEN-I Group
6.	**Sustainable technology deployment**	This matter/topic relates to the approaches GEN-I takes to making more significant investments in sustainable technologies, which include but are not limited to solar power plants and battery energy storage systems, and covers the development objectives in terms of the capacity of the technologies (MW) that have to be introduced and the sustainability of the projects themselves (in terms of fulfilling the conditions set out in the Taxonomy Regulation).	ESRS E1 – Climate change Climate change mitigation Energy
7.	**Ethical business conduct**	This matter/topic relates to the business methods that GEN-I employs, which includes the corporate culture, zero tolerance towards bribery and corruption, a responsible approach to pursuing the interests of the company, the management of relations with suppliers, and the supply chain.	ESRS G1 – Business conduct Corporate culture, Protection of whistleblowers, Political influence and lobbying activities, Corruption and bribery

8.	**Communities' empowerment**	This matter/topic relates to the approaches that GEN-I takes to promoting community empowerment, including the general development of local communities through sponsorships and donations and the expansion of access to reliable and affordable electricity from renewable sources for own use (e.g. community self-supply with energy from renewable sources).	ESRS S3 – Affected communities Matter/topic specific to the GEN-I Group
9.	**Human resources management**	This matter/topic relates to the approaches GEN-I takes to its employees and their well-being and development. It covers zero tolerance towards discrimination, violence and harassment, the promotion of health and safety, gender equality, diversity, employee development, the inclusion of persons with disabilities, and the prohibition of forced and child labour.	ESRS S1 – Own workforce Working conditions, Equal treatment and equal opportunities for all, Work-related rights
10.	**Reliable business partner**	This matter/topic relates to the business approaches that GEN-I takes to its relations with other companies, particularly wholesale partners and business customers of its supply and sustainable energy solutions. It covers professionalism of approach, the provision of expert knowledge, support for service provision, and the complete fulfilment of contractual obligations on time.	ESRS G1 – Business conduct Management of relations with suppliers, including payment practices
11.	**Responsible supply chain management**	This matter/topic relates to GEN-I's approach to its suppliers throughout the whole of the supply chain, particularly technology suppliers and wholesale partners. It involves verification of compliance with the minimum safeguards, which includes but is not limited to verifying compliance with human rights, fair competition, compliance with tax regulations, and the environmental impacts of suppliers' activities.	ESRS S2 – Workers in the value chain Working conditions, Equal treatment and equal opportunities for all, Work-related rights
12.	**Corporate carbon footprint**	This matter/topic relates to the approaches that GEN-I takes to managing the carbon footprint produced by its own direct (e.g. the use of business premises or major sustainable technology projects) and indirect activities (e.g. those linked to suppliers or customers). It includes calculation of the carbon footprint as well as the implementation of strategies to reduce it.	ESRS E1 – Climate change Climate change mitigation, Energy
13.	**Shaping energy policy**	This matter/topic relates to the ways in which GEN-I is proactively involved in developing energy and sustainability regulations and legislative frameworks at regional and national levels, both in the European Union and the Energy Community. It includes the preparation of documents and policy papers, participation in public consultations and at public events for the professional, institutional or general public, for the promotion of views on how best to formulate regulations and legislative frameworks to accelerate the green transformation and ensure transparency of competition.	ESRS G1 – Business conduct Matter/topic specific to the GEN-I Group
14.	**Environmental impact of business activities**	This matter/topic relates to the approaches through which GEN-I manages its business activities; this includes (but is not limited to) its extensive solar power projects and their impact on the natural environment in terms of biodiversity and ecosystems, water consumption, energy consumption, waste management and recycling.	ESRS E3 – Water and marine resources Water ESRS E4 – Biodiversity and ecosystems Direct impact driver on biodiversity loss, Impacts on the extent and condition of ecosystems ESRS E5 – Circular economy Resource inflows related to products and services; Resource outflows related to products and services, Waste
15.	**Environmental impact of own operations**	This matter/topic relates to the approaches through which GEN-I manages its own operations, and includes (but is not limited to) the management of business premises and employee activities at Group level, and the impacts of these activities on the natural environment in terms of biodiversity and ecosystems, water, energy consumption, waste management and recycling.	ESRS E3 – Water and marine resources Water ESRS E5 – Circular economy Resource outflows related to products and services, Waste

Material impacts, risks and opportunities

The GEN-I Group identifies the sustainability-related matter/topic of reliable and affordable supply as having the most positive impact on the environment and society in the short, medium and long-term. GEN-I provides reliable and carbon-free electricity to all its end-customers, at the same time as managing fluctuations in electricity prices. As a result of the envisaged increase in electrification, the GEN-I Group sees a medium-term business opportunity in greater consumption by customers, with an understanding that new business models will probably have to be developed in the medium term if adequate preparations are to be made for this. By providing exclusively carbon-free electricity in Slovenia, the GEN-I Group also has a positive impact on society and the environment in terms of lowering the carbon footprint of end-customers and clients. Within the material sustainability-related matter/topic of carbon footprint, the GEN-I Group also sees a negative impact on the environment, i.e. it generates greenhouse gas emissions because of the very functioning of the electricity sector or the nature of its energy services (e.g. trading on exchanges where it is not possible to link the origin of electricity to a specific source, or natural gas-related activities). It also generates GHG emissions through its own operations, although the Group has already taken measures to reduce or minimise them.

Financial risks and opportunities in all time periods were identified within the matter/topic of carbon footprint; these related chiefly to the development of new sustainable products and services (in the sense of trading in new products and energy commodities). It is therefore entirely understandable that one of the material sustainability-related matters/topics at the Group is the area of sustainable products and services, where we see a positive impact on the environment and society – that is, by offering new sustainable products and services to customers, we contribute to the green transformation of society. We see a minor risk in the short term of the destruction of products because of climate change-related events and a rise in the import price of solar panels and battery energy storage systems because of higher environmental standards resulting, among other things, from European green legislation (CBAM, Taxonomy Regulation), and short-term opportunities in greater demand for solar power plants and battery energy storage systems from end-customers. We can reach similar conclusions for the matter/topic of sustainable technology deployment, where we see a minor risk from damage to the Group's reputation should larger Group-owned solar power plants be improperly installed or sited.

We identified positive and negative impacts on the environment in all time periods for the matter/topic of the environmental impact of business activities. We believe that we have a positive impact on the environment by establishing criteria for the assessment of large-scale investment projects from the point of view of the responsible use of water and land, the conservation of biodiversity and ecosystems, responsible waste management and recycling, thereby ensuring that we comply with the highest environmental standards. We realise at the same time that the processes of extracting critical raw materials and manufacturing solar power plants and battery energy storage systems require large amounts of energy and water, with any improper procedures potentially leading to water pollution. Similarly, the installation of large, utility-scale solar power plants can lead to a change in land use and management, or even to the degradation of local habitats, while the recycling of solar panels is still far from comprehensive or widespread. We regard all the above factors as a negative impact that we have on the environment, while currently limited opportunities for recycling solar panels and batteries is also recognised as a risk. We regard our business activities aimed at decarbonising the electricity system as an opportunity.

We identify only positive impacts on society in the matter/topic of human resources management. At the GEN-I Group, the right to freedom of association is exercised through the Worker's Council, which safeguards and enforces the interests of employees, and ensures that they are well-informed and involved in important decisions. We organise programmes and projects to promote health and satisfaction at the workplace, and place great importance on ensuring that our employees enjoy a good work-life balance. The GEN-I Group is committed to developing and retaining staff, promoting diversity and ensuring that all employees are treated equally. It takes a zero-tolerance approach to any form of discrimination and violence at the workplace. To this end it has introduced special measures, including those designed to protect whistleblowers. Child or forced labour is not tolerated at the GEN-I Group. Internal knowledge and know-how, consolidated with a large number of education, training and mentoring programmes, and programmes to enhance management skills and other employee strengths, is recognised as a material short-term opportunity or competitive advantage, but also a risk for the Group. A decline in interest in the technical professions is a minor short-term risk for the Group.

The matter/topic of customers' empowerment has a material positive impact on the environment and society, as the suitable provision of information on and activities related to renewable sources and energy efficiency help to drive up energy literacy levels in society. We also perceive a positive impact on society from customer rights and satisfaction in all segments of our operation (households and business customers). Much importance is attributed to this, and education and training is provided to those employees who communicate with customers on a regular basis, ensuring that our customers' personal data is protected, providing customers with the latest information, and enabling customers to freely express their opinion on our products through a variety of channels. We are also committed to taking a zero-tolerance approach to any form of discrimination. The continuation and further enhancement of our practices in this area present us with new opportunities, while any deterioration in the rights of our customers, as well as any failure to respect their preferences, presents a risk of losing them as customers.

The GEN-I Group sees only positive impacts on the environment and society from the matter/topic of communities' empowerment. By establishing energy and self-supply communities, it is attempting to reduce energy poverty and provide access to energy from renewable sources to those who cannot afford it because of the high initial investment or for other reasons. Increased interest in self-supply communities could bring new opportunities for the GEN-I Group. However, if there is no interest, this could represent a risk to its future development in this area. The GEN-I Group also promotes local community development through numerous sponsorship activities and donations.

In the matter/topic of business resilience, the Group's positive impact on environment and society can be seen in its efforts to further develop and implement business continuity plans/systems, carry out regular assessments of system efficiency and develop sustainable business models. The Group is able to manage financial and non-financial risks effectively in all conditions.
We have defined positive and negative impacts on society in relation to the matter/topic of responsible supply chain management. We believe that by working with suppliers and business partners that are committed to high standards of equality and non-discrimination against workers, favourable working conditions and zero tolerance towards child and forced labour, we will be able to prevent the improper treatment of workers in the value chain. However, this will not be possible without the establishment of effective and robust due diligence and evaluation of all suppliers and business partners, where there is also the possibility of a negative impact on society on the part of the GEN-I Group if such evaluations are not provided, including from the point of view of protection of workers in the value chain, i.e. employees at product and services suppliers and business partners (upstream or downstream in the value chain). Without adequate vetting of suppliers and other business partners, we cannot regard our revenues and investments as being environmentally sustainable. This could carry financial risks in the long term. We identified no particular geographical area in which there was a heightened risk of child or forced labour among workers in the value chain, nor any specific types of worker in the value chain who would be exposed to greater risk as a result of their particular characteristics, the context of their work or the performance of particular activities.

The GEN-I Group regards the biggest financial impact, i.e. the biggest opportunity, as coming from the matter/topic of reliable business partner. Our stakeholders have also recognised the high materiality of the impact in the area covered by this matter/topic. The GEN-I Group can acquire numerous opportunities, new business partnerships and new activities through its reputation as a reliable partner that, in addition to monitoring and ensuring positive environmental and social impacts within its supply chain, meets all its contractual obligations and provides support to partners. The reverse is also true: if the approach is inadequate and there is an irresponsible attitude towards partners and a failure to meet contractual obligations by the Group, this could lead to poor business relations with partners, the termination of contracts, and associated financial risks. We believe that by raising our partners' awareness of the importance of the green transition, assessing them effectively against sustainability criteria and including these criteria in the procurement process, we can have a positive impact on the environment and society. The same conclusion can be reached regarding the matter/topic of ethical business conduct, as non-transparent business operations and a failure to comply with regulations would give rise to many risks to the GEN-I Group's operations, while the opposite brings numerous opportunities and new business partnerships. As the GEN-I Group comprehensively implements ethical business conduct – all employees of the Group act professionally, responsibly, correctly, transparently and in line with the highest ethical standards and ensure compliance with all regulations when performing their daily tasks and taking decisions – only positive impacts on society are identified in this area.

Material positive impact on the environment and society has been identified, and certainly by our stakeholders, in relation to the matter/topic of shaping energy policy. Specifically, the GEN-I Group, mainly by participating in expert consultations, helps to create and promotes the development of energy and sustainability policy with the aim of democratising access to energy, i.e. providing access to carbon-free energy or energy from renewable sources to all end-customers in Slovenia. We see any adoption of regulations that could hamper the future sustainable development of energy as a risk, and the adoption of optimal regulatory solutions for the transition to an electricity system run entirely from renewables as an opportunity.

Environmental impact of own operations is the matter/topic that has the least materiality for the GEN-I Group in terms of impact and financial materiality. The GEN-I Group does not perceive any material negative or positive impacts on the environment; this is because it uses relatively small amounts of energy and water for its own operations, which is also the result of responsible behaviour on the part of all Group employees. In its buildings and offices, the Group encourages its employees to consume energy and water responsibly, and reduce and separate office waste. For this reason, this sustainability-related matter/topic presents neither a major financial opportunity nor a major financial risk to the GEN-I Group.

Each of the material sustainability-related matters/topics will be presented in more detail in individual sections on the basis of ESRS 2, the relevant topical ESRS, and the disclosure and data point requirements deriving from the topical ESRS. Here the GEN-I Group decided to make use of the option of gradual introduction of the disclosure requirements, and to omit certain information required under ESRS E1-6, ESRS E1-9, ESRS E4, ESRS S1-16, ESRS S2 and ESRS S3 for the 2024 financial year. For reporting on material sustainability-related matters/topics not yet covered by the ESRS or not sufficiently broken down (these are matters/topics specific to individual entities that are expected to be defined in sectoral ESRS), the Sustainability Statement uses the minimum disclosure requirements for policies, actions, metrics and targets from ESRS 2 or the GRI standards. Accordingly, the following material sustainability-related matters/topics were defined: Reliable and affordable supply, Customers' empowerment, Communities' empowerment, Shaping energy policy, and Business resilience.

The list of disclosure requirements complied with, which also includes the ESRS disclosure requirements incorporated by reference, is presented in the section containing the list of ESRS disclosure requirements complied with. This statement also provides an overview of the GRI 2021 standards applied (in force since 1 January 2023). The auditor did not provide limited assurance of the compliance of the reporting with those standards.
The double materiality assessment procedure is based on the ESRS and has not changed since last year, nor have there been any changes to the material impacts, risks and opportunities. The double materiality impact assessment is expected to be revised every two years, or as required.
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2.1.5 Interests and views of stakeholders

The GEN-I Group endeavours to work with all relevant stakeholders, particularly in the area of energy and sustainable development, as also defined in the GEN-I Group Strategic Development Plan 2022–2030. With the aim of reinforcing mutual trust, exchanging knowledge and improving our operations, we involve various internal and external stakeholders in our activities. The list of our key stakeholders is presented in the Double materiality assessment section.

Our stakeholders' interests, needs and proposals are identified mainly through open, regular, clear, impartial and transparent communication. This enables us to put in place business policies that meet the needs of society as a whole. We work with each of the specific stakeholder groups in different ways. By strategically planning our relations with them, we ensure that their interests are aligned with our objectives and operations. In line with the responsibility that it regards as one of its core values, the GEN-I Group provides its customers, business partners and the public with a transparent, honest and straightforward insight into its business operations.

Senior management communicates transparently and comprehensively with the representatives of the owners, providing them information on business results and performance in due time. Employees are addressed through the Worker's Council, addresses from the Management Board, the intranet portal, training programmes and workshops, the green onboarding programme, the "Zemljani" (Earthlings) programme, mentoring programmes, events and joint activities, and monthly news bulletins. Employee representatives also participate in supervisory boards. In the future we will also try to ensure that workers are properly integrated into the value chain.

Our customer service department is responsible for direct communication with customers and for providing them with advice and assistance. We raise our customers' awareness of the importance of carbon-free electricity and energy efficiency, help them address their challenges, welcome their suggestions, and provide an excellent user experience whenever we communicate or cooperate with them. Customer awareness is also raised through email, our website and social media, while the Moj GEN-I (My GEN-I) portal is always available to them if they wish to monitor their own consumption and costs, receive bills, submit meter readings or communicate with our customer service agents. We use user surveys and opinion polls to obtain information on our customers' needs, challenges and suggestions; we then use these to develop products and services and to guide the sustainable business operations of the GEN-I Group. We also organise an annual meeting for our business customers at which we exchange views on current and future events in the field of energy and sustainability.

Through professional lectures, conferences, academic publications and cooperation with universities, we are expanding our pool of expert knowledge, and exchanging examples of good practices with the broader expert community. Our employees and managers have given lectures and participated in round tables at various events in the field of energy and the green transformation, in Slovenia and abroad. They have also regularly taken part in lectures held at universities, with the aim of transferring their practical know-how and expertise to students. This has allowed us to provide information to younger generations at the same time as reinforcing our employer brand. By establishing our own initiatives and consortiums, we also promote research and development projects in the areas relevant to our business.

We always try to set up long-term cooperation with GEN-I Group suppliers and business partners. We strongly believe that this provides us with the highest possible quality and the best possible business relations. We engage with suppliers at business meetings, by email and through e-commerce, by telephone, in processes of partner evaluation and through tendering procedures.

Banks and other financial investors are among the GEN-I Group's key business partners. Our business relations with them are based on regular and clear communication regarding the Group's business operations, interpretations of financial statements, and the Group's borrowing and guarantee requirements. This relationship is reflected in the high degree of trust on both the banking and capital markets. In line with the expansion of the scope of its business operations, the GEN-I Group is successfully renewing and reinforcing credit and warranty lines with most of the larger Slovenian banks and with larger foreign banks or banking groups with high credit ratings. For ten years the GEN-I Group has also been a regular presence on the capital market, issuing commercial paper or bonds. The security issuances so far have been well-received, with the values of the binding offers from interested investors always exceeding the desired borrowing amount.

We work with regulators, supervisory authorities and other institutions on a regular basis. We carry out the reporting required by regulations, and work responsibly with inspection authorities, supervisory authorities and auditors in the course of regular inspections and audits. Cooperation with public and regulatory authorities also takes place through our proactive involvement in the development of energy and sustainability regulations and legislative frameworks.

The GEN-I Group actively connects and cooperates with local and broader communities, both through partnerships with non-profit organisations and educational institutions, and joint projects with local communities. The GEN-I Group believes that it is also important to give back to society through sponsorships and donations. We have worked with local decision-makers to build solar power plants and set up public-private partnerships. Communication with all stakeholders takes place face-to-face, via online events, and by email and telephone.

We communicate with the broader public directly, by answering their questions and discussing relevant topics with journalists, and indirectly, by publishing communications in the media. In order to provide the public with adequate information, we draft communications and press releases, and publish news items on our website and social media pages and on news websites. We ensure that all important information on the company is up to date, and share it with the public at our own events and at events organised by others. We use advertising campaigns to present our services and products. We also organise press conferences and meetings with media representatives several times a year.

2.2 Environmental information

Through its business activities, particularly the supply of carbon-free electricity to end-customers in Slovenia, the deployment of sustainable technologies and the provision of sustainable products and services, the GEN-I Group helps to mitigate the effects of climate change, pursuing the goals of a transition to a sustainable economy, restricting the global temperature rise to 1.5 degrees Celsius as per the Paris Agreement, and achieving climate neutrality in the European Union by 2050. Although the GEN-I Group's actions, targets and metrics in the area of climate change mitigation have not yet been formalised into a transition plan for climate change mitigation, they do form part of the Group's annual business plan. That is chiefly the result of the Group's focus on sustainability, as the measures to achieve the business objectives frequently go hand in hand with climate change mitigation measures. The business plan, for example, addresses targets and actions relating to the deployment of sustainable technologies and the development of sustainable products and services. In order to formalise the GEN-I Group's previous and future efforts, both more widely in the field of sustainable development and more specifically in that of climate change mitigation, foundations were laid in 2024 for the adoption of the GEN-I Group Sustainability Strategy, which will define the sustainability actions, targets and metrics in more detail from the environmental perspective, and also for the adoption of a separate GEN-I Group Decarbonisation Strategy or transition plan for climate change mitigation, which will define in more detail the measures aimed at mitigating climate change and the objectives of reducing greenhouse gas emissions.

This section contains information on the following major sustainability-related matters and topics at the GEN-I Group:
- Corporate carbon footprint;
- Sustainable technology deployment;
- Sustainable products and services;
- Environmental impact of own operations; and
- Environmental impact of business activities.

This section contains disclosures from the following topical standards: ESRS E1, E3 and E5.

2.2.1 Corporate carbon footprint

Using data obtained from a number of different areas, we measured the GEN-I Group's carbon footprint again in 2024; this time the calculations covered all companies in the Group. The 2024 calculations were therefore comprehensively upgraded in comparison with the 2023 calculations in terms of the organisational boundaries set. The measurements use the last available emission factors, conversion factors and the global warming potential (GWP) as indicated by national data (for example, from the Slovenian Environment Agency, the Energy Efficiency Centre at the Jožef Stefan Institute or the Statistical Office of the Republic of Slovenia). Where this data does not exist, we use international data (for example from the International Panel on Climate Change (IPCC) or the UK government's Department for Energy Security and Net Zero). Where adequate data necessary for measuring the carbon footprint is not available, which is most frequently the result of the fact that the GEN-I Group predominantly operates from leased business premises and therefore does not have access to data on actual consumption, the values are estimated using the data that is available. The methodology for measuring carbon footprint was established in collaboration with an external expert. As mentioned above, reference is made to the latest available scientific and professional sources when using emission and other factors, with those factors also being verified in the process of external assessment of the carbon footprint calculations. Where the emission factor is available for CO_2 emissions only and not for other GHG emissions, this is indicated alongside the relevant figure in the table, which shows the GEN-I Group's carbon footprint by individual scope category by year. The measurements for 2024 were expanded to cover the GEN-I Group's subsidiaries headquartered abroad and additional business premises; this enables more comprehensive insights into the Group's environmental impact, but means that comparison with 2023 calculations is not possible.

The following greenhouse gas emission sources were included in the carbon footprint measurements for 2024:

Carbon footprint of the GEN-I Group in 2024

SCOPE 1 DIRECT EMISSIONS	SCOPE 2 INDIRECT EMISSIONS
Emissions caused by activities and equipment owned or controlled by the company: • consumption of fuel by own vehicle fleet • consumption of fuel by leased vehicles • consumption of natural gas for heating • consumption of refrigerant gases in cooling systems	Emissions caused by the use of purchased energy sources by equipment and activities owned or controlled by the company: • consumption of electricity in office buildings: – use of electrical equipment – use of electronic equipment – lighting – cooling – heating • consumption of electricity by electric vehicles owned or leased by the company • quantity of electricity generated from renewable sources deducted from the purchased quantity • consumption of heat from district heating systems

We calculated the carbon footprint in accordance with the generally established methodology provided by the Greenhouse Gas Protocol (GHG Protocol – A Corporate Accounting and Reporting Standard) by including in the calculations all the categories presented in the figure above. Scope 1 and Scope 2 GHG emissions are therefore included in the calculations for 2024. Where relevant emission factors are available, the calculations for 2024 cover all relevant GHGs, i.e. CO_2, CH_4, N_2O and HFCs (i.e. hydrofluorocarbons or refrigerant gases used in cooling systems). Other GHGs were not judged to be relevant in 2024. Where emission factors were not available for all defined GHGs or available only for CO_2, the calculations only considered CO_2 emissions, the assessment being that the non-inclusion of CH_4 and N_2O emissions, which account for only a very small share of additional emissions, would not make a significant difference to the calculation. The calculations and the methodological explanation for 2024 were reviewed and approved by an external independent expert. The purpose of the review of the carbon footprint report and the methodological explanation is to ensure that an independent verification can be made, on the basis of a review of the supporting documents, of whether the GHG emissions set out in the report are the actual GHG emissions, and whether the data set out in the report is accurate, complete, consistent and without errors or discrepancies. Carbon footprint is expressed in tonnes of CO_2 equivalent, where an indication is given for each category of whether an emission factor was available for all relevant GHGs.

Carbon footprint of the GEN-I Group, disaggregated by Scope and year (in tonnes of CO_2 equivalent)*

	Retrospective		
	2023	2024	% 2024/2023
Scope 1 GHG emissions			
Gross Scope 1 GHG emissions (tonnes of CO_2 equivalent)	258.7	327.7	127
Percentage of Scope 1 GHG emissions from regulated emission trading schemes (%)	0	0	0
Consumption of fuel by own vehicle fleet and leased vehicles**	254.9	276.6	109
Consumption of natural gas for heating**	0.4	2.0	500
Consumption of refrigerant gases in cooling systems	3.4	49.1	1444
Scope 2 GHG emissions***			
Gross location-based Scope 2 GHG emissions (tonnes of CO_2 equivalent)	782.9	753.6	96
Gross market-based Scope 2 GHG emissions (tonnes of CO_2 equivalent)****	219.0	280.0	128

* In 2024 the measurements were expanded to cover GEN-I Group subsidiaries headquartered abroad, along with additional business premises and pollution sources, which means that comparison with the 2023 calculations is not possible.

** The emission factors for fuel consumption (petrol and diesel) for company vehicles and for the use of natural gas for heating only cover CO_2 emissions. This is because data on CH_4 and N_2O emissions are not yet available for Slovenia.

*** The emission factors for electricity consumption (market-based method) for Slovenia, Bosnia and Herzegovina, Bulgaria, Greece, Croatia, Romania and Serbia only cover CO_2 emissions. This is because the source of the emission factors is the Association of Issuing Bodies report, which does not currently contain data on CH_4 and N_2O emissions. The emission factors for electricity consumption (location-based method) for Bosnia and Herzegovina, Bulgaria, Greece, Croatia, Romania and Serbia only cover CO_2 emissions. This is because the source of the emission factors is the Association of Issuing Bodies report, which does not currently contain data on CH_4 and N_2O emissions. For the location-based method for Slovenia, an emission factor published by the IJS CEU and also covering CH_4 and N_2O emissions is available. The emission factors for electricity consumption (market- and location-based methods) for Albania, North Macedonia and Turkey are taken from the Electricity Maps portal, where they are expressed as a CO_2 equivalent. For both Slovenia and Croatia, the emission factors for district heating consumption are expressed as a CO_2 equivalent, and also include data on CH_4 and N_2O emissions.

GHG emissions associated with the supply of energy required to cover energy losses in the electricity grid are included in the Scope 2 emissions of the distribution or transmission operators of the countries in which the GEN-I Group carries out business activities.

**** The GEN-I Group did not produce a carbon footprint from its consumption and generation of electricity in Slovenia; this is because all the electricity consumed in Slovenia is generated from renewables (cancellation of guarantees of origin). The other GHG emissions arise from the consumption of electricity abroad and from the consumption of heat from district heating systems in Slovenia and abroad.

The above table does not show data linked to base year, milestones or target years as required under paragraph 48 of ESRS E1. This is because the base year, milestones and target years will be defined in the GEN-I Group Decarbonisation Strategy, which will make it easier to compare data between individual years. We are also gradually expanding our calculations and already monitoring our Scope 3 emissions. However, we are not reporting on them this year because a detailed review of

Scope 3 categories will be carried out in 2025 for the comprehensive monitoring of GHG emissions, reporting, comparison between years and the adoption of targeted measures, to be incorporated into preparations for the GEN-I Group Decarbonisation Strategy.

The GEN-I Group did not use internal carbon-pricing schemes in 2024.

2.2.1.1 More details on energy consumption

The GEN-I Group has not adopted specific policies containing targets, metrics and actions in relation to energy consumption, but will address that area in the updated GEN-I Group Sustainability Strategy. In our business premises in Slovenia we do consistently adhere to guidelines for reducing energy consumption for heating and cooling and electricity consumption regardless of whether we own or lease those premises. Through special notices we continued to educate and motivate employees to further consider and implement guidance on energy efficiency and reducing energy consumption in 2024. The "Z manj do več" group, which will be presented in more detail in the sections that follow, also shared useful tips on how to reduce energy consumption at the office and at home.

One particularly important action in the area of energy consumption was the decision to cancel the guarantees of origin for all the electricity that we consume in our buildings in Slovenia. These guarantees are used by electricity producers to prove that the electricity they use has been generated from renewable or carbon-free sources.[2] This means that all the electricity consumed by the GEN-I Group in Slovenia is generated from renewable or carbon-free sources, which has made a major contribution to lowering the Group's own carbon footprint. The solar power system installed on the roof of our office building in Kromberk generated 35,407 kWh of green energy in 2024. We reduced energy consumption by around 30% in 2024 by relocating and renovating one of our data centres in line with guidelines and good practice for the construction of modern, secure, flexible and energy-efficient data centres. We are also making efforts to limit our energy consumption, and particularly energy from fossil fuels, in the area of mobility, and had electrified 88% of our vehicle fleet by the end of 2024. The car parks at our offices in Ljubljana, Krško and Nova Gorica are equipped with charging infrastructure (52 charging stations in Ljubljana, 22 in Krško and 16 in Nova Gorica). In total we have infrastructure sufficient for the charging of 90 vehicles, with which we drove an impressive 1,243,768 green kilometres in 2024. We also encourage our employees to reduce their fuel consumption, including through the eTurn app, which makes it easier to organise carpooling. Employees also have access to micro electric vehicles for shorter journeys; these are charged with electricity generated by solar power plants installed on the roofs of bicycle storage facilities. We also encourage our employees to hold meetings remotely. In September 2024 we organised our traditional annual campaign during Mobility Week. This has the aim of encouraging employees to use alternative forms of mobility on a more regular basis. Employees travelled 5,933 green kilometres during the campaign. We also continued to use advanced algorithms to optimise our sales and installation routes at GEN-I SONCE d.o.o.

Structure of the vehicle fleet as of 31 December 2024

[2] More details on the European guarantee of origin mechanism can be found in the Reliable and affordable supply section.

Information on the GEN-I Group's energy consumption is presented below. It should be noted that the data for 2024 covers all companies within the Group; this means that a comparison with 2023, when the data only covered companies headquartered in Slovenia, is not possible. However, we are now able to gain an insight into the overall environmental impact of the energy consumption of the GEN-I Group as a whole. This will enable us to set targets and define actions in relation to energy consumption going forward, and to monitor their impacts for the whole GEN-I Group. The energy consumption data for business premises that the Group leases is, in most cases, obtained from the building managers or from energy bills (with consumption generally being measured in proportion to the share of the building leased by the Group). For buildings owned by the Group, the data has been obtained from energy bills or the Group's own internal systems. Where data is not available, we use estimates based on the energy consumption in premises for which data is available.

Energy consumption and mix of the GEN-I Group (MWh)

Energy consumption and mix*	2023*	2024
(1) Fuel consumption from coal and coal products (MWh)	0	0
(2) Fuel consumption from crude oil and petroleum products (MWh)	1,000.7	1,085.3
(3) Fuel consumption from natural gas (MWh)	0	0
(4) Fuel consumption from other fossil sources (MWh)	0	0
(5) Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources (MWh)	632.3	978.7
(6) Total fossil energy consumption (MWh) (calculated as the sum of lines 1 to 5)	**1,633.0**	**2,064.0**
Share of fossil sources in total energy consumption (%)	**47**	**50**
(7) Consumption from nuclear sources (MWh)	**0**	**0**
Share of consumption from nuclear sources in total energy consumption (%)	**0**	**0**
(8) Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.) (MWh)	0	0
(9) Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources (MWh)	1,847.9	2,082.6
(10) Consumption of self-generated non-fuel renewable energy (MWh)	0	0
(11) Total renewable energy consumption (MWh) (calculated as the sum of lines 8 to 10)	**1,847.9**	**2,082.6**
Share of renewable sources in total energy consumption (%)	**53**	**50**
Total energy consumption (MWh) (calculated as the sum of lines 6, 7 and 11)	**3,480.9**	**4,146.6**

*For ease of comparison, the values for 2023 differ from those given in the 2023 Annual Report of the GEN-I Group and GEN-I, d.o.o. This year's approach to determining the proportions of renewable and non-renewable energy sources was more conservative than last year's. The proportion of renewable sources reported this year is therefore lower than the proportion reported last year and the proportion of non-renewable sources reported this year is higher than the proportion reported last year. We should also point out that energy consumption included all companies within the GEN-I Group in 2024 and only companies headquartered in Slovenia in 2023.

Energy intensity of the GEN-I Group based on net revenue

Energy intensity per net revenue	2023	2024	%2024/2023
Total energy consumption from activities in high climate impact sectors per net revenue from activities in high climate impact sectors (MWh/EUR)*	0.0000014**	0.0000021	147

*The bulk of the net revenue of companies in the GEN-I Group comes from electricity and natural gas trading and supply. These are activities in high climate impact sectors. Net revenue from the installation of solar power plants, which according to the NACE classification is not an activity in high climate impact sectors, account for a smaller share. We are including these net revenues because we believe that we are making an important contribution to mitigating the effects of climate change by carrying out these activities (as reflected in the fact that they are defined as Taxonomy-eligible activities and that net revenue from these activities accounts for a relatively small share and one that would not have a material impact on energy intensity).

**This value differs minimally from the value reported in the 2023 Annual Report of the GEN-I Group and GEN-I, d.o.o., as the value reported there was incorrect.

Connectivity of energy intensity of the GEN-I Group based on net revenue with financial reporting information

Net revenue (financial statements) (EUR)	2,015,243,558

2.2.2 Sustainable technology deployment

By investing in sustainable technologies, the GEN-I Group has for several years been contributing significantly to climate change mitigation, introducing energy from renewable sources and decarbonising Slovenia as well as the wider regional and social environment. The GEN-I Group set out its objectives in relation to the deployment of sustainable technologies in its Strategic Development Plan 2022–2030, as well as in its annual business plan, which defines its targets for the installation of sustainable technology capacities in MW, along with the investments required to achieve the targets set. In 2024 we remained focused on the generation of electricity from solar power and on electricity storage systems. Alongside the supply of carbon-free electricity to end-consumers in Slovenia, these are the two key climate change mitigation measures, and will remain our focus in the future. The GEN-I Group is therefore adapting its business model and thereby increasing its resilience. We are making the most of the business opportunities offered by the green transition and identified in the double materiality assessment process, and are also addressing and mitigating the risks defined in that process; these relate mainly to climate (e.g. acute physical risks) and the supply chain (e.g. the human and labour rights of those employed in the supply chain).

The GIC, which is tasked with taking decisions on renewable energy projects and investments or similar projects within the annual business plan or strategic development plan, continued its work in 2024. Alongside this it also gives guidance on activities within individual projects and development policies for investments in renewable energy sources, analyses project progress reports and, where necessary, coordinates and steers stakeholder participation in projects. It deals with all large-scale investment projects involving the deployment of sustainable technologies. In order to ensure the sustainability of projects and investments from environmental, social and governance aspects, it bases its assessment of projects and investments on sustainable criteria in line with the technical screening criteria and minimum safeguards set out in the Taxonomy Regulation and defined in the Policy for the Assessment of the Sustainability of Activities and Projects in the GEN-I Group, the contents of which are described in detail in the sections on environmental impact of business activities and responsible supply chain management. In this way, the GEN-I Group also addresses all the defined impacts, risks and opportunities associated with the material matter/topic of sustainable technology deployment.

As mentioned previously, the GEN-I Group's measures in relation to deployment of sustainable technologies that contribute to climate change mitigation mainly involve investments in renewable energy sources – more specifically, utility-scale solar power plants and energy storage systems. In 2024 the Group completed the construction of a utility-scale solar power plant in North Macedonia (Ljubaš–Kavadarci). Its portfolio therefore now contains two utility-scale solar power plants: the first, with a total power of 17 MW, and the second, which began operating in August, with a total power of 12 MW. In 2024 the first power plant's increase in efficiency produced energy savings of 16,045 MWh and reduced CO_2 emissions by 8,736 tonnes. The total amount of electricity produced by the GEN-I Group from RES (solar) alone is presented in the table below.

Energy production by the GEN-I Group (MWh)

Energy production	2023	2024
Energy production from renewable sources (solar)	25,858.9*	31,474.8**

* Production covers the solar power plant in North Macedonia, the solar power plant installed on the roof of the office building in Kromberk, and the solar power plants owned by GEN-I ESCO d.o.o. and SOL NAVITAS INVESTICIJE d.o.o. The value differs from the value stated in the 2023 Annual Report of the GEN-I Group and GEN-I, d.o.o. as the value reported in this year's annual report additionally contains the solar power plants owned by GEN-I ESCO d.o.o. and SOL NAVITAS INVESTICIJE d.o.o, which were not included in the value reported in last year's annual report. These solar power plants have been included this year to make the data between the two years more comparable.

** Production covers two solar power plants in North Macedonia, the second of which began generating electricity in August 2024, the solar power plant on the roof of the office building in Kromberk, and the solar power plants owned by GEN-I ESCO d.o.o. and SOL NAVITAS INVESTICIJE d.o.o.

Alongside the investments, development activities are under way to extend large-scale sustainable, cost-effective and technologically advanced solutions for generating energy from RES to new markets. In 2024 these activities, which are of key importance to long-term growth in the utility-scale RES projects segment and to mitigating climate change, were focused mainly on two new markets: Serbia and Austria. In the RES investments segment, which includes the development activities mentioned above as well as various phases of potential projects, we are therefore active on the markets of Slovenia, Austria, Serbia, North Macedonia and Croatia.

As mentioned, our investments are directed not only towards solar power plants, but towards battery storage as well. This reflects our awareness that increased investment in RES brings additional requirements for reserve energy. In the battery storage investments segment (as in the RES investments segment), development activities are under way with a view to expansion into new markets. There are also several projects under way at various stages of development.

We will continue and intensify our investments in RES and battery storage systems. With a view to increasing investments in sustainable generation sources and storage systems, and with an awareness of the materiality of the financial scope of investments of that type, GEN-I, d.o.o. issued a green bond in 2024 in the amount of EUR 50 million and founded GEN-I INVEST d.o.o. By establishing the latter, the GEN-I Group aims to develop a new asset management competence centre that bases its activities on internationally established practices and standards.

Our targets, actions and metrics in relation to the sustainable technology deployment will also be described in detail in the GEN-I Group Sustainability Strategy. This means that these targets, actions and metrics will address aspects connected with the business objectives set out in the GEN-I Group Strategic Business Plan 2022–2030 and in the annual business plans. This means that the measures carried out, which currently relate mainly to business objectives but also, as previously pointed out, to green indicators such as an increase in green energy generation, energy savings from an increase in energy efficiency and reductions in CO_2 emissions, will be monitored even more comprehensively.

Having designed the aforementioned sustainability criteria for assessing projects and investments, we will gradually assess all major projects relating to the sustainable technology deployment from the aspect of their alignment with the Taxonomy, thereby increasing the proportion of Taxonomy-aligned turnover, capital expenditure and operating expenditure. The considerable capital and operating expenditure required for the investments described and the current proportions of Taxonomy alignment are available in the Disclosures under the Taxonomy Regulation section.

GEN-I Group did not carry out any GHG removals and GHG mitigation projects financed through carbon credits in 2024.

2.2.3 Sustainable products and services

By developing and providing innovative sustainable products and services, the GEN-I Group has, for a number of years, been helping to lay the groundwork for the green transition and to mitigate climate change for its household, business and public-sector customers. Sustainable products and services enable customers to reduce their own carbon footprint and actively adjust their consumption, which also helps them reduce their dependence on price fluctuations. The fact that the GEN-I Group retained a market share of more than 25% among suppliers of electricity to end-customers in Slovenia in 2024, and supplies them exclusively with carbon-free electricity, and that GEN-I SONCE d.o.o. is the leading supplier of turnkey solar power systems means that our sustainable products and services have considerable reach, and therefore a large positive environmental and social impact on the energy transition process of society as a whole. This was also recognised as an opportunity in the double materiality assessment process. At the same time, the GEN-I Group, by developing sustainable products and services, is also adjusting its business model by addressing the risks identified in the double materiality assessment process. With an awareness of the materiality of the GEN-I Group's impact on bringing about the decarbonisation of wider society, the objectives relating to the introduction of sustainable products and services, which are therefore also the business objectives, have already been set out in the GEN-I Group Strategic Development Plan 2022–2030 as well as in the annual GEN-I Group business plan. These objectives, together with the relevant actions and metrics, will also be incorporated into the GEN-I Group Sustainability Strategy.

As we have already pointed out, in the segment of electricity supply to end-customers in Slovenia, which is one of the GEN-I Group's core activities, we continued to supply exclusively carbon-free electricity in 2024. By supplying exclusively carbon-free electricity in Slovenia, the GEN-I Group therefore reduced

CO_2 emissions by almost 1.2 million tonnes (compared to if these supplies had not been covered by guarantees of origin, as outlined in the section on Reliable and affordable supply). This business decision has made an important contribution to mitigating the effects of climate change and decarbonising wider society. To achieve these objectives, the GEN-I Group will have to continue to make the necessary adjustments to its business strategies and models, particularly when it comes to supplying electricity outside Slovenia and trading and supplying natural gas, so as to remove the negative impact that these activities have on the environment.

Ever since 2017, when GEN-I SONCE d.o.o., in collaboration with SID banka and Nova KBM, was the first company in Slovenia to issue a green bond, funds have been earmarked for projects that promote electricity generation from RES, increase energy efficiency and facilitate the sustainable transition to a low-carbon society. Despite the fact that changes in the market brought about by the abolition of the annual net metering system have led to a decline in interest in the construction of solar power systems, GEN-I SONCE d.o.o. reached a major milestone in 2024 by delivering its 10,000th system. Thanks to its household self-supply services, GEN-I SONCE d.o.o. helped to increase green energy generation by 304,105 MWh (120,178 MWh in 2024), increase energy savings through increases in efficiency by 273,694 MWh (108,160 MWh in 2024) and reduce emissions by 149,011 tonnes of CO_2 (58,887 tonnes in 2024) between June 2017 and the end of 2024.

In addition to this, 38 solar power plants for business customers were put into operation in 2024. The operation of these power plants has, since 2018, led to energy savings through increases in efficiency of 67,580 MWh (35,407 MWh in 2024), reductions in CO_2 emissions of 36,794 tonnes (19,277 tonnes in 2024) and an increase in green energy generation of 75,089 MWh (39,342 MWh in 2024). We have also enhanced our range of sustainable products and services for business customers by offering battery energy storage systems. These provide businesses with greater energy independence and stability, as they allow them to store surpluses of electricity generated from renewables for use in periods when generation is lower or electricity prices higher.

The end of the annual net metering system and the introduction of the new network charge act have given further impetus to the development of new products and the tailoring of sustainable products and services to household and small business customers as well. At the start of the year, in response to the abolition of the annual net metering system, we brought to market a new self-supply solution that enables household and small business owners of solar power plant systems to sell on their electricity surpluses. We also added a new, innovative product, “Smart Self-Supply”, to our combined solar power and battery storage system product, which also addresses the challenge presented by the ever-decreasing opportunities for incorporating new sources of energy into the distribution network. Customers are therefore able to enjoy a continuing return on their investment and make use of additional financial benefits. We introduced two active consumption price offers as an additional response to the introduction of the new network charge act. One provides active consumers with access to dynamic electricity market prices for electricity consumption, the other enables household customers to shift their consumption to off-peak times and therefore benefit from cheaper periods based on renewable solar energy sources.

With a view to providing all end-customers with the benefits of sustainable development, we continued to develop community self-supply products and services in 2024. In collaboration with the Municipality of Ajdovščina, we connected the first customers to the new local Ajdovščina Solar Community, which brings together the solar power plants installed on five buildings owned by the municipality and has capacity to service more than 200 metering points. These plants are expected to generate 873 MWh of electricity and reduce CO_2 emissions by 510 tonnes a year.

In 2024 we also developed a suite of community self-supply products and services for business customers, with particular focus on the integration of RES installations into self-supply energy communities for businesses. We identified increased demand for energy solutions by the public sector in particular, where there is an increasing awareness of the importance of sustainability and the green transition. We therefore focused most heavily on intensively developing and implementing public-private partnership projects, and were successful at a large number of public calls for applications, which enabled us to acquire further projects.

The GEN-I Group also continued to provide flexible consumption services, acting as an aggregator of active customers and enabling them to generate energy savings. In the area of ancillary services, we also see opportunities going forward, as the demand for smart networks will increase in line with the rise in use of RES in the energy system. In the business customer segment, there was a particular focus on power purchase and the development of the long-term five-year nPPA product, which enables the long-term purchase of nuclear electricity at a fixed price, whereby our trading segment also pursues sustainable development objectives.

The GEN-I Group also sees major business opportunities in the field of e-mobility, providing charging services to customers at more than 100,000 charging stations around Europe, thereby helping to facilitate the green transition in mobility as well. The Smart Charge service, which is designed to optimise electric vehicle charging on charging infrastructure, was therefore developed for business customers in 2024. The service won a gold award at the “Inovacije Posavja 2024” event, along with a national bronze award.

2.2.4 Environmental impact of own operations

The environmental impact of the GEN-I Group’s own operations relates mainly to the environmental footprint generated by the Group’s own operations at its offices and business premises. The GEN-I Group does not cause a significant environmental impact through its operations in its business premises. What impact there is arises mainly from energy consumption, water consumption and waste from office operations. It should be noted that the GEN-I Group mainly operates from leased property, which means that the options for taking specific measures are limited. Nevertheless, the Group is endeavouring to reduce its environmental impact as much as possible. The GEN-I Group has not yet formulated comprehensive policies containing targets, metrics and actions in relation to limiting the environmental impact of its own operations; these will be defined in detail in the updated GEN-I Group Sustainability Strategy. We are nevertheless introducing measures aimed at limiting that impact, and are already monitoring their effectiveness in the cases outlined below. We are focusing most heavily on raising employees’ awareness of the importance of efficient energy and water consumption, and of measures that can help to reduce the amount of waste we generate. The “Z manj do več” (Less is More) group continued to publish monthly information and tips on sustainability in 2024 with the aim of educating staff and motivating them to behave sustainably at home and at work. Membership is voluntary and currently numbers around 220 employees. The main areas of focus in relation to the environmental impact of the GEN-I Group’s own operations in relation to water consumption and waste are set out below. The impact of energy consumption is presented in the Corporate carbon footprint section.

2.2.4.1 Water consumption

Although water consumption at the GEN-I Group represents water consumption at business premises (and, as such, does not have a significant negative impact on the environment), we nevertheless strive to take measures that ensure that water is used responsibly. Chiefly on account of the fact that most of our business premises are leased, employee empowerment remains the central measure in this area. At our office building in Kromberk, which we own, we continued to collect rainwater for use as sanitary water.

Since last year we have monitored the amount of water we use for our own operations at all companies within the GEN-I Group. In 2024 we used 5,337 m^3 of drinking water and released 12,131 m^3 of wastewater into treatment facilities. Since most of our business premises are leased, the data is obtained from the building managers or from bills, with water consumption generally being measured in proportion to the share of the building leased by the Group. For business premises for which data on water consumption is not available, we use estimates based on water consumption in those business premises

for which data is available. Expanding our measurements of own water consumption to all companies within the GEN-I Group has provided us with a comprehensive overview of the environmental impact we cause through water consumption. Continuously monitoring this data will enable us to target future measures even more effectively and address the need for responsible water consumption, a topic that will also be included in the GEN-I Group Sustainability Strategy.

2.2.4.2 Waste

In this section, waste management relates to waste produced at the Group’s business premises, which is principally municipal waste. Waste separation and disposal depends on the local waste management system or the waste management system of the country in which GEN-I Group companies operate. We therefore do not have any data on how the waste is managed after it is removed. In 2024 we extended the monitoring of waste quantities produced to all GEN-I Group companies, although the data for subsidiaries headquartered abroad comes from estimates based on the quantities of waste generated at locations for which we have data.

We separate all of the waste we produce in Slovenia. We use a number of different methods to encourage those employees who work in our office and other buildings in Slovenia to use less packaging and to separate their waste in a more satisfactory way. The GEN-I Group generated 51,840 kg of office waste in 2024. Since this is mainly municipal waste that is not weighed, the data is largely based on estimates. As mentioned, we lease most of our business premises, which means that data on waste quantities is obtained from the building manager or from bills, with quantities generally being measured in proportion to the share of the building leased by the Group. For business premises for which data on waste quantities is not available, we use estimates based on waste quantities in those business premises for which data is available. More detailed figures on the waste generated from the sale of energy technologies can be found in the Environmental impact of business activities section.

We also paid particular attention to digital waste in 2024, with one of the projects within the Green Onboarding (ZEON) programme having been designed to formulate guidelines on how to reduce digital waste at the GEN-I Group. We also conducted an information campaign on this topic for all employees.

2.2.5 Environmental impact of business activities

As shown in the sections above, the GEN-I Group is tailoring its business activities to the requirements of the green transition. We identified the importance of taking a sustainable approach and of measuring the impact of our own business activities on the environment in the GEN-I Group Strategic Development Plan 2022–2030. In the updated GEN-I Group Sustainability Strategy, our commitment to limiting the environmental impact of our business activities will be defined using actions and measurable targets that chiefly address investments in sustainable technologies and their impact on the natural environment in relation to biodiversity and ecosystems (generally based on scientific evidence), water, energy consumption, waste management and recycling. This will provide us with even more comprehensive monitoring of the effectiveness of the measures adopted – indeed, we are already monitoring some measures, as outlined below. In the meantime, we are nevertheless already adopting measures to increase the positive and reduce the negative impacts of our activities on the environment.

As highlighted in previous sections, the GEN-I Group has recently stepped up the development of new business activities, gradually adjusting them to increase its positive and reduce its negative environmental impact, and to contribute to the EU's climate change mitigation targets. The sustainable energy products and services that the GEN-I Group brings to the market have a mainly positive impact on the environment because they help to increase RES capacities and efficient energy consumption, leading to a fall in GHG emissions. As such, they have an important impact on climate change mitigation, as shown in the Sustainable products and services section. While the installation of rooftop solar power units and smaller-scale battery storage systems does not have a negative impact on biodiversity or water sources, care must be taken to avoid such impacts when building utility-scale solar power plants at ground level.

As mentioned in the Sustainable technology deployment section, when investing in RES in order to manage potential negative environmental impacts we follow the technical screening and other criteria set out in the relevant delegated acts under the Taxonomy Regulation, as set out in the Disclosures under the Taxonomy Regulation section and defined in the Policy for the Assessment of the Sustainability of Activities and Projects in the GEN-I Group. These address the topics of climate-related risks, pollution and transition to the circular economy, as well as impacts on biodiversity, land use and water sources. The policy also contains a detailed description of the process of assessing the compliance of a specific project type with the relevant criteria. This process enables us to identify potential negative impacts on the environment that could arise in the vicinity of a project, e.g. the potential impact on biodiversity, ecosystems and water sources, which is considered in any further assessment of the project. This process prevents a project from causing a deterioration in the status or ecological potential of water bodies, leading to a considerable decline in the status and resilience of ecosystems or the conservation status of habitats. Alongside this, we comply with all legal environmental protection requirements when carrying out investment projects.

As far as environmental impact is concerned, we see a potential negative impact mainly in the options for recycling these types of technology, which are currently still fairly limited, and the environmental footprint involved in the extraction of the critical raw materials incorporated into the products. The GEN-I Group addresses these areas because it believes that recycling provides photovoltaics with a "double green value". In addition to reducing environmental pollution, recycling photovoltaic modules also helps to reduce the amount of electricity that needs to be consumed during the process of extracting the raw materials, since fewer waste materials are produced. This also helps us meet the commitment of the photovoltaics industry, which is to manage the entire ("closed") sustainable life cycle of photovoltaic modules.

Within the context of the deployment of sustainable technologies, we have also addressed the topic of recycling in the policy referred to above and the project assessment criteria, the aim being to supply, where available, highly robust equipment and components that can be recycled, dismantled and refurbished in a straightforward manner. The GEN-I Group has been addressing the topic of recycling for many years, as its subsidiary GEN-I SONCE d.o.o. is required to be part of the waste electrical and electronic equipment management scheme. In 2024 it had a waste handling cooperation agreement with ZEOS d.o.o. that guarantees the collection and management of waste electrical and electronic equipment, including end-of-life solar power system components. GEN-I SONCE d.o.o. pays the prescribed environmental tax for the recycling of these components, and a tax based on the quantity and weight of every solar power system component sold. This ensures that end-of-life equipment (modules, components) is recycled and materials reused for the manufacture of new components. In 2024 the company paid an environmental tax for 51,443 directly imported photovoltaic module elements, inverters and other equipment as part of the scheme. The total weight placed on the market in Slovenia was 1,138,883 kg (this does not necessarily mean that all that equipment was actually used in 2024). A total of 21,360 kg of solar panels and associated equipment was delivered to ZEOS d.o.o. as a result of damage and destruction caused by extreme weather events in 2024. With the aim of expanding our research into the recycling of green technologies, the topic was addressed in one of the Green Onboarding programme modules in 2024.

GEN-I SONCE d.o.o. began installing its first solar power systems in 2017, which means that the average age of its power plants is eight years or less. Since the anticipated lifespan of a solar power system installed by GEN-I SONCE d.o.o. is 30 years or more, we do not, as yet, have any concrete cases of the recycling of an entire solar power system. Cases of the return of certain components (e.g. optimisers and inverters) do occur when maintenance is carried out on the solar power plants. These are subject to a complaints and claims management procedure and returned to the manufacturer, which then provides a new component under the terms set out in the warranty.

Since new components for the installation of solar power plants arrive at the GEN-I SONCE d.o.o. warehouse, the company is committed to protecting the environment, and therefore also managing packaging waste, under the terms of the ISO 14001:2015 certificate (which covers environmental management systems). The field of packaging waste management in Slovenia is regulated by the Decree on packaging and packaging waste.[3] In line with the legal basis established, GEN-I SONCE d.o.o. is involved in a waste packaging scheme and pays an environmental tax for all packaging waste brought to the Slovenian territory in a given year (the waste itself does not necessarily have to have been generated in that year).

In 2024 GEN-I SONCE d.o.o. paid environmental tax for the following quantities of packaging waste:

- 2,935 kg of paper and cardboard packaging;
- 594 kg of plastics;
- 13,297 kg of wood (EUR-pallets that we return to circulation and are mostly not subject to waste removal);

[3] Decree on packaging and packaging waste (Official Gazette of RS, Nos 54/21 and ff.).

- 2 kg of metal (EUR-pallet reinforcements for the heaviest photovoltaic modules).

In 2024 the costs of removing the following types of waste generated during the installation of solar power systems were incurred at GEN-I SONCE d.o.o.:

- 12,720 kg of paper and cardboard packaging;
- 24,080 kg of bulk waste;
- 520 kg of plastic packaging.

The total amount of waste generated in 2024 from the installation of solar power systems in Slovenia and Croatia was therefore 58,680 kg, which includes solar panels and components damaged and destroyed during extreme weather events and sent for recycling to ZEOS d.o.o., and waste generated during the installation of solar power systems. As mentioned in the Environmental impact of own operations section, a further 51,840 kg of waste was generated at the Group's offices and other business premises. The total quantity of waste generated in 2024 was therefore 110,520 kg: 57,764 kg of recycled waste, including biowaste composting, generated at offices (52%), and 52,756 kg of non-recycled waste (48%).

2.2.6 Disclosures under the Taxonomy Regulation

2.2.6.1 Introduction to the EU taxonomy as a tool for the transition to climate neutrality

Under Article 8 of the Taxonomy Regulation,[4] the GEN-I Group also discloses information on how and to what extent it engages in activities that qualify as environmentally sustainable activities under Articles 3 and 9 of the Taxonomy Regulation. This is therefore a classification system that defines the criteria for economic activities that are aligned with a net zero trajectory by 2050 and the broader environmental goals other than climate. The GEN-I Group discloses information under the Taxonomy Regulation pursuant to the provisions of Commission Delegated Regulation (EU) 2021/2178,[5] which more precisely defines the content, methodology and method of disclosure of information, and Commission Delegated Regulations (EU) 2021/2139,[6] 2023/2485[7] and 2023/2486,[8] which determine the technical screening criteria for ascertaining whether an economic

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[4] Regulation (EU) 2020/852 of the European Parliament and of the Council of 18 June 2020 on the establishment of a framework to facilitate sustainable investment, and amending Regulation (EU) 2019/2088 (OJ L 198, 22.6.2020, pp. 13–43).
[5] Commission Delegated Regulation (EU) 2021/2178 of 6 July 2021 supplementing Regulation (EU) 2020/852 of the European Parliament and of the Council by specifying the content and presentation of information to be disclosed by undertakings subject to Articles 19a or 29a of Directive 2013/34/EU concerning environmentally sustainable economic activities, and specifying the methodology to comply with that disclosure obligation (OJ L 443, 10.12.2021, pp. 9–67); last amended by Commission Delegated Regulation (EU) 2023/2486 of 27 June 2023 (OJ L 2023/2486, 21.11.2023).
[6] Commission Delegated Regulation (EU) 2021/2139 of 4 June 2021 supplementing Regulation (EU) 2020/852 of the European Parliament and of the Council by establishing the technical screening criteria for determining the conditions under which an economic activity qualifies as contributing substantially to climate change mitigation or climate change adaptation and for determining whether that economic activity causes no significant harm to any of the other environmental objectives (OJ L 442, 9.12.2021, pp. 1–349); last amended by Commission Delegated Regulation (EU) 2023/2485 of 27 June 2023 (OJ L 2023/2485, 21.11.2023).
[7] Commission Delegated Regulation (EU) 2023/2485 of 27 June 2023 amending Delegated Regulation (EU) 2021/2139 establishing additional technical screening criteria for determining the conditions under which certain economic activities qualify as contributing substantially to climate change mitigation or climate change adaptation and for determining whether those activities cause no significant harm to any of the other environmental objectives (OJ L, 2023/2485, 21.11.2023).
[8] Commission Delegated Regulation (EU) 2023/2486 of 27 June 2023 supplementing Regulation (EU) 2020/852 of the European Parliament and of the Council by establishing the technical screening criteria for determining the conditions under which an economic activity qualifies as contributing substantially to the sustainable use and protection of water and marine resources, to the transition to a circular economy, to pollution prevention and control, or to the protection and restoration of biodiversity and ecosystems and for determining whether that economic activity causes no significant harm to any of the other environmental objectives and amending Commission Delegated Regulation (EU) 2021/2178 as regards specific public disclosures for those economic activities (OJ L, 2023/2485, 21.11.2023).

activity contributes substantially to the six environmental objectives set out by the Taxonomy Regulation (climate change mitigation, climate change adaptation, the sustainable use and protection of water and marine resources, the transition to a circular economy, pollution prevention and control, and the protection and restoration of biodiversity and ecosystems) or does no significant harm to those objectives.

With due regard to Article 10 of Commission Delegated Regulation (EU) 2021/2178, the GEN-I Group is disclosing, for the financial year ending 31 December 2024, the proportion of its turnover, its capital expenditure and its operating expenditure from Taxonomy-non-eligible, Taxonomy-eligible but not Taxonomy-aligned activities, and Taxonomy-aligned economic activities, and other relevant qualitative information.

The GEN-I Group is also disclosing information under Commission Delegated Regulation (EU) 2022/1214,[9] wherein the Commission concluded, by taking into consideration scientific opinions, expert consultations and current technological progress, that selected gas and nuclear activities were in line with the climate and environmental objectives of the EU and would help accelerate the transition from more polluting activities (such as coal mining) to a climate-neutral future based primarily on renewable energy sources.

2.2.6.2 Identification of Taxonomy-eligible economic activities

In order to identify its Taxonomy-eligible economic activities, the GEN-I Group conducted a review of all the above-listed delegated regulations, which define the Taxonomy-eligible economic activities in relation to the six environmental objectives. A GEN-I Group economic activity may only be classified as Taxonomy-eligible if it is mentioned in one of the delegated regulations and there are technical criteria in place for further assessing its alignment with the EU Taxonomy. If that is not the case, the activity must be classified as a Taxonomy non-eligible economic activity.

In the first step, the GEN-I Group identified the activities listed in Commission Delegated Regulation (EU) 2021/2139 as Taxonomy-eligible economic activities relevant to the turnover, CapEx and OpEx of the Group, meaning that there are technical screening criteria available for those activities or those activities contribute substantially to two environmental objectives, i.e. climate change mitigation and climate change adaptation. These activities are:

Economic activity under Commission Delegated Regulation (EU) 2021/2139	Economic activity of the GEN-I Group
4.1: Electricity generation using solar photovoltaic technology	• Solar energy generation • Energy performance contracting
7.6: Installation, maintenance and repair of renewable energy technologies	• Construction of solar power plants • Storage of electricity

The following activities are relevant to the GEN-I Group in terms of non-sales related CapEx:

- 6.5: Transport by motorbikes, passenger cars and light commercial vehicles
- 7.4: Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)

2.2.6.3 Identification of Taxonomy-aligned economic activities

For Taxonomy-eligible activities, checks were then performed to verify whether:

- they contribute substantially to climate change mitigation, i.e. whether they are compliant with the technical screening criteria under Commission Delegated Regulation (EU) 2021/2139 pertaining to

[9] Commission Delegated Regulation (EU) 2022/1214 of 9 March 2022 amending Delegated Regulation (EU) 2021/2139 as regards economic activities in certain energy sectors and Delegated Regulation (EU) 2021/2178 as regards specific public disclosures for those economic activities (OJ L 188, 15.7.2022, pp. 1–45).

what is classified as a "substantial contribution" to the environmental objectives. The assessment of the GEN-I Group's economic activities was prepared solely on the basis of the environmental objective of climate change mitigation (and therefore not also the climate change adaptation objective, so as to avoid double-counting), since this is the primary objective pursued by the economic activities of the GEN-I Group;

- they cause no significant harm to the other relevant environmental objectives (climate change adaptation, the sustainable use and protection of water and marine resources, the transition to a circular economy, pollution prevention and control, and protection and restoration of biodiversity and ecosystems);
- they are being implemented in accordance with the minimum safeguards under Article 18 of the Taxonomy Regulation. If both conditions are met, the economic activity in question is considered to be Taxonomy-aligned.

Only if the answer to all the above questions is affirmative can an economic activity be classified as Taxonomy-aligned. If this is not the case, the economic activity is classified as Taxonomy-eligible but not Taxonomy-aligned.

The results of the verification of the GEN-I Group's economic activities are presented in the table below:

Economic activity under Commission Delegated Regulation (EU) 2021/2139	Description of the activity under Commission Delegated Regulation (EU) 2021/2139	Economic activity of the GEN-I Group	Assessment of alignment with Taxonomy
4.1: Electricity generation using solar photovoltaic technology	Construction or operation of electricity generation facilities that generate electricity using solar photovoltaic technology.	• Solar energy generation • Energy performance contracting.	While the very nature of this economic activity (electricity generation using photovoltaic energy) means that the criterion of whether an economic activity makes a substantial contribution to the environmental objective of climate change mitigation is met, the activity nevertheless cannot be classified as Taxonomy-aligned, as: • the GEN-I Group's criteria/processes for assessing whether that economic activity causes no significant harm to any of the relevant environmental objectives under Commission Delegated regulation (EU) 2021/2139 are in place, but were not yet being fully applied in 2024; • the GEN-I Group's criteria/processes for assessing compliance with the minimum safeguards under Article 18 of the Taxonomy Regulation were put in place in 2023, but were not yet being fully applied in 2024 in connection with GEN-I's supply or value chain.
7.6: Installation, maintenance and repair of renewable energy technologies	Installation, maintenance and repair of renewable energy technologies, on-site The economic activity in this category is an enabling activity.	• Construction of solar power plants • Storage of electricity	While the very nature of this economic activity (it includes the installation, maintenance and repair of photovoltaic systems and auxiliary technical equipment, and the installation, maintenance and repair of thermal energy or electricity storage units and auxiliary technical equipment) means that the criterion of whether an economic activity makes a substantial contribution to the environmental objective of climate change mitigation is met, the activity can nevertheless not be classified as Taxonomy-aligned, as: • the GEN-I Group's criteria/processes for assessing whether that economic activity causes no significant harm to any of the relevant environmental objectives under Commission Delegated regulation (EU) 2021/2139 are in place, but were not yet being fully applied in 2024; • the GEN-I Group's criteria/processes for assessing compliance with the minimum safeguards under Article 18 of the Taxonomy Regulation were put in place in 2023, but were not yet being fully applied in 2024 in connection with GEN-I's supply or value chain.

As the economic activities of the GEN-I Group have not yet been comprehensively assessed from the point of view of compliance with all the technical screening criteria under Commission Delegated Regulation (EU) 2021/2139 and of compliance with the criteria for assessing compliance with the minimum safeguards under Article 18 of the Taxonomy Regulation, which means that we cannot claim with certainty that they meet all the necessary requirements to be classified as Taxonomy-aligned, we have classified them as Taxonomy-eligible but not Taxonomy-aligned. The GEN-I Group therefore did not engage in any Taxonomy-aligned activities in 2024, but is planning to do so in 2025.

Similar conclusions can be drawn for economic activity 6.5 (Transport by motorbikes, passenger cars and light commercial vehicles), as it covers investments in own-use electric and hybrid vehicles, and economic activity 7.4 (Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings), as it covers investments in charging stations for electric vehicles for internal use. This means that the activities are Taxonomy-eligible but not Taxonomy-aligned, as they have not been assessed under the technical screening criteria or minimum safeguards.

2.2.6.4 Key performance indicators

Within the GEN-I Group, activities that are relevant to the EU Taxonomy and whose turnover, CapEx and OpEx are included in the numerator calculation are performed at GEN-I SONCE d.o.o., GEN-I SUNCE d.o.o., GEN-I Hrvatska d.o.o., GEN-I ESCO d.o.o., SOL NAVITAS INVESTICIJE d.o.o., GEN-I KAV SONCE DOOEL and GEN-I SONCE DOOEL Skopje:

- **GEN-I SONCE d.o.o.** generates turnover from the performance of two Taxonomy-eligible economic activities. The basis for including the turnover from each individual activity at this company is the turnover actually generated by each activity. The turnover generated by each individual economic activity at this company constitutes the allocation key for dividing expenditure into capital expenditure and operating expenditure at the level of each individual economic activity at this company.
- **GEN-I Sunce d.o.o.** is engaged in only one Taxonomy-eligible activity. When capturing data about this company, there is therefore no need to use the allocation key for turnover, CapEx and OpEx.
- In addition to one Taxonomy-eligible activity, **GEN-I Hrvatska d.o.o.** is engaged in two Taxonomy non-eligible activities. The basis for including the turnover from the Taxonomy-eligible activity is the turnover actually generated by this company's Taxonomy-eligible activity. The proportion of this turnover accounted for in the company's total turnover is the allocation key for dividing expenditure into CapEx and OpEx for the company's Taxonomy-eligible economic activity.
- **GEN-I ESCO d.o.o.** is engaged in only one Taxonomy-eligible activity. When capturing data about this company, there is therefore no need to use the allocation key for turnover, CapEx and OpEx.
- **GEN-I KAV SONCE DOOEL Skopje** is engaged in only one Taxonomy-eligible activity. When capturing data about this company, there is therefore no need to use the allocation key for turnover, CapEx and OpEx.
- **GEN-I Sonce DOOEL Skopje** is engaged in only one Taxonomy-eligible activity. When capturing data about this company, there is therefore no need to use the allocation key for turnover, CapEx and OpEx.
- **SOL NAVITAS INVESTICIJE d.o.o.** is engaged in only one Taxonomy-eligible activity. When capturing data about this company, there is therefore no need to use the allocation key for turnover, CapEx and OpEx.

The numerator calculation only includes turnover, CapEx and OpEx for these companies within the meaning of the provisions of Commission Delegated Regulation (EU) 2021/2178. The other companies of the GEN-I Group are engaged in Taxonomy-non-eligible activities; their turnover, CapEx and OpEx are therefore not included in the numerator calculation. Even though several Taxonomy-non-eligible activities are performed at the level of individual companies, division into turnover, CapEx and OpEx is not relevant for the purpose of calculating the disclosures in question. Non-sales related CapEx, which is included in the calculation of the CapEx indicator, is the exception in this regard. No material events occurred during the reporting period with regard to the implementation of plans for CapEx (or else they were already included in the calculation of the relevant indicators).

There are other companies in the GEN-I Group at which Taxonomy-eligible activities are planned. However, either these activities are not yet being carried out at these companies, or their inclusion in the calculation of the indicators would be irrelevant. These companies are GEN-I OVE 1 d.o.o., GEN-I SUNCE Adria 1 d.o.o., R-Energy 1 d.o.o. and GEN-I INVEST d.o.o.

The financial statements of GEN-I, d.o.o. and the consolidated financial statements of the GEN-I Group have been prepared in accordance with the International Financial Reporting Standards (IFRS) as adopted by the European Union, the explanations adopted by the International Financial Reporting Interpretations Committee (IFRIC) and the European Union, and in accordance with the provisions of the Companies Act (ZGD-1).

The calculations of the indicators are presented by economic activity code from the Commission Delegated Regulation (EU) for activities already presented:

- 7.6 Installation, maintenance and repair of renewable energy technologies
- 4.1: Electricity generation using solar photovoltaic technology

The activity of installation, maintenance and repair of renewable energy technologies includes the economic activities of construction of solar power plants and storage of electricity. The activity of electricity generation using solar photovoltaic technology includes the activities of electricity generation from solar power plants and energy performance contracting. This is also essentially the activity of electricity generation from solar power plants, where the buyer of the energy performance contracting service does not own the solar power plant while the contract is in force, but takes ownership of it after the energy performance contract comes to an end.

The activity of transport by motorbikes, passenger cars and light commercial vehicles covers investments in own-use electric and hybrid vehicles, which are non-sales related CapEx. This also applies to the activity of the installation, maintenance and repair of charging stations for electric vehicles in buildings, which covers non sales-related investments in charging stations for electric vehicles for internal use.

2.2.6.1 Proportion of turnover from products or services associated with Taxonomy-aligned economic activities – disclosure covering 2024

2024 financial year	2024			Substantial contribution criteria						DNSH ("Do No Significant Harm") criteria									
Economic Activities (1)	Code (a) (2)	Turnover (3)	Proportion of Turnover, 2024 (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)	Minimum Safeguards (17)	Proportion of turnover from products or services associated with Taxonomy-aligned (A.1) or Taxonomy-eligible (A.2) economic activities, 2023 (18)	Category enabling activity (19)	Category transitional activity (20)
		Currency	%	YES; NO; N/EL; (b)(c)	YES; NO; N/EL; (b)(c)	YES; NO; N/EL; (b)(c)	YES; NO; N/EL; (b)(c)	YES; NO; N/EL; (b)(c)	YES; NO; N/EL; (b)(c)	YES /NO	YES /NO	YES /NO	YES /NO	YES /NO	YES /NO	YES /NO	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1 Environmentally sustainable activities (Taxonomy-aligned)																			
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	**0%**	**0.00%**	**N/EL**	**N/EL**	**N/EL**	**N/EL**	**N/EL**	NO	NO	NO	NO	NO	NO	NO	**0%**		
Of which enabling activities		0	**0%**	**0.00%**						NO	NO	NO	NO	NO	NO	NO	**0%**	**E**	
Of which transitional activities		0	**0%**	**0.00%**						NO	NO	NO	NO	NO	NO	NO	**0%**		**T**
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (g)																			
				EL N/EL (f)	EL, N/EL (f)	EL, N/EL (f)	EL, N/EL (f)	EL, N/EL (f)	EL, N/EL (f)										
Installation, maintenance and repair of renewable energy technologies	7.6	43,599,499	2.16%	EL	EL	N/EL	N/EL	N/EL	N/EL								2.40%		
Electricity generation using solar photovoltaic technology	4.1	2,821,534	0.14%	EL	EL	N/EL	N/EL	N/EL	N/EL								0.09%		
Turnover from Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		**46,421,034**	**2.30%**	**2.30%**	**2.30%**	**N/EL**	**N/EL**	**N/EL**	**N/EL**								**2.49%**		
A. Turnover of Taxonomy-eligible activities (A.1 + A.2)		**46,421,034**	**2.30%**	**2.30%**	**2.30%**	**N/EL**	**N/EL**	**N/EL**	**N/EL**								**2.49%**		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
Turnover of Taxonomy-non-eligible activities		**1,968,822,524**	**97.70%**																
Total (A+B)		**2,015,243,558**	**100.00%**																

This indicator relates to net sales revenue from Taxonomy-eligible activities relative to all net sales revenue. The proportion of Taxonomy-eligible turnover fell to 2.30% in 2024 (from 2.49% in 2023). The fall is the result of lower revenue from the construction of solar power systems in response to the planned abolition of the net metering system at the end of 2024. A greater share of GEN-I Group turnover comes from Taxonomy-non-eligible activities. Turnover from the sale of solar power plants and systems at GEN-I Hrvatska d.o.o. was included in the calculation of the indicator in 2023.

2.2.6.2 Proportion of CapEx from products or services associated with Taxonomy-aligned economic activities – disclosure covering 2024

2024 financial year		2024		Substantial contribution criteria						DNSH ("Do No Significant Harm") criteria									
Economic Activities (1)	Code (a) (2)	CapEx (3)	Proportion of CapEx, 2024 (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)	Minimum Safeguards (17)	Proportion of Taxonomy-aligned (A.1) or Taxonomy-eligible (A.2) CapEx, 2023 (18)	Category enabling activity (19)	Category transitional activity (20)
		Currency	%	YES; NO; N/EL; (b)(c)	YES; NO; N/EL; (b)(c)	YES; NO; N/EL; (b)(c)	YES; NO; N/EL; (b)(c)	YES; NO; N/EL; (b)(c)	YES; NO; N/EL; (b)(c)	YES /NO	YES /NO	YES /NO	YES /NO	YES /NO	YES /NO	YES /NO	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1 Environmentally sustainable activities (Taxonomy-aligned)																			
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	**0.00%**	**0.00%**	**N/EL**	**N/EL**	**N/EL**	**N/EL**	**N/EL**	NO	NO	NO	NO	NO	NO	NO	**0.00%**		
Of which enabling activities		0	**0.00%**	**0.00%**						NO	NO	NO	NO	NO	NO	NO	**0.00%**	**E**	
Of which transitional activities		0	**0.00%**	**0.00%**						NO	NO	NO	NO	NO	NO	NO	**0.00%**		**T**
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)) (g)																			
				EL N/EL (f)	EL, N/EL (f)	EL, N/EL (f)	EL, N/EL (f)	EL, N/EL (f)	EL, N/EL (f)										
Installation, maintenance and repair of renewable energy technologies	7.6	350,960	1.94%	EL	EL	N/EL	N/EL	N/EL	N/EL								16.12%		
Electricity generation using solar photovoltaic technology	4.1	7,000,324	38.71%	EL	EL	N/EL	N/EL	N/EL	N/EL								13.98%		
Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)	7.4	48,706	0.27%	EL	EL	N/EL	N/EL	N/EL	N/EL								0.41%		
Transport by motorbikes, passenger cars and light commercial vehicles	6.5	772,280	4.27%	EL	EL	N/EL	N/EL	N/EL	N/EL								0%		
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		**8,172,270**	**45.19%**	**45.19%**	**45.19%**	**N/EL**	**N/EL**	**N/EL**	**N/EL**								**30.51%**		
A. CapEx of Taxonomy eligible activities (A.1 + A.2)		**8,172,270**	**45.19%**	**45.19%**	**45.19%**	**N/EL**	**N/EL**	**N/EL**	**N/EL**								**30.51%**		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
CapEx of Taxonomy-non-eligible activities		**9,912,012**	**54.81%**																
Total (A+B)		**18,084,282**	100.00%																

This indicator relates to CapEx for Taxonomy-eligible activities relative to all CapEx at GEN-I Group level in 2024. The proportion of CapEx for Taxonomy-eligible activities increased to 45.19% in 2024 (2023: 30.51%). This rise was mainly the result of the investment in a utility-scale solar power plant in North Macedonia and the growth in investments in electricity storage systems.

2.2.6.3 Proportion of OpEx from products or services associated with Taxonomy-aligned economic activities – disclosure covering 2024

2024 financial year	2024			Substantial contribution criteria						DNSH ("Do No Significant Harm") criteria									
Economic Activities (1)	Code (a) (2)	OpEx (3)	Proportion of OpEx, 2024 (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)	Minimum Safeguards (17)	Proportion of OpEx associated with Taxonomy-aligned (A.1) or Taxonomy-eligible (A.2) economic activities, 2023 (18)	Category enabling activity (19)	Category transitional activity (20)
		Currency	%	YES; NO; N/EL; (b)(c)	YES; NO; N/EL; (b)(c)	YES; NO; N/EL; (b)(c)	YES; NO; N/EL; (b)(c)	YES; NO; N/EL; (b)(c)	YES; NO; N/EL; (b)(c)	YES /NO	YES /NO	YES /NO	YES /NO	YES /NO	YES /NO	YES /NO	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1 Environmentally sustainable activities (Taxonomy-aligned)																			
OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	**0.00%**	**0.00%**	**N/EL**	**N/EL**	**N/EL**	**N/EL**	**N/EL**	NO	NO	NO	NO	NO	NO	NO	**0%**		
Of which enabling activities		0	**0.00%**	**0.00%**						NO	NO	NO	NO	NO	NO	NO	**0%**	**E**	
Of which transitional activities		0	**0.00%**	**0.00%**						NO	NO	NO	NO	NO	NO	NO	**0%**		**T**
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (g)																			
				EL N/EL (f)	EL, N/EL (f)	EL, N/EL (f)	EL, N/EL (f)	EL, N/EL (f)	EL, N/EL (f)										
Installation, maintenance and repair of renewable energy technologies	7.6	221,516	4.46%	EL	EL	N/EL	N/EL	N/EL	N/EL								4.86%		
Electricity generation using solar photovoltaic technology	4.1	196,901	3.97%	EL	EL	N/EL	N/EL	N/EL	N/EL								4.02%		
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		**418,417**	**8.43%**	**8.43%**	**8.43%**	**N/EL**	**N/EL**	**N/EL**	**N/EL**								**8.88%**		
A. OpEx of Taxonomy-eligible activities (A.1 + A.2)		**418,417**	**8.43%**	**8.43%**	**8.43%**	**N/EL**	**N/EL**	**N/EL**	**N/EL**								**8.88%**		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			

OpEx of Taxonomy-non-eligible activities	4,542,884	91.57%
Total (A+B)	4,961,301	100.00%

This indicator relates to lease costs, education and training costs, and costs connected with the running and investment maintenance of fixed assets associated with Taxonomy-eligible activities relative to all lease costs, maintenance costs and costs connected with the running and investment maintenance of fixed assets at GEN-I Group level. The proportion of OpEx associated with Taxonomy-eligible activities was 8.43% in 2024 (2023: 8.88%). Despite the relative decline, the sum of these costs rose slightly in 2024 relative to the figures for the previous period (2023: EUR 340,000). The increase was primarily the result of the higher costs associated with the construction of small-scale solar power systems and the utility-scale solar power plant in North Macedonia.

2.2.6.4 Nuclear- and fossil gas-related activities

The GEN-I Group does not carry out any activities associated with the construction or management of devices that generate electricity or thermal energy from nuclear power or fossil gaseous fuels. We consider the remaining tables from Annex III to Commission Delegated Regulation (EU) 2022/1214 to be irrelevant to the GEN-I Group for reporting purposes.

2.3 Social information

As part of its examination of the social aspects of its operations, the GEN-I Group considers the impact it has on the social environment both within the organisation and more widely. It focuses on well-being and on providing support to employees, customers, communities and other company stakeholders.

This section contains information on the following major sustainability-related matters and topics at the GEN-I Group:

- human resource management;
- reliable and affordable supply;
- customers' empowerment;
- customer rights and satisfaction;
- communities' empowerment; and
- responsible supply chain management.

This section contains disclosures from the following topical standards: ESRS S1 and S4.

2.3.1 Human resources management

Employees are the GEN-I Group's main asset and the foundation upon which achievement of the Group's ambitious plans is based. Their rights, health and development are at the heart of our operations, as the Code of Ethics of GEN-I, d.o.o. and the GEN-I Group make clear. With the help of the latest HR practices and tools, we are putting in place an organisational culture whose progress is grounded in knowledge, learning and continuous development, and creating an environment that encourages innovative and diverse employee profiles to excel. The policies, rules, processes and approaches adopted are designed to enable us to adequately manage our material impacts (where it should be noted we have not detected any negative impacts on our employees), as well as our risks and opportunities, as set out in the section on the GEN-I Group's double materiality assessment. All this helps to ensure that employees can enjoy personal growth, well-being and respect for their rights. The main activities and measures carried out to this end and to enable the objectives of the Company and its employees to be achieved are listed below (and will be described in more detail later):

- strengthening our 'employer brand' by appearing at careers fairs, taking part in professional conferences and events at which our employees also speak, linking up with universities and faculties, and designing and delivering programmes that provide greater insight into our areas of business (e.g. the Trading Challenge programme, which is aimed at providing insights into trading and analytics and had international scope in 2024);
- attracting, selecting and recruiting the best staff in line with staffing plans already drawn up, on the basis of a high-quality search and selection process, and with the aim of raising the Company's profile and reputation;
- integrating and empowering employees through a high-quality onboarding process, providing training to strengthen management skills and professional competencies and foster personal and career growth, all with the aim of ensuring that employees reach their highest potential;
- retaining staff by providing sufficient challenges and high-quality management and guidance, employing a performance measuring system, providing adequate feedback, fostering employee development with the help of the concept of "strengths", and offering competitive salaries and other benefits;
- promoting a safe and healthy working environment, with the option of joining psychological well-being programmes.

More precise metrics and targets in relation to human resource management will be defined in the updated GEN-I Group Sustainability Strategy.

2.3.1.1 Respect and care for employee rights

Human rights, diversity, equal opportunities, non-discrimination, and freedom of thought and association

Commitment to respecting human rights is the common thread that runs through all our operations, as confirmed by the statement published online in 2024.[10] The GEN-I Group is committed to respecting internationally recognised human and labour rights in accordance with the UN's Universal Declaration of Human Rights (UDHR) and the fundamental conventions of the International Labour Organization (ILO). We are continuously improving our risk management policies and system in order to prevent negative impacts on human rights to the greatest possible extent, and to continue to contribute to a greener and more sustainable future. As part of this commitment, we expect our business partners and suppliers to set standards within their own organisations that guarantee respect for human rights, protect workers and ensure healthy and safe working environments (in line with international standards), and to mitigate potential risks to and adverse impacts on human rights. The GEN-I Group takes a zero-tolerance approach to any form of modern slavery, degrading treatment, forced labour or child labour.

Our recruitment, promotion and remuneration policies are based on the principles of non-discrimination, equality and merit. The GEN-I Group provides equal opportunities to all irrespective of gender, race, skin colour, nationality, age, health status, religious, political or other beliefs, trade union membership, social, family or financial status, sexual orientation or any other personal circumstance. This is explicitly set out in the Code of Ethics of GEN-I, d.o.o. and the GEN-I Group.

We also take a zero-tolerance approach to violence, bullying and other forms of harassment at the workplace. In addition to the general substantive provisions of the Code of Ethics of GEN-I, d.o.o. and the GEN-I Group, the procedures and measures for ensuring that these principles are observed in the course of day-to-day business are also regulated in detail in each sector's internal rules, such as the Rules on Measures to Prevent Bullying at the Workplace and Other Forms of Harassment.

We make conscious efforts to achieve diversity in terms of gender, age and education when it comes to recruitment and to grouping employees into teams and work processes. Our business results show that a diversified employee portfolio is the key to our success and sustainable development. We endeavour to create teams whose members complement each other in terms of expertise and personality. This accelerates the process of identifying comprehensive solutions.

There were no reports, complaints or extraordinary internal or external inspections in relation to the field of human rights at the GEN-I Group in 2024, no irregularities were detected in the course of inspections, and no penalties or corrective measures were imposed on the Company. Our competent offices and departments also dealt with no processes related to discrimination or a breach of the principle of diversity and equal opportunities in 2024. This is further confirmation that we adhere to our core principles, and ensure that our business operations respect human and other rights.

2.3.1.2 Procedures for cooperating with employees and raising concerns

When communicating with employees, we regularly encourage them to share their opinions and concerns and to ask questions. Employees have several channels through which they can ask questions and raise concerns, including anonymous ones. The GEN-I Worker's Council at the GEN-I Group has also introduced a "digital comments box" that employees can use to raise concerns, ask questions and put forward recommendations and ideas, anonymously if they wish. While these procedures have not been formalised as policies, they are continuously implemented.

The GEN-I Group Workers' Council was established in 2021. It actively works to protect and promote employee interests, inform employees of events at the Company, and provide employees with the opportunity of participating in the management of the Company and the process of making important economic, personnel-related and social decisions. The Workers' Council takes part in the management of the Company in accordance with its statutory responsibilities.

New Articles of Association for GEN-I were adopted in June 2024. They provide for the

[10] See: https://gen-i.si/en/about-gen-i/sustainable-development/governance-g/.

participation of workers' representatives in management and supervisory bodies, as well as the appointment of an additional member of the Management Board in the capacity of workers' director. The Workers' Council therefore nominated for appointment to the Management Board the workers' director candidate elected by the employees. The nomination was also approved by the general meeting of GEN-I, d.o.o. shareholders, which led to the elected candidate formally commencing their term of office as the fifth member of the GEN-I Management Board in 2024. As the workers' representative, they will represent the interests of all employees on the Management Board in relation to human resource and social matters. The Workers' Council also elected two workers' representatives to the GEN-I Supervisory Board, which was created in 2024.

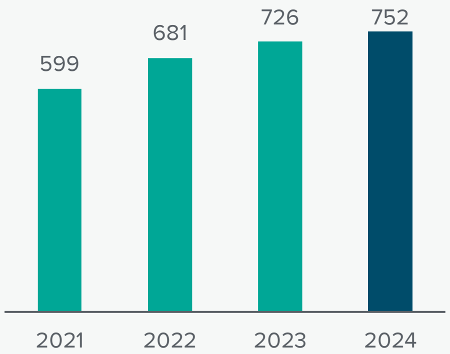
The Company also has in place an internal whistleblowing process under Directive (EU) 2019/1937 on the protection of persons who report breaches of Union law. It is aimed at employees and external associates of all GEN-I Group companies and will be described in more detail in the Ethical business conduct section.

2.3.1.3 Employment and the characteristics of the undertaking's employees

Growth in the number of employees

The GEN-I Group employed 752 people as at the end of 2024, which was a rise of 26 (or 3.6%) in comparison with the same period the year before. Reference to the number of employees represents the number of employment contracts signed as at 31 December 2024.
In 2024 we redeployed and recruited several employees at the newly established company GEN-I INVEST d.o.o. in Slovenia and GEN-I SUNCE, d.o.o. in Croatia.

Growth in the number of GEN-I Group employees, by year

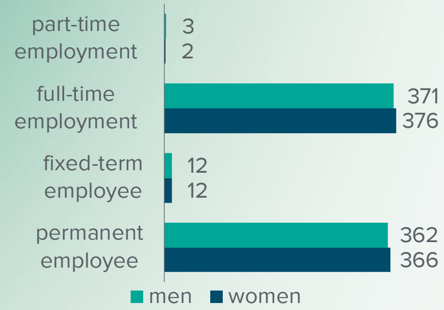


Number of employees of GEN-I Group companies as at 31 December 2024

Company	No of employees
GEN-I, d.o.o.	587
GEN-I SONCE d.o.o.	113
GEN-I SUNCE d.o.o.	11
GEN-I Hrvatska d.o.o.	6
GEN-I ATHENS MEPE (SMLLC)	2
GEN-I INVEST d.o.o.	7
GEN – I DOO BEOGRAD	8
GEN-I d.o.o. Sarajevo	2
GEN-I PRODAŽBA DOOEL Skopje	3
GEN-I Istanbul, Ltd. Şti, Ltd.	4
GEN-I SOFIA – ELECTRICITY TRADING AND SALES	2
GEN-I Tirana Sh.p.k	2
GEN-I Vienna GmbH	1
GEN-I Bucharest S.R.L.	2
LLC GEN-I Kiev	2

The GEN-I Group employs more than 500 people in Slovenia alone: 587 at GEN-I, d.o.o. (276 men, 311 women), 113 at GEN-I SONCE d.o.o. (65 men, 48 women) and seven at GEN-I INVEST d.o.o. (six men, one woman).

Number of GEN-I Group employees as at 31 December 2024, by type of employment



	Women	Men	Others	No data	Total
No of employees (no of people/FTE)	378	374	0	0	752
No of permanent employees (no of people/FTE)	366	362	0	0	728
No of temporary employees (no of people/FTE)	12	12	0	0	24
No of employees with non-guaranteed working hours (no of people/FTE)	0	0	0	0	0
No of full-time employees (no of people/FTE)	376	371	0	0	747
No of part-time employees (no of people/FTE)	2	3	0	0	5

The above figures show that our employee structure is fully gender-balanced (men 49.7%, women 50.3%). The gender balance is fairly good at division head, middle management and lower management levels. As at 31 December 2024, 33.3% of area directors, 35.6% of office heads and 47.7% of departmental heads were women.

	No of men	No of women
Division head	6	3
Office head	29	16
Departmental head	23	21

New hires and departures in 2024

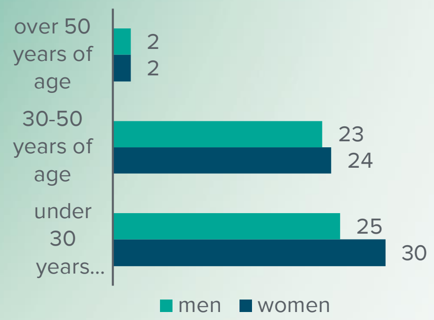
Number of new hires and departures in 2024, by GEN-I Group company

Company	No of new hires	No of departures
GEN-I, d.o.o.	84	58
GEN-I SONCE d.o.o.	10	13
GEN-I Hrvatska d.o.o.	5	2
GEN-I Istanbul, Ltd. Şti, Ltd.	2	0
GEN-I INVEST d.o.o.	0	0
GEN-I SOFIA – ELECTRICITY TRADING AND SALES	1	1
GEN-I SUNCE d.o.o.	2	1
LLC GEN-I Kiev	2	1
GEN-I PRODAŽBA DOOEL Skopje	0	1
GEN-I Tirana Sh.p.k	0	1

The figures for new hires and departures do not include those employees who have been moved or redeployed to another GEN-I Group company.

The employee turnover rate in 2024 was 10.6%, where turnover is calculated as the ratio between departures and the average number of employees in 2024. When reporting on employee turnover, we do not count redeployments or movements within the Group as new hires or departures. This is because redeployed workers retain their employment within the GEN-I Group.

Number of new hires in 2024, by age group and gender



No of new hires	Total	Men	Women
under 30	55	25	30
30–50	47	23	24
over 50	4	2	2

Number of departures and the employee turnover rate at the GEN-I Group in 2024, by age group and gender

	No of departures	Headcount as at 1 January 2024	Headcount as at 31 Dec 2024	Employee turnover rate
Men	40	363	374	10.9%
under 30	13	99	91	13.7%
30–50	25	233	249	10.4%
over 50	2	31	34	6.2%
Women	38	361	378	10.3%
under 30	10	91	94	10.8%
30–50	26	259	269	9.8%
over 50	2	11	15	15.4%

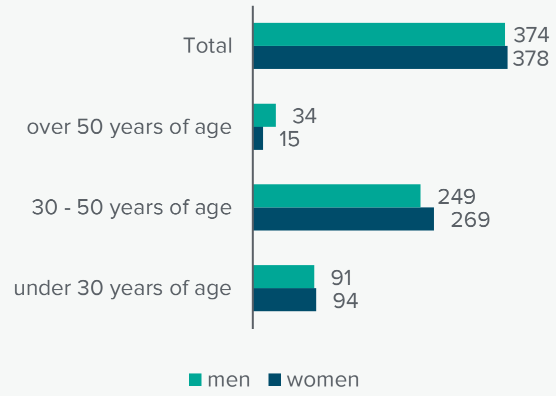
Number of new hires and departures, by year

	2022	2023	2024
No of new hires	173	99	106
No of departures	87	56	78
Employee turnover	12.8%	7.7%	10.6%

Age structure of employees

At the GEN-I Group there are 15 female and 34 male employees in the over-50 age group, 269 female and 249 male employees in the 30–50 age group, and 94 female and 91 male employees in the under-30 age group. The average age of employees in the Group was approximately 36 years of age as at 31 December 2024. For many employees, employment at one of the GEN-I Group companies is their first job.

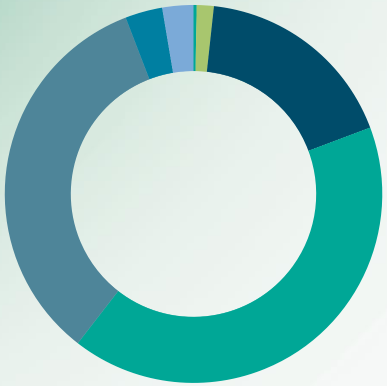
Number of GEN-I Group employees, by age group



Educational structure of employees

The GEN-I Group employs a large number of highly educated staff. As at 31 December 2024, more than 80% of employees had obtained at least Level VI education, while approximately 6% of our employees have attained the highest education level (master's degree or doctorate).

Number of employees as at 31 December 2024, by level of professional education



Collective bargaining agreements

All employees of our companies established in Slovenia benefit from the rights set out in the collective agreement for the Slovenian electricity sector.

Employment of persons with disabilities

As at 31 December 2024, 0.5% of GEN-I Group employees were persons with disabilities and persons with at least a 60% physical impairment as defined in an opinion issued by a disability commission or by a decision issued under the Pension and Disability Insurance Act.[11] Through the practices and work processes we have put in place, we ensure that all employees and job candidates are integrated into the working environment.

2.3.1.4 Social protection and work-life balance

All employees at the Company are covered by social security against loss of income on account of major life events under national law or collective agreements. Every employee is entitled to leave for family reasons (e.g. maternity or paternity leave, parental leave, care leave) provided on the basis of national law or collective agreements.

[11] Pension and Disability Insurance Act (Official Gazette of RS, No 48/22 and ff.).

Use of parental leave in 2024

GEN-I Group	Women	Men
No of employees on maternity leave	50	0
No of employees on paternity leave	0	31
No of employees on parental leave (up to 60 days)	0	22
No of employees on parental leave (over 60 days, also known as maternity leave)	60	1
No of employees on childcare leave	127	58
No of employees who made use of the option of accompanying a child to school	82	17
No of employees who made use of the childcare option	0	0
Use of the option of working part-time as a result of parenthood	26	0
No of employees who returned to work from parental leave of over 60 days in 2024	31	1
Total no of employees who returned to work from parental leave of over 60 days in 2023 and who were still employed 12 months after returning, by gender	22	/

The rate of return to work after parental leave in 2024 was 100% among both women and men.

At the GEN-I Group, we are well aware that positive impacts and ambitious targets can only be achieved if we treat our employees responsibly. In 2024, after consulting with the GEN-I, d.o.o. Workers' Council, the senior managers of the companies within the GEN-I Group adopted measures to give employees the right to disconnect; this right has already been introduced into law in some EU Member States, including Slovenia, following European Parliament recommendations, and encompasses the right not to be contacted for work purposes during leisure time, during daily and weekly rest periods, during annual leave or during any other justified absence from work.

2.3.1.5 Employee development

Continuous employee development is encouraged by the GEN-I Dialogue process, which is also supported by an app developed in-house. GEN-I Dialogue follows the principles of targeted management, with regular communication between employee and manager sitting at the centre of the process. It is a form of ongoing dialogue between a manager and an employee that promotes transparency, flexibility and continuous development while at the same time focusing on the Company's mission and strategy. The GEN-I Dialogue process consists of three key elements:

1. Objectives and key results (OKR) process

Before the beginning of every quarter, employees and their managers define the objectives and key results that will help employees achieve their objectives with the support of their manager. At regular weekly one-to-one meetings, the manager and employee discuss how achievement of the OKRs is progressing. Well-formulated OKRs give us a clear overview of the priorities, promote focus on and the measurability of achievements, and increase motivation through the definition of clear expectations. They are tools that help us monitor progress and enable the manager to carry out targeted management. However, the OKR process is not only an aid to targeted management and success management, but also works as a way of stimulating discussion between the employee and the manager.

In 2024 we organised additional training for some management groups with the aim of empowering managers and senior managers to employ the OKR process to manage employees and realise the objectives set. We are continuing the training programme in 2025.

2. Personal performance reviews

Every employee also attends an annual interview with their manager that explores their performance over the last year and the extent to which they have met the expectations set. During the interview, the employee and the manager together evaluate and assess the achievements throughout the year, and reflect on how the objectives have been successfully achieved. The aim of the interview is to establish dialogue. Performance assessment is a regular annual process generally carried out by the end of February.

Eighty-seven per cent of our permanent employees (47% women, 53% men) received a performance assessment and feedback on their work in 2024 with the help of a digitalised personal performance process.

3. Development interview
Once a year, all employees attend a personal development interview with their manager. The interview helps strengthen the relationship between the manager and the employee, provides the manager with the opportunity to get to know and motivate the employee, promotes personal growth and development, helps ensure that the employee and the manager (as well as the team/department) are on the same page, and provides the basis for improving the results still further. The focus is on examining the employee's progress over the most recent period, and helping them understand the development requirements and set new career goals. In 2024 we provided managers with additional training and tests of knowledge
via the GEN-I Academy portal to support their development interview work.

Eighty-four per cent of employees took part in the process in 2024 (47% women, 53% men).

Together with the culture of strengths and commitment, GEN-I Dialogue provides the frameworks for the establishment of a positive and productive working environment, one that ensures employee well-being, strengthens relationships and increases productivity.

1. Strengths
With the help of the internationally renowned Clifton Strengths® questionnaire, we are developing an organisational culture that focuses on an individual's potentials and strong points. The path to improvement and individual growth begins with a fundamental investment in every individual's biggest talents, for which reason we strive to systematically identify our employees' strengths. In the "Genialni vodja" (Gen-Ius Leader) programme, which is aimed at all first-time managers, managers get to know the various management tools and human resource processes at the Company through one-to-one meetings and mentoring. This empowers them to deploy their strengths to guide the teams they lead.

2. Commitment
Research shows that committed employees invest more energy in their work and do more than their role commonly requires. This enhances performance and productivity because the higher the percentage of committed employees and teams a company has, the greater the likelihood that the company will achieve (and even exceed) its business objectives. In 2024 we therefore focused even more heavily on building a culture of commitment, including by making use of experienced outside experts. The first step, which involved measuring commitment by inviting all employees to complete a commitment measurement survey (the invitation was titled "Charge your team's batteries – Tell us what you think!"), greatly exceeded our expectations, with an employee response rate of 93%. We are pressing ahead with the culture of commitment project in 2025 as we feel that team-based discussion of commitment and the preparation of the action plans will ensure that we have an even more highly committed workforce going forward.

Every year the GEN-I Group also recognises individuals who particularly enrich the culture of the organisation, and who excel in terms of their performance at work and the way they interact with others. The title of "Genialec leta" (Gen-Ius of the year) is bestowed every year on eight employees whose commitment, focus and approach best reflect the values and culture of our organisation.

Education and training

We continued our efforts in 2024 to strengthen our employees' skills and foster their personal and professional growth by involving them in a variety of activities that provide them with new knowledge, skills and competencies, bringing them together within multidisciplinary teams and engaging them in development project work. We further supported these activities through in-house mentoring, lectures and workshops aimed primarily at transferring experience and knowledge to a wider circle of employees. The Trading Challenge is one example of a programme designed to raise awareness of our energy trading activities. It is aimed at those with an interest in trading and quantitative analytics, and we have been organising it for a number of years.

In 2024 we also organised training for managers and new recruits. Our management training this year was focused primarily on first-time managers. Between March and May, 50 managers took part in a series of planned meetings at which they learned about the benefits of coaching, boosted their growth mindset and development focus, practised question-based management, improved their active listening skills and enhanced their ability to deploy performance coaching in their work. These training programmes further upgraded the established in-house training programme for new managers, which goes under the title of "Postani genialni vodja" (Become a Gen-Ius Manager). We overhauled the Green Onboarding Programme (ZEON) for new recruits. Under this programme, employees learn about sustainable practices and company culture in their first few months of employment and within interdisciplinary teams, and take part in a range of sustainability projects. We also organise the "Orientation" training programme for new recruits. This is aimed at inducting them into the work process, and providing them comprehensive information on the Company and on the fields in which they will work. We began overhauling the content of this programme in 2024. .

Employees took part in a variety of professional training programmes and conferences in Slovenia and abroad in 2024. All employees and students also have free access to the Akademija Mojedelo (MyWork Academy) online learning portal, which contains a wide range of educational and training content.

Average number of employee training hours in 2024

Training	No of hours	Share	Average no of hours	No of employees
No of training hours	11,403		15	752
By gender				
men	6759	59%	18	374
women	4644	41%	12	378
By function				
vertical processes	5195	46%	15	349
horizontal functions	4633	41%	19	238
subsidiaries	1575	14%	10	165
By participant position				
manager/head	2559	22%	24	105
general staff	8844	78%	14	647
By source of training				
internal	933	8%		
external	10470	92%		
By type of training				
online	3006	26%		
in-person	8397	74%		
By employee age				
under 30	2674	23%	14	185
30–50	7954	70%	15	518
over 50	775	7%	16	49

2.3.1.6 Remuneration system

The GEN-I Group's remuneration policy is based on an analysis of internal practices, information on salaries for comparable profiles elsewhere on the labour market, good practice and the recommendations of the profession. The Company's senior management monitors the remuneration and bonus system, and ensures that effective changes are made to it when required.

All GEN-I Group employees receive a decent wage. We adhere to the principle of equal pay regardless of gender when setting the fixed component of an employee's salary. Any small salary differences observed between our female and male employees are not related to gender but to other criteria and workplace requirements. This is also reflected in the fact that, in some categories, our female employees have higher salaries, while the opposite is true in other categories.

For several years the paying of premiums into the second pension pillar has been part of the remuneration policy for employees at all GEN-I Group companies in Slovenia. A decision was also passed at those companies in 2024 stating that the employer would henceforth cover employees' compulsory health insurance contribution (which replaced the previous supplementary health insurance system) for the duration of their employment. Employees received a Christmas bonus in 2024, continuing a tradition begun several years ago.

When determining the remuneration of senior management, GEN-I, d.o.o. is obliged to respect the limits set out in the Act Governing the Earnings of Management Staff at Companies under the Majority Ownership of the Republic of Slovenia and Self-Governing Local

Communities12 (ZPPOGD) and the Decree setting the highest correlation between the basic salary and the amount of variable remuneration of directors.13 This legislative framework provides a sufficient basis for the comprehensive regulation of senior management remuneration. The earnings of senior management (i.e. basic salary, variable remuneration components, severance pay) are regulated with reference to the provisions of the binding legislation and directly in management contracts, where the level of the variable components to which senior management members are entitled is determined in line with the relevant criteria, while GEN-I has adopted specific rules determining other rights and entitlements of senior management that incorporate as necessary the recommendations and expectations of SDH (Slovenian Sovereign Holding). According to the current Articles of Association, the Company's general meeting is responsible for approving the content of management contracts, including the provisions on the level of allowances and remuneration, and for adopting the criteria on the variable components of remuneration and the rules determining other rights and entitlements of GEN-I senior management. Contracts with Management Board members are signed by the chair of the general meeting, under authorisation of the meeting.

2.3.1.7 Occupational health and safety

We have set up an occupational health and safety management system for all GEN-I Group employees, and carry out the following activities within that system:

- identify the risks and harmful impacts of our work;
- manage and deal with workplace accidents;
- organise training in occupational health and safety;
- promote occupational health;
- provide psychological support to our employees.

We ensure that working conditions comply with the relevant legislation in relation to occupational health and safety.

Our safety declaration and risk assessment evaluates the dangers and harms that could impact the health of our employees, as well as the measures to be taken in response. We perform regular risk assessment audits involving employees and professionals in the field of occupational health and occupational medicine.

All employees are required to take part in occupational health and safety training, which is designed to provide them with knowledge of what measures to take and what reports to provide in various occupational risk situations.

We also organise periodic medical checks for our full-time permanent employees. These are adapted to their respective posts and prepared in line with the risk assessment.

In 2024 we organised a first-aid workshop, open to all employees, with the aim of encouraging everyone to reflect on how qualified they would be to offer first aid when required. The first-aid workshops were organised under the auspices of the new "Varnostni dnevi" (Safety Days) project, which is designed to educate employees on and raise their awareness of topics related to occupational health and safety, and to promote a workplace safety culture. Last year's practical workshop, "First Aid – Basic Resuscitation Procedures", was attended by a significant number of employees.

The companies of the GEN-I Group take a zero-tolerance approach to the use of alcohol, drugs and illicit substances.

Programmes and projects to promote workplace health and satisfaction

The GEN-I Group treats health comprehensively, meaning that the various programmes for promoting health at the workplace address the physical, psychological and social aspects of employees' health. We have also adopted a workplace health

[12] Act Governing the Earnings of Management Staff at Companies under the Majority Ownership of the Republic of Slovenia and Self-Governing Local Communities (Official Gazette of RS, No 21/10 and ff.).
[13] Decree setting the highest correlation between the basic salary and the amount of variable remuneration of directors (Official Gazette of RS, Nos 34/10 and ff.).

promotion plan. By organising various activities throughout the year, we encourage employees to take an active approach to their health during working hours and outside work.

The GEN-I Sports Association, of which more than half our employees are members, contains activities across more than 20 sections and disciplines. A special group, “Zemljani” (Earthlings), encourages employees to connect with each other in a relaxing natural environment and grow food sustainably together.

We organise annual team-building and other joint activities for employees with the aim of bolstering team work and team spirit. We also organised a sports day and picnic for all employees at the end of the summer. In December we organised our traditional pre-New Year’s party, which was open to all GEN-I Group employees.

The “Psychological Well-Being” project continued in 2024, offering employees the opportunity to bolster their mental health through a variety of professional one-to-one approaches.

Where the work process allows, employees are permitted to work from home for a specific number of days a week in line with company rules.

We also offer GEN-I, d.o.o., GEN-I SONCE d.o.o. and GEN-I INVEST d.o.o. employees the chance to enrol in a collective health insurance scheme, which provides them and their families with quick access to healthcare services.

The daily provision of fresh fruit and hot drinks in the office has been part of our focus on employee health for a number of years.

Workplace accidents and work-related injuries

Our employees are extremely well-trained and well-informed when it comes to avoiding work-related injuries. Any work-related injury that causes an employee to miss more than three working days (this applies to all employees in our Slovenian companies), all dangerous events or occurrences and all diagnosed instances of occupational disease are reported to the national labour inspectorate. The GEN-I Group dealt with three injuries at work in 2024. The same standards, with due regard to the local legislation, also apply to our subsidiaries abroad, which reported no work-related injuries in 2024.

- Number of deaths resulting from work-related injuries or illnesses: 0.
- Number and rate of serious (non-fatal) work-related injuries: 0.
- Number and rate of work-related accidents: two women, one man
- Number of cases of work-related illness: 0.
- Number of working hours lost to work-related injuries: 88 (women), 64 (men)

2.3.2 Reliable and affordable supply

Our main responsibility to our customers remains the reliable supply of carbon-free electricity and natural gas at affordable prices, and the provision of the best possible environment-friendly services. Our competitive offers, favourable terms and all-round affordability continue to make us attractive to customers who value simplicity, cost optimisation and greater energy efficiency.

In 2024 we celebrated 15 years of success in the field of electricity supply to households and small businesses. Over that time we have shared a journey with our customers and, with their help, laid the foundations for a sustainable future. As mentioned previously, for the fifth year in a row we expanded our provision of carbon-free electricity products and services to Slovenian customers, in line with the commitment we made at the end of 2020. As the GEN-I Group Strategic Development Plan 2022–2030 also points out, we have opted for this approach mainly in order to help mitigate the effects of climate change, reduce our carbon footprint and provide a boost to the green transformation of society.

The GEN-I Group provides proof of the origin of its green electricity in accordance with the European Energy Certificate System (EECS) and the CEN EN16325 standard. The supply of carbon-free electricity is verified using the established European guarantee of origin mechanism, which are transferred electronically between the members of the Association of Issuing Bodies (AIB) Hub through the AIB portal. The members of this association are competent authorities authorised by the government of a particular country or region to manage the guarantee of origin system. This uniform system guarantees control of the authenticity and regulatory compliance of the origin of electricity, responsibility for which is exercised by the Energy Agency of the Republic of Slovenia. Guarantees of origin also allow us to trace the electricity we use for our own operations.

2.3.2.1 Customers come first

We designed special price lists and new products for our household and small business customers in 2024 (these are also detailed in the Sustainable products and services section).

- From 1 January 2024 we offered small business customers the option of purchasing electricity in advance under the special "Electricity Price Freeze Until 31 December 2026" price list. This special offer guarantees stability and lower electricity costs for the full duration of that period. The "Worry-Free Solution for Small Businesses" offer was also introduced.
- As winter approached and as part of our commitment to our customers, we reduced our electricity and gas prices. The changes to the regular price lists that took effect on 1 December 2024 reduced natural gas prices for households and small businesses, and electricity prices for small businesses.
- We also introduced two special offers for final self-supply customers: "99.99% Lower Electricity Price Until Self-Supply" and "Catch Cheaper Electricity Months Until Self-Supply Starts" special offers. The "Smart Self-Supply" package was also set up as an innovative and all-encompassing product that provides customers with the highest possible level of energy independence at home, and also includes a monthly discount based on the innovative deployment of energy storage systems. With these products, the GEN-I Group has taken an important step forward towards consolidating its competitive advantage on the market, and provided further proof of its commitment to innovation and sustainable development.
- The GEN-I Dynamic price list, which supplies electricity at prices that track actual energy exchange prices on the wholesale market, has also been offered to a variety of final customers. Household customers have also been offered the new GEN-I Active price list containing pre-set competitive prices over a longer period. It has been designed to encourage customers to shift their consumption to off-peak times, with the supplier guaranteeing the customer protection against exposure to variable market prices. This product is extremely important to the GEN-I Group because the new price lists enable customers to generate considerable savings (over the regular price list) through the active adjustment of consumption, i.e. dynamic electricity prices or prices at special "active" price list over a specific period, thereby encouraging them to consume energy in a more environment-friendly way.
- The Smart Charge product has been developed to facilitate the smart management and optimisation of private charging infrastructure as a response to current trends and regulatory amendments in the energy sector, including the new network charge act. It also addresses sustainable development needs and supports growth in the number of electric vehicles, in line with our focus on the green transformation. This is an important product and one that reflects GEN-I's commitment to innovation in line with legislative changes and sustainable energy solutions.

More precise metrics and targets in this area will also be set out in the GEN-I Group Sustainability Strategy.

2.3.3 Customers' empowerment

GEN-I promotes the empowerment of its end-customers, and raises their awareness of the importance of carbon-free electricity, self-supply (both individual and community), active consumption, demand response and energy efficiency, and the associated regulatory changes, thereby enhancing their energy literacy. Regular information and education on these topics, among final customers and employees alike, is an important opportunity, not least because they increase the number of customers committed to the green transition and to using our services to achieve it. In this way we will have an even greater positive impact on the environment and society.

By supplying carbon-free electricity, constructing solar power systems and offering green mobility solutions, we remained the most reliable partner for the green transition in 2024, and for raising the competitiveness of the Slovenian economy and public sector. We are developing new innovative solutions and services that will facilitate and accelerate the green transition, help to relieve the strain on the electricity grid at those times when it is most necessary, provide customers with energy independence, and significantly increase the share taken by renewables in electricity generation. As the trend towards the electrification of everything (heating, cooling, mobility, etc.) continues, small producers and customers are placing ever greater strain on the electricity network. In response, we have developed an advanced service, as part of the R&D project "Local flexibility service for the green transition", that enables customers to become the solution themselves and, by actively participating in the network, provide additional sources of flexibility in the form of the integration and coordinated operation of consumers through advanced device management algorithms. GEN-I successfully obtained co-financing for this project from the "Incentives for RRP research and development projects" public call.[14]

2.3.3.1 Raising customer awareness of the new electricity network tariff methodology

The new electricity network tariff methodology act[15] gave rise to a certain amount of confusion and concern on the part of energy customers and the general public in Slovenia when it took effect on 1 October 2024. In order to provide our customers with the right information on the changes being introduced by the new system, we prepared a detailed set of FAQs on the GEN-I website.[16] Dedicated training was given to call centre staff so that they were able to answer any questions customers might have. We also incorporated notices containing all the necessary information on the new network tariff methodology in the regular monthly bills that customers received in the months leading up to the introduction of the new system.

2.3.3.2 "Moj GEN-I"

The "Moj GEN-I" (My GEN-I) B2B portal was launched in 2024, offering medium-sized and large business customers a large number of highly useful functions, including an overview of consumption and bills, a range of comprehensive business functions and the straightforward management of contractual relationships, all in one place. Advanced digital tools, digital analytics and user-friendly interfaces provide customers with straightforward access to our services. All this confirms the GEN-I Group's role as a reliable and innovative partner on the energy market, and is aligned with its sustainable development and digital transformation goals.

To provide better support in understanding customer consumption, we also upgraded the "Moj GEN-I" portal in 2024 by setting up a GEN-I customer research panel. This is a research tool/platform, accessible from the "Moj GEN-I" portal, aimed at households/B2C users and designed to collect customers opinions and preferences. We also introduced several new functions to the "Moj GEN-I" portal from 1 October 2024 to provide customers with an even better insight into their electricity consumption. In addition to a monthly overview, the portal offers daily consumption monitoring divided into the time blocks introduced by the new network tariff act, as well as an overview of power consumption and surpluses. These functions will help customers better understand their energy habits, and make it easier for them to adjust their consumption so as to bring down their network charge costs over the long term. We are keen to further improve the platform so as to enable users to measure the impact of green technologies on the environment and their finances.

The "Moj GEN-I" portal continues to see a constant rise in the number of users: By the end of 2024, 241,172 user accounts had been registered and approved. During 2024, 12,845 new user accounts were registered and approved. Last year there were 1,978,088 site visits and 78,654 users. Visitors were most interested in consumption, bills, the latest notifications and submitting meter readings. In 2024 just over 20% of all written communications with customers took place through the portal. The bulk of the queries were on the topic of bills and payments, contract documents and meter readings. Every month, customers use the portal to make changes to the way they receive their bills; 54% of our customers now receive them using a more environment-friendly method.

The updated GEN-I Group Sustainability Strategy will contain more detailed metrics and targets for this area.

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[14] For more information on the project, visit: https://gen-i.si/novice/projekt-storitev-lokalne-proznosti-za-zeleni-prehod/.

[15] Act on the Methodology for Calculating the Network Tariff for Electricity Operators (Official Gazette of RS, No 146/22 and ff.).

[16] See: https://gen-i.si/podpora/elektricna-energija/omreznina/.

2.3.4 Customer rights and satisfaction

Our responsible treatment of customers is addressed in the Code of Ethics of GEN-I, d.o.o. and the GEN-I Group. We are transparent, professional and non-discriminatory in our dealings with customers. The GEN-I Group acts in accordance with all laws and regulations, and places great importance on respecting the rights of its end-customers, which includes protecting their personal data, adhering to privacy standards, and ensuring equality and equal opportunities for all individuals. The GEN-I Group therefore identifies no negative impacts on customers.

We treat our customers with the necessary degree of responsibility, and maintain honest, open and conscientious relations with them through high standards of communication. We regard digital transformation as important when it comes to customer access. All our services are accessible online and via freephone numbers, which means that they are also available to people with visual and hearing impairments and those with reduced mobility. Advanced digital tools, digital analytics and user-friendly interfaces all ensure that access to our services is straightforward and intuitive. The digital transformation of processes simplifies interaction, and provides customers with fast, secure and efficient energy consumption management.

We measure customer satisfaction by means of verbal and written communication, and strive to provide a friendly user experience. Providing premium levels of customer support is key to the GEN-I Group's success, not only increasing customer loyalty but also bolstering the Group's reputation. When it comes to customer care, the key virtues are simplicity, transparency, trust, empathy and a swift, high-quality response. We prepare regular training sessions to drive customer satisfaction for all employees who regularly come into contact with customers. The success of these additional training sessions is measured through customer satisfaction. In 2024 our customers submitted nearly 37,013 feedback reports grading their satisfaction with our communication, both verbal and written. The average score was 4.5 out of 5. We manage the risks of customer dissatisfaction and the subsequent cancellation of contracts mainly by training our staff, and regularly monitoring customer satisfaction and their suggestions. One of our objectives is therefore to upgrade the customer survey process with the aim of designing services and products that are tailored to the needs or preferences of our customers. One important achievement in 2024 was therefore the establishment of a GEN-I customer research panel. This is a research tool/platform that is available on the "Moj GEN-I" portal and designed for households or B2C users. The platform collects data, such as opinions and customer preferences, that enables us to obtain a deeper insight into customers and their mindset, needs and expectations. This will serve as a basis for improving existing products and services, and for developing new ones that are even better adapted to the needs of customers and the market.

As part of its servicing and maintenance services, GEN-I SONCE provides long-term maintenance and technical support for all solar power systems installed for households and business users (B2C and B2B) in Slovenia, which ensures that the systems operate to their full capacity and as reliably as possible. In order to improve services and ensure customer satisfaction, we have begun expanding our servicing and maintenance offer to those customers whose solar power systems were not constructed by us. We have set up a call centre to provide even quicker and more efficient support to users, as well as systematic control over outstanding servicing and maintenance cases, which makes it easier to track and resolve any problems. The fact that customers are renewing their maintenance contracts with us is a clear sign that they are satisfied with our services overall.

2.3.4.1 Communication with the customer service centre, claims and complaints

Our customer service centre is in charge of direct communication with customers, providing them with advice and assistance and dealing with complaints. In 2024 the centre received 155,470 telephone calls, and responded to 82,253 e-mails and to messages received through the "Moj GEN-I" portal. We also responded to 2,273 complaints and 3,479 claims. When resolving claims and complaints, GEN-I, d.o.o. is careful to respect all the rights of final customers. All information on claims and complaints, including a description of the procedure, is available to household customers on the website. If they suspect that the supplier has breached the terms of the electricity or natural gas contract, the end-customer may start by submitting a written claim to that supplier. If they are not satisfied with the supplier's response, they may re-submit the claim. If the supplier fails to uphold the claim within one month at the latest or fails to uphold the customer's complaint in full, or if the customer does not agree with the supplier's final decision on the claim, the customer may then file a request to commence an out-of-court consumer dispute resolution procedure with the European Centre for Dispute Resolution. An online consumer dispute resolution platform is also available to household customers. An out-of-court dispute resolution procedure is available to final customers that are not households, in accordance with the law governing mediation in civil and commercial matters.

2.3.4.2 Privacy and personal data protection

We approach the issue of customer privacy in a professionalism – which means lawfully, fairly, securely, with care and transparently, as set out in the provisions of the Code of Ethics of GEN-I, d.o.o. and the GEN-I Group. Our overarching data protection policy follows best practice and the ISO IEC 27001:2013 standard, and we process personal data with due regard to the basic principles of the area, in accordance with internal personal data protection rules and on the basis of personal data protection impact assessments. Since we are aware of the responsibility we have to keep personal data safe, we ensure that our customers are always aware of how and for what purpose their personal data is processed. Information on privacy is always available to our customers on the Company's websites[17] and during direct business communications. Any breaches are addressed by a five-member Personal Data Protection Committee. The committee examines alleged breaches, identifies any potential harmful impacts on the rights and freedoms of individuals, takes appropriate measures and, when necessary, informs senior management of the breach and of the proposed measures intended to remedy the consequences or, at the very least, reduce the risks. If required to do so, it also reports on the breach to the supervisory authority by the prescribed deadline and in accordance with the provisions of the GDPR.[18]

The personal data protection officer addressed six breaches reported to them by individuals (customers or others) in 2024. All of these breaches were related to unauthorised access to another person's data. However, since the data was classified as non-sensitive, it was unlikely that the breach would have placed rights and freedoms at significant risk. Nevertheless, all appropriate technical and organisational protection measures were carried out to protect the personal data. There were no incidents or events that led to a loss of personal data. No system errors arising from a "porous" IT system were detected; this is because we try to ensure that privacy is built into our IT systems by default. We received no complaints from regulators or customers leading to a finding of potential irregularity in 2024.

More detailed metrics and targets regarding customer rights and satisfaction will also be set out in the updated GEN-I Group Sustainability Strategy.

2.3.5 Communities' empowerment

Working as we do in one of the country's and the region's most important sectors, we assume a considerable portion of responsibility for the functioning and development of the local and wider social environment, and for bringing benefits to society more broadly. We therefore place great importance on empowering communities, which on the one hand involves encouraging and supporting the development potentials of local communities via sponsorships, donations, charitable work and the sharing of knowledge, and on the other involves providing everyone with the opportunity to enjoy self-supply with electricity from renewable sources, including those who, for whatever reason, cannot afford to install their own production sources. Our responsible approach to communities is also set out in the Code of Ethics of GEN-I, d.o.o. and the GEN-I Group.

We work well with local and broader communities, are attentive to the different aspects of community engagement, and are

[17] Available at: https://gen-i.si/varstvo-osebnih-podatkov/.
[18] Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (General Data Protection Regulation) (OJ L 119, 4.5.2016, pp. 1–88).

focused on delivering long-term positive effects for the environment and society. The GEN-I Group performs no activities that could actually or potentially have a negative impact on local communities. In the search for integrated solutions, furthering the development of the local and wider social environments towards the green transition represents the main opportunity in this sphere, which we will achieve mainly through strengthening awareness of the importance of conserving the natural environment and introducing innovative services and technologies. We therefore see the establishment of new solar communities as an opportunity to broaden access to reliable and affordable electricity from renewable sources, one that will also have a positive effect on reducing energy poverty. In this way we intend to manage the risks related to this topic and to prevent any negative impacts.

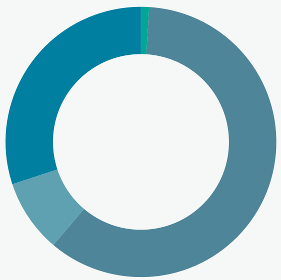
2.3.5.1 Sponsorships and donations

For the GEN-I Group, giving back through sponsorship, donations and other forms of charitable giving is an important part of its social responsibility as a company. In 2024 we formalised our sponsorship and donation activities by adopting new rules on the allocation of sponsorship and donation funds at GEN-I, d.o.o. and the GEN-I Group. The rules call for the systematic incorporation of sustainability criteria into the assessment procedure whenever requests for sponsorship or donations are received.

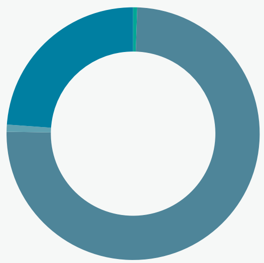
In 2024 we signed donation and sponsorship contracts to finance sports associations and activities in the fields of education, science and culture. We also allocated funds for humanitarian and charitable purposes.

In the area of sponsorship in 2024, we focused particular attention on sports associations and clubs (60% of funds disbursed). Along with humanitarian projects, sport accounted for the highest proportion of donations last year (75%). In our area of expertise, our sponsorship funds were targeted at activities aimed at identifying good energy practices and solutions, and at education.

Structure of sponsorship in 2024 (EUR)



Structure of donations in 2024 (EUR)



GEN-I gladly supports young talents and helps smooth their path to success. As we believe that supporting young people is vital to their future, we invest in their knowledge and development. Through active participation at sustainable development workshops, our sustainability experts have shared their knowledge with secondary school students preparing for the World Schools Debating Championships. As the main sponsor, we are proud to have played our part in helping students at the II. Gimnazija Maribor secondary school achieve excellent results at the prestigious World Scholar's Cup – Tournament of Champions, which was held from 14 to 20 November 2024 at Yale University in the USA.

2.3.5.2 GEN-I Trading Challenge

We organised our second public Trading Challenge last year. This project serves as an innovative platform, packed with practical insights and designed to inspire young professionals to pursue careers in trading or analytics – two professions set to become increasingly vital as we transition towards the use of more sustainable energy. The six-week programme featured lectures, practical trading energy exercises away from the pressure of actual financial risk, and work with data, analyses and forecasting models, all under the watchful eye of mentors from our experienced trading and analytics teams. Because of its international nature, the challenge was held in English. It was divided into trading and trading analytics sections. This year, it attracted a record 655 applicants from Slovenia and 15 other countries. Such a high level of interest meant that we accepted more candidates than originally anticipated, and ultimately 82 traders and 66 analysts took part. Eighty-one participants made it through to the end of the challenge, with the most successful receiving practical prizes. These include the opportunity to take part in an international energy trading conference and trading analytics conference alongside our experienced traders. We will also explore opportunities for further collaboration with the winners, including the possibility of employment in trading or analytics, a staff scholarship, or a student job.

2.3.5.3 Sustainability project tender

To celebrate 15 years of supply of electricity to households and small businesses in Slovenia, GEN-I designed a public tender for applications in which new sustainability projects with a positive impact on society and the environment, such as environmental protection measures, self-sufficiency, energy efficiency, educational initiatives and similar proposals, could compete for development co-financing. The call was aimed at associations, non-governmental organisations, private institutions and startups, with funds totalling EUR 100,000 available to the winners. The selection committee, which comprised staff from the GEN-I Group with expertise in product and service development, retail sales, energy and sustainability regulations, compliance and strategic communication, selected the following winning projects:

- "In Memory of the Greats" (YouSea Institute, EUR 40,000): an initiative featuring an innovative below-surface marine installation that will help preserve marine ecosystems and increase biodiversity;
- "Smart Passive Greenhouse" (Passivus, d.o.o., EUR 30,000): a project that combines modern technology and natural materials to create an energy-saving greenhouse that will enable plants to be grown in a sustainable and environment-friendly way;
- "Mobile Autonomous Energy Source for Creative Communities" (Center zelenih tehnologij, d.o.o., EUR 30,000): a solution that will provide energy independence at different locations with the help of renewable energy, making life easier in more remote areas.

2.3.5.4 Charitable activities

The Company and the GEN-I Group promote a wide range of different forms of charitable giving. Every year we donate to organisations, following management resolutions and approval, and our employees are also involved in various projects with a charitable element. Several charitable campaigns were organised by the GEN-I Sports Association in 2024. A charity run from the ground to the eighth floor of the north tower of the building on Dunajska 119 was organised for all employees. The event was designed to encourage employees use the stairs instead of lifts, and raised EUR 16,683.36 for the heroes and heroines of the third floor of Ljubljana Paediatric Clinic, i.e. children who have undergone or are undergoing treatment in the haemato-oncology ward. We also collected funds for them at a raffle held during the fifth GEN-I cycling marathon, which netted a further EUR 800 in voluntary donations. Members of the sports association took part in the Goricatlon charity run, as well as in regular blood donation campaigns. We also organise other internal events with employees with a charitable element, such as the campaign that took place in December to collect donations for teenagers involved in the "Botrstvo" child sponsorship programme run by the Anita Ogulin Association and the Slovenian Friends of Youth Association.

2.3.5.5 Solar communities

The GEN-I Group is developing solar communities in order to enable those who are unable to install their own solar power system (because they live in a multi-apartment building, or for any other reason) to produce their own electricity from solar power. By installing community solar power plants, we will provide the members of the GEN-I Solar Community with the (joint) use of solar panels to help them become energy self-sufficient and independent of the fluctuations in international electricity prices. This scheme is also aimed at vulnerable groups of the population who, because of their financial circumstances, are unable to afford to invest in their own solar power plant, as joining a solar community enables them to produce their own solar energy and benefit from fixed energy prices. With the aim of providing a solar power plant to all households in Slovenia that wish to have one, the GEN-I Group actively identifies new surfaces, public or private, on which rooftop solar power plants might be installed for community solar purposes, providing additional capacities for use or joint use.

As one of our goals is to help set up more standalone, dedicated and individual solar communities of varying dimensions, we began offering the solar community product to both the B2C and B2B markets in 2024. By using solar power plants over the long term, members of a solar community are able to secure sustainable energy at a guaranteed usage fee, at the same time avoiding the obligations that would arise from opting for their own power plant (such as planning permission, installation costs, the requirement to carry out rooftop work, changes to the appearance of their dwelling, maintenance, insurance, monitoring operation of the devices, etc.). A solar community brings together members who are not necessarily served by the same transformer station, which enables access to solar electricity to a larger number of households. Solar communities can also provide solutions for businesses that operate at different locations and whose buildings are not served by the same transformer station, and enables businesses to produce their own electricity from solar, thereby reducing their carbon footprint.

As already mentioned, in 2024 GEN-I was the first company in Slovenia to successfully introduce a local solar community model. The Ajdovščina solar community began operating in February and is part of our vision for sustainable self-supply of renewable electricity for every energy consumer. The Ajdovščina Solar Community contains five self-supply generating units, which are located at: Ajdovščina medical centre, Ajdovščina stadium, Šturje primary school, Police sports centre and the Ob Hublju nursery school. The community power plants in Ajdovščina will generate almost 900,000 kWh of electricity a year, thereby meeting the needs of more than 200 household customers in the municipality. In addition to participation in the green transition, leasing a share in the solar community will provide consumers with long-term cost stability for the self-supply component of the project and annual savings of around 10% on their overall electricity bill.

We provided details of the local solar community concept to municipal representatives and public organisations at a professional conference in June, where we also shared some of the valuable experiences acquired since the first community in Ajdovščina was set up. We focused on the main advantages of local solar communities: energy self-sufficiency, sustainable development and cost reduction. The key advantage of these types of energy community is the benefit it brings to everyone, from investors and rooftop owners to final customers, who obtain green energy at a competitive price. We also took part in an online event on local solar communities organised by the Association of Municipalities of Slovenia, where we were able to provide information on the advantages of such projects to a wider circle of interested parties.

2.3.5.6 Development of public-private partnerships (PPP)

GEN-I is committed to the continuous development of products that serve the needs of energy communities. We have therefore been successful in integrating the self-supply solar community model into public-private partnerships with municipalities to enable the construction and installation of solar power plant and battery energy storage systems with a view to bringing more final customers into the energy community system. In 2024 we held consultations with several Slovenian municipalities that realise the great importance of sustainable development and would like to use solar community projects to provide their residents with greater energy independence and efficiency.

The updated GEN-I Group Sustainability Strategy will contain more detailed metrics and targets for this area.

2.3.6 Responsible supply chain management

Ensuring responsible supply chain management and good relations with customers, clients and business partners are part of the wider area of responsible governance and professional, correct and transparent operations at the GEN-I Group as embodied in the provisions of the Code of Ethics of GEN-I, d.o.o. and the GEN-I Group, and which also provide the foundations for cooperation with all stakeholders in the supply chain.

We adhere to high standards when concluding business transactions with new and existing business partners, and to the highest standards of corporate integrity. We also take a zero-tolerance approach to corruption and bribery. As already mentioned in the Human resources management section, we expect our business partners and suppliers to set standards within their own organisations that guarantee respect for human rights, protect workers and ensure healthy and safe working environments (in line with international standards, including the UDHR and the fundamental conventions of the ILO), and to mitigate potential risks to and adverse impacts on human rights. Since 2024 our commitments have been published in a statement on our website in Slovenian and English. They are therefore available to all relevant stakeholders, particularly suppliers and business partners.[19]

Evaluation of the supply chain and suppliers in relation to trading, renewable energy and green technology projects and of other relations with partners takes place in accordance with the special rules or criteria set out below.

2.3.6.1 Evaluation of trading partners

Classic regional and global energy companies comprise the bulk of our suppliers: producers and traders active mainly in wholesale trading, which takes place bilaterally, on exchanges, and on trading platforms. In order to guarantee stability of operations with partners, we focus on evaluating their social and regulatory acceptability. We have an internal Know Your Customer (KYC) process for due diligence of partners, regulated by internal KYC Guidelines adopted and approved by the Credit Risk Committee. The aim of the rules is to determine the principles, criteria and competencies employed when deciding whether to do business with potential partners. Within the KYC process, every potential partner is evaluated under several criteria and a decision taken on whether to work with them. The objectives of this evaluation are to determine:

- whether the partner is involved in any VAT fraud, money laundering or terrorist financing, etc. activities;
- whether the partner is connected to other jurisdictions and individuals that could influence their operations (e.g. politically exposed persons, PEP);
- whether the partner appears as a sanctioned company or individual on the list regularly updated by the Council of the EU;
- any risk of a negative impact on the GEN-I Group's business reputation that could be caused by working with that partner.

If any irregularities are detected in a potential partner, the Credit Risk Committee rejects cooperation with that partner. The rules also provide for a report on non-compliance being sent to the competent authorities (particularly in the case of irregularities in the fields of money laundering and terrorist financing).

In relation to the purchase of energy from renewable sources, the guidelines and criteria for establishing relations with partners that generate electricity from renewables and the relevant rules (KYC Process and Risks Mitigation Guidelines for mPPA) in terms of the central criteria of acceptability for good and compliant company operations do not differ substantively from the aforementioned KYC process, but merely build on the rules by taking account of certain special characteristics of investments in energy production from renewable sources that are not typically owned by classic energy companies.

Every approved partner is later periodically reevaluated to see whether they have subsequently been placed on the list of sanctioned companies and individuals. This ensures that key partners are evaluated on a rolling basis. In 2024 a start was made on the preparation and gradual introduction of systematic criteria for assessing business partners in terms of ensuring compliance in various areas and adherence to basic ethical principles (decision matrix).

More information on the due diligence of partners and the management of other risks relating to business cooperation with partners can be found in the Risk management section.

2.3.6.2 Evaluation of partners involved in renewable energy and green technology projects

The GEN-I Group realises its mission of sustainability through the intensive promotion of investments in renewable sources and green technologies, where particular importance is also placed on responsible supply chain management.

The GIC committee, which was established in 2023, continued its work in this area in 2024. The GIC committee also began operating within GEN-I SONCE d.o.o. in 2024. Its role is to make expert recommendations to company management in relation to renewable energy projects and investments.

[19] See: https://gen-i.si/o-gen-i/trajnostni-razvoj/upravljavski-vidik-g/.

In accordance with the provisions of the relevant rules of the GIC committees, project proposals that include cooperation with various partners and suppliers undergo, in accordance with the relevant rules (Rules on the Operation of the GIC and Rules on the Operation of GIC SONCE), a comprehensive, multi-stage process of evaluation of their suitability in business, financial, technical, regulatory and legal terms, with due regard to the highest standards of sustainability. This process forms the basis upon which senior management makes decisions on whether to carry out a particular project and cooperate with a particular partner. The GEN-I Group takes the social and governance aspects of sustainability into account, in addition to those of environmental protection, for which special technical screening criteria have been formulated under Commission Delegated Regulation (EU) 2021/2139. In the course of the process of evaluating partners and suppliers, criteria for assessing compliance with the minimum safeguards set out pursuant to Article 18 of the Taxonomy Regulation and covering respect for human rights (workers within the value chain), corruption prevention, tax compliance and fair competition are applied. Accordingly, a relevant checklist is designed for the evaluation of each individual project, with a specially formulated ESG KYC questionnaire forming part of this. It contains questions on the areas mentioned above, where an entity undergoing evaluation is expected to enclose evidence that demonstrates its compliance and that of its supply chain with social (respect for human rights) and governance (corruption prevention, tax compliance, fair competition) requirements. Use of the ESG KYC questionnaire is gradually being extended to the evaluation of other suppliers or business partners. We believe that this process enables us to exercise an even stronger positive impact on society, and to protect the rights of workers within the value chain to an even greater extent.

When selecting its business partners and suppliers, GEN-I SONCE d.o.o., which promotes investments in renewables by constructing solar power systems and plants (mainly for self-supply for households and businesses), is careful to ensure that the policies and visions of those partners and suppliers comply with the policies and sustainability concerns of the GEN-I Group. To this end, the process of selecting a partner or supplier to provide services, materials, products and technologies involves a close examination of the environmental compliance of that partner or supplier. Checks are made as to the suitability of the origin of the equipment, the quality of supply, whether the documentation is comprehensive and complete, and the approach taken to those involved in the process of cooperation and to other employees. After a purchase has been made or contractual relationship concluded, responsible supply chain management continues with regular monitoring to ensure that the supplier is meeting its obligations and maintaining the quality of the services or products supplied. The procurement process at GEN-I SONCE d.o.o. is carried out in compliance with the quality and environmental protection standards of ISO 9001:2015 and ISO 14001:2015.

2.3.6.3 Promoting more environmentally acceptable purchases and internal practices

The environmental compliance of suppliers is one of the criteria applied to public procurement procedures conducted under the Public Procurement Act (ZJN-3).[20] We also carry out green public procurement, which involves ensuring that the products and services procured have lowest possible environmental impact and conserve natural resources, materials and energy. When it comes to other procurement processes at the Group, employees responsible for ordering products follow management policies on price, material, composition, proximity of the supplier and place of manufacture, which are the criteria considered before a purchase decision is made.

The GEN-I Group is continuing to electrify its vehicle fleet, which comprises products by electric mobility pioneers as well as traditional car makers (the latter are becoming increasingly aware of the environmental benefits of electric mobility).

[20] Public Procurement Act (Official Gazette of RS, No 91/15 and ff.).

For more information on business cooperation between the GEN-I Group and its partners, see the sections on risk management and reliable business partnerships.

The metrics and targets in the field of responsible supply chain management will be defined in more detail in the GEN-I Group Sustainability Strategy, for which updates are planned. In that strategy, the GEN-I Group intends to focus to an even greater extent on the management of its material impacts on workers within the value chain and the associated material risks and opportunities.

2.4 Governance information

We continued to follow the highest requirements and ethical standards for the management and governance of the GEN-I Group in 2023. As far as the governance aspect is concerned, we disclose information on the following material sustainability-related matters/topics of the GEN-I Group:

- ethical business conduct;
- reliable business partner;
- shaping energy policy; and
- business resilience.

This section contains disclosures from the ESRS G1 topical standard.

2.4.1 Ethical business conduct

The GEN-I Group's commitment to doing business in compliance with ethical standards, the applicable regulations and best practice has its highest expression in the Code of Ethics of GEN-I, d.o.o. and the GEN-I Group, which interweaves our basic values with principles of business ethics. Specific issues and areas addressed by the Code of Ethics at the level of principle are elaborated in greater detail in other company bylaws for the purpose of their insertion into day-to-day business operations. With their integrity, transparency, responsibility and professionalism, managers at all decision-making levels set an example to other employees by implementing the provisions of the Code of Ethics and other internal documents and bylaws on a daily basis.

2.4.1.1 Prevention of corruption, conflicts of interest, money laundering and terrorist financing

The GEN-I Group takes a clear zero-tolerance approach to corruption and bribery, and prohibits any unethical, unprofessional or unlawful conduct on the part of its employees and business partners. From the moment an employee becomes part of the team at the GEN-I Group, high ethical standards and the creation of an organisational culture of lawful and transparent business operations in line with the values of the Group, with moral and legal principles, and with our internal documents and bylaws, are promoted and reinforced. A special module on these topics will be incorporated into the onboarding process for new recruits in 2025. All important internal rules are published on the intranet portal. Employees also regularly take part in various professional training programmes on the topic of integrity and corruption prevention, the protection of whistleblowers and the creation of a positive corporate culture organised by bodies such as the Commission for the Prevention of Corruption (KPK) and Slovenian Sovereign Holding (SDH).

Particular attention is paid to the immediate identification of risks and the enactment of appropriate measures when risks materialise within the business processes of Group companies both in Slovenia and abroad. In our relations with our customers, business partners and other relevant stakeholders, the principles of integrity and transparency are embodied in relevant contractual provisions on the requirements and on the sanctions that may be imposed in the event of a breach. In accordance with the regulations aiding the transposition into Slovenian law of Directive (EU) 2019/1937 on the protection of persons who report breaches of Union law,[21] an internal

[21] Directive (EU) 2019/1937 of the European Parliament and of the Council of 23 October 2019 on the protection of persons who report breaches of Union law (OJ L 305, 26.11.2019, pp. 17–56).

procedure has been set up to report breaches of regulations, including in the areas of prevention of corruption, conflicts of interest, money laundering and terrorist financing, public procurement and protection of competition. This internal procedure for reporting breaches, which is designed for employees and associates of all GEN-I Group companies, is governed by the Rules Establishing an Internal Whistleblowing Channel and constitutes an effective mechanism for dealing with identified breaches by ensuring that the whistleblower's identity is protected, management bodies are notified of any breaches promptly, and bona fide whistleblowers are protected against any retaliatory measures. GEN-I, d.o.o. senior management appointed an officer in charge of receiving and handling internal reports of breaches submitted via various channels. As that officer is required at all times to ensure that the identity of the whistleblower is not disclosed, adequate organisational, technical and information protection measures have been put in place to ensure the confidentiality and integrity of data during the handling of a report, and to prevent unauthorised access to that data. The officer is required to log every complaint without delay and in any case no later than by the end of the working day following submission. Complaints are handled in the order in which they are received, and with due care, confidentiality and independence. The officer is required to complete their assessment of the complaint within three months of receipt by issuing a report in which they state whether the grounds for the complaint are justified. If the complaint is justified, the report sets out the measures proposed and implemented to bring an end to and remedy the consequences of the breach, and the measures to be taken to prevent any such breaches from occurring in the future, any findings on the success or otherwise of the measures proposed, and any measures proposed and implemented to protect the whistleblower. The officer ensures that senior management are kept adequately up to date on the complaints received by informing it every six months of any new complaints received, the status of the complaints being handled, and the measures taken to bring an end to and remedy the consequences of any breaches. If the officer believes that a complaint is of a more serious nature, they must notify senior management without delay. The officer also submits a report to senior management, by 1 March of the current year for the previous year. Under the requirements of the law, that report is also sent to the KPK.

We ensure that the management of transactions involving company expenditure is transparent and cost-effective by assessing the Company's needs in advance, and by overseeing the services to ensure that they are provided as agreed. The entire GEN-I Group adheres to extremely high standards when concluding business transactions with new and existing business partners. A process of checking and approving partners that involves a larger number of departments and committees within a company takes place in a standardised manner and in accordance with internal KYC rules approved by the Credit Risk Committee. With every partner, a wide range of factors are checked during the KYC process and in the course of follow-up evaluation. These factors relate to their type and activity, their structure, the transparency of their operations and regulatory compliance, any participation of politically exposed individuals, actual owners, the geographical area from which they come, and the purpose and the planned nature of the business relationship. In 2024 we evaluated an increasing number of partners using the ESG KYC questionnaire, i.e. in terms of their environmental and social compliance, which includes adherence to ethical principles in respect of the prevention of corruption and bribery, human rights and tax law. All of the above is described in more detail in the Responsible supply chain management section.

In processes conducted under the Public Procurement Act (ZJN-3), evaluation takes place in accordance with the requirements of the sectoral legislation. The Risk Management Office, the Procurement and Compliance Department and other departments involved in the process evaluate partners on the basis of the statements given and data available from their annual reports, and with external providers.

The risks of corruption or money laundering and terrorist financing in the countries in which the GEN-I Group operates or in which its partners are established are also identified through the monitoring of legislation and notifications provided by the Office for Money Laundering Prevention (UPPD) or the KPK. There were no cases tied to corruption or money laundering and terrorist financing identified in the course of due diligence checks or during the performance of our business transactions with partners in 2024, nor were any of our employees found to have engaged in corrupt conduct. GEN-I Group companies were not subject to investigation by public authorities in relation to corruption or money laundering and terrorist financing in 2024.

2.4.1.2 Public-policies

As a result of our participation in procedures for the adoption of sectoral regulations by European regulatory bodies, we are entered in the Transparency Register (ID no 145604632964-90), where we regularly report any contacts with lobbyists and any financial assets received on the basis of our participation in European projects funded through non-refundable grants. The register also contains details of all the core activities of GEN-I, d.o.o. covered by the register and mainly connected to key EU regulations.

As the Code of Ethics of GEN-I, d.o.o. and the GEN-I Group clearly states, we do not make cash donations or donations to political parties.

2.4.1.3 Ensuring competitiveness

A highly competitive environment requires all participants to show exceptional flexibility and make constant improvements to their business operations. This can only be achieved through the introduction of new products, services and business models, the implementation of promising technologies and digital transformation. Within this context, the numerous changes that energy markets have undergone in the last few years should be acknowledged. Such dynamic contexts also offer many business opportunities, which we leverage to ensure competitive prices for all consumer segments in all market environments. We feel a particular sense of responsibility towards our customers in the electricity supply segment, where we have a high market share, and strive to turn the positive impacts of our competitive advantage into benefits for them.

We categorically reject any agreements or discussions that could lead to restrictive practices, and regularly draw attention to the importance of adhering to competition protection regulations. We maintain professionalism in our dealings with our competitors, and take particular care to safeguard internal and other confidential information. We regularly cooperate with competition authorities both in Slovenia and abroad, and respond to requests for any business data that those authorities require in order to discharge their responsibilities. No proceedings were initiated against any GEN-I Group company by competition authorities in 2024.

2.4.1.4 Conflicts of interest

One of the cornerstones for ensuring ethical business conduct is, without doubt, the identification, prevention and elimination of conflicts of interest. In this area the company is bound by the requirements of the relevant sectoral legislation, such as the Integrity and Prevention of Corruption Act,[22] the Companies Act and the Public Procurement Act, as well as by internal rules that govern, in detail, the processes to be observed when concluding business transactions with related parties. There were no ongoing or relevant conflicts of interest at the GEN-I Group in 2024.

2.4.1.5 Ensuring compliance

Compliance with relevant legislation by the GEN-I Group is ensured by the Energy and Sustainability Regulation and Compliance Office, which monitors relevant energy and sustainability legislation and regulations, including all changes, amendments, and developments, and is also responsible for ensuring that these are implemented appropriately and in a timely manner into the operational processes of the Group's operational offices.

Compliance with other specific and sectoral legislation is managed by the relevant specialist offices and departments responsible for particular areas (e.g. the HR office for labour law, the procurement and compliance department for public contracts, as mentioned earlier, and the legal office). They also ensure the up-to-date and comprehensive compliance

[22] Integrity and Prevention of Corruption Act (ZintPK, Official Gazette of RS, No 69/11 [UPB] and ff.).

of work processes with the relevant sectoral legislation.

The two main indicators for monitoring the effectiveness of GEN-I's activities in terms of compliance are the timely identification of regulatory amendments, and the subsequent alignment of business activities with those amendments. Regular monitoring of adoption processes for regulations relevant to various fields of operation at the company, including the prevention of corruption, money laundering and terrorist financing, is carried out with a view to prompt incorporation of legal requirements and good practices into the business processes of all companies within the GEN-I Group.

More precise metrics and targets connected with ethical business conduct will also be determined in the GEN-I Group Sustainability Strategy.

2.4.2 Reliable business partner

An understanding of the needs and demands of business partners and customers is of key importance to the GEN-I Group. For this reason, we continually strive to introduce improvements that raise the level of our business cooperation and user experience while also helping to increase the satisfaction of our partners and customers.
Ensuring reliable business partnerships is part of the wider field of responsible Group governance set out in the Code of Ethics of GEN-I, d.o.o. and the GEN-I Group and the GEN-I Group Strategic Development Plan 2022–2030, which is focused on securing positive impacts on society and the environment described in the Double materiality assessment section.

In our dealings with customers, clients and partners from other companies and organisations, we always act in accordance with all laws and regulations, bylaws, codes, guidelines and good business practices, and with the highest principles of ethical business practice. Throughout the business relationship, we act with respect, care and without discrimination towards customers, clients and business partners.

We respect human rights as defined at national and international level, and always conduct ourselves with the necessary level of responsibility. We work with business partners who also operate transparently and fairly, adhere to high ethical standards in their business operations, respect human rights, and generally share our values and mission. As we have already pointed out in the Responsible supply chain management section, this is confirmed by a statement on the Company's website. When choosing business partners, we also take into account their compliance with environmental and related criteria. As already described in detail in the Responsible supply chain management section, we ensure this by evaluating potential partners or suppliers using an ESG KYC questionnaire. This evaluation is regularly conducted within the framework of renewable energy projects, with its use gradually being expanded to other partners as well. Through ethical and efficient everyday business conduct, we are able to establish, maintain and build on mutual trust based on open, honest and straightforward communication. This creates honest, open, responsible and conscientious relationships with partners. We stand by their side and provide them with the best possible solutions in even the most challenging situations. When handling data, documents and items that are trade secrets within GEN-I Group companies or those of its partners, we operate responsibly and in accordance with the principle of confidentiality.

In 2024 we therefore continued to ensure that our business relationships with partners were successful, ethical, professional, considerate and transparent. We pursued these objectives when consolidating our relationships with existing business partners, as well as when establishing relationships with new business partners, both in the process of expanding operations on markets where the GEN-I Group is already present and when entering new markets. Our mission combines a commitment to customer and business partner satisfaction, sustainable development, and the long-term growth of the company domestically and internationally. Our goal is to ensure flexibility, adaptability and competitiveness on fast-changing energy markets and, as a strategic partner, to provide advanced sustainable energy services to our business partners.

We see a whole host of opportunities in this area, and more precise metrics and targets will be determined in the updated GEN-I Group Sustainability Strategy.

As a reliable business partner, the GEN-I Group adheres consistently to statutory payment terms and/or those agreed with partners when settling all payments to partners and suppliers, paying due regard to standard market practice in the process. Trading-related payment practices generally involve payments in accordance with the EFET standard (20 days after the month of supply) and daily settlement on energy exchanges. Infrastructure costs are paid in accordance with the rules set by infrastructure partners, while the contractually agreed payment deadlines are adhered to in business operations with other suppliers. There were no legal proceedings ongoing against the GEN-I Group for payment defaults in 2024.

More information on the management of business relations with partners and suppliers can be found in the sections on responsible supply chain management and risk management.

2.4.3 Shaping energy policy

The GEN-I Group is proactively involved in the development of energy and sustainable development regulations and legislative frameworks at national and regional level, within both the European Union and the Energy Community. This process involves the preparation of documents and position papers, and participation in public consultations and at public events intended for the professional, institutional and general public. The key opportunity for GEN-I in relation to participation in the shaping of energy regulations is the achievement of optimal solutions for the entire energy system and the resulting contribution to the efficient transition of the energy sector from fossil fuels to renewables, although there is a risk at the same time that the proposals that GEN-I puts forward at public consultations regarding the development of the energy and sustainability regulations on the various markets on which it operates are not accepted by the legislators.

At the GEN-I Group, regulatory and legislative developments in the field of energy and sustainability are monitored by the Energy and Sustainability Regulation and Compliance Office. Two departments operate within this office: the Energy Regulation and Compliance Department and the Sustainability Regulation and Compliance Department, with both having responsibility for the timely and adequate incorporation of new developments into work processes or the work of the GEN-I Group's operational offices. The Company's Management Board, which is responsible for the strategic directions taken by the Group as a whole, also plays an important role in the joint formulation of energy and sustainability regulations. Ensuring compliance with legislation and being involved in public discussions during the adoption of that legislation are part of responsible governance and of the professional, correct and transparent operations of the GEN-I Group as embodied in the provisions of the Code of Ethics of GEN-I, d.o.o. and the GEN-I Group, and the GEN-I Group Strategic Development Plan 2022–2030.

The GEN-I Group also regularly takes part in public consultations on regulations in the energy sector (both in Slovenia and in other countries in which the Group is active), with particular focus on the following objectives:

- the development of transparent liberalised markets in the CSEE (Central and Southeastern Europe) region and the countries in the Energy Community;
- the efficient functioning of the energy market, transparent competition, the interconnection of energy networks and the general reliability of energy supply;
- regulations that promote the introduction of renewable sources (in particular solar energy) and the achievement of targets relating to decarbonisation and acceleration of the green transformation;
- legislation that removes administrative barriers to the granting of permits for projects in the field of renewable energy and provides consumers with easier access to carbon-free and renewable energy;
- a regulatory framework that promotes demand response through aggregation, active consumption, energy communities, flexibility services, e-mobility, energy efficiency and energy storage.

In 2024 GEN-I, d.o.o. took part in a large number of public consultations of acts through which the provisions of the "Fit for 55" package and electricity market reform are gradually being introduced into Slovenian legislation. We also took part in formulating updates to the National Energy and Climate Plan (NECP) by submitting comments and proposals. GEN-I, d.o.o. was also active in drafting positions and proposals for additional improvements in response to the commencement of application of the new network tariff methodology, and the abolition of the integration of new self-supply consumers into the net metering system in 2024.

International energy experts also recognise the importance of the GEN-I Group's efforts to create a proper regulatory framework. A GEN-I Group representative was re-elected to the board of Energy Traders Europe (formerly the European Federation of Energy Traders, EFET), which is an important international association whose mission involves promoting competitiveness, transparency and openness on the energy market, providing sustainable, efficient and reliable energy supply, and ensuring that the transition to carbon neutrality is as straightforward and equitable as possible. The GEN-I Group representative took up the role of vice-chair of the association upon his re-election. Given the particular importance of proactively monitoring the latest regulatory activities in the field of sustainability and advancing proposals for the incorporation of specific operations into the energy sector, including trading and supply, GEN-I, d.o.o. continued to be part of the European Eurelectric association, which represents the interests of European electricity companies from 32 countries. Its mission is to foster the development and competitiveness of the electricity industry, ensure that it is represented effectively in public affairs, and promote the role that low-carbon electricity generation can play in moving society forward. In addition to the two associations referred to above, GEN-I, d.o.o. or its subsidiaries are members of:

- Energy Traders Europe
- Eurelectric
- Shoqata Shqiptare e Furnizuesve të Energjisë Elektrike (AAES)
- Wirtschaftskammer Österreich (WKO)
- Wirtschaftskammer Wien (WKO Wien);
- Association of Traders with Energy in Bulgaria (ATEB)
- Vanjskotrgovinska komora BiH (VTK)
- Hellenic Association of Energy Trading and Supply Companies (ESEPIE)
- Magyar Energiakereskedők Szövetsége (MEKSZ)
- Asociația Furnizorilor de Energie din România (AFEER)
- Hrvatska gospodarska komora (HGK)
- Energy Traders Association (ETD)
- Athens Chamber of Commerce and Industry (ACCI)
- Chamber of Commerce and Industry of Serbia (CCIS)
- Eurelectric
- Elektrotehniška zveza Slovenije (EZS, Electrotechnical Association of Slovenia)
- Energetska zbornica Slovenije, Sekcija za vprašanja dobaviteljev električne energije (SVDEE) and Sekcija za izmenjavo podatkov na energetskem trgu (IPET) (Section for Electricity Supplier Issues and Section for the Exchange of Data on the Energy Market, both at the Energy Chamber of Slovenia)
- Gospodarska zbornica Slovenije (GZS, Chamber of Commerce and Industry of Slovenia)
- Združenje nadzornih svetov (Association of Supervisory Boards)
- Združenje Manager (Manager Association)
- ACI Slovenija
- Združenje slovenske fotovoltaike (Slovenian Photovoltaics Industry Association)

The metrics and targets in the field of participation in the formulation of energy regulations will be defined in more detail in the GEN-I Group Sustainability Strategy.

2.4.4 Business resilience

GEN-I ensures that its business operations are reliable and stable and its business objectives achieved in a sustainable manner by maintaining a multilayered decision-making, monitoring and control structure that guarantees the effective and robust management of risks, including the challenges of digital transformation, cyber risks and personal data protection.

2.4.4.1 Management of the Company and risks

The core strategic and business decisions are made by the GEN-I, d.o.o. Management Board, which has full powers to conduct the business of the Company at its personal liability, with the members representing the Company in pairs according to the principle of cross-representation.

At the end of 2024, GEN-I, d.o.o. was led by a five-member Management Board.

- President of the Management Board: Maks Helbl
- Member of the Management Board: Dr Igor Koprivnikar, MBA
- Member of the Management Board: Sandi Kavalič
- Member of the Management Board: Primož Stropnik
- Member of the Management Board (workers' representative): Klemen Pleško

As already mentioned, two new members were appointed to the Management Board in 2024, neither of whom had performed similar functions in public administration in the two years prior to their appointment. In 2024 the Management Board adopted the GEN-I Group Business Plan for 2025 with an Outlook to 2027, which contains a special section on sustainability policies and objectives. Expert support in the field of sustainability is provided to the Management Board via the CSO function and the Energy and Sustainability Regulation and Compliance Office. Together they provide a strong core of expertise (with educational backgrounds in environmental protection, environmental technologies, natural resource management and social sciences more widely). As GEN-I Group representatives, they are also active within important associations of interest at European level, which enables them to monitor and help shape the development of good practices in energy and sustainability regulations, as described in previous sections. Major decisions regarding sustainability-related matters are taken at Management Board meetings at which senior managers obtain all the necessary information on those matters, in addition to the matters raised by the CSO at regular meetings with the Management Board member responsible for sustainability.

The Management Board leads by example when it comes to ethical business conduct and strengthening the trust of all stakeholders, and takes measures, in line with good practice, to ensure that its work is in line with the law and its operations effective, including raising employees' awareness by means of programmes such as professional onboarding and mentoring, and internal rules for employees published on the intranet portal (e.g. the Code of Ethics of GEN-I, d.o.o. and the GEN-I Group). In order to respond promptly to recognised risks and address their impact on GEN-I Group operations, the Management Board regularly monitors risks, strategically addresses the challenges, and develops support environments that help the Group produce excellent business results and respond swiftly to market conditions. More detailed information on the role, composition and operation of the Management Board and individual Management Board members can be found in the Corporate Governance Statement with Statement of Compliance with the Code in the Business Report.

The company also has in place a set of directors for particular areas. They do not have executive powers or general powers to represent the company, but work as experts in their respective fields, and are answerable to the Management Board. When selecting and appointing these directors, the Management Board pays particular regard to their professionalism, competencies, knowledge and experience, at the same time placing special emphasis on gender and age diversity.

There are several committees and boards appointed by the Management Board and operating within the parent company GEN-I, d.o.o., such as the HR Committee, the Security Committee, the committee that reports on personal data protection breaches, the Innovation Board, the Green Investment Committee, the Market Risk Management Committee, and the Credit Risk Committee, that ensure that business proceeds smoothly and decisions are taken on the basis of expert assessments. Members of the Management Board also sit on these committees. These boards and committees are responsible for ensuring that topics from their respective areas of expertise are dealt with professionally and in detail, that suitable expertise is provided for decisions that need to be adopted, whether by the Management Board or by the committees themselves where responsibility for doing so has been delegated, and that proposals for decisions and the implementation of those decisions are drawn up. Various risks, including climate-related, credit, market and regulatory risks, are managed in accordance with the Risk Management Policy by the Risk Management Office, which also coordinates the work of the Credit Risk Committee and the Market Risk Committee. More detailed information on business resilience through the implementation of relevant risk management policies, responsibilities and measures can be found in the Risk management section.

2.4.4.2 Supervision and auditing

As the supervisory body of GEN-I, d.o.o., the Supervisory Board was established pursuant to amendments made to the Articles of Association on 19 June 2024. It has six members. Each shareholder nominates two members to the Supervisory Board, with two members acting as workers' representatives. At the Company's general meeting on 4 September 2024, the shareholders appointed the members of the Supervisory Board (shareholder representatives), while the workers' representatives were elected directly by the Worker's Council in accordance with the Workers' Participation in Management Act. The shareholders endeavour to ensure that both genders are adequately represented on the Supervisory Board (the Supervisory Board is fully gender-balanced), and to nominate suitably experienced professionals with complementary sets of professional knowledge and experience. The Supervisory Board performed its work in accordance with the powers and competences prescribed by the law, the Articles of Association and its own Rules of Procedure. Part of its responsibilities involve supervising the Company's business operations and carrying out other tasks imposed on it by the Articles of Association. The Supervisory Board was comprised of the following members in 2024:

- Chair of the Supervisory Board: Dr Dejan Paravan

- Deputy Chair of the Supervisory Board: Mateja Fridl Stojanović
- Member of the Supervisory Board: Ivana Nedižavec Korada
- Member of the Supervisory Board: Mitja Učakar
- Member of the Supervisory Board (employee representative): Adrijana Germovšek
- Member of the Supervisory Board (employee representative): Matej Mavsar

In accordance with legal provisions and the provisions of the Articles of Association, the Supervisory Board appointed a Supervisory Board Audit Committee, adopted Rules of Procedure for the GEN-I, d.o.o. Supervisory Board and Rules of Procedure of the Audit Committee of the GEN-I, d.o.o. Supervisory Board, and dealt with other matters within its remit. In response to the legal changes connected with the preparation of the Sustainability Statement and at the proposal of the Audit Committee, the Supervisory Board approved the appointment of an auditor to provide assurances regarding the Sustainability Statement for the 2024 financial year, and gave its consent to the signing of a contract with the selected auditor. The Audit Committee is the Supervisory Board's sole standing committee, as set out in the Articles of Association, and performs the tasks determined for it by law. It has three members, at least one of whom is an independent accounting and auditing expert. It comprised the following members in 2024:

- Chair of the Audit Committee: Ivana Nedižavec Korada
- Member of the Audit Committee: Mitja Učakar
- External member of the Audit Committee: Polona Pergar Guzaj

More detailed information on the role, composition and operation of the Management Board can be found in the Corporate Governance Statement with Statement of Compliance with the Code in the Business Report.

2.4.4.3 Digitalisation and cybersecurity risks

Strategic investments in the digitalisation of operations and work processes are also important factors for ensuring business resilience. Along with investments in human resources, they are key to the business success of the GEN-I Group, which is based on timely system-wide support for all expansion and development activities. Digitalisation and process optimisation go hand in hand here, since it is not always about seeking solutions for established processes, but often about adapting processes to solutions. The increase in the robustness, scaleability and security of data platforms through the increased use of cloud services was one of the key achievements of 2024. A leading role in business resilience activities in the IT field is played by centralised solutions that enable effective deployment and flexibility even in challenging times on the market caused by legislative changes, price fluctuations, security challenges and challenges connected with personal data protection.
Owing to an increasingly stringent legislative environment and demanding cybersecurity circumstances, compliance and cyber security are two of the essential elements of business resilience. Employees are regularly updated on information security issues through an internal security and communications campaign and the GEN-I Shield portal. Regular measurements of resilience to phishing attacks are carried out, showing a high level of information and awareness among employees of the dangers that phishing can have at work and at home. Preparations are underway for compliance with the requirements of the NIS-2 Directive[23] and for risk assessment in various areas of operation. Despite the high level of security that our systems provide and the positive results being achieved by employees in the area of security, we are continuing our efforts to develop, upgrade and test our security incident response protocols.

[23] Directive (EU) 2022/2555 of the European Parliament and of the Council of 14 December 2022 on measures for a high common level of cybersecurity across the Union, amending Regulation (EU) No 910/2014 and Directive (EU) 2018/1972, and repealing Directive (EU) 2016/1148 (NIS 2 Directive) (OJ L 333, 27.12.2022, pp. 80–152).

2.4.4.4 Personal data protection

Security aspects are of key importance when it comes to the personal data of our customers and employees. More detailed information on the protection of customers' data can be found in the Customer rights and satisfaction section. We have adopted all the necessary legal bases and instituted a large number of internal processes to safeguard employees' personal data. These are reviewed and upgraded on a regular basis. The overarching information security policy of GEN-I, d.o.o. as adopted by its management and the management of other companies within the GEN-I Group, which was prepared in accordance with best practice and the ISO IEC 27001 standard, supports the achievement of the strategic objectives of GEN-I, d.o.o. Trade secrets are protected in accordance with the rules on trade secrecy.

The lawful processing of the personal data of employees and external stakeholders is based on a consideration of the basic principles applicable to the area, as well as on the previously established data protection impact assessments (DPIA) and legitimate interest assessments (LIA), which we also use when preparing new products, services or programmes. All new employees are educated about personal data protection within the GEN-I Group.

The GEN-I Group has a personal data protection officer (DPO) who ensures that processing complies with the applicable regulations and international standards, educates employees, provides advice on data processing impact assessments with the aim of preventing, in good time, the unlawful handling of personal data that can occur when data is processed, and cooperates with supervisory authorities. Any detected breaches are addressed by the Personal Data Protection Committee, which reports to the supervisory authority by the prescribed deadline. No personal data protection breaches that required notification of the supervisory authority were detected in 2024. Internal policies adopted are sufficient to ensure efficient personal data protection; they also regulate the use of ICT, and the management and protection of user accounts, passwords and confidential employment-related information. The Information Commissioner brought no personal data protection proceedings against GEN-I, d.o.o. in 2024.

More detailed metrics and targets regarding business resilience will also be determined in the updated GEN-I Group Sustainability Strategy.

2.5 List of ESRS disclosure requirements complied with

To present sustainability-related information, the GEN-I Group makes use of ESRS 1 (General requirements), which contains the rules for preparation, the basic concepts and the general reporting requirements.

Cross-cutting ESRS			
ESRS disclosure requirements	Full name of disclosure requirement	Section/page	Note
ESRS 2 General disclosures			
Basis for preparation			
BP-1	General basis for preparation of Sustainability Statements	Basis for preparation of Sustainability Statements/p. 41	
BP-2	Disclosures in relation to specific circumstances	Basis for preparation of Sustainability Statements/p. 41; Importance of sustainable development to the GEN-I Group and the strategic policies for its implementation/p. 41; Double materiality assessment/p. 44; Corporate carbon footprint/p. 53; Sustainable technology deployment/p. 59; Environmental impact of own operations/p. 62; Environmental impact of business activities/p. 63; Human resources management/p. 75 Communities' empowerment/p. 89; Responsible supply chain management/p. 92; Ethical business conduct/p. 95; Reliable business partner/p. 98 Business resilience/p. 100; Index of GRI standards/p. 111	
Governance			
GOV-1	The role of the administrative, management and supervisory bodies	Importance of sustainable development to the GEN-I Group and the strategic policies for its implementation/p. 41; Double	Incorporation by reference

		materiality assessment/p. 44; Business resilience/p. 100	
GOV-2	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	Importance of sustainable development to the GEN-I Group and the strategic policies for its implementation/p. 41; Business resilience/p. 100	Incorporation by reference
GOV-3	Integration of sustainability-related performance in incentive schemes	Importance of sustainable development to the GEN-I Group and the strategic policies for its implementation/p. 41	
GOV-4	Statement on due diligence	Basis for preparation of Sustainability Statements/p. 41	
GOV-5	Risk management and internal controls over sustainability reporting	Importance of sustainable development to the GEN-I Group and the strategic policies for its implementation/p. 41; Business resilience/p. 100	Incorporation by reference
Strategy			
SBM-1	Strategy, business model and value chain	Importance of sustainable development to the GEN-I Group and the strategic policies for its implementation/p. 41; Contribution to the Sustainable Development Goals (SDG)/p. 43; Sustainable products and services/p. 60; Human resources management/p. 75; Reliable and affordable supply/p. 85; Customers' empowerment/p. 86; Communities' empowerment/p. 91, 92; Responsible supply chain management/p. 92	Incorporation by reference
SBM-2	Interests and views of stakeholders	Importance of sustainable development to the GEN-I Group and the strategic policies for its implementation/p. 41; Double materiality assessment/p. 44; Interests and views of stakeholders/p. 51	

SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	Double materiality assessment/p. 44; Reliable and affordable supply/p. 85; Customers' empowerment/p. 86; Customer rights and satisfaction/p. 88; Shaping energy policy/p. 99	
Impact, risk and opportunity management			
Disclosures regarding the materiality assessment process			
IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	Double materiality assessment/p. 44	
IRO-2	Disclosure requirements in ESRS covered by the undertaking's Sustainability Statement	Double materiality assessment/p. 44; List of ESRS disclosure requirements complied with/p. 104	Incorporation by reference
Minimum disclosure requirement on policies and actions			
Policies MDR-P	Policies adopted to manage material sustainability matters	Disclosure included in the material sustainability-related matter/topic in the section dedicated to the sustainability matter/topic in question	
Measures MDR-A	Actions and resources in relation to material sustainability matters	Disclosure included in the material sustainability-related matter/topic in the section dedicated to the sustainability matter/topic in question	
Metrics and targets			
Metrics MDR-M	Metrics in relation to material sustainability matters	Disclosure included in the material sustainability-related matter/topic in the section dedicated to the sustainability matter/topic in question	
Targets MDR-T	Tracking effectiveness of policies and actions through targets	Disclosure included in the material sustainability-related matter/topic in the section dedicated to the sustainability matter/topic in question	
Topical ESRS			
Environmental ESRS			
ESRS E1 Climate change			
Governance			
ESRS 2 GOV-3	Integration of sustainability-related performance in incentive schemes	Importance of sustainable development to the GEN-I Group and the strategic policies for its implementation/p. 41	
Strategy			
E1-1	Transition plan for climate change mitigation	Environmental information/p. 53	
ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model(s)	Double materiality assessment/p. 44	
Impact, risk and opportunity management			
ESRS 2 IRO-1	Description of the processes to identify and assess material climate-related impacts, risks and opportunities	Double materiality assessment/p. 44	

E1-2	Policies related to climate change mitigation and adaptation	Corporate carbon footprint/p. 53; Sustainable technology deployment/p. 59; Environmental impact of business activities/p. 63; Responsible supply chain management/p. 93	Incorporation by reference
E1-3	Actions and resources in relation to climate change policies	Corporate carbon footprint/p. 56; Sustainable technology deployment/p. 59; Sustainable products and services/p. 60; Disclosures under the Taxonomy Regulation/p. 65	Incorporation by reference
Metrics and targets			
E1-5	Energy consumption and mix	Corporate carbon footprint/p. 56; Sustainable technology deployment/p. 59	
E1-6	Gross Scopes 1, 2, 3 and total GHG emissions	Corporate carbon footprint/p. 53	We do not report on Scope 3 GHG emission or total GHG emission data points.
E1-7	GHG removals and GHG mitigation projects financed through carbon credits	Sustainable technology deployment/p. 59	
E1-8	Internal carbon pricing	Corporate carbon footprint/p. 53	
ESRS E3 Water and marine resources			
Impact, risk and opportunity management			
ESRS 2 IRO-1	Description of the processes to identify and assess material water and marine resources-related impacts, risks and opportunities	Double materiality assessment/p. 44	
E3-1	Policies related to water and marine resources	Environmental impact of business activities/p. 63; Responsible supply chain management/p. 93	Incorporation by reference
E3-2	Actions and resources related to water and marine resources	Environmental impact of own operations/p. 62; Environmental impact of business activities/p. 63	
Metrics and targets			
E3-4	Water consumption	Environmental impact of own operations/p. 62	
ESRS E4 Biodiversity and ecosystems			
ESRS 2 BP-2	Disclosures in relation to specific circumstances	Double materiality assessment/p. 44; Environmental impact of business activities/p. 63	Application of phase-in provisions in accordance with Appendix C to ESRS 1 (ESRS 2 BP-2, 17)

ESRS E5 Resource use and circular economy			
Impact, risk and opportunity management			
ESRS 2 IRO-1	Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities	Double materiality assessment/p. 44	
E5-1	Policies implemented to manage resource use and circular economy	Environmental impact of business activities/p. 63; Responsible supply chain management/p. 93	Incorporation by reference
E5-2	Actions and resources related to resource use and circular economy	Environmental impact of own operations/p. 62; Environmental impact of business activities/p. 63	
Metrics and targets			
E5-4	Resource inflows	Environmental impact of business activities/p. 63	
E5-5	Resource outflows	Environmental impact of own operations/p. 62; Environmental impact of business activities/p. 63	
Social ESRS			
ESRS S1 Own workforce			
Strategy			
ESRS 2 SBM-2	Interests and views of stakeholders	Interests and views of stakeholders/p. 51	
ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model(s)	Double materiality assessment/p. 44; Human resources management/p. 75	
Impact, risk and opportunity management			
S1-1	Policies related to own workforce	Human resources management/p. 75	
S1-2	Processes for engaging with own workers and workers' representatives about impacts	Human resources management/p. 76; Ethical business conduct/p. 95	Incorporation by reference
S1-3	Processes to remediate negative impacts and channels for own workers to raise concerns	Human resources management/p. 76; Ethical business conduct/p. 95	Incorporation by reference
S1-4	Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	Human resources management/p. 81, 84; Business resilience/p. 103	Incorporation by reference
Metrics and targets			

S1-6	**Characteristics of the undertaking's employees**	Human resource management/p. 77	
S1-8	Collective bargaining coverage and social dialogue	Human resources management/p. 76, 77	
S1-9	Diversity metrics	Human resources management/p. 77	
S1-10	Adequate wages	Human resources management/p. 83	
S1-11	Social protection	Human resources management/p. 80	
S1-12	Persons with disabilities	Human resources management/p. 77	
S1-13	Training and skills development metrics	Human resources management/p. 81	
S1-14	Health and safety metrics	Human resources management/p. 84	
S1-15	Work-life balance metrics	Human resources management/p. 80	
S1-17	Incidents, complaints and severe human rights impacts	Human resources management/p. 75	
ESRS S2 Workers in the value chain			
ESRS 2 BP-2	Disclosures in relation to specific circumstances	Double materiality assessment/p. 44; Responsible supply chain management/p. 92	Application of phase-in provisions in accordance with Appendix C to ESRS 1 (ESRS 2 BP-2, 17)
ESRS S3 Affected communities			
ESRS 2 BP-2	Disclosures in relation to specific circumstances	Double materiality assessment/p. 44; Communities' empowerment/p. 89	Application of phase-in provisions in accordance with Appendix C to ESRS 1 (ESRS 2 BP-2, 17)
ESRS S4 Consumers and end-users			
Strategy			
ESRS 2 SBM-2	Interests and views of stakeholders	Interests and views of stakeholders/p. 51	
ESRS 2 SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model(s)	Double materiality assessment/p. 44; Reliable and affordable supply/p. 85; Customers' empowerment/p. 86; Customer rights and satisfaction/p. 88	
Impact, risk and opportunity management			

S4-1	Policies related to consumers and end-users	Reliable and affordable supply/p. 85; Customer rights and satisfaction/p. 88	
S4-2	Processes for engaging with consumers and end-users about impacts	Customers' empowerment /p. 86; Customer rights and satisfaction/p. 88	
S4-3	Processes to remediate negative impacts and channels for consumers and end-users to raise concerns	Customer rights and satisfaction/p. 88, 89	
S4-4	Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and the effectiveness of those actions	Reliable and affordable supply/p. 85; Customers' empowerment /p. 86; Customer rights and satisfaction/p. 88	
Metrics and targets			
S4-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	Customer rights and satisfaction/p. 88	
Governance ESRS			
ESRS G1 Business conduct			
Governance			
ESRS 2 GOV-1	Role of the administrative, management and supervisory bodies	Importance of sustainable development to the GEN-I Group and the strategic policies for its implementation/p. 41; Double materiality assessment/p. 44; Business resilience/p. 100	
Impact, risk and opportunity management			
ESRS 2 IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	Double materiality assessment/p. 44	
G1-1	Corporate culture and business conduct policies	Ethical business conduct/p. 95; Shaping energy policy/p. 99; Business resilience/p. 100	
G1-2	Management of relations with suppliers	Human resources management/p. 75; Responsible supply chain management/p. 92; Ethical business conduct/p. 95; Reliable business partner/p. 98	Incorporation by reference
G1-3	Prevention and detection of corruption or bribery	Ethical business conduct/p. 95	
Metrics and targets			
G1-4	Confirmed incidents of corruption or bribery	Ethical business conduct/p. 95	

G1-5	Political influence and lobbying activities	Ethical business conduct/p. 97; Business resilience/p. 100
G1-6	Payment practices	Reliable business partner/p. 98

2.6 Index of GRI standards

Statement of use	The GEN-I Group has reported the information cited in this GRI content index for the period 1. 1. 2024 – 31. 12. 2024 with reference to the GRI Standards
GRI 1 used	GRI 1: Foundation 2021

General standard disclosures			
GRI standard and disclosures	Description	Section/page	Note
GRI 2: General Disclosures 2021			
Organisation and its reporting practices			
2-1	Organisational details	About the Group/p. 6; Importance of sustainable development to the GEN-I Group and the strategic policies for its implementation/p. 41	
2-2	Entities included in the organisation’s sustainability reporting	Basis for preparation of Sustainability Statements/p. 41	
2-3	Reporting period, frequency and contact point	Basis for preparation of Sustainability Statements/p. 41	
2-5	External assurance	/	We have not opted for external assurance of the compliance of reporting with GRI standards
Activities and workers			
2-6	Activities, value chain and other business relationships	About the Group/p. 6; Activities by operating segment/p. 20; Importance of sustainable development to the GEN-I Group and the strategic policies for its implementation/p. 41; Responsible supply chain management/p. 92; Reliable and affordable supply/p. 85	
2-7	Employees	Human resources management/p. 75	

Governance		
2-9	Governance structure and composition	Corporate Governance Statement with Statement of Compliance with the Code/p. 10; Importance of sustainable development to the GEN-I Group and the strategic policies for its implementation/p. 41
2-10	Nomination and selection of the highest governance body	Corporate Governance Statement with Statement of Compliance with the Code/p. 10; Importance of sustainable development to the GEN-I Group and the strategic policies for its implementation/p. 41
2-11	Chair of the highest governance body	Corporate Governance Statement with Statement of Compliance with the Code/p. 10; Importance of sustainable development to the GEN-I Group and the strategic policies for its implementation/p. 41
2-12	Role of the highest governance body in overseeing the management of impacts	Corporate Governance Statement with Statement of Compliance with the Code/p. 10; Importance of sustainable development to the GEN-I Group and the strategic policies for its implementation/p. 41
2-13	Delegation of responsibility for managing impacts	Corporate Governance Statement with Statement of Compliance with the Code/p. 10; Importance of sustainable development to the GEN-I Group and the strategic policies for its implementation/p. 41
2-14	Role of the highest governance body in sustainability reporting	Corporate governance statement with statement of compliance with the Code/p. 10; Importance of sustainable development to the GEN-I Group and the strategic policies for its implementation/p. 41
2-15	Conflicts of interest	Ethical business conduct/p. 97
2-16	Communication of critical concerns	Corporate Governance Statement with Statement of Compliance with

		the Code/p. 10; Importance of sustainable development to the GEN-I Group and the strategic policies for its implementation/p. 41
2-17	Collective knowledge of the highest governance body	Importance of sustainable development to the GEN-I Group and the strategic policies for its implementation/p. 41
2-18	Evaluation of the performance of the highest governance body	Importance of sustainable development to the GEN-I Group and the strategic policies for its implementation/p. 41
2-19	Remuneration policies	Human resources management/p. 75
2-20	Process to determine remuneration	Human resources management/p. 75
Strategies, policies and practices		
2-22	Statement on sustainable development strategy	Importance of sustainable development to the GEN-I Group and the strategic policies for its implementation/p. 41
2-23	Policy commitments	Corporate governance statement with statement of compliance with the Code/p. 10; Ethical business conduct/p. 95, Reliable business partner/p. 98; Customer rights and satisfaction/p. 88, Human resources management/p. 75; Responsible supply chain management/p. 92
2-24	Embedding policy commitments	Corporate governance statement with statement of compliance with the Code/p. 10; Ethical business conduct/p. 95, Reliable business partner/p. 98; Customer rights and satisfaction /p. 88, Human resources management/p. 75; Responsible supply chain management/p. 92
2-25	Processes to remediate negative impacts	Ethical business conduct/p. 95, Reliable business partner/p. 98;

		Customer rights and satisfaction /p. 88, Human resources management/p. 75; Responsible supply chain management/p. 92
2-26	Mechanisms for seeking advice and raising concerns	Human resources management/p. 76
2-28	Membership of associations	Shaping energy policy/p. 99
Stakeholder engagement		
2-29	Approach to stakeholder engagement	Interests and views of stakeholders/p. 51
2-30	Collective bargaining agreements	Human resources management/p. 75
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	Double materiality assessment/p. 44
3-2	List of material topics	Double materiality assessment/p. 44
Specific standard disclosures		
Economic impacts		
GRI 201: Economic Performance 2016		
3-3	Management of material topics	Double materiality assessment/p. 44; Business environment/p. 7
201-2	Financial implications and other risks and opportunities due to climate change	Double materiality assessment/p. 5
GRI 203: Indirect Economic Impacts 2016		
3-3	Management of material topics	Double materiality assessment/p. 44; Sustainable technology deployment/p. 59
203-1	Development and impact of infrastructure investments and services supported by the organisation	Sustainable technology deployment/p. 59
GRI 205: Anti-corruption 2016		
3-3	Management of material topics	Double materiality assessment/p. 44; Ethical business conduct/p. 95
205-1	Total number and percentage of operations assessed for risks related to corruption	Ethical business conduct/p. 95
205-2	Communication and training about anti-corruption policies and procedures	Ethical business conduct/p. 95
205-3	Number of confirmed incidents of corruption and actions taken	Ethical business conduct/p. 95
GRI 206: Anti-competitive Behaviour 2016		

3-3	Management of material topics	Double materiality assessment/p. 44; Ethical business conduct/p. 95
206-1	Legal actions for anti-competitive behaviour, anti-trust and monopoly practices, and the outcomes of completed legal actions	Ethical business conduct/p. 97
Environmental impacts		
GRI 302: Energy 2016		
3-3	Management of material topics	Double materiality assessment/p. 44; Corporate carbon footprint/p. 53
302-1	Energy consumption within the organisation	Corporate carbon footprint/p. 53
302-4	Reduction of energy consumption	Corporate carbon footprint/p. 53
GRI 305: Emissions 2016		
3-3	Management of material topics	Double materiality assessment/p. 44; Corporate carbon footprint/p. 53
305-1	Direct (Scope 1) GHG emissions	Corporate carbon footprint/p. 53
305-2	Energy indirect (Scope 2) GHG emissions	Corporate carbon footprint/p. 53
305-4	GHG emissions intensity	Corporate carbon footprint/p. 53
305-5	Reduction of greenhouse gas emissions	Corporate carbon footprint/p. 53
Social impacts		
GRI 401: Employment 2016		
3-3	Management of material topics	Double materiality assessment/p. 44; Human resource management/p. 75
401-1	New employee hires and employee turnover	Human resource management/p. 77
401-3	Return to work and retention rates of employees that took parental leave (by gender)	Human resources management/p. 77
GRI 403: Occupational Health and Safety 2018		
3-3	Management of material topics	Double materiality assessment/p. 44; Human resources management/p. 84.
403-1	Statement of whether an occupational health and safety management system has been implemented	Human resources management/p. 84
403-2	Hazard identification, risk assessment and incident investigation	Human resources management/p. 84
403-3	Occupational health services	Human resources management/p. 84

403-4	Worker participation, consultation and communication on occupational health and safety	Human resources management/p. 84
403-5	Worker training on occupational health and safety	Human resources management/p. 84
403-6	Promotion of worker health	Human resources management/p. 84
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Human resources management/p. 84
403-8	Workers covered by an occupational health and safety management system	Occupational health and safety/p. 84
403-9	Work-related injuries	Human resources management/p. 84
GRI 404: Training and Education 2016		
3-3	Management of material topics	Double materiality assessment/p. 44; Human resources management/p. 81
404-1	Average hours of training per year per employee by gender and by employee category	Human resources management/p. 81
404-2	Programmes for upgrading employee skills and transition assistance programmes	Human resources management/p. 81
404-3	Percentage of employees receiving regular performance and career development reviews	Human resources management/p. 81
GRI 405: Diversity and Equal Opportunity 2016		
3-3	Management of material topics	Double materiality assessment/p. 44; Human resources management/p. 75
405-1	Diversity of governance bodies and employees	Corporate Governance Statement with Statement of Compliance with the Code/p. 10; Human resources management/p. 77
405-2	Ratio of basic salary and remuneration of women to men, by significant locations of operation	Human resources management/p. 83
GRI 406: Non-discrimination 2016		
3-3	Management of material topics	Human resources management/p. 75
406-1	Incidents of discrimination and corrective actions taken	Human resources management/p. 75
GRI 413: Local Communities 2016		

3-3	Management of material topics	Double materiality assessment/p. 44; Communities' empowerment/p. 89	
413-1	Operations with local community engagement, impact assessments, and development programmes	Communities' empowerment/p. 89	We do not disclose the share
413-2	Operations with significant actual and potential negative impacts on local communities	Communities' empowerment/p. 89	
GRI 414: Supplier Social Assessment 2016			
3-3	Management of material topics	Double materiality assessment/p. 44; Responsible supply chain management/p. 92	
414-1	New suppliers that were screened using social criteria	Responsible supply chain management/p. 92	
GRI 418: Customer Privacy 2016			
3-3	Management of material topics	Double materiality assessment/p. 44; Customer rights and satisfaction/p. 88	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Customer rights and satisfaction /p. 88	

3 COMPANIES OF THE GEN-I GROUP

GEN-I SONCE d.o.o.

Management: Gregor Hudohmet
Website: www.gen-isonce.si
Participating interest of GEN-I, d.o.o.: 100%

GEN-I SONCE d.o.o. was established in 2014 as GEN-I ESCO, energetske storitve, d.o.o.

It was founded with the particular objective of developing and carrying out projects, and of developing new knowledge in the field of energy efficiency. Its initial activities were aimed at promoting the energy efficiency optimisation in buildings. In 2017 the Company complemented this core activity with the sale, supply and installation of solar power plants and other products that increase energy efficiency in households (and in businesses from 2018). On 27 June 2016 the company was renamed GEN-I SONCE, energetske storitve, d.o.o. It is under the 100% ownership of GEN-I, trgovanje in prodaja električne energije, d.o.o., Vrbina 17, 8270 Krško.

The company's core activity is the manufacture and sale of solar power plants and systems. By the end of 2024, GEN-I SONCE d.o.o. had installed more than 10,909 solar power plants and systems. In 2024 alone, it put 2,578 of these units into use.

In 2024 the company generated net sales revenue of EUR 42.44 million and net profit of EUR 2.6 million. As at 31 December 2024, the company's assets stood at EUR 59.36 million and its equity at EUR 15.86 million.

The company had 113 employees as at 31 December 2024.

ELEKTRO ENERGIJA d.o.o.

Management: Samo Žolger
Website: www.elektro-energija.si
Participating interest of GEN-I, d.o.o.: 100%

At the end of 2014, the owner Elektro Ljubljana d.d. and GEN-I, d.o.o. signed a letter of intent confirming the strategic partnership between GEN-I, d.o.o. and Elektro energija, d.o.o. On 7 December 2016, a new partner, GEN-I, trgovanje in prodaja električne energije, d.o.o., Vrbina 17, 8270 Krško, entered the ownership structure of the company as 100% owner.

The company is registered to buy and sell energy products on the retail and wholesale markets. It also carries out other activities as set out in its articles of association.

In 2024 the company generated net sales revenue of EUR 72.01 million and net profit of EUR 1.63 million. As at 31 December 2024, the company's assets stood at EUR 27.73 million and its equity at EUR 6.75 million.

The company had no employees as at 31 December 2024.

GEN-I DOO BEOGRAD

Management: Predrag Savić
Website: www.gen-i.si/rs/en/
Participating interest of GEN-I, d.o.o.: 100%

GEN-I DOO BEOGRAD was established in 2006 and is under the 100% ownership of GEN-I, trgovanje in prodaja električne energije, d.o.o., Vrbina 17, 8270 Krško.

The company is engaged in electricity trading, and constitutes an important link in the chain between the electricity markets of Hungary, Bosnia and Herzegovina, Croatia and Slovenia.

In 2024 the company generated net sales revenue of EUR 225.71 million and net profit of EUR 5,983. As at 31 December 2024, the company's assets stood at EUR 30.35 million and its equity at EUR 663,219.

The company had eight employees as at 31 December 2024.

GEN-I Hrvatska d.o.o.

Management: Dr Igor Koprivnikar and Sandi Kavalič
Website: www.gen-i.si/hr/en/
Participating interest of GEN-I, d.o.o.: 100%

GEN-I Hrvatska d.o.o. was established in 2006 and is under the 100% ownership of GEN-I, trgovanje in prodaja električne energije, d.o.o., Vrbina 17, 8270 Krško.

The company's core activity is electricity trading and sale. GEN-I Hrvatska d.o.o. has been present on the Croatian retail electricity market since 2010 and the Croatian retail natural gas market since 2015.

In 2024 the company generated sales revenue of EUR 274.72 million and net profit of EUR 0.02 million. As at 31 December 2024, the company's assets stood at EUR 32.65 million and its equity at EUR 7.31 million.

The company had six employees as at 31 December 2024.

GEN-I d.o.o. Sarajevo
Management: Predrag Savić
Website: www.gen-i.si/ba/
Participating interest of GEN-I, d.o.o.: 100%

GEN-I d.o.o. Sarajevo was established in 2008 and is under the 100% ownership of GEN-I, trgovanje in prodaja električne energije, d.o.o., Vrbina 17, 8270 Krško.

The company's core activity is electricity trading.

In 2024 the company generated sales revenue of EUR 169.36 million and net profit of EUR 28,683. As at 31 December 2024, the company's assets stood at EUR 23.75 million and its equity at EUR 0.54 million.

The company had two employees as at 31 December 2024.

GEN-I Tirana SHPK
Management: Predrag Savić
Website: www.gen-i.si/al/
Participating interest of GEN-I, d.o.o.: 100%

GEN-I Tirana Sh.p.k. was established in 2008 and is under the 100% ownership of GEN-I, trgovanje in prodaja električne energije, d.o.o., Vrbina 17, 8270 Krško.

The company is the 100% owner of GEN-I Tirana Sh.p.k (Kosovo branch).

The company's core activity is the wholesale of electricity in the region, and electricity supply and purchase. The company began trading electricity in Albania in 2010.

In 2024 the company generated sales revenue of EUR 13.48 million and net profit of EUR 0.63 million. As at 31 December 2024, the company's assets stood at EUR 11.86 million and its equity at EUR 0.78 million.

The company had two employees as at 31 December 2024.

GEN-I Athens MEPE (SMLLC)
Management: Sandi Kavalič
Website: www.gen-i.si/gr/
Participating interest of GEN-I, d.o.o.: 100%

The company was established in 2008 and is under the 100% ownership of GEN-I, trgovanje in prodaja električne energije, d.o.o., Vrbina 17, 8270 Krško.

The company's core activity is electricity trading.

In 2024 the company generated sales revenue of EUR 89.57 million and net profit of EUR 22,850. As at 31 December 2024, the company's assets stood at EUR 23.25 million and its equity at EUR 0.79 million.

The company had two employees as at 31 December 2024.

GEN-I Vienna GmbH
Management: Sandi Kavalič
Website: www.gen-i.si/at/en/
Participating interest of GEN-I, d.o.o.: 100%

GEN-I Vienna GmbH was established in 2010 and is under the 100% ownership of GEN-I, trgovanje in prodaja električne energije, d.o.o., Vrbina 17, 8270 Krško.
Its core activities are electricity and natural gas trading, production and distribution.

In 2024 the company generated sales revenue of EUR 28.75 million and net profit of EUR 0.57 million. As at 31 December 2024, the company's assets stood at EUR 9.18 million and its equity at EUR 2.09 million.

The company had one employee as at 31 December 2024.

GEN-I Istanbul, Ltd. Şti, Ltd.
Management: Dr Igor Koprivnikar and Sandi Kavalič
Website: www.gen-i.si/tr/en/
Participating interest of GEN-I, d.o.o.: 99%

The company was established in 2012 and is under the 99% ownership of GEN-I, trgovanje in prodaja električne energije, d.o.o., Vrbina 17, 8270 Krško.

Electricity sale is the company's core activity.

In 2024 the company generated sales revenue of EUR 7.05 million and a loss of EUR 410,310. As at 31 December 2024, the company's assets stood at EUR 2.61 million and its equity at EUR 145,941.

The company had four employees as at 31 December 2024.

GEN-I PRODAŽBA DOOEL Skopje
Management: Sandi Kavalič
Website: www.gen-i.si/mk/
Participating interest of GEN-I, d.o.o.: 100%

The company was established in 2007 and is under the 100% ownership of GEN-I, trgovanje in prodaja električne energije, d.o.o., Vrbina 17, 8270 Krško.

The company's core activity is electricity production.

In 2024 the company generated sales revenue of EUR 147.62 million and net profit of EUR 75,722. As at 31 December 2024, the company's assets stood at EUR 28.79 million and its equity at EUR 184,214.

The company had three employees as at 31 December 2024.

GEN-I ENERGIA S.R.L.
Management: Lidia Glavina and Sandi Kavalič
Website: www.gen-i.si/it/en/
Participating interest of GEN-I, d.o.o.: 100%

The company was established in 2010 and is under the 100% ownership of GEN-I, trgovanje in prodaja električne energije, d.o.o., Vrbina 17, 8270 Krško.

The company's core activity is electricity trading.

In 2024 the company generated no sales revenue, and posted a loss of EUR 171,927. As at 31 December 2024, the company's assets stood at EUR 0.64 million and its equity at EUR 0.59 million.

The company had no employees as at 31 December 2024.

GEN-I SOFIA – ELECTRICITY TRADING AND SALES
Management: Sandi Kavalič
Website: www.gen-i.si/bg/
Participating interest of GEN-I, d.o.o.: 100%

The company was established in 2010 and is under the 100% ownership of GEN-I, trgovanje in prodaja električne energije, d.o.o., Vrbina 17, 8270 Krško.

Electricity sale is the company's core activity.

In 2024 the company generated sales revenue of EUR 10.97 million and net profit of EUR 132,481. As at 31 December 2024, the company's assets stood at EUR 4.12 million and its equity at EUR 285,667.

The company had two employees as at 31 December 2024.

GEN-I SUNCE Adria 1 d.o.o.
Management: Sandi Kavalič
Participating interest of GEN-I, d.o.o.: 100%

The company was established in 2022 and is under the 100% ownership of GEN-I, trgovanje in prodaja električne energije, d.o.o., Vrbina 17, 8270 Krško.

The company's core activity is electricity production.

In 2024 the company generated no sales revenue, and posted a loss of EUR 4,143. As at 31 December 2024, the company's assets stood at EUR 56,878 and its equity at EUR 56,471.

The company had no employees as at 31 December 2024.

LLC GEN-I Kiev
Management: Sandi Kavalič
Website: www.gen-i.si/ua/en/
Participating interest of GEN-I, d.o.o.: 100%

The company was established in 2015 and is under the 100% ownership of GEN-I, trgovanje in prodaja električne energije, d.o.o., Vrbina 17, 8270 Krško.

The company's core activity is electricity production.

In 2024 the company generated no sales revenue, and posted a loss of EUR 52,968. As at 31 December 2024, the company's assets stood at EUR 1.39 million and its equity at EUR 117,432.

The company had two employees as at 31 December 2024.

GEN-I Tbilisi LLC
Management: Sandi Kavalič
Website: www.gen-i.si/ge/
Participating interest of GEN-I, d.o.o.: 100%

The company was established in 2015 and is under the 100% ownership of GEN-I, trgovanje in prodaja električne energije, d.o.o., Vrbina 17, 8270 Krško.

The company's core activity is electricity production.

In 2024 the company generated no sales revenue and posted a loss of EUR 6,362. As at 31 December 2024, the company's assets stood at EUR 66,725 and its equity at EUR 53,681.

The company had no employees as at 31 December 2024.

GEN-I Sonce DOOEL Skopje
Management: Sandi Kavalič
Website: www.gen-i.si/mk/
Participating interest of GEN-I, d.o.o.: 100%

The company was established in 2019 and is under the 100% ownership of GEN-I, trgovanje in prodaja električne energije, d.o.o., Vrbina 17, 8270 Krško.

The company's core activity is electricity production.

In 2024 the company generated sales revenue of EUR 2.3 million and net profit of EUR 397,262. As at 31 December 2024, the company's assets stood at EUR 14.21 million and its equity at EUR 0.9 million.

The company had no employees as at 31 December 2024.

GEN-I ESCO d.o.o.
Management: Sandi Kavalič
Participating interest of GEN-I, d.o.o.: 100%

The company was established in 2019 and is under the 100% ownership of GEN-I, trgovanje in prodaja električne energije, d.o.o., Vrbina 17, 8270 Krško.

The company is the 100% owner of SOL-NAVITAS INVESTICIJE d.o.o.

The company's core activity is electricity production.

In 2024 the company generated sales revenue of EUR 212,969 and a loss of EUR 67,876. As at 31 December 2024, the company's assets stood at EUR 2.11 million and its equity at EUR 327,544.

The company had no employees as at 31 December 2024.

GEN-I OVE 1 d.o.o.
Management: Sandi Kavalič
Participating interest of GEN-I, d.o.o.: 100%

The company was established in 2024 and is under the 100% ownership of GEN-I, trgovanje in prodaja električne energije, d.o.o., Vrbina 17, 8270 Krško.

The company's core activity is electricity production. Its focus is on renewable energy projects.

In 2024 the company generated no sales revenue, and posted a loss of EUR 958. As at 31 December 2024, the company's assets stood at EUR 299,311 and its equity at EUR 299,042.

The company had no employees as at 31 December 2024.

GEN-I INVEST d.o.o.
Management: Rok Lacko
Participating interest of GEN-I, d.o.o.: 100%

The company was established in 2024 and is under the 100% ownership of GEN-I, trgovanje in prodaja električne energije, d.o.o., Vrbina 17, 8270 Krško.

The company's core activity is the management of renewable energy investments.

In 2024 the company generated sales revenue of EUR 21,974 and a loss of EUR 126,645. As at 31 December 2024, the company's assets stood at EUR 4.94 million and its equity at EUR 4.87 million.

The company had seven employees as at 31 December 2024.

GEN-I Bucharest – Electricity Trading and Sale S.R.L.
Management: Dr Igor Koprivnikar
Participating interest of GEN-I, d.o.o.: 100%

The company was established in 2024 and is under the 100% ownership of GEN-I, d.o.o., Dunajska cesta 119, 1000 Ljubljana.

The company's core activity is the manufacture and sale of solar power plants and systems.

In 2024 the company generated no revenue, and posted a loss of EUR 62,452. As at 31 December 2024, the company's assets stood at EUR 52,509 and its equity at EUR 37,554.

The company had two employees as at 31 December 2024.
Indirect subsidiaries:

SOL NAVITAS INVESTICIJE d.o.o.
Management: Sandi Kavalič
Participating interest of GEN-I ESCO d.o.o.: 100%

The company was established in 2011 and is under the 100% ownership of GEN-I ESCO d.o.o., Ulica Vinka Vodopivca 45A, Kromberk, 5000 Nova Gorica.

The company's core activity is classed as "other production of electricity".

In 2024 the company generated sales revenue of EUR 24,126 and a loss of EUR 962. As at 31 December 2024, the company's assets stood at EUR 39,499 and its equity at EUR 38,490.

The company had no employees as at 31 December 2024.

GEN-I KAV SONCE DOOEL Skopje
Management: Sandi Kavalič
Participating interest of GEN-I SONCE DOOEL Skopje: 100%

GEN-I KAV SONCE DOOEL Skopje was established in 2022 and has been under the 100% ownership of GEN-I Sonce DOOEL since 2023.

The company's core activity is electricity production.

In 2024 the company generated net sales revenue of EUR 365,832 and net profit of EUR 145,038. As at 31 December 2024, the company's assets stood at EUR 9.17 million and its equity at EUR 2.52 million.

The company had no employees as at 31 December 2024.

GEN-I Tirana Sh.p.k (Kosovo branch)
Management: Predrag Savić
Participating interest of GEN-I Tirana Sh.p.k.: 100%

The company was established in 2009 and is under the 100% ownership of GEN-I Tirana SHPK.

The company's core activities are the wholesale of electricity in the region, and electricity supply and purchase.

In 2024 the company generated sales revenue of EUR 36.16 million and net profit of EUR 54,505. As at 31 December 2024, the company's assets stood at EUR 13.25 million and its equity at EUR 95,424.

The company had no employees as at 31 December 2024.

GEN-I SUNCE d.o.o.
Management: Gregor Hudohmet
Participating interest of GEN-I SONCE d.o.o.: 100%

The company was established in 2023 and is under the 100% ownership of GEN-I SONCE d.o.o., Dunajska cesta 119, 1000 Ljubljana.

The company's core activity is the manufacture and sale of solar power plants and systems.

In 2024 the company generated sales revenue of EUR 128,738, and posted a loss of EUR 334,755. As at 31 December 2024, the company's assets stood at EUR 392,299 and its equity at EUR 163,502.

The company had 11 employees as at 31 December 2024.

R-Energy 1 d.o.o.
Management: Gregor Hudohmet
Participating interest of GEN-I SONCE d.o.o.: 100%

The company was established in 2024 and is under the 100% ownership of GEN-I SONCE d.o.o., Dunajska cesta 119, 1000 Ljubljana.

The company's core activity is the sale of electricity from renewable sources.

In 2024 the company generated no sales revenue, and posted a loss of EUR 9. As at 31 December 2024, the company's assets stood at EUR 7,500 and its equity at EUR 7,491.

The company had no employees as at 31 December 2024.

gen-i FINANCIAL REPORT 2024

FINANCIAL REPORT OF THE GEN-I GROUP AND GEN-I, D.O.O.

4 FINANCIAL REPORT OF THE GEN-I GROUP AND GEN-I, d.o.o. 2024

4.1 Introduction

The GEN-I Group (hereinafter: "the Group"), for which consolidated financial statements have been drawn up, comprises the parent company, GEN-I, d.o.o. (hereinafter: "the Company") and the following subsidiaries in which GEN-I, d.o.o. has an indirect or direct 100% ownership share:

- GEN-I DOO Beograd, Vladimira Popovića 6, Belgrade;
- GEN-I Hrvatska d.o.o., Radnička cesta 54, Zagreb;
- GEN-I d.o.o. Sarajevo, Ul. Fra Anđela Zvizdovića 1, Sarajevo;
- GEN-I Tirana SHPK, Ish-Noli Business Center, Rruga Ismail Qemali Nr. 27, Tirana;
- GEN-I Athens MEPE (SMLLC), 6 Anapafseos Street, Marousi;
- GEN-I Sofia Electricity Trading and Sales, Bulgaria Blvd., Residential Quarter Bokar, Office Building 19C/D, Sofia;
- GEN-I Energia S.R.L., Corso di Porta Romana 6, Milan;
- GEN-I Vienna GmbH, Heinrichsgasse 4, Vienna;
- GEN-I Istanbul, Ltd. Şti, Grand Pera, Hüseyinağa Mahallesi, İstiklal Cd. No: 56/58, Kat No: 3, Daire No: 5, 34435 Beyoğlu, İstanbul;
- GEN-I Prodažba na energija DOOEL, Skopje, Bulevar Partizanski odredi 15A/1, Skopje;
- GEN-I SONCE d.o.o., Dunajska cesta 119, Ljubljana;
- LLC GEN-I Kiev, 45-B Olesia Honchara Str., Kyiv;
- GEN-I Tbilisi LLC, Old Tbilisi District, Guadiashvili Square, N 4, Tbilisi;
- ELEKTRO ENERGIJA d.o.o., Dunajska cesta 119, Ljubljana;
- GEN-I Sonce DOOEL Skopje, Bulevar Partizanski odredi 15A/1, Skopje;
- GEN-I ESCO d.o.o., Ulica Vinka Vodopivca 45A, 5000 Nova Gorica;
- GEN-I SUNCE Adria 1 d.o.o., Radnička cesta 54, Zagreb;
- GEN-I SUNCE d.o.o., Radnička cesta 54, Zagreb – subsidiary of the subsidiary GEN-I SONCE d.o.o.;
- SOL NAVITAS INVESTICIJE d.o.o. – subsidiary of the subsidiary GEN-I ESCO d.o.o.;
- GEN-I KAV Sonce DOOEL – subsidiary of the subsidiary GEN-I Sonce DOOEL;
- GEN-I Tirana SHPK (Kosovo branch);
- GEN-I OVE 1 d.o.o., Dunajska cesta 119, 1000 Ljubljana;
- GEN-I INVEST d.o.o., Dunajska cesta 119, 1000 Ljubljana;
- GEN-I Bucharest – Electricity Trading and Sale S.R.L., Nr. 1–3, Biroul E3.12, Etaj 3, 030684 Bucharest;
- R-Energy 1 d.o.o. – subsidiary of the subsidiary GEN-I SONCE d.o.o.;

GEN-I Istanbul, Ltd. Şti, Grand Pera, Hüseyinağa Mahallesi, İstiklal Cd. No: 56/58, Kat No: 3, Daire No: 5, 34435 Beyoğlu, İstanbul – 99% owned by the parent company and 1% owned by GEN-I DOO Beograd.

5 FINANCIAL STATEMENTS OF THE GEN-I GROUP AND GEN-I, d.o.o.

The notes to the financial statements are part of the financial statements and must be read together with them.

5.1 Statement of financial position of the GEN-I Group and GEN-I, d.o.o. as at 31 December

		GEN-I GROUP		GEN-I, d.o.o.	
	NOTE	31 Dec 2024	31 Dec 2023	31 Dec 2024	31 Dec 2023
Property, plant and equipment	1	31,709,806	25,547,668	7,566,816	7,164,718
Right-of-use assets	2	10,611,773	6,335,659	9,846,915	4,496,155
Intangible assets and goodwill	3	10,745,445	10,745,184	10,229,978	10,320,921
Investment property	4	1,576,865	1,642,968	0	0
Investments in subsidiaries	5	0	0	23,085,815	15,864,039
Investments in associates	5	22,292,700	22,471,041	22,551,310	22,551,310
Financial assets	6	385,796	353,169	21,978,540	353,169
Operating receivables	7	36,675,554	40,595,339	7,504	62,105
Deferred tax assets	22	552,587	626,642	235,460	253,768
Non-current assets		**114,550,526**	**108,317,670**	**95,502,337**	**61,066,184**
Inventories	8	12,985,378	24,878,634	5,174,943	6,430,687
Operating receivables	9	120,674,228	183,377,650	119,777,048	184,592,453
Contract assets	10	90,286,084	98,614,893	64,113,211	79,056,244
Advances and other assets	11	21,944,102	13,325,285	16,873,100	7,264,721
Financial assets	12	39,577	39,683	38,168,325	71,064,655
Derivatives	13	19,587,439	0	11,913,832	0
Current income tax receivables	14	3,635,821	4,487,140	0	5,216,914
Cash and cash equivalents	15	141,905,013	123,922,752	117,368,287	110,772,412
Current assets		**411,057,642**	**448,646,037**	**373,388,746**	**464,398,086**
Total assets		**525,608,169**	**556,963,707**	**468,891,084**	**525,464,270**
Share capital	16	19,877,610	19,877,610	19,877,610	19,877,610
Legal reserves	16	1,987,761	1,987,761	1,987,761	1,987,761

Fair value reserve	16	18,704	268	-8,859	268
Translation reserve	16	-913,709	-1,031,019	0	0
Net profit or loss for the accounting period	16	35,998,092	24,776,838	22,845,495	8,449,907
Retained earnings	16	182,422,349	163,545,448	169,185,844	166,635,873
Capital of minority owners		**0**	**0**	**0**	**0**
Total equity		**239,390,807**	**209,156,906**	**213,887,852**	**196,951,419**
Financial liabilities	17	50,000,000	0	50,000,000	0
Lease liabilities	18	7,574,705	4,817,323	7,316,895	3,409,543
Operating liabilities	19	25,378	61,236	25,378	61,236
Provisions for termination benefits at retirement and jubilee benefits	20	2,017,825	1,852,951	1,815,408	1,651,599
Deferred income	21	299,496	359,185	20,733	50,850
Non-current liabilities		**59,917,404**	**7,090,695**	**59,178,414**	**5,173,228**
Financial liabilities	17	1,780,822	52,606,066	1,780,822	49,678,784
Derivatives	13	31,606,563	31,287,385	28,913,512	36,301,530
Lease liabilities	18	2,254,951	1,655,280	1,672,018	1,175,701
Operating liabilities	23	108,726,548	199,299,925	108,666,142	188,830,644
Contract liabilities from contracts with customers	24	5,167,742	7,537,462	487,139	2,111,943
Other liabilities	25	72,608,075	48,329,989	50,758,641	45,241,022
Income tax liabilities	26	4,155,257	0	3,546,545	0
Current liabilities		**226,299,958**	**340,716,107**	**195,824,818**	**323,339,623**
Total liabilities		**286,217,362**	**347,806,801**	**255,003,232**	**328,512,851**
Total equity and liabilities		**525,608,169**	**556,963,707**	**468,891,084**	**525,464,270**

5.2 Income statement of the GEN-I Group and GEN-I, d.o.o.

		GEN-I GROUP		GEN-I, d.o.o.	
	NOTE	2024	2023	2024	2023
Sales revenue	28	2,015,243,558	2,883,476,545	1,868,449,380	2,850,813,824
Change in value of inventories	29	-2,607,384	-4,054,517	0	0
Cost of goods sold	30	-1,895,527,324	-2,712,300,956	-1,785,097,000	-2,715,791,789
Other recurring operating income and expenses	28	10,095,912	-69,488,060	2,672,612	-75,301,855
Gross profit or loss		**127,204,762**	**97,633,011**	**86,024,992**	**59,720,179**
Costs of materials	30	-1,288,189	-1,354,053	-1,078,866	-1,126,650
Costs of services	30	-22,664,745	-19,886,135	-16,873,470	-14,615,886
Labour costs	31	-50,625,964	-38,581,468	-42,586,128	-32,129,728
Other operating income and expenses	32	-258,850	-908,617	695,009	300,056
Earnings before interest, taxes, depreciation and amortisation (EBITDA)		**52,367,013**	**36,902,738**	**26,181,536**	**12,147,971**
Depreciation and amortisation	33	-6,831,005	-5,946,824	-4,625,015	-3,978,120
Impairment losses on trade receivables and contract assets	33	-2,237,543	-686,441	-279,103	-1,177,691
Earnings before interest and taxes (EBIT)		**43,298,466**	**30,269,473**	**21,277,418**	**6,992,160**
Finance income	34	3,301,351	1,820,358	11,799,551	7,296,289
of which Interest income	34	2,869,167	1,783,005	5,940,573	4,224,851
Finance costs	34	-4,005,943	-3,993,978	-5,342,083	-4,658,249
Profit or loss from financing activities		**-704,593**	**-2,173,620**	**6,457,468**	**2,638,040**
Share of net profit of associates	**34**	**608,493**	**876,857**	**0**	**0**
Profit before tax		**43,202,366**	**28,972,711**	**27,734,886**	**9,630,200**
Taxes	35	7,204,275	4,195,873	4,889,391	1,180,293
Net profit or loss for the accounting period		**35,998,092**	**24,776,838**	**22,845,495**	**8,449,907**

5.3 Statement of other comprehensive income of the GEN-I Group and GEN-I, d.o.o.

COMPREHENSIVE INCOME	GEN-I GROUP		GEN-I, d.o.o.	
	2024	2023	2024	2023
Net profit or loss for the accounting period	**35,998,092**	**24,776,838**	**22,845,495**	**8,449,907**
Items that are classified or will later be reclassified in profit or loss	**117,310**	**161,006**	**0**	**0**
Translation differences	117,310	161,006	0	0
Items that have not been classified and will not be reclassified in profit or loss	**118,500**	**-57,014**	**90,937**	**-57,015**
Actuarial gains (losses) that will not later be reclassified in profit or loss	118,500	-57,014	90,937	-57,015
Other comprehensive income for the accounting period, net without tax	**235,810**	**103,992**	**90,937**	**-57,015**
Total comprehensive income for the accounting period	**36,233,901**	**24,880,830**	**22,936,433**	**8,392,892**

5.4 Statement of cash flows of the GEN-I Group and GEN-I, d.o.o.

	GEN-I GROUP		GEN-I, d.o.o.	
	2024	2023	2024	2023
CASH FLOWS FROM OPERATING ACTIVITIES				
Net profit or loss for the accounting period	35,998,092	24,776,838	22,845,495	8,449,907
Adjustments for				
Depreciation and amortisation	6,831,005	5,946,824	4,625,015	3,978,120
Write-offs of the value of operating receivables and property, plant and equipment	1,653,743	5,684	27,334	5,684
Impairments, value adjustments and write-offs of operating receivables and contract assets	2,237,543	686,441	279,103	1,177,691
Correct of subsidiaries in consolidation	-67,780	-216,893	0	0
Income from the sale of property, plant and equipment, intangible assets and investment property	-79,975	0	-38,974	0
Elimination of write-downs and write-downs of debt	-94,474	-23,656	0	0
Non-monetary expenses	235,810	-1,251,823	90,937	-57,014
Finance income excluding foreign exchange differences	-2,869,167	-1,783,005	-11,788,483	-7,322,502
Finance costs excluding foreign exchange differences	4,005,943	3,814,812	3,305,346	3,501,990
Share of profit of associates under the equity method	-608,493	-876,857	0	0
Corporate income tax	7,204,275	4,195,873	4,889,391	1,180,293
Profit from operating activities prior to changes in net current assets and taxes	**54,446,522**	**35,274,238**	**24,235,164**	**10,914,169**
CHANGES IN NET CURRENT ASSETS AND PROVISIONS				
Change in receivables	51,003,980	-51,227,272	46,598,252	-9,328,535
Change in inventories	10,267,778	6,521,941	1,255,744	688,270
Change in advances granted and other assets	-290,007	7,566,617	5,334,654	-2,034,360
Derivatives – not past due	-50,193,496	221,773,577	-50,124,877	227,584,907
Cash-settled derivatives – not past due	16,322,270	7,195,621	16,322,270	7,195,621
Cash-settled derivatives – past due	14,602,965	-36,080,132	14,500,757	-36,080,132
Change in operating liabilities	-91,065,477	-5,370,076	-80,482,115	-30,149,081
Change in advances received and other liabilities	21,908,366	-20,097,482	3,892,815	-7,600,859

Change in provisions	164,874	404,394	163,809	351,890
Change in accrued income	-59,689	140,274	-30,117	-44,116
Income tax paid	11,753,700	-28,127,200	22,355,445	-18,624,965
Net cash flow from operating activities	**38,861,786**	**137,974,500**	**4,021,801**	**142,872,809**
CASH FLOW FROM INVESTING ACTIVITIES				
Interest received	2,992,000	1,725,540	2,672,424	1,535,744
Dividends received	786,833	1,340,778	5,847,910	3,594,907
Receipts from the sale of property, plant, equipment and intangible assets	79,975	46,570	38,974	44,569
Receipts from loans granted	0	0	97,423,571	50,267,219
Payments for the purchase of property, plant, equipment and intangible assets	-10,615,064	-7,057,409	-3,237,208	-2,534,803
Payments for right-of-use assets	-3,259,560	-1,395,369	-2,673,405	-1,526,238
Payments for purchase of subsidiaries	0	0	-7,221,776	-450,000
Payments for the purchase of other financial assets	-32,521	-6,158	-32,627	-6,267
Payments for loans granted	0	0	-83,040,500	-62,710,000
Net cash flow from investing activities	**-10,048,337**	**-5,346,048**	**9,777,363**	**-11,784,869**
CASH FLOWS FROM FINANCING ACTIVITIES				
Interest paid	-1,161,724	-3,617,247	-1,138,247	-3,369,736
Payments for right-of-use assets	-1,100,166	-236,266	-386,258	-134,385
Repayment of long-term borrowings	-2,800,000	-2,800,000	0	0
Repayment of short-term borrowings	-631,570,705	-654,963,778	-631,480,193	-654,963,778
Proceeds from long-term borrowings	50,000,000	0	50,000,000	0
Proceeds from short-term borrowings	581,801,409	599,341,267	581,801,409	599,341,267
Dividends paid	-6,000,000	-15,750,000	-6,000,000	-15,750,000
Net cash flow from financing activities	**-10,831,186**	**-78,026,024**	**-7,203,289**	**-74,876,632**
Opening balance of cash and cash equivalents	**123,922,752**	**69,320,323**	**110,772,412**	**54,561,104**
Net increase in cash and cash equivalents	**17,982,263**	**54,602,428**	**6,595,875**	**56,211,308**
Closing balance of cash and cash equivalents	**141,905,013**	**123,922,752**	**117,368,287**	**110,772,412**

5.5 Statement of changes in equity of the GEN-I Group and GEN-I, d.o.o.

GEN-I Group

CHANGES IN EQUITY	SHARE CAPITAL	LEGAL RESERVES	FAIR VALUE RESERVE	TRANSLATION RESERVE	NET PROFIT OR LOSS	RETAINED EARNINGS	TOTAL EQUITY
Balance as at 1 Jan 2023	**19,877,610**	**1,987,761**	**134,877**	**-1,192,025**	**29,773,273**	**141,800,395**	**192,381,891**
TOTAL COMPREHENSIVE INCOME FOR THE ACCOUNTING PERIOD							
Net profit or loss for the accounting period	0	0	0	0	24,776,838	0	24,776,838
OTHER COMPREHENSIVE INCOME							
Effect of movements in exchange rates	0	0	0	161,006	0	0	161,006
Actuarial gains (losses)	0	0	-134,609	0	0	77,595	-57,014
Total other comprehensive income	**0**	**0**	**-134,609**	**161,006**	**0**	**77,595**	**103,992**
Total comprehensive profit or loss for the accounting period	**0**	**0**	**-134,609**	**161,006**	**24,776,838**	**77,595**	**24,880,830**
TRANSACTIONS WITH OWNERS RECOGNISED DIRECTLY IN EQUITY							
Distribution of the remaining portion of net profit to other equity components	0	0	0	0	-29,773,273	29,773,273	0
Dividends paid	0	0	0	0	0	-6,750,000	-6,750,000
Other eliminations of equity components	0	0	0	0	0	-1,355,815	-1,355,815
Balance as at 31 Dec 2023	**19,877,610**	**1,987,761**	**268**	**-1,031,019**	**24,776,838**	**163,545,448**	**209,156,906**

CHANGES IN EQUITY (continued)	SHARE CAPITAL	LEGAL RESERVES	FAIR VALUE RESERVE	TRANSLATION RESERVE	NET PROFIT OR LOSS	RETAINED EARNINGS	TOTAL EQUITY
Balance as at 1 Jan 2024	**19,877,610**	**1,987,761**	**268**	**-1,031,019**	**24,776,838**	**163,545,448**	**209,156,906**
TOTAL COMPREHENSIVE INCOME FOR THE ACCOUNTING PERIOD							
Net profit or loss for the accounting period	0	0	0	0	35,998,092	0	35,998,092
OTHER COMPREHENSIVE INCOME							
Effect of movements in exchange rates	0	0	0	117,310	0	0	117,310
Actuarial gains (losses)	0	0	18,436	0	0	100,063	118,500
Total other comprehensive income	**0**	**0**	**18,436**	**117,310**	**0**	**100,063**	**235,810**
Total comprehensive profit or loss for the accounting period	**0**	**0**	**18,436**	**117,310**	**35,998,092**	**100,063**	**36,233,901**
TRANSACTIONS WITH OWNERS RECOGNISED DIRECTLY IN EQUITY							
Distribution of the remaining portion of net profit to other equity components	0	0	0	0	-24,776,838	24,776,838	0
Dividends paid	0	0	0	0	0	-6,000,000	-6,000,000
Balance as at 31 Dec 2024	**19,877,610**	**1,987,761**	**18,704**	**-913,709**	**35,998,092**	**182,422,349**	**239,390,807**

CHANGES IN EQUITY	SHARE CAPITAL	LEGAL RESERVES	FAIR VALUE RESERVE	NET PROFIT OR LOSS	RETAINED EARNINGS	TOTAL EQUITY
Balance as at 1 Jan 2023	**19,877,610**	**1,987,761**	**134,877**	**30,755,420**	**142,552,859**	**195,308,527**
TOTAL COMPREHENSIVE INCOME FOR THE ACCOUNTING PERIOD						
Net profit or loss for the accounting period	0	0	0	8,449,907	0	8,449,907
OTHER COMPREHENSIVE INCOME						
Actuarial gains (losses)	0	0	-134,609	0	77,595	-57,015
Total other comprehensive income	**0**	**0**	**-134,609**	**0**	**77,595**	**-57,015**
Total comprehensive profit or loss for the accounting period	**0**	**0**	**-134,609**	**8,449,907**	**77,595**	**8,392,892**
TRANSACTIONS WITH OWNERS RECOGNISED DIRECTLY IN EQUITY						
Distribution of the remaining portion of net profit to other equity components	0	0	0	-30,755,420	30,755,420	0
Dividends paid	0	0	0	0	-6,750,000	-6,750,000
Balance as at 31 Dec 2023	**19,877,610**	**1,987,761**	**268**	**8,449,907**	**166,635,873**	**196,951,419**

CHANGES IN EQUITY (continued)	SHARE CAPITAL	LEGAL RESERVES	FAIR VALUE RESERVE	NET PROFIT OR LOSS	RETAINED EARNINGS	TOTAL EQUITY
Balance as at 1 Jan 2024	**19,877,610**	**1,987,761**	**268**	**8,449,907**	**166,635,873**	**196,951,419**
TOTAL COMPREHENSIVE INCOME FOR THE ACCOUNTING PERIOD						
Net profit or loss for the accounting period	0	0	0	22,845,495	0	22,845,495
OTHER COMPREHENSIVE INCOME						
Actuarial gains (losses)	0	0	-9,127	0	100,064	90,937
Total other comprehensive income	**0**	**0**	**-9,127**	**0**	**100,064**	**90,937**
Total comprehensive profit or loss for the accounting period	**0**	**0**	**-9,127**	**22,845,495**	**100,064**	**22,936,433**
TRANSACTIONS WITH OWNERS RECOGNISED DIRECTLY IN EQUITY						
Distribution of the remaining portion of net profit to other equity components	0	0	0	-8,449,907	8,449,907	0
Dividends paid	0	0	0	0	-6,000,000	-6,000,000
Balance as at 31 Dec 2024	**19,877,610**	**1,987,761**	**-8,859**	**22,845,495**	**169,185,844**	**213,887,852**

6 NOTES TO THE FINANCIAL STATEMENTS

6.1 Reporting entity

GEN-I, trgovanje in prodaja električne energije, d.o.o. (hereinafter: "the Company" or "GEN-I, d.o.o.") is established in Slovenia, with its official business address listed as Vrbina 17, 8270 Krško. The consolidated financial statements of the GEN-I Group and the separate financial statements of GEN-I, d.o.o., both for the year ending 31 December 2024, are presented below. The consolidated financial statements cover the Company, its subsidiaries, and its participating interests in associates (hereinafter referred to collectively as: "the Group" or "the GEN-I Group"). A more detailed overview of the Group is presented in the Introduction.

The consolidated annual report for the widest circle of companies within the Group is drawn up by the related party GEN energija d.o.o., Vrbina 17, Krško, and is published at http://www. gen-energija.si/.

The core activities of the Group include the sale of electricity and natural gas to end-consumers, the purchase of electricity from large producers and producers that use renewable energy sources and high-efficiency cogeneration, the provision of services to advance the energy self-sufficiency, efficiency and independence of households, the provision of state-of-the-art services to business partners, and trading in energy products.

6.2 Basis of preparation

A. STATEMENT OF COMPLIANCE

The Company's financial statements and the Group's consolidated financial statements were confirmed by the Management Board of the Company on 5 June 2025.

The financial statements of GEN-I, d.o.o. and the consolidated financial statements of the GEN-I Group have been prepared in accordance with the International Financial Reporting Standards (IFRS) as adopted by the European Union, the explanations adopted by the International Financial Reporting Interpretations Committee (IFRIC) and the European Union, and in accordance with the provisions of the Companies Act (ZGD-1).

B. BASIS OF MEASUREMENT

The financial statements of GEN-I, d.o.o. and the consolidated financial statements of the GEN-I Group have been prepared on a historical cost basis, with the exception of certain financial instruments disclosed at fair value.

C. FUNCTIONAL AND PRESENTATION CURRENCY

The financial statements are presented in euros (EUR), which is the parent company's functional currency. All accounting information presented in euros is rounded to one unit. Minor differences may arise in the sums of figures in tables due to the rounding of values.

D. USE OF JUDGMENTS AND ESTIMATES

When compiling financial statements in conformity with the International Financial Reporting Standards (IFRS), management is required to make judgments and estimates that affect the application of the accounting policies and the reported amounts of assets, liabilities, income and expenses. Actual results may differ from these estimates.

Judgments, estimates and underlying assumptions are reviewed on an ongoing basis. Any changes in accounting estimates, judgments and assumptions are recognised in the period when the change occurred, providing the change only affects that particular period. However, when the changes also impact future periods, they are recognised in the period in which the changes occurred and in future periods.

Estimates and assumptions are mainly applied when the following judgments are being made:

- the estimate of the useful life of depreciable assets (point 7.3. E);
- the impairment of non-financial assets (point 7.3. I);
- the identification of lease agreements, the determination of the duration and the determination of the discount rate of lease (point 7.3. F);
- the measurement of the allowances for trade receivables and contract assets for expected credit losses (point 7.3. I);
- employee benefits (point 7.3. K);
- provisions (point 7.3. L);
- deferred tax assets (point 7.3. P);
- derivatives (point 7.3. C(v)).

Verification of the going concern assumption

This is the basic assumption upon which a company prepares its financial statements. Since the Group/Company operated smoothly and without disruption, there is neither an intention nor a need to curtail or terminate business operations in the future. Since there is no going concern risk, the provisions of all accounting standards are applied to measure assets and liabilities. The amounts of property, plant, equipment and intangible assets in the financial statements are presented at their carrying amount, since the Group/Company plans to use them during their useful life and has no intention of selling them.

Liquidity risk

The Group/Company manages resources and investments in a manner that allows it to comply with its due liabilities at any time. It plans its cash flows on a daily basis, and therefore conducts a regular liquidity management policy that is approved by senior management. Measures are also in place to prevent or eliminate any causes of insolvency.

Impairment of non-financial and financial assets

At the end of the 2024 financial year, the Group/Company examined whether any additional impairment of assets was required. An additional impairment of receivables and contract assets was recognised relative to the previous year. Other than this, no major impacts from the reduced recovery of receivables were detected, although some customers did request a payment deferral. No significant changes in risk were detected. The reason for this may lie in our well-diversified portfolio of customers with solid credit ratings.

Net realisable value of inventories

The Group/Company values inventories on a historical cost basis on initial recognition. This comprises the purchase price, import duties, other non-refundable purchase taxes and direct purchase costs. Non-refundable purchase taxes include VAT, which is not refunded. The purchase price is reduced accordingly by the value of the discounts received. Inventories are valued using the first-in, first-out (FIFO) method.

Inventories of work in progress and finished products are valued using variable manufacturing costs in the narrower sense.

For the valuation of gas inventories, the Group/Company applies the exception set out in IAS 2.3 for broker-traders, where fair value less costs to sell represents a more appropriate valuation. Senior management's assessment is that the criteria for applying this exception have been met.

Maturity of liabilities due to non-fulfilment of financial obligations in loan contracts

The Company regularly monitors the financial commitments set out in loan contracts. Failure to achieve the indicators at the balance-sheet date could lead to changes to contractual provisions, such as a change to repayment terms or a change in interest rate.

E. CHANGES IN SIGNIFICANT ACCOUNTING POLICIES

There were no changes in accounting policies in 2024.

6.3 Material accounting policies of the Group and the Company

The Group/Company consistently applied the accounting policies set out below to all periods presented in the enclosed consolidated financial statements.

A. BASIS OF CONSOLIDATION

The Group's consolidated financial statements include the financial statements of the parent company and subsidiaries.

(i) Investments in subsidiaries

Subsidiaries are companies controlled by the parent company. A company is subject to control when it is exposed to, or has rights to, variable returns from its participation with the entity and has the ability to affect those returns through its power over the controlled company.

The financial statements of subsidiaries are included in the consolidated financial statements from the date that control is assumed until the date that it ceases. The accounting policies of subsidiaries are aligned with the policies of the Group.

Investments in subsidiaries are accounted on a historical cost basis in the Company's financial statements. The Company recognises finance income from financial assets in the amount it receives from the distribution of the Company's profits that accumulated following the date of acquisition of a particular financial asset.

If an investment is to be impaired in response to internal or external indicators, the amount of impairment loss is measured as the difference between the carrying amount of the investment and its recoverable amount. Under IAS 36, the recoverable amount is the higher of value in use and fair value less costs to sell. The techniques set out in IAS 36 in conjunction with IFRS 13 are used when measuring the value.

(ii) Investments in associates

An associate is an entity over which the Group has significant influence without exercising control over its financial and operating policies. Significant influence exists if the Group has at least 20% (but no more than 50%) of the voting rights, unless this can be proved to be false. Investments in associates are measured on a historical cost basis on initial recognition, then accounted under the equity method.

Subsequent to initial recognition, the consolidated financial statements include the Group's share of the profit or loss of associates, calculated under the equity method, from the date on which significant influence commences until the date on which it ceases.

If the Group's share in the loss of an associate exceeds the value of its interest in that company, the carrying amount of the Group's share is reduced to zero and additional losses are not recognised.

An investment in a subsidiary is recognised at historical cost in the separate financial statements. If an investment is to be impaired in response to internal or external indicators, the amount of impairment loss is measured as the difference between the carrying amount of the investment and its recoverable amount. Under IAS 36, the recoverable amount is the higher of value in use and fair value less costs to sell. The techniques set out in IAS 36 in conjunction with IFRS 13 are used when measuring the value.

(iii) Transactions eliminated on consolidation

Consolidated financial statements exclude balances, transactions and all unrealised revenues and expenses arising from business transactions within the Group. Unrealised gains arising from transactions with associates and accounted for under the equity method are eliminated against the investment to the extent of the Group's interest in the company. Unrealised losses are eliminated in the same way as unrealised gains, but only to the extent that there is no evidence of impairment.

B. FOREIGN CURRENCY TRANSLATION

(i) Foreign currency transactions

Transactions in foreign currencies are translated into the respective functional currencies of Group companies at the exchange rates at the date of the transaction.

Monetary assets and liabilities denominated in foreign currencies are translated into the functional currencies of Group companies at the exchange rate at the reporting date. Non-monetary assets and liabilities measured at fair value in a foreign currency are translated into the functional currency at the exchange rate when the fair value was determined. Non-monetary items that are measured based on historical cost in a foreign currency are translated at the exchange rate at the date of the transaction. Foreign currency differences are recognised in profit or loss and presented within finance costs.

(ii) Foreign operations

The assets and liabilities of foreign operations, including goodwill and fair value adjustments arising on acquisition, are translated into euros at the exchange rate at the reporting date. The income and expenses of foreign operations, with the exception of operations in a hyperinflationary economy, are translated into euros at the average exchange rates applicable over a specified period.

Foreign currency differences are recognised in other comprehensive income and disclosed in the translation reserve.

C. FINANCIAL INSTRUMENTS

Financial assets and financial liabilities

(i) Recognition and initial measurement

The Group/Company initially recognises trade receivables, loans and deposits on the date they arise. All other financial assets and financial liabilities are initially recognised on the date on which the Group/Company becomes a party to the contractual provisions of the instrument.

A financial asset (unless it is a trade receivable without a significant financing component) or financial liability is initially measured at fair value plus, for a financial asset or financial liability not measured at FVTPL, the transaction costs that are directly attributable to its acquisition or issue. A trade receivable without a significant financing component is initially measured at the transaction price.

(ii) Classification and subsequent measurement of financial assets – Guidance

On initial recognition, a financial instrument is classified into one of the following groups:

- financial assets measured at amortised cost;
- financial assets measured at fair value through other comprehensive income (FVOCI) –
- debt investments;
- FVOCI – equity investments; or
- financial assets measured at fair value through profit or loss (FVTPL).

Financial assets are not reclassified subsequent to their initial recognition unless the Group/Company changes its business model for managing financial assets, in which case all financial assets affected by the change are reclassified on the first day of the first reporting period following the change.

A financial asset is measured at amortised cost if it is not designated as at FVTPL and meets both of the following conditions:

- the financial asset of the Group/Company is held within a business model whose objective is to hold financial assets to collect contractual cash flows;
- the contractual terms of the financial asset give rise on specified dates to cash flows that are exclusively payments of principal and interest on the principal amount outstanding.

This category contains loans, operating and other receivables, contract assets, other financial assets, and cash and cash equivalents.

Financial assets – Business model assessment: Guidance

The Group/Company makes an assessment of the objective of the business model in which a financial asset is held at a portfolio level because this best reflects the way the business is managed and information is provided to management. That information includes the following:

- the stated policies and objectives for the portfolio and the operation of those policies in practice, including whether the management's strategy focuses on earning contractual interest income, maintaining a particular interest rate profile, matching the duration of the financial assets to the duration of any related liabilities or expected cash outflows, or realising cash flows through the sale of assets;
- how the performance of the portfolio is evaluated and reported to the Group/Company's management;
- the risks that affect the performance of the business model (and the financial assets managed within that business model) and how those risks are managed;
- how the managers responsible for the business transactions are compensated (e.g. whether compensation is based on the fair value of the assets managed or the contractual cash flows collected);
- the frequency, volume and timing of sales in prior periods, the reasons for those sales, and expectations about future sales activity.

Transfers of financial assets to third parties in transactions that do not qualify for derecognition are not considered sales for this purpose, consistent with the Group/Company's continuing recognition of the assets.

Financial assets not held for trading and those that are managed and whose performance is evaluated on a fair value basis are measured at FVTPL.

Financial assets – Assessment of whether contractual cash flows are solely payments of principal and interest: Guidance

For the purpose of this assessment, the principal is defined as the fair value of the financial assets on initial recognition. Interest consists of consideration for the time value of money, for the credit risk associated with the principal amount outstanding during a particular period of time and for other basic lending risks and costs (e.g. liquidity risk and administrative costs), as well as a profit margin.

In assessing whether the contractual cash flows are solely payments of principal and interest, the Group/Company considers the contractual terms of the instrument. This includes an assessment of whether the financial asset contains a contractual term that could change the timing or amount of contractual cash flows such that it would not meet this condition. In making this assessment, the Group/Company considers:

- contingent events that would change the amount or timing of cash flows;
- terms that may adjust the contractual coupon rate, including variable-rate features;
- prepayment and extension features; and
- terms that limit the Group/Company's claim to cash flows from specified assets (e.g. non-recourse features).

A prepayment feature is consistent with the solely payments of principal and interest criterion if the prepayment amount substantially represents unpaid amounts of principal and interest on the principal amount outstanding, which may include reasonable compensation for early termination of the contract. Additionally, for a financial asset acquired at a discount or premium according to its contractual par amount, a feature that permits or requires prepayment at an amount that substantially represents the contractual par amount plus accrued (but unpaid) contractual interest (which may also include reasonable compensation for early termination) is treated as consistent with this criterion if the fair value of the prepayment feature is insignificant on initial recognition.

Financial assets – Subsequent measurement and gains and losses: Guidance

Financial assets measured at fair value through profit or loss
These assets are subsequently measured at fair value. Net gains and losses, including any interest or dividend income, are recognised in profit or loss. However, Note (c)(v) should be consulted for derivatives designated as hedging instruments.

Financial assets measured at amortised cost
These assets are subsequently measured at amortised cost under the effective interest method. The gross carrying amount is reduced by impairment losses. Interest income, foreign exchange gains and losses and impairment are recognised in profit or loss. Any gain or loss on derecognition is recognised in profit or loss.

Financial liabilities – Classification, subsequent measurement and gains and losses: Guidance
Financial liabilities are classified as measured at amortised cost or FVTPL. A financial liability is classified as at FVTPL if it is classified as held-for-trading, it is a derivative or it is designated as such on initial recognition. Financial liabilities at FVTPL are measured at fair value, and net gains and losses, including any interest expense, are recognised in profit or loss. Other financial liabilities are subsequently measured at amortised cost under the effective interest method. Interest expense and foreign exchange gains and losses are recognised in profit or loss. Any gain or loss on derecognition is also recognised in profit or loss.

See Note (c)(v) for financial liabilities designated as hedging instruments.

(iii) Derecognition

Financial assets
The Group/Company derecognises a financial asset when the contractual rights to receive the cash flows of a financial asset are extinguished or when the Group/Company transfers the rights to the contractual cash flows of a financial asset on the basis of a transaction by which substantially all the risks and rewards of ownership of the financial asset are transferred or by which the Group/Company neither transfers nor retains substantially all the risks and rewards of ownership and does not retain control of the financial asset.

The Group/Company enters into transactions whereby it transfers assets recognised in its statement of financial position, but retains either all or substantially all of the risks and rewards of the transferred assets. In these cases, the transferred assets are not derecognised.

Financial liabilities
The Group/Company derecognises a financial liability when its contractual obligations expire or are discharged or cancelled.

The Group/Company also derecognises a financial liability when its terms are modified and the cash flows of the modified liability are substantially different, in which case a new financial liability based on the modified terms is recognised at fair value. On derecognition of a financial liability, the difference between the carrying amount of the financial liability extinguished and the consideration paid (including any non-cash assets transferred or liabilities assumed) is recognised in profit or loss.

(iv) Offsetting

Financial assets and financial liabilities are offset and the net amount presented in the statement of financial position when, and only when, the Group/Company currently has a legally enforceable right to set off the amounts and it intends either to settle them on a net basis or to realise the asset and settle the liability simultaneously.

Derivative financial instruments

(v) Derivative financial instruments and hedge accounting
The Group/Company uses derivatives to hedge against market and currency risks. The Group/Company uses forward contracts and various trading financial instruments to hedge against market risks resulting from changes in the prices of energy products. It primarily uses forward currency contracts to hedge against currency risks.

The Group/Company uses forward contracts, i.e. contracts on the purchase or sale of the selected underlying instrument with the time limit in the future at the price set out upon conclusion of the contract, both for hedging against market risks due to energy prices and for hedging against currency risks. The prices of forward transactions are determined on the basis of the underlying financial instrument. Upon conclusion, the value of the contract equals zero, since the exercise price (the agreed clearing price) is the same as the forward price. Without considering the costs of delivery, the value of a forward contract upon maturity is the same as the difference between the current price of the underlying instrument upon maturity and the contractual forward price or agreed clearing price. For the duration of the contract, the forward price changes in accordance with changes to current market prices and the residual maturity of the forward contract.

Futures contracts are binding agreements on the purchase or sale of a standard quantity of a precisely described instrument of a standard quality on a standardised day in the future (standard specification), at the price agreed in the present. Standardisation is a prerequisite for stock market trading. The main advantage of standardisation is that it minimises the transaction costs of trading. This means that buyers and sellers do not have to discuss each individual element of a contract every time they conclude a business transaction; rather, they only need to agree the price of each individual forward contract. Transactions are concluded without the goods being physically present. A futures contract only enters into force when it is registered with a clearing (settlement) house. Because it is traded on the stock exchange, a futures contract is freely transferable, while its liquidity is conditional upon the scope of stock exchange trading. By contrast, forward contracts are illiquid because it is practically impossible to exchange them. Whether for purchase or sale, security coverage must be deposited with the clearing house when forward contracts are traded. This security coverage consists of initial coverage and a variation margin.

Derivatives also include option contracts, which are classified by the Group/Company into the group of financial assets or financial liabilities at fair value through profit or loss. Fair value is defined as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. If the transaction price is not the same as fair value at the measurement date, the difference in the market assets is recognised in profit or loss.

Contracts to buy or sell a non-financial asset (such as goods) which can be settled net (in cash or by exchanging financial instruments) fall within the scope of application of IFRS 9 and are calculated at fair value, unless they were concluded and are still owned for the purpose of receipt or delivery of a non-financial asset in accordance with the Group's expected purchase, sale or usage requirements (own use exemption, IFRS 9.2.4). Purchase contracts that fall within the scope of application of IFRS 9 are classed as derivatives and are valued at fair value through profit or loss, unless senior management is able to opt for the calculation of hedging and does so.

Contracts that form the basis for the physical delivery of goods and for which the Group/Company has no net settlement practice and which are not concluded for trading, speculative purposes or hedging are calculated as ordinary purchase or sale contracts, i.e. unrecognised executory contracts. A physical contract is not recognised until it is settled. Under IFRS 15, sales revenue and expenses from the historical cost of goods sold are only recorded and recognised once the supply contract has been fulfilled.

Contracts based on which physical delivery of goods is performed and for which the Group has a net settlement practice and which also have other purposes in addition to the supply or purchase of electricity or natural gas itself are classed as derivatives and measured at fair value through profit or loss.

Derivatives are initially measured at fair value. Subsequent to initial recognition, derivatives are measured at fair value and changes therein are generally recognised in profit or loss.

Financial assets or financial liabilities measured at fair value through profit or loss are remeasured at fair value at least once a year, during the preparation of the annual financial statements. Gains or losses arising from a change in fair value are recognised in profit or loss. The Group/Company performs fair value adjustments for all outstanding derivatives with physical delivery of energy, concluded bilaterally (OTC – over-the-counter) with partners, for the credit risk/risk of default (CVA – credit valuation adjustment). More specifically, the Group/Company measures the net exposure from derivatives at the level of each individual partner, and then considers those positions in the simulation of credit risks at the level of the entire portfolio. All input data considered in the calculation is obtained on the market and is independent.

The CVA depends on:

- Expected future exposure (EAD – exposure at default), which mainly represents the net fair value of all derivatives in relation to each individual partner, calculated on the basis of market prices (Level 1).
- The term structure of the probability of default (PD), which is, because of a lack of CDS (credit default swap) quotations, obtained by the Group from an external international provider on an annual basis.
- Loss given default (LGD), which is based on the assessment of credit rating agencies for a specific energy sector.

The CVA amount represents the appropriately evaluated market value of the insurance measure necessary for hedging against the counterparty's credit risk in OTC portfolios of derivatives of the Group/Company.

Hedge accounting

The Group/Company complies with the hedge accounting requirements for market risks related to changes in the prices of electricity and natural gas, in accordance with IFRS 9.

At the inception of certain hedging relationships, the Group/Company documents the risk management objective and the hedging implementation strategy. The Group/Company also documents the economic relationship between the hedged item and the hedging instrument, including whether the changes in cash flows of the hedged item and the hedging instrument are expected to be mutually offset.

At the inception of the hedging relationship, and on an ongoing basis, the Group/Company assesses whether a hedging relationship meets the hedging requirements. The assessment relates to expectations and is therefore only forward-looking. A hedging relationship is eligible for hedge accounting only if all of the following criteria are met:

- there is an economic relationship between the hedged item and the hedging instrument;
- the effect of credit risk does not dominate the value changes that result from that economic relationship;
- the hedge ratio of the hedging relationship is the same as that resulting from the quantity of the hedged item that the entity actually hedges and the quantity of the hedging instrument that the company actually uses to hedge that quantity of hedged item.

At each reporting date, the Group/Company measures the hedge ineffectiveness, i.e. the extent to which the changes in the fair value or the cash flows of the hedging instrument are greater or less than those on the hedged item.

Ineffectiveness is measured as the difference between the change in the market price between the hedging instrument and the hedged item. Under the Group/Company's hedging policy, the ineffective part is the discrepancy between the change in the price of the hedged item and the hedging instrument.

Fair value hedging

The Group/Company accounts for fair value hedges of price change risks for futures and forward contracts by immediately recognising any changes in the fair value of the derivative in profit or loss. Any gains or losses for hedged items attributable to the hedged risk are corrected to the carrying value of the hedged item and recognised in profit or loss. When an unrecognised firm commitment is designated as a hedged item, the cumulative change in the fair value of the firm commitment attributable to the hedged risk subsequent to its designation is recognised as an asset or a liability with a corresponding gain or loss recognised in profit or loss. The initial carrying amount of the asset or the liability that results from the Group/Company meeting the firm commitment is adjusted to include the cumulative change in the fair value of the firm commitment attributable to the hedged risk that was previously recognised in the statement of financial position.

D. EQUITY

Share capital

Share capital is the called-up capital of shareholders. The entire equity of the Group/Company comprises the share capital, legal reserves, fair value reserve, translation reserve and retained net profit or loss.

The Group/Company's share capital comprises the shareholders' equity nominally defined in the

Company's Articles of Association, registered at the court and paid by its owners. Dividends for ordinary shares are recognised as liabilities in the period in which they were approved by the general meeting.

Legal reserves
Legal reserves comprise amounts retained from profits generated in previous years. They are primarily earmarked for the settlement of potential future losses.

Under the Companies Act, surplus capital and legal reserves may be used to increase the share capital from company assets and to cover net losses brought forward if the profit reserves are not at the same time used to pay out capital gains to members.

Reserves for treasury shares
When a company purchases an ownership stake, the amount paid, including transaction costs excluding tax, is deducted from the overall equity as treasury shares until these shares are withdrawn, reissued or sold. When treasury shares are sold or reissued subsequently, all amounts received, excluding transaction costs and associated tax effects, are included in the share premium.

Other profit reserves
When compiling its annual report, a company may create other profit reserves up to the amount of 50% of the net profit for the financial year. These reserves may be used for any purposes that accord with the law, the Articles of Association, business policy and general meeting resolutions.

Fair value reserve
A fair value reserve comprises the actuarial gains and losses in connection with provisions for employment and other non-current employee benefits.

Hedging reserve
The hedging reserve comprises the effect of the change in the fair value of derivatives that were defined as having hedge effectiveness against exposure to variability in cash flows.

E. PROPERTY, PLANT AND EQUIPMENT

(i) Recognition and measurement
Property, plant and equipment are disclosed at historical cost, less accumulated depreciation and any accumulated impairment losses.

Historical cost includes the costs that can be directly attributed to the acquisition of a specific asset. Costs within the framework of a produced asset comprise the costs of materials, direct labour costs, and other costs that can be directly ascribed to making the asset fit for its intended use, and the costs of decommissioning and removal, the costs of restoring the site at which the property, plant or equipment was located, and the capitalised borrowing costs. Purchased software that is integral to the functionality of the assets must be capitalised as part of that equipment.

If parts of an item of property, plant and equipment have different useful lives, they are accounted for as separate items of property, plant and equipment.

(ii) Subsequent expenditure
The costs of replacing a certain part of an item of property, plant and equipment are recognised at the carrying amount of the asset if it is probable that it will increase the future economic benefits embodied in that part of the asset and its historical cost can be reliably measured. All other costs (e.g. the costs of daily maintenance) are recognised as expenses in profit or loss as soon as they are incurred.

(iii) Spare parts
Spare parts and servicing equipment of lesser value with a useful life of up to one year are usually carried as inventory and recognised as expenses in profit or loss. Spare parts and servicing equipment of higher value with an expected useful life of more than one year are recognised as property, plant and equipment.

(iv) Depreciation
Depreciation is calculated on a straight-line basis over the useful life of each individual item of property, plant and equipment. This method most accurately reflects the expected pattern of use of the asset. Land is not depreciated.

The table below shows the estimated useful lives of groups of depreciable property, plant and equipment for current and comparative periods.

Groups of property, plant and equipment	Useful lives in years	
	2024	2023
Buildings, parts of buildings and investments	10–33	10–33
Production plant and machinery	15	15
Other plant and equipment	2–5	2–5

The useful life and residual value of property, plant and equipment are reviewed at each reporting date and adjusted where appropriate.

The useful life and residual value of important items of property, plant and equipment are reviewed annually, and the depreciation rate for current and future periods recalculated on the basis of that review, if expectations differ significantly from current estimates. The effects of changes are described in the notes in the accounting period in which they occur.

The impairment of assets is described in detail in sub-section I.

F. LEASES

At inception of a contract, the Group/Company assesses whether it contains a lease. When the Group/Company is the lessee, it recognises the right-of-use asset and the relevant lease liability for all lease contracts, except for short-term leases (defined as leases with a lease duration of 12 months or less) and low-value leases. For these purposes, the Group/Company recognises the lease payments as a cost in the period on a straight-line basis for the entire duration of the lease.

The lease liability is initially measured at the present value of the lease payments that are not paid at the commencement date, discounted using the interest rate implicit in the lease. That is the interest rate that the lessee would have to pay if it acquired an asset with a similar value as a right-of-use asset for a similar period, based on a similar guarantee in a similar economic environment. The interest rate implicit in the lease applied by the Group/Company ranges from 4.5% to 5%.

The lease liability is subsequently measured by increasing the carrying amount to reflect the interest on the lease liability (using the effective interest method) and reducing the carrying amount to reflect the lease payments made.

The Group/Company reassesses the lease liability (and adjusts the right-of-use assets accordingly) if:

- the term of the lease has been changed or a significant event has arisen or circumstances changed that have caused a change to the statement of the option to purchase the asset, in which case the lease liability is remeasured by discounting the changed lease payments using the changed discount rate;
- the index or rate is changed or there is a change to the expected payment according to the guaranteed residual value, in which case the lease liability is remeasured by discounting the changed lease payments by using the unchanged discount rate (unless the change in the lease payments is merely the result of a change in the market interest rate, in which case the changed discount rate is used);
- the lease contract is changed and the change to the lease is not calculated as a separate lease, in which case the lease liability is remeasured according to the term of the changed lease by discounting the changed lease payments by using the changed discount rate at the commencement date of the change.

The Group/Company has made adjustments in response to changes in the index in the reporting periods.

Right-of-use assets comprise the initial amount of the lease liability adjusted for any lease payments made at or before the commencement date, less lease incentives and any initial direct costs. It is subsequently measured at historical cost, less the accumulated depreciation and the accumulated impairment losses.

If the lease transfers ownership of the underlying asset to the lessee by the end of the lease term or the cost of the right-of-use asset reflects that the lessee will exercise a purchase option, the lessee depreciates the right-of-use asset from the lease commencement date to the end of the useful life of the right-of-use asset. In the opposite case, the lessee depreciates the right-of-use asset from the lease commencement date to the end of the asset's useful life, or to the end of the lease term if that is shorter.

The table below shows the estimated useful lives of categories of right-of-use assets for current and comparative periods:

Categories of assets under lease	Useful lives in years	
	2024	2023
Right-of-use assets – property	2–10	2–10
Right-of-use assets – equipment	2–10	2–10

The Group applies IAS 36 to determine whether a right-of-use asset is impaired, and takes into account any established impairment loss as described in the "Impairment of assets" policy.

G. INTANGIBLE ASSETS AND GOODWILL

(i) Capitalised development costs

Development costs are the costs of transferring research findings or knowledge to a plan or project to produce new or substantially improved products or services before they are produced or rendered for sale.

The Group/Company capitalises development costs if the following conditions are met:

- professional completion of the project in order to make it available for use or sale is feasible;
- there is an intention to complete a project and use or sell it;
- the project can be used or disposed of;
- it is likely that economic benefits will accrue to the project, including the existence of a market for the effects of the project or for the project itself or, if the project is used in the company, its utility;
- technical, financial and other factors are available for the completion of development or for the use or sale of the project;
- the costs attributable to the intangible asset during its development can be reliably measured.

Capitalised development costs comprise direct labour costs and other costs that can be directly attributed to making the asset fit for use.

The Group/Company is required to estimate the useful life of the new product and, in accordance with this estimate, carefully allocate the development costs over that useful life so that it facilitates the emergence of economic benefits.

(ii) Other intangible assets and goodwill

Other intangible assets that are acquired by the Group/Company and that have finite useful lives are measured at historical cost less accumulated amortisation and any accumulated impairment losses.

An asset is impaired if its carrying amount exceeds its recoverable amount. For intangible assets, the Group/Company recognises impairment losses as revaluation operating expenses. At each reporting date, a review is carried out to determine whether there is any indication that an asset could be impaired. An impairment test is then performed and the asset's recoverable amount calculated against its carrying amount. When assessing indications of impairment, the Company uses external and internal sources of information.

Goodwill arising on the acquisition of subsidiaries is measured at historical cost less accumulated impairment losses. The impairment of goodwill and intangible assets with an unlimited useful life is set out below in sub-section I(iii).
Subsequent to initial recognition, the Group/Company examines, once a year, the existence of factors that could have an adverse impact on the future cash flows of the cash-generating unit obtained through acquisition of the subsidiary. A reduction in the value of a cash-generating unit is recognised in the financial statements as the impairment of goodwill or of the assets of a cash-generating unit, and is charged to current operating results.

(ii) Subsequent expenditure

Subsequent expenditure is capitalised only when it increases the future economic benefits embodied in the specific asset to which it relates. All other expenditure is recognised as expenditure profit or loss as incurred.

(iv) Amortisation

Amortisation is charged on the historical cost of the asset or another amount standing in for the historical cost.

Amortisation is recognised in profit or loss on a straight-line basis over the useful lives of intangible assets, other than goodwill, from the date that they are available for use. This method most accurately reflects the expected pattern of use of the future economic benefits associated with the asset. The estimated useful lives for current and comparative periods are as follows:

- software: 5–10 years.

Other intangible assets, such as licences for trading and sale, are amortised according to the value of the licence issued.

Amortisation methods, useful lives and other values are reviewed at each reporting date and adjusted where appropriate.

H. INVESTMENT PROPERTY

Investment property is property held by the Group/Company to earn rentals, for capital appreciation or both. Investment property is disclosed at historical cost less the accumulated depreciation and the accumulated impairment losses. Investment property is measured using the historical cost model. Depreciation is recognised in profit or loss under the straight-line method, with the estimated useful life standing at 25 years.

I. IMPAIRMENT OF ASSETS

(i) Non-derivative financial assets

Financial instruments and contract assets

The Group/Company recognises loss allowances for expected credit losses (ECL) for:

- financial assets measured at amortised cost;
- contract assets.

The Group/Company measures loss allowances at an amount equal to lifetime ECLs, i.e. ECLs that result from all possible default events over the expected life of a financial instrument. The maximum period considered when estimating ECLs is the maximum contractual period over which the Group/Company is exposed to credit risk.

Measurement of ECLs

ECLs are a probability-weighted estimate of credit losses. Credit losses are measured as the present value of all cash shortfalls (i.e. the difference between the cash flows due to the Group/Company in accordance with the contract and the cash flows that the Group/Company expects to receive). ECLs are discounted at the effective interest rate of the financial asset.

The Group/Company measures the ECLs of trade receivables and contract assets using a loss allowance matrix.

Loss rates are calculated under a "roll rate" method based on the probability of a receivable progressing through successive stages of delinquency to write-off. Roll rates are calculated separately for exposures in different segments based on the common credit risk characteristics – type of customer (retail B2B, retail B2C and trading).

The Group/Company assesses its exposure to credit risk on the basis of the insurance of receivables and of data and information predictive of the risk of loss (financial information about customers and their financial statements, available press information, past business relationships with customers and future-oriented information).

ECLs from trade receivables and contract assets are calculated for all outstanding receivables and contract assets which are up to 90 days past due, based on loss rates for various time intervals.

Impairments of the value of trade receivables and contract assets are recognised in the amount of 90% of the value of the trade receivable or contract asset that is past due by 90 days or more.

Credit-impaired financial assets

At each reporting date the Group/Company prepares a calculation of the expected credit losses for credit-impaired financial assets carried at amortised cost.

A financial asset is credit-impaired when one or more events that have a detrimental impact on the estimated future cash flows of the financial asset have occurred.

The criteria for calculating Stage 2 expected credit losses are:

- a breach of contract, such as being more than between 30 and 90 days past due;
- it is probable that the debtor will enter bankruptcy or other financial reorganisation; or

The criteria for calculating Stage 3 expected credit losses are:

- significant financial difficulty of the debtor or issuer;
- a breach of contract such as a default or being more than 90 days past due;
- the restructuring of a loan or prepayment by the Group on terms that the Group/Company would not consider otherwise;
- the debtor has entered bankruptcy or other financial reorganisation;
- the disappearance of an active market for a security because of financial difficulties.

Presentation of allowance for ECLs in the statement of financial position

Loss allowances for financial assets measured at amortised cost are deducted from the gross carrying amount of the assets.

Write-off

The gross carrying amount of a financial asset is written off when the Group/Company has no reasonable expectations of recovering a financial asset in its entirety or a portion thereof, i.e. in the case of a final judicial ruling on the completion of bankruptcy, composition or enforcement proceedings or in relation to financial assets that the Group/Company does not expect to recover. However, financial assets that are written off could still be subject to enforcement activities in order to comply with the Group/Company's procedures for recovery of amounts due.

(ii) Cash, cash equivalents and other financial assets

ECLs for other financial assets at financial institutions without a credit rating are measured on the basis of the credit rating of the country in which the financial assets are placed.

(iii) Non-financial assets

At each reporting date, the Group/Company reviews the residual carrying amount of its non-financial assets (other than deferred tax assets) to determine whether there is any indication of impairment. If any such indication exists, the asset's recoverable amount is estimated. The impairment of goodwill and intangible assets with an unlimited useful life that are not yet available for use is examined at each reporting date.

The recoverable amount of an asset or cash-generating unit is the greater of its value in use and its fair value, less the costs of disposal. Value in use is based on the estimated future cash flows, discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset. For impairment testing, assets are grouped together into the smallest group of assets that generates cash inflows.

An impairment loss is recognised if the carrying amount of an asset or cash-generating unit exceeds its recoverable amount. Impairment losses are recognised in profit or loss.

J. INVENTORIES

Inventories of merchandise and materials are measured at the lower of historical cost and net realisable value.

Inventories are initially recognised at cost. This comprises the purchase price, import duties, other non-refundable purchase taxes and direct purchase costs. Non-refundable purchase taxes include VAT, which is not refunded. The purchase price is reduced accordingly by the value of the discounts received. Inventories are valued using the first-in, first-out (FIFO) method. The Group values inventories of work in progress and finished products using variable manufacturing costs in the narrower sense.

However, an exception applies to the valuation of gas inventories for broker-traders, where fair value less costs to sell represents a more appropriate valuation. Senior management's assessment is that the criteria for applying this exception have been met.

The fair value is the market price on the day of entry into inventories. The inventories are revalued at the market value applicable on the day the Group/Company's statement of financial position is compiled, less the costs of disposal. All discrepancies (positive and negative) between the fair value as calculated at the balance-sheet date and the carrying amount are included in profit or loss.

K. EMPLOYEE BENEFITS

Short-term employee benefits are expensed as the related service is provided. A liability is recognised for the amount expected to be paid if the Group/Company has a present legal or constructive obligation to pay this amount as a result of past service provided by the employee and the obligation can be estimated reliably.

L. PROVISIONS

Provisions are recognised if, as a result of a past event, the Group/Company has a present legal or constructive obligation that can be estimated reliably and it is probable that an outflow of economic benefits will be required to settle the obligation. Provisions are determined by discounting the expected future cash flows at a pre-tax rate that reflects current market assessments of the time value of money and the risks specific to the liability.

Provisions for termination benefits and jubilee benefits

In accordance with the applicable legislation, the collective agreement and internal rules, the Group/Company is obliged to pay jubilee benefits to employees and termination benefits at retirement. Non-current provisions are created for these purposes. The Group/Company has no other pension liabilities.

Provisions for employees are created on the basis of an actuarial calculation prepared by a certified actuary. The provisions for jubilee benefits and termination benefits at retirement are calculated using an actuarial valuation method, i.e. the projected unit credit method or method for accruing benefits in proportion to the work performed.

At the end of each financial year, the amount of provisions is reviewed and adjusted (increased or decreased) accordingly. This applies primarily to the determination of the discount rate, estimates of employee turnover and estimates of wage growth. Owing to the complexity of the actuarial calculation and the long-term nature of the provisions, the estimate of the liability for these provisions can change. The assumptions applied at the reporting date are disclosed in the note to the provisions for termination benefits and jubilee benefits item.

Labour costs and interest expenses are recognised in profit or loss, while the recalculation of post-employment benefits and unrealised actuarial gains or losses from termination benefits is recognised as an equity item in other comprehensive income.

M. REVENUE

(i) Revenue from contracts with customers

The bulk of sales revenue falls under the scope of IFRS 15 Revenue from Contracts with Customers. Revenue is recognised only on the basis of contracts concluded with customers. It is recognised when goods and services are delivered to customers in amounts that reflect the compensation a company expects in exchange for those goods and services.

As part of its core activities, the Group/Company sells or supplies electricity and natural gas to end-customers (i.e. households, small business customers, industry and public contracting entities) and engages in energy trading transactions (hereinafter: trading). Within the scope of its trading and sales activities, the

Group/Company provides cross-border transmission capacity services, and also generates revenue from a number of other sources; however, these tend to constitute only a negligible part of the revenue structure.

The Group/Company also performs the core activities of sale of energy technologies, which include the sale of small solar power plants and energy services, the generation of electricity at its own large solar power plants, and the storage of energy in battery energy storage systems.

Within its core activities, the Group/Company identified two separate performance obligations in contracts with customers, namely goods and services. Sales revenue comprises revenue from trading and revenue from the supply of electricity and natural gas to end-customers, electricity generation and storage, and the sale of small solar power plants. Revenue from the sale of services mainly comprises revenue from cross-border transmission capacities and energy services.

The consideration promised in contracts with customers comprises fixed amounts of supplied goods or the provision of services to end-customers. The transaction price is the amount of the consideration to which the Group/Company expects to be entitled in exchange for the transfer of goods or services to the buyer, excluding the amounts collected on behalf of third parties. A transaction price is allocated to each performance obligation on the basis of the stand-alone selling price.

The Group/Company recognises revenue from trading, electricity and natural gas supply, and electricity generation and storage progressively over time. In these types of contract, the Group/Company transfers control progressively while the customer simultaneously receives and consumes the benefits provided by the performance of the obligation as it is performed. The seller therefore satisfies its performance obligation and recognises revenue progressively over time by measuring progress towards the complete satisfaction of the performance obligation to supply electricity or natural gas.

The Company uses an output method to measure revenue, i.e. a method of calculated amounts based on the quantities of electricity or natural gas supplied. As customers are invoiced for electricity and natural gas on a monthly basis, with a payment deadline of up to 30 days, no significant financing component is created.

In services, the performance obligations are satisfied progressively over time under the output method. The Group/Company recognises revenue on a monthly basis in an amount that directly corresponds to the value of the part of the obligation completed up to that moment. As services are invoiced on a monthly basis, with a payment deadline of up to 30 days, no significant financing component is created.

In activities relating to the sale of small solar power plants, performance obligations are satisfied at a specific point in time, since, in the case of the delivery of goods or services, revenue is recognised at the moment the customer obtains control over the goods. The sale of a good is recognised when the Group/Company delivers it to the customer. The customer has accepted the goods, with the reasonable assumption being that any related receivables will be recoverable. From the moment of sale, the Group/Company no longer has control over the goods sold.

In all cases, the Group/Company follows the principle of the simultaneous recognition of revenues and costs in the period in which services were rendered or goods sold, regardless of when payment is made.

(ii) Contract assets from contracts with customers

For the electricity and natural gas supplied to customers in the current period which will be invoiced to them at the beginning of the next period, the Group/Company recognises contractual assets amounting to the evaluated value of the electricity or natural gas supplied. The amount is evaluated based on the concluded contracts and information about the electricity and natural gas supplied to each individual customer. The payment deadlines are up to 30 days.

(iii) Contract liabilities

Contract liabilities relate to the advances received from the sale of electricity and natural gas to domestic and foreign customers. Contract liabilities are recognised as revenue when the company satisfies its performance obligation under the contract.

(iv) Sales on behalf and for the account of third parties

The amounts invoiced to end customers, which substantially represent the amounts collected in the name and on behalf of third parties, are not recognised as revenue.

N. GOVERNMENT GRANTS

Government grants related to assets are initially recognised as deferred income if there is reasonable assurance that they will be received and the Group/Company will comply with the conditions associated with the grant. Grants are subsequently recognised in profit or loss as other income on a systematic basis over the useful life of the asset.

Grants that the Group/Company receives to cover expenses are recognised in profit or loss on a systematic basis in the periods in which those expenses are incurred.

O. FINANCE INCOME AND FINANCE COSTS

Finance income comprises interest income, net gain on financial assets measured at fair value through profit or loss, and foreign currency gain. Interest income is recognised as it is earned at the contractual interest rate.

Dividend income is recognised in profit or loss on the date on which the Group/Company's right to receive payment is established.

Finance costs comprise interest expense, net loss on financial assets measured at fair value through profit or loss, and foreign currency loss. Interest expense is recognised in profit or loss at the contractual interest rate.

P. INCOME TAX

Income tax comprises current and deferred tax.

t is recognised in profit or loss except to the extent that it relates to a business combination, or items recognised directly in equity or in other comprehensive income.

Current tax comprises the expected tax payable on the taxable profit for the financial year as measured using tax rates enacted at the end of the reporting period, and any adjustment to the tax payable in respect of previous years.

Deferred tax is recognised in respect of temporary differences between the carrying amounts of assets and liabilities for financial reporting purposes and the amounts used for taxation purposes. Deferred tax is disclosed in the amount that is expected to be paid when the temporary differences are reversed, based on the laws applicable at the end of the reporting period.

The Group/Company offsets deferred tax assets and liabilities if it has a legally enforceable right to do so and if deferred tax assets and liabilities are related to income tax levied by the same tax authority in relation to the same taxable entity or different taxable entities that intend to realise or receive the net amount or settle their liabilities and reverse assets. Deferred tax assets are recognised to the extent that it is probable that future taxable profits will be available against which they can be used in the future. Deferred tax assets are reduced to the extent that it is no longer probable that the related tax benefit will be realised.

Q. SEGMENT REPORTING

Since the financial report includes financial statements and accompanying notes of both the Group and the Company, only the business segments of the Group are disclosed. An operating segment is a component of the Group that engages in business activities from which it earns revenues and incurs expenses relating to transactions between other companies of the Group. The management regularly reviews the operating results of business segments, using them to decide on the allocation of resources to each segment and assess the performance of the Group. While management monitors detailed information about each operating segment, only the following reportable segments were defined (this was due to the sensitive nature of information used for the preparation of those financial statements):

- trading and supply;
- sale of energy technologies;
- generation and storage.

Since the financial report contains the financial statements and accompanying notes of both the Group and the Company, disclosures are only made for the business segments of the Group.
A segment covers one or more business activities performed within the GEN-I Group that create earnings before interest and taxes, which is monitored by senior management and the responsible directors on the basis of reports compiled by the financial and business controlling department. As detailed reporting of individual items of the income statement for a particular segment would lead to the disclosure of confidential business information, the supply and trading segments are merged into one operating segment.
Segment-by-segment reporting is described in detail in the business part of the report in the "Analysis of business performance" and "Activities by operating segment" sections. The latter are divided into:

- trading and supply;
- sale of energy technologies;
- investments and own production.

The breakdown of each operating segment into the business activities performed within it and based on the financial statements of companies within the GEN-I Group is described below.

The operating segment of trading and supply covers:

- physical and financial electricity and natural gas trading, as well as financial trading in emission allowances, coal and oil;

- the high-quality and reliable supply of electricity and natural gas to different end-customer segments depending on our geographical presence. In addition to classic electricity supply, we also provide individual and community self-supply services, and purchase electricity from qualified producers.

The sale of energy technologies includes the sale, installation and maintenance of solar power plant and battery energy storage systems.

Generation and storage includes the development and construction of large solar power plant and battery storage system projects, and the management of the electricity connected with them.

Operating segments of the Group in 2024

	TRADING AND SUPPLY	SALE OF ENERGY TECHNOLOGIES	GENERATIONAND STORAGE	INCOME STATEMENT/STATEMENT OF FINANCIAL POSITION
External revenue	1,973,225,571	42,017,987	0	2,015,243,558
Inter-segment revenue	-2,691,857	0	2,691,857	0
Interest income	5,759,278	13,358	8	5,772,644
Interest expense	2,895,207	2,091,442	822,605	5,809,254
Depreciation and amortisation	5,054,520	878,961	897,524	6,831,005
Share of profit (loss) of associates and jointly controlled companies under the equity method	608,493	0	0	608,493
Profit of the segment before tax	39,634,994	3,034,826	532,546	43,202,366
Total assets	440,054,077	59,250,520	26,303,572	525,608,169
Current and non-current operating and financial liabilities	222,473,358	43,727,571	20,016,432	286,217,361

REVENUE GENERATED AT HOME OR ABROAD	HOME	REST OF THE WORLD	TOTAL
Trading and supply	571,853,088	1,398,621,786	1,970,474,874
Sale of energy technologies	41,544,052	473,935	42,017,987
Generation and storage	21,974	2,669,883	2,691,857
Other	19,172	39,668	58,840
Total revenue generated at home or abroad	**613,438,285**	**1,401,805,273**	**2,015,243,558**

Operating segments of the Group in 2023

	TRADING AND SUPPLY	SALE OF ENERGY TECHNOLOGIES	GENERATION AND STORAGE	INCOME STATEMENT/STATEMENT OF FINANCIAL POSITION
External revenue	2,815,791,431	67,685,114	0	2,883,476,545
Inter-segment revenue	-2,380,605	0	2,380,605	0
Interest income	1,774,851	8,154	0	1,783,005
Interest expense	-3,523,173	-55,342	-32	-3,578,547
Depreciation and amortisation	-4,353,766	-711,906	-881,153	-5,946,824
Share of profit (loss) of associates and jointly controlled companies under the equity method	876,857	0	0	876,857
Profit of the segment before tax	19,150,725	8,968,201	853,784	28,972,711
Total assets	467,571,955	74,126,479	15,265,273	556,963,707
Current and non-current operating and financial liabilities	272,781,381	60,919,112	14,106,308	347,806,801

REVENUE GENERATED AT HOME OR ABROAD	HOME	REST OF THE WORLD	TOTAL
Trading and supply	1,015,900,178	1,797,462,067	2,813,362,245
Sale of energy technologies	67,685,114	0	67,685,114
Generation and storage	0	2,380,605	2,380,605
Other	15,632	32,949	48,581
Total revenue generated at home or abroad	**1,083,600,924**	**1,799,875,621**	**2,883,476,545**

R. INITIAL APPLICATION OF THE LATEST AMENDMENTS TO EXISTING STANDARDS EFFECTIVE IN THE CURRENT REPORTING PERIOD

In the course of this year, the Group/Company applied several of the amendments to the International Financial Reporting Standards (IFRS) as issued by the International Accounting Standards Board (IASB) and adopted by the EU, and that are required to be applied for reporting periods commencing on or after 1 January 2024. Their adoption did not have a material impact on the disclosures or amounts stated in these financial statements.

Standard	Title
Amendments to IAS 1	Classification of Liabilities as Current or Non-Current and Non-Current Liabilities with Covenants
Amendments to IAS 7 and IFRS 7	Supplier Finance Arrangements
Amendments to IFRS 16	Lease Liability in a Sale and Leaseback

S. NEW STANDARDS AND AMENDMENTS TO EXISTING STANDARDS ISSUED BY THE IASB, ADOPTED BY THE EU BUT NOT YET IN FORCE

As at the day these financial statements were approved, the Group/Company was not applying the following amended International Financial Reporting Standards issued by the IASB, adopted by the EU but not yet in force.

Standard	Title	Effective date
Amendments to IAS 21	Lack of Exchangeability	1 January 2025

T. NEW STANDARDS AND AMENDMENTS TO EXISTING STANDARDS ISSUED BY THE IASB BUT NOT YET ADOPTED BY THE EU

The IFRS as adopted by the EU do not currently differ significantly from those adopted by the International Accounting Standards Board (IASB), with the exception of the following new standards and amendments to existing standards that had not been approved by the EU by …

Standard	Title	Adoption status in EU
Amendments to IFRS 9 and IFRS 7	Changes in Classification and Measurement of Financial Instruments (Effective date as set by the IASB: 1 January 2026)	Not yet adopted in EU
Amendments to IFRS 9 and IFRS 7	Contracts Referencing Nature-Dependent Electricity (Effective date as set by the IASB: 1 January 2026)	Not yet adopted in EU
Amendments to IFRS 1, IFRS 7, IFRS 9, IFRS 10 and IAS 7	Annual Improvements to IFRS Accounting Standards – Volume 11 (Effective date as set by the IASB: 1 January 2026)	Not yet adopted in EU
IFRS 18	Presentation and Disclosure in Financial Statements (Effective date as set by the IASB: 1 January 2027)	Not yet adopted in EU
IFRS 19	Subsidiaries without Public Accountability: Disclosures (Effective date as set by the IASB: 1 January 2027)	Not yet adopted in EU

IFRS 14	Regulatory Deferral Accounts (Effective date as set by the IASB: 1 January 2016)	The European Commission has decided not to commence the adoption procedure for this transitional standard and will await the final standard.
Amendments to IFRS 10 and IAS 28	Sales or Contributions of Assets Between an Investor and its Associate/Joint Venture, and further amendments (the IASB has postponed the effective date indefinitely, but early application is permitted).	The approval procedure has been postponed indefinitely, until the research project on the equity method is completed.

The Group/Company does not expect the adoption of the above standards in upcoming periods to have a material impact on its financial statements.

Accounting for exposure of the portfolio of financial assets and liabilities to risks, the principles of which have not been adopted by the EU, remains unregulated. The Group/Company's assessment is that accounting for exposure of the portfolio of financial assets and liabilities to risks in accordance with IAS 39 (Financial Instruments: Recognition and Measurement) will not have a material impact on the financial statements if carried out on the balance-sheet date.

6.4 Consolidated and separate statements of cash flows

The Group and the Company prepare statements of cash flows using the indirect method.

6.5 Notes to the financial statements

6.5.1 Note 1: Property, plant and equipment

The bulk of the Company's property, plant and equipment comprises the building and corresponding plot of land at Kromberk and Brdo. The Group has also invested in two solar power plants in North Macedonia. The remainder of other plant and equipment at the Company and the Group comprises vehicles, computer equipment, fixtures and fittings, and other equipment.

The property, plant and equipment of the Company and the Group are free of encumbrance. Investments in property, plant and equipment at the GEN-I Group totalled EUR 9,455,845 in 2024. These investments related to the large solar power plants in North Macedonia (EUR 6,984,420) and other investments in computer equipment, the purchase of office furniture and other equipment, and investments in foreign fixed assets. Investments in property, plant and equipment at GEN-I, d.o.o. totalled EUR 1,772,040 (computer equipment, purchase of office furniture and other equipment, and investments in foreign fixed assets).

Changes in property, plant and equipment of the GEN-I Group

PROPERTY, PLANT AND EQUIPMENT	LAND	BUILDINGS	PRODUCTION PLANT AND MACHINERY	OTHER PLANT AND EQUIPMENT	PROPERTY, PLANT AND EQUIPMENT UNDER CONSTRUCTION, AND ADVANCES	TOTAL
COST						
BALANCE AS AT 1 JAN 2023	**2,470,248**	**6,825,747**	**13,124,965**	**12,764,792**	**770,705**	**35,956,457**
New acquisitions	0	0	0	0	5,354,038	5,354,038
Assets internally developed	0	0	0	0	0	0
Write-downs	0	-1,814	0	-194,010	0	-195,824
Disposals	0	0	0	-105,033	0	-105,033
Transfers from/to intangible assets	0	0	0	39,053	0	39,053
Transfers within property, plant and equipment	2,302,133	94,905	154,094	1,926,178	-4,477,310	0
Other transfers	0	0	0	0	-32,236	-32,236
Effect of movements in exchange rates	0	0	-4,700	390	8	-4,302
BALANCE AS AT 31 DEC 2023	**4,772,381**	**6,918,838**	**13,274,359**	**14,431,370**	**1,615,205**	**41,012,153**
ACCUMULATED DEPRECIATION						
BALANCE AS AT 1 JAN 2023	**0**	**3,692,169**	**328,002**	**8,896,544**	**0**	**12,916,715**
Acquisitions through business combinations	0	0	0	0	0	0
Write-downs	0	-1,814	0	-193,390	0	-195,203
Disposals	0	0	0	-75,100	0	-75,100
Transfers from/to intangible assets	0	0	0	34,890	0	34,890
Other transfers	0	0	-109,295	4,180	0	-105,115
Effect of movements in exchange rates	0	0	987	168	0	1,155
Depreciation in the period	0	281,419	881,153	1,724,572	0	2,887,143
BALANCE AS AT 31 DEC 2023	**0**	**3,971,774**	**1,100,847**	**10,391,864**	**0**	**15,464,485**
Carrying amount as at 1 Jan 2023	**2,470,248**	**3,133,578**	**12,796,963**	**3,868,248**	**770,705**	**23,039,742**
Carrying amount as at 31 December 2023	**4,772,381**	**2,947,064**	**12,173,512**	**4,039,506**	**1,615,205**	**25,547,668**

PROPERTY, PLANT AND EQUIPMENT (continued)	LAND	BUILDINGS	PRODUCTION PLANT AND MACHINERY	OTHER PLANT AND EQUIPMENT	PROPERTY, PLANT AND EQUIPMENT UNDER CONSTRUCTION, AND ADVANCES	TOTAL
COST						
Balance as at 1 Jan 2024	**4,772,381**	**6,918,838**	**13,274,359**	**14,431,370**	**1,615,205**	**41,012,153**
New acquisitions	0	0	0	0	9,455,845	9,455,845
Write-downs	0	-50,659	0	-131,001	0	-181,660
Disposals	0	0	0	-471,687	-392,300	-863,987
Transfers from/to intangible assets	0	0	0	0	0	0
Transfers within property, plant and equipment	0	251,747	331,126	2,681,889	-3,264,762	0
Other transfers	0	0	0	0	-8,982	-8,982
Revaluation	0	0	0	134,484	0	134,484
Effect of movements in exchange rates	-3,555	0	-20,497	-711	-705	-25,468
Balance as at 31 Dec 2024	**4,768,826**	**7,119,926**	**13,584,988**	**16,644,344**	**7,404,300**	**49,522,384**
ACCUMULATED DEPRECIATION						
Balance as at 1 Jan 2024	**0**	**3,971,774**	**1,100,847**	**10,391,864**	**0**	**15,464,485**
Write-downs	0	-25,812	0	-131,001	0	-156,813
Disposals	0	0	0	-432,636	0	-432,636
Transfers from/to intangible assets	0	0	0	0	0	0
Other transfers	0	0	0	0	0	0
Revaluation	0	0	0	133,964	0	133,964
Effect of movements in exchange rates	0	0	-1,365	-775	0	-2,140
Depreciation in the period	0	293,238	896,405	1,616,075	0	2,805,718
Balance as at 31 Dec 2024	**0**	**4,239,200**	**1,995,887**	**11,577,491**	**0**	**17,812,578**
Carrying amount as at 1 Jan 2024	**4,772,381**	**2,947,064**	**12,173,512**	**4,039,506**	**1,615,205**	**25,547,668**
Carrying amount as at 31 December 2024	**4,768,826**	**2,880,726**	**11,589,101**	**5,066,853**	**7,404,300**	**31,709,806**

Changes in property, plant and equipment of GEN-I, d.o.o.

PROPERTY, PLANT AND EQUIPMENT	LAND	BUILDINGS	OTHER PLANT AND EQUIPMENT	PROPERTY, PLANT AND EQUIPMENT UNDER CONSTRUCTION, AND ADVANCES	TOTAL
COST					
Balance as at 1 Jan 2023	**2,445,049**	**4,745,875**	**9,319,818**	**475,066**	**16,985,808**
New acquisitions	0	0	0	899,944	899,944
Write-downs	0	-1,814	-191,454	0	-193,268
Disposals	0	0	-93,477	0	-93,477
Transfers within property, plant and equipment	0	49,112	437,291	-486,402	0
Balance as at 31 Dec 2023	**2,445,049**	**4,793,173**	**9,472,178**	**888,608**	**17,599,007**
ACCUMULATED DEPRECIATION					
Balance as at 1 Jan 2023	**0**	**2,122,913**	**7,003,743**	**0**	**9,126,656**
Write-downs	0	-1,814	-190,833	0	-192,647
Disposals	0	0	-64,901	0	-64,901
Depreciation in the period	0	225,288	1,339,895	0	1,565,183
Balance as at 31 Dec 2023	**0**	**2,346,387**	**8,087,904**	**0**	**10,434,291**
Carrying amount as at 1 Jan 2023	**2,445,049**	**2,622,962**	**2,316,075**	**475,066**	**7,859,152**
Carrying amount as at 31 December 2023	**2,445,049**	**2,446,786**	**1,384,274**	**888,608**	**7,164,716**

PROPERTY, PLANT AND EQUIPMENT (continued)	LAND	BUILDINGS	OTHER PLANT AND EQUIPMENT	PROPERTY, PLANT AND EQUIPMENT UNDER CONSTRUCTION, AND ADVANCES	TOTAL
COST					
Balance as at 1 Jan 2024	**2,445,049**	**4,793,174**	**9,472,178**	**888,607**	**17,599,008**
New acquisitions	0	0	0	1,772,040	1,772,040
Write-downs	0	-50,659	-131,001	0	-181,660
Disposals	0	0	-210,121	0	-210,121
Transfers within property, plant and equipment	0	145,443	2,100,081	-2,245,524	0
Balance as at 31 Dec 2024	**2,445,049**	**4,887,958**	**11,231,137**	**415,124**	**18,979,267**
ACCUMULATED DEPRECIATION					
Balance as at 1 Jan 2024	**0**	**2,346,387**	**8,087,904**	**0**	**10,434,291**
Write-downs	0	-25,812	-131,001	0	-156,813
Disposals	0	0	-198,861	0	-198,861
Depreciation in the period	0	235,978	1,097,855	0	1,333,834
Balance as at 31 Dec 2024	**0**	**2,556,553**	**8,855,898**	**0**	**11,412,451**
Carrying amount as at 1 Jan 2024	**2,445,049**	**2,446,787**	**1,384,274**	**888,607**	**7,164,717**
Carrying amount as at 31 December 2024	**2,445,049**	**2,331,405**	**2,375,239**	**415,124**	**7,566,816**

6.5.2 Note 2: Right-of-use assets

The Group and the Company lease business premises in Ljubljana, Krško, Celje, Maribor, Belgrade, Zagreb and Sofia, warehouse properties in Celje (which are capitalised in accordance with IFRS 16), and vehicles and other equipment.

The lease terms vary from two to ten years. Payments of the lessee's liabilities under the leases are not collateralised. The amounts of the lease payments are contractually defined and are fixed. However, they are annually adjusted in line with the growth in the consumer price index.

Changes in right-of-use assets of the GEN-I Group

GEN-I has sublet some of the leased business premises to the subsidiary GEN-I SONCE d.o.o. and created rental income of EUR 17,104.

RIGHT-OF-USE ASSETS	RIGHT-OF-USE ASSETS – PROPERTY	RIGHT-OF-USE ASSETS – EQUIPMENT	TOTAL
COST			
Balance as at 1 Jan 2023	**7,420,084**	**501,958**	**7,922,042**
New acquisitions	5,050,585	0	5,050,585
Disposals	0	-82,137	-82,137
Termination of leases	-79,486	0	-79,486
Other transfers	7,375	0	7,375
Balance as at 31 Dec 2023	**12,398,558**	**419,821**	**12,818,379**
ACCUMULATED DEPRECIATION			
Balance as at 1 Jan 2023	**4,133,312**	**382,889**	**4,516,201**
Effect of movements in exchange rates	41	0	41
Disposals	0	-78,440	-78,440
Other transfers	-7,563	0	-7,563
Depreciation in the period	1,989,551	62,930	2,052,481
Balance as at 31 Dec 2023	**6,115,341**	**367,379**	**6,482,720**
Carrying amount as at 1 Jan 2023	**3,286,772**	**119,069**	**3,405,841**
Carrying amount as at 31 December 2023	**6,283,217**	**52,442**	**6,335,659**

RIGHT-OF-USE ASSETS (continued)	RIGHT-OF-USE ASSETS – PROPERTY	RIGHT-OF-USE ASSETS – EQUIPMENT	TOTAL
COST			
Balance as at 1 Jan 2024	**12,398,558**	419,821	12,818,379
New acquisitions	7,024,664	38,324	7,062,988
Disposals	0	0	0
Termination of leases	-1,107,423	-191,142	-1,298,565
Other transfers	60,490	0	60,490
Balance as at 31 Dec 2024	**18,376,289**	**267,003**	**18,643,292**
ACCUMULATED DEPRECIATION			
Balance as at 1 Jan 2024	**6,115,341**	**367,379**	**6,482,720**
Effect of movements in exchange rates	32	0	32
Disposals	0	0	0

Termination of leases	-661,081	-191,142	-852,223
Other transfers	60,490	0	60,490
Depreciation in the period	2,275,284	65,217	2,340,501
Balance as at 31 Dec 2024	**7,790,066**	**241,454**	**8,031,519**
Carrying amount as at 1 Jan 2024	**6,283,217**	**52,442**	**6,335,659**
Carrying amount as at 31 December 2024	**10,586,223**	**25,549**	**10,611,773**

Changes in right-of-use assets of GEN-I, d.o.o.

RIGHT-OF-USE ASSETS	RIGHT-OF-USE ASSETS – PROPERTY	RIGHT-OF-USE ASSETS – EQUIPMENT	TOTAL
COST			
Balance as at 1 Jan 2023	**6,618,071**	**413,096**	**7,031,167**
New acquisitions	3,268,551	0	3,268,551
Disposals	0	-82,137	-82,137
Balance as at 31 Dec 2023	**9,886,622**	**330,959**	**10,217,581**
ACCUMULATED DEPRECIATION			
Balance as at 1 Jan 2023	**3,963,852**	**294,028**	**4,257,880**
Disposals	0	-78,440	-78,440
Depreciation in the period	1,479,057	62,930	1,541,987
Balance as at 31 Dec 2023	**5,442,909**	**278,517**	**5,721,427**
Carrying amount as at 1 Jan 2023	**2,654,219**	**119,068**	**2,773,287**
Carrying amount as at 31 December 2023	**4,443,713**	**52,442**	**4,496,155**

RIGHT-OF-USE ASSETS (continued)	RIGHT-OF-USE ASSETS – PROPERTY	RIGHT-OF-USE ASSETS – EQUIPMENT	TOTAL
COST			
Balance as at 1 Jan 2024	**9,886,622**	**330,959**	**10,217,581**
New acquisitions	6,192,697	893,005	7,085,702
Disposals	-431,621	-191,142	-622,763
Termination of leases	0	0	0
Balance as at 31 Dec 2024	**15,647,698**	**1,032,822**	**16,680,521**
ACCUMULATED DEPRECIATION			
Balance as at 1 Jan 2024	**5,442,909**	**278,517**	**5,721,427**
Disposals	-431,621	-191,142	-622,763
Termination of leases	0	0	0
Depreciation in the period	1,632,889	102,053	1,734,942
Balance as at 31 Dec 2024	**6,644,177**	**189,428**	**6,833,606**
Carrying amount as at 1 Jan 2024	**4,443,713**	**52,442**	**4,496,155**
Carrying amount as at 31 December 2024	**9,003,521**	**843,394**	**9,846,915**

6.5.3 Note 3: Intangible assets and goodwill

Other intangible assets of the Company and the Group mainly include property rights (specifically, software and long-term licences for trading on foreign markets).

Goodwill at the Group remained unchanged in 2024. There were no signs of impairment of goodwill in 2024.

In 2024 investments in intangible assets totalled EUR 1,565,449 at the Group and EUR 1,465,345 at the Company. These investments related to software designed to provide IT support to joint offices and trading, the support to the sale of electricity to end-customers, and server support. Owing to hyperinflation, there was cost strengthening and a revaluation of intangible assets at GEN-I Istanbul, Ltd. Şti.

Capitalised development costs relate to:

- the development of a trading system that will significantly increase trading volumes. The ETRM is also linked to the realisation of higher planned trading volumes;
- support in the field of retail (Mecoms), which facilitates the high-quality calculation of services performed for customers and, of course, all necessary background data analytics. These were activated to the sum of EUR 496,697 in 2024.

Today and in the future, these are the two key systems covering the core activities of the GEN-I Group and GEN-I, d.o.o. when it comes to digital transformation.

Changes in the intangible assets of the GEN-I Group

INTANGIBLE ASSETS	NON-CURRENT DEFERRED OPERATING COSTS	GOODWILL	OTHER INTANGIBLE ASSETS	INTANGIBLE ASSETS UNDER CONSTRUCTION AND DEVELOPMENT, ADVANCES AND CAPITALISED DEVELOPMENT COSTS	TOTAL
COST					
Balance as at 1 Jan 2023	**18,554**	**339,894**	**11,038,756**	**6,896,658**	**18,293,862**
New acquisitions	0	701	0	1,662,471	1,663,172
Write-downs	0	0	-7,248	0	-7,248
Transfers to/from property, plant and equipment	0	0	-39,053	0	-39,053
Transfers within intangible assets	2,225	0	6,638,211	-6,640,436	0
Other transfers	0	0	0	0	0
Effect of movements in exchange rates	0	0	-5,672	0	-5,672
Balance as at 31 Dec 2023	**20,779**	**340,595**	**17,624,995**	**1,918,693**	**19,905,061**
ACCUMULATED AMORTISATION					
Balance as at 1 Jan 2023	**0**	**0**	**8,264,239**	**0**	**8,264,239**

Write-downs	0	0	-7,248	0	-7,248
Transfers to/from property, plant and equipment	0	0	-34,890	0	-34,890
Other transfers	0	0	0	0	0
Effect of movements in exchange rates	0	0	-3,321	0	-3,321
Amortisation in the period	0	0	941,097	0	941,097
Balance as at 31 Dec 2023	**0**	**0**	**9,159,877**	**0**	**9,159,877**
Carrying amount as at 1 Jan 2023	**18,554**	**339,894**	**2,774,517**	**6,896,658**	**10,029,623**
Carrying amount as at 31 December 2023	**20,779**	**340,595**	**8,465,118**	**1,918,693**	**10,745,184**

INTANGIBLE ASSETS (continued)	NON-CURRENT DEFERRED OPERATING COSTS	GOODWILL	OTHER INTANGIBLE ASSETS	INTANGIBLE ASSETS UNDER CONSTRUCTION AND DEVELOPMENT, ADVANCES AND CAPITALISED DEVELOPMENT COSTS	TOTAL
COST					
Balance as at 1 Jan 2024	**20,779**	**340,595**	**17,624,995**	**1,918,693**	**19,905,061**
New acquisitions	0	0	0	1,565,449	1,565,449
Write-downs	0	0	-359	0	-359
Transfers to/from property, plant and equipment	0	0	0	0	0
Transfers within intangible assets	1,405	0	1,938,855	-1,940,260	0
Increases	0	0	133,903	0	133,903
Effect of movements in exchange rates	0	0	-996	0	-996
Balance as at 31 Dec 2024	**22,184**	**340,595**	**19,696,398**	**1,543,882**	**21,603,058**
ACCUMULATED AMORTISATION					
Balance as at 1 Jan 2024	**0**	**0**	**9,159,877**	**0**	**9,159,877**
Write-downs	0	0	-311	0	-311
Transfers to/from property, plant and equipment	0	0	0	0	0
Other transfers	0	0	0	0	0
Increases	0	0	80,209	0	80,209
Effect of movements in exchange rates	0	0	-843	0	-843

Amortisation in the period	0	0	1,618,681	0	1,618,681
Balance as at 31 Dec 2024	**0**	**0**	**10,857,613**	**0**	**10,857,613**
Carrying amount as at 1 Jan 2024	**20,779**	**340,595**	**8,465,118**	**1,918,693**	**10,745,184**
Carrying amount as at 31 December 2024	**22,184**	**340,595**	**8,838,785**	**1,543,882**	**10,745,445**

Changes in the intangible assets of GEN-I, d.o.o.

INTANGIBLE ASSETS	OTHER INTANGIBLE ASSETS	INTANGIBLE ASSETS UNDER CONSTRUCTION AND DEVELOPMENT, AND ADVANCES	TOTAL
COST			
Balance as at 1 Jan 2023	**10,167,498**	**6,896,658**	**17,064,156**
New acquisitions	0	1,658,370	1,658,370
Write-downs	-7,248	0	-7,248
Transfers within intangible assets	6,636,335	-6,636,335	0
Balance as at 31 Dec 2023	**16,796,585**	**1,918,693**	**18,715,278**
ACCUMULATED AMORTISATION			
Balance as at 1 Jan 2023	**7,530,655**	**0**	**7,530,655**
Write-downs	-7,248	0	-7,248
Amortisation in the period	870,951	0	870,951
Balance as at 31 Dec 2023	**8,394,358**	**0**	**8,394,358**
Carrying amount as at 1 Jan 2023	**2,636,843**	**6,896,658**	**9,533,501**
Carrying amount as at 31 December 2023	**8,402,227**	**1,918,693**	**10,320,920**

INTANGIBLE ASSETS (continued)	OTHER INTANGIBLE ASSETS	INTANGIBLE ASSETS UNDER CONSTRUCTION AND DEVELOPMENT, AND ADVANCES	TOTAL
COST			
Balance as at 1 Jan 2024	**16,796,585**	**1,918,693**	**18,715,278**
New acquisitions	0	1,465,345	1,465,345
Write-downs	-359	0	-359
Transfers within intangible assets	1,939,859	-1,939,859	0

Balance as at 31 Dec 2024	**18,736,085**	**1,444,180**	**20,180,265**
ACCUMULATED AMORTISATION			
Balance as at 1 Jan 2024	**8,394,357**	**0**	**8,394,357**
Write-downs	-311	0	-311
Amortisation in the period	1,556,240	0	1,556,240
Balance as at 31 Dec 2024	**9,950,287**	**0**	**9,950,287**
Carrying amount as at 1 Jan 2024	**8,402,228**	**1,918,693**	**10,320,921**
Carrying amount as at 31 December 2024	**8,785,798**	**1,444,180**	**10,229,978**

6.5.4 Note 4: Investment property

The Group owns investment property in Bulgaria acquired by GEN-I SOFIA – ELECTRICITY TRADING AND SALES in 2018 during bankruptcy proceedings against a Bulgarian electricity supplier and given for lease. The carrying amount of investment property does not exceed its fair value (EUR 5,864,123). No impairment requirement was therefore established.The valuation was performed by an external certified real estate appraiser, who drew up an appraisal report on 9 December 2024.

INVESTMENT PROPERTY	INVESTMENT PROPERTY – BUILDINGS	INVESTMENT PROPERTY – LAND	TOTAL
COST			
Balance as at 1 Jan 2023	**1,652,592**	**403,525**	**2,056,117**
New acquisitions	0	0	0
Balance as at 31 Dec 2023	**1,652,592**	**403,525**	**2,056,117**
ACCUMULATED DEPRECIATION			
Balance as at 1 Jan 2023	**347,044**	**0**	**347,044**
Depreciation in the period	66,104	0	66,104
Balance as at 31 Dec 2023	**413,148**	**0**	**413,148**
Carrying amount as at 1 Jan 2023	**1,305,547**	**403,525**	**1,709,072**
Carrying amount as at 31 December 2023	**1,239,443**	**403,525**	**1,642,968**

INVESTMENT PROPERTY (continued)	INVESTMENT PROPERTY – BUILDINGS	INVESTMENT PROPERTY – LAND	TOTAL
COST			
Balance as at 1 Jan 2024	**1,652,592**	**403,525**	**2,056,117**
New acquisitions	0	0	0
Balance as at 31 Dec 2024	**1,652,592**	**403,525**	**2,056,117**

ACCUMULATED DEPRECIATION			
Balance as at 1 Jan 2024	**413,148**	**0**	**413,148**
Depreciation in the period	66,104	0	66,104
Balance as at 31 Dec 2024	**479,252**	**0**	**479,252**
Carrying amount as at 1 Jan 2024	**1,239,444**	**403,525**	**1,642,969**
Carrying amount as at 31 December 2024	**1,173,340**	**403,525**	**1,576,865**

6.5.5 Note 5: Investments in subsidiaries and associates

Investments in subsidiaries

INVESTMENTS IN SUBSIDIARIES	GEN-I GROUP		GEN-I, d.o.o.	
	31 Dec 2024	31 Dec 2023	31 Dec 2024	31 Dec 2023
Value of investments in subsidiaries	0	0	23,085,815	15,864,039
Total investments in subsidiaries	**0**	**0**	**23,085,815**	**15,864,039**

As at 31 December 2024, investments in the subsidiaries of parent company GEN-I, d.o.o. stood at EUR 23,085,815. The value of the investments increased by EUR 9,050,950 in comparison with the previous year on account of the establishment of new and the recapitalisation of existing companies, and fell by EUR 1,829,174 on account of the impairment of investments.

The parent company GEN-I, d.o.o. established the following companies and paid up their share capital in 2024:

- GEN-I OVE 1 d.o.o. (EUR 300,000);
- GEN-I INVEST d.o.o. (EUR 5,000,000);
- GEN-I Bucharest – Electricity Trading and Sale S.R.L. (EUR 100,000).

The parent company GEN-I, d.o.o. also recapitalised the following companies in 2024:

- GEN-I SOFIA ELECTRICITY TRADING AND SALES (EUR 3,000,000);
- GEN-I Energia S.R.L. (EUR 600,000);
- GEN-I Tbilisi LLC (EUR 50,950).

When compiling the financial statements, the Company's senior management assessed whether there were any indicators of impairment of financial assets in subsidiaries as at 31 December 2024.

The senior management of the Company established the recoverable amount of the investment in the subsidiary using the expected free cash flow method. The assessment of the value of the subsidiary's equity using the present value of future cash flows method was drawn up by the support services on the basis of the planning data of that particular subsidiary and an internal discount rate-setting model.

If there were indicators of impairment as per IAS 36, an estimate of the recoverable amount of the financial assets was drawn up at the subsidiaries concerned.

When assessing the need to create impairments at the Company's subsidiaries, due regard was given to the GEN-I Group's business model, under which the whole of the Trading operating segment is defined as a cash-generating unit. If indicators existed that pointed towards the requirement to impair investments in a subsidiary in the Trading operating segment, that requirement to impair was assessed at level of the entire operating segment. The assumptions used to define the expected free cash flows are therefore based on the justified expectation that operations will develop within the entire operating segment.

If the carrying amount of the investment in a subsidiary exceeded its estimated recoverable amount, a loss due to impairment was recognised. Loss due to impairment of an investment in a subsidiary was recognised up to the recoverable amount of the investment in the Company's income statement.

Accordingly, impairments were created in the companies listed below:

- GEN-I Energia S.R.L. (EUR 980,000);
- GEN-I Tbilisi LLC (EUR 100,950);
- LLC GEN-I Kiev (EUR 248,224);
- GEN-I ESCO d.o.o. (EUR 500,000).

SUBSIDIARY	REGISTERED OFFICE OF COMPANY	OWNERSHIP INTEREST		CARRYING AMOUNT OF INVESTMENT		EQUITY OF SUBSIDIARY		NET PROFIT OR LOSS OF SUBSIDIARY	
		31 Dec 2024	31 Dec 2023	31 Dec 2024	31 Dec 2023	31. 12. 2024	31. 12. 2023	31 Dec 2024	31 Dec 2023
GEN-I Athens SMLLC	6 Anapafseos Street, 15126 Marousi, Grčija	100.00%	100.00%	600,000	600,000	788,225	936,470	22,850	202,660
GEN-I DOO BEOGRAD	Vladimira Popovića 6, 11070 Beograd, Srbija	100.00%	100.00%	150,000	150,000	663,219	1,350,556	5,983	692,798
GEN-I SONCE d.o.o.	Dunajska cesta 119, 1000 Ljubljana, Slovenija	100.00%	100.00%	1,000,000	1,000,000	15,859,456	5,998,951	2,598,079	1,055,599
GEN-I Istanbul, Ltd. Şti	Grand Pera, Hüseyinağa Mahallesi, İstiklal Cd. No: 56/58, Kat No: 3, Daire No: 5, 34435 Beyoğlu/İstanbul	99.00%	99.00%	844,566	844,566	145,941	371,123	-410,310	137,178
Gen-I Energia S.r.l.	Corso di Porta Romana 6, 20122 Milano, Italija	100.00%	100.00%	0	380,000	590,739	346,169	-171,927	-180,861
GEN-I Prodažba	Bulevar Partizanski odredi 15A/1, 1000 Skopje, Makedonija	100.00%	100.00%	39,951	39,951	184,214	468,217	75,722	358,767
GEN-I d.o.o. Sarajevo	Ul. Fra Anđela Zvizdovića br. 1, 71000 Sarajevo, Bosna in Hercegovina	100.00%	100.00%	512,847	512,847	539,975	813,581	28,683	302,290
GEN-I Sofia SpLLC	Bulgaria Blvd., residential quarter Bokar, Office Building 19C/D, 1404 Sofija, Bolgarija	100.00%	100.00%	3,100,830	100,830	275,069	-2,749,335	132,483	133,759
GEN-I Tirana Sh.p.k.	Ish-Noli Business Center, Rruga Ismail Qemali Nr. 27, 1001 Tirana, Albanija	100.00%	100.00%	46,452	46,452	784,824	414,665	629,130	170,908
Gen-I Vienna GmbH	Heinrichsgasse 4, 1010 Dunaj, Avstrija	100.00%	100.00%	50,000	50,000	2,092,969	1,524,156	568,232	711,246
GEN-I Hrvatska d.o.o.	Radnička cesta 54, 10000 Zagreb, Hrvaška	100.00%	100.00%	991,692	991,692	7,305,514	1,633,254	21,562	638,968
LLC GEN-I Kiev	45-B Olesia Honchara Str., Kyiv, 01054, Ukraine	100.00%	100.00%	0	248,224	117,432	319,887	-52,968	-394,508
GEN-I Tbilisi LLC	129a, Aghmashenebeli Avenue, Tbilisi, 0102, Georgia	100.00%	100.00%	0	50,000	53,681	19,988	-6,362	-8,504
ELEKTRO ENERGIJA d.o.o.	Dunajska cesta 119, 1000 Ljubljana, Slovenija	100.00%	100.00%	10,149,750	10,149,750	6,751,141	4,138,221	1,631,797	-981,122
GEN-I SONCE DOOEL	Bulevar Partizanski odredi 15A/1, 1000 Skopje, Makedonija	100.00%	100.00%	100,000	100,000	904,686	411,665	397,280	401,120
GEN-I ESCO d.o.o.	Ulica Vinka Vodopivca 45A, Kromberk, 5000 Nova Gorica	100.00%	100.00%	0	500,000	327,544	-17,710	-67,876	-14,026
GEN-I SUNCE Adria 1 d.o.o.	Radnička cesta 54, 10000 Zagreb, Hrvaška	100.00%	0.00%	99,727	99,727	56,471	99,474	-4,143	-42

GEN-I OVE 1 d.o.o.	Dunajska cesta 119, 1000 Ljubljana, Slovenija	100.00%	0.00%	300,000	0	299,042	0	-958	0
GEN-I INVEST d.o.o.	Dunajska cesta 119, 1000 Ljubljana, Slovenija	100.00%	0.00%	5,000,000	0	4,873,355	0	-126,645	0
GEN-I Bucharest d.o.o.	Strada REMUS, Nr. 1-3, Biroul E3.12, Etaj 3, 030684 Bucharest, Romunija	100.00%	0.00%	100,000	0	37,554	0	-62,452	0
Total		**0**	**0**	**23,085,815**	**15,864,039**	**42,651,052**	**16,079,332**	**5,208,161**	**3,226,230**

Investments of other companies in the Group

OTHER SUBSIDIARIES	REGISTERED OFFICE OF COMPANY	OWNERSHIP INTEREST		CARRYING AMOUNT OF INVESTMENT		EQUITY OF SUBSIDIARY		NET PROFIT OR LOSS OF SUBSIDIARY	
		31 Dec 2024	31 Dec 2023	31 Dec 2024	31 Dec 2023	31 Dec 2024	31 Dec 2023	31 Dec 2024	31 Dec 2023
SOL NAVITAS INVESTICIJE d.o.o. – owner GEN-I ESCO d.o.o.	Opekarniška cesta 15B, 3000 Celje, Slovenia	100%	100%	128,000	128,000	38,490	39,452	-962	-4,486
GEN-I Tirana Sh.p.k (Kosovo branch)	Gustav Mayer 16, 10000 Pristina, Kosovo	100%	100%	0	0	95,424	40,919	54,505	35,033
GEN-I SUNCE d.o.o. – owner GEN-I SONCE d.o.o.	Radnička cesta 54, 10000 Zagreb, Croatia	100%	100%	500,000	500,000	163,502	498,737	-334,755	-1,263
GEN-I KAV SONCE DOOEL – owner GEN-I SONCE DOOEL	Bulevar Partizanski odredi 15A/1, 1000 Skopje, North Macedonia	100%	100%	2,365,458	2,369,116	2,519,061	2,369,733	145,038	79,221
R-Energy 1 d.o.o. – owner GEN-I SONCE d.o.o.	Dunajska cesta 119, 1000 Ljubljana, Slovenia	100%	0	7,500	0	7,491	0	-9	0
Total				**3,000,958**	**2,997,116**	**2,823,968**	**2,948,841**	**-136,183**	**108,505**

Investments in associates

INVESTMENTS IN ASSOCIATES	GEN-I GROUP		GEN-I, d.o.o.	
	31 Dec 2024	31 Dec 2023	31 Dec 2024	31 Dec 2023
GEN EL naložbe d.o.o.	22,292,700	22,471,041	22,551,310	22,551,310
Total investment in associates	**22,292,700**	**22,471,041**	**22,551,310**	**22,551,310**

In 2024 the investment in GEN-EL naložbe d.o.o., registered office at Vrbina 17, Krško, remained unchanged from the situation at the end of 2023. The share in the investment remains at 50%. Following an analysis of the Articles of Association, the Group/Company concluded that it did not control GEN-EL naložbe d.o.o.; as a result, that company appears among investments in associates. As at 31 December 2024, the equity of GEN-EL naložbe d.o.o. totalled EUR 47,540,154 and its net profit EUR 1,643,321.

6.5.6 Note 6: Financial assets

FINANCIAL ASSETS	GEN-I GROUP		GEN-I, d.o.o.	
	31 Dec 2024	31 Dec 2023	31 Dec 2024	31 Dec 2023
Financial assets	385,796	353,169	385,796	353,169
Loans granted to subsidiaries	0	0	21,592,744	0
Total financial assets	**385,796**	**353,169**	**21,978,540**	**353,169**

Financial assets of the Group and the Company of EUR 385,796 relate to life insurance with saving contracts signed.

Long-term loans granted by the Company to subsidiaries total EUR 21,730,000 (2023: EUR 0). The expected credit losses created by the Company for these loans amount to EUR 137,256 (see Note 38).

6.5.7 Note 7: Non-current operating receivables

NON-CURRENT OPERATING RECEIVABLES	GEN-I GROUP		GEN-I, d.o.o.	
	31 Dec 2024	31 Dec 2023	31 Dec 2024	31 Dec 2023
Non-current trade receivables	35,717,825	40,595,339	7,504	62,105
Non-current operating receivables from others	957,730	0	0	0
Total non-current operating receivables	**36,675,554**	**40,595,339**	**7,504**	**62,105**

The non-current operating receivables of the Group mainly comprise receivables from the sale of small solar power plants at the subsidiary GEN-I SONCE d.o.o. totalling EUR 35,710,321 (2023: EUR 40,533,234) that fall due for payment in one to seven years' time and are based on a contract for payment by instalments. A smaller portion of the non-current operating receivables comprises trade receivables from electricity customers with whom repayment by instalment has been agreed.

6.5.8 Note 8: Inventories

INVENTORIES	GEN-I GROUP		GEN-I, d.o.o.	
	31 Dec 2024	31 Dec 2023	31 Dec 2024	31 Dec 2023
Materials	5,498,507	13,555,908	0	0
Work in progress	2,144,337	4,749,284	0	0
Products and merchandise:	5,342,534	6,573,441	5,174,943	6,430,687
- measurement at cost	167,591	142,754	0	0
- measurement at fair value	5,174,943	6,430,687	5,174,943	6,430,687
Total inventories	**12,985,378**	**24,878,634**	**5,174,943**	**6,430,687**

Inventories of material and work in progress are related to the manufacture of small self-supply solar power plants and total EUR 7,810,436 (2023: EUR 18,447,947).

The subsidiaries GEN-I SONCE d.o.o., GEN-I Hrvatska d.o.o. and GEN-I Sunce d.o.o. provide Slovenian and Croatian household consumers and small businesses with turnkey micro solar power plants that enable them to enjoy energy independence.
In addition to the construction of solar power plants, a large portion of the inventories comprises physical gas warehousing by the parent company, measured at a fair value of EUR 5,174,943 (2023: EUR 6,430,687). The Company warehouses physical gas intended for resale. On the date of entry into inventory, the gas is evaluated at the market price. At the end of the year, inventories are evaluated at market prices.

The inventories of the Group and the Company contain no inventory pledged as security for liabilities.

The Group examined the value of inventories as at 31 December 2024 at those companies that value inventories at historical cost. As it concluded that the net realisable value of the inventories was lower than the historical cost of the goods, it carried out an adjustment of the value of the inventories at the subsidiary GEN-I SONCE d.o.o. amounting to EUR 1,625,478 in 2024. No write-off of inventories was recognised.

6.5.9 Note 9: Operating receivables

OPERATING RECEIVABLES	GEN-I GROUP		GEN-I, d.o.o.	
	31 Dec 2024	31 Dec 2023	31 Dec 2024	31 Dec 2023
Trade receivables – subsidiaries	0	0	70,349,208	43,024,172
Trade receivables – others	87,729,496	136,512,526	38,508,824	112,138,881
Trade receivables	**87,729,496**	**136,512,526**	**108,858,032**	**155,163,053**
Other receivables	32,944,733	46,865,123	10,919,016	29,429,400
Total operating receivables	**120,674,228**	**183,377,649**	**119,777,048**	**184,592,453**

Trade receivables at the Group totalled EUR 87,729,496 in 2024 (2023: EUR 136,512,526). At the Company, this figure was, with the addition of receivables from subsidiaries, EUR 108,858,032 (2023: EUR 155,163,053). Receivables fell in 2024 in comparison with 2023 because of lower prices and quantities.

Other receivables, which amounted to EUR 32,944,733 at the Group (2023: EUR 46,865,123) and EUR 10,919,016 at the Company (2023: EUR 29,429,400), chiefly related to VAT receivables (Group EUR 31,374,002, 2023: EUR 44,709,698; Company EUR 9,737,269, 2023: EUR 27,918,583), and other receivables from government institutions, operating receivables on behalf of others and receivables for default interest.

Some trade receivables on the wholesale electricity market in Southeast Europe are insured by special credit insurance companies. Information on the Group's exposure to credit and market risks and losses due to the impairment of trade receivables can be found in Section 7.6.

6.5.10 Note 10: Contract assets

CONTRACT ASSETS	GEN-I GROUP		GEN-I, d.o.o.	
	31 Dec 2024	31 Dec 2023	31 Dec 2024	31 Dec 2023
Current accrued revenues	90,286,084	98,614,893	63,865,151	78,796,952
Current accrued revenues – subsidiaries	0	0	248,060	259,292
Total contract assets	**90,286,084**	**98,614,893**	**64,113,211**	**79,056,244**

Contract assets amounting to EUR 90,286,084 at the Group (2023: EUR 98,614,893) and EUR 64,113,211 at the Company (2023: EUR 79,056,244) are mainly current accrued revenues from buyers of electricity and natural gas whose purchases for 2024 will be billed in 2025 under the contractual provisions in place. The Group and the Company calculate the expected credit losses for contract assets (see Note 33).

6.5.11 Note 11: Advances and other assets

ADVANCES AND OTHER ASSETS	GEN-I GROUP		GEN-I, d.o.o.	
	31 Dec 2024	31 Dec 2023	31 Dec 2024	31 Dec 2023
Current advances and securities granted – subsidiaries	0	0	1,717,949	633,699
Current advances and securities granted – others	11,861,835	5,802,075	7,831,453	1,498,202
Current deferred costs or expenses	9,558,267	6,896,603	7,323,698	5,132,819
Advances for inventories	524,000	626,608	0	0
Total advances and other assets	**21,944,102**	**13,325,286**	**16,873,100**	**7,264,721**

Advances and securities granted by the Group (EUR 11,861,835, 2023: EUR 5,802,075) and the Company (EUR 9,549,402, 2023: EUR 2,131,902) chiefly related to advances for the purchase of electricity, natural gas and cross-border transmission capacities.

At the Group, advances for inventories of EUR 524,000 (2023: EUR 626,608) related to inventories of goods and materials for the construction of small solar power plants.

The bulk of the current deferred costs and expenses of the Group (EUR 9,558,267, 2023: EUR 6,896,603) and the Company (EUR 7,323,698, 2023: EUR 5,132,819) comprised deferred expenses for the purchase of cross-border transmission capacities, deferred expenses for the purchase of electricity and natural gas from the first quarter of 2025, and VAT on advances received.

6.5.12 Note 12: Current financial assets

FINANCIAL ASSETS	GEN-I GROUP		GEN-I, d.o.o.	
	31 Dec 2024	31 Dec 2023	31 Dec 2024	31 Dec 2023
Short-term loans granted – subsidiaries	0	0	38,168,325	71,064,655
Short-term deposits	39,577	39,683	0	0
Total financial assets	**39,577**	**39,683**	**38,168,325**	**71,064,655**

Interest on short-term loans granted to subsidiaries by the parent company GEN-I, d.o.o. that fall due for payment in 2025 is charged in accordance with the interest rates recognised for tax purposes under the Rules on recognised interest rates. They are classified as financial assets measured at amortised cost. The Company created expected credit losses of EUR 196,967 for loans granted in 2024. These are further presented under Note 38.

6.5.13 Note 13: Current derivatives

CURRENT DERIVATIVES	GEN-I GROUP		GEN-I, d.o.o.	
	31 Dec 2024	31 Dec 2023	31 Dec 2024	31 Dec 2023
Derivatives to hedge currency risk	-33,146	1,755	-33,146	1,755
Firm commitments recognised for fair value hedging	-27,691,226	-7,155,328	-27,691,226	-7,155,328
Fair value of commodity contracts under IFRS 9	15,705,249	-24,133,812	10,724,692	-29,147,957
Total current derivatives	**-12,019,123**	**-31,287,385**	**-16,999,679**	**-36,301,530**

The fair value of commodity contracts under IFRS 9 at the Group, which amounted to EUR 15,705,249 (2023: EUR 24,133,812), relates to future periods and is also adjusted for the evaluated business partner credit risk

- 2025 financial year: EUR 14,782,234;
- 2026 financial year: EUR 581,344;
- 2027 financial year: -EUR 194,085;
- 2028 financial year: EUR 382,632;
- 2029 financial year: EUR 153,124.

The fair value of commodity contracts under IFRS 9 at the Company, which amounted to EUR 10,724,692 (2023: -EUR 29,147,957), relates to future periods and is also adjusted for the evaluated business partner credit risk

- 2025 financial year: EUR 9,651,237;
- 2026 financial year: EUR 731,784;
- 2027 financial year: -EUR 194,085;
- 2028 financial year: EUR 382,632;
- 2029 financial year: EUR 153,124.

Firm commitments recognised for fair value hedging at the Group and the Company, amounting to -EUR 27,691,226 (2023: -EUR 7,155,328), mainly consist of fair value adjustments of physical contracts for the purchase and sale of electricity that are hedged using derivatives (futures contracts) and that relate to:

- 2025 financial year: -EUR 11,216,846;
- 2026 financial year: -EUR 6,464,067;
- 2027 financial year: -EUR 5,577,430;
- 2028 financial year: -EUR 4,432,883.

The significant year-on-year changes stem from the difference between the market and contractual prices and the level of the open positions.

6.5.14 Note 14: Current income tax receivables

CURRENT INCOME TAX RECEIVABLES	GEN-I GROUP		GEN-I, d.o.o.	
	31 Dec 2024	31 Dec 2023	31 Dec 2024	31 Dec 2023
Corporate income tax assets	3,635,821	4,487,140	0	5,216,914
Total current corporate income tax assets	**3,635,821**	**4,487,140**	**0**	**5,216,914**

6.5.15 Note 15: Cash and cash equivalents

CASH AND CASH EQUIVALENTS	GEN-I GROUP		GEN-I, d.o.o.	
	31 Dec 2024	31 Dec 2023	31 Dec 2024	31 Dec 2023
Cash in bank accounts	138,560,634	123,688,099	114,373,287	110,652,237
Redeemable term deposits	62,821	52,686	0	0
Deposits with a maturity of up to 3 months	3,280,814	181,211	2,995,000	120,175
Cash on hand	744	755	0	0
Total cash and cash equivalents	**141,905,013**	**123,922,752**	**117,368,287**	**110,772,412**

6.5.16 Note 16: Equity and reserves

In 2024 the share capital of the Group and the Company comprised cash deposits of the owners in the amount of EUR 19,877,610. This figure remained unchanged from the previous year.

Reserves

RESERVES	GEN-I GROUP		GEN-I, d.o.o.	
	31 Dec 2024	31 Dec 2023	31 Dec 2024	31 Dec 2023
Legal reserves	1,987,761	1,987,761	1,987,761	1,987,761
Fair value reserve	18,704	268	-8,859	268
Translation reserve	-913,709	-1,031,019	0	0
Total reserves	**1,092,757**	**957,010**	**1,978,902**	**1,988,029**

The legal reserves of the Group and the Company amount to EUR 1,987,761 (2023: EUR 1,987,761) and account for 10% of the share capital.

At the end of 2024, the fair value reserve arising from actuarial calculations amounted to EUR 18,704 at the Group (2023: EUR 268) and -EUR -8,859 at the Company (2023: EUR 268).

Foreign exchange differences arising during the recalculation of financial statements of subsidiaries abroad are recognised as a translation reserve in the other comprehensive income of the Group.

Retained earnings

RETAINED EARNINGS	GEN-I GROUP		GEN-I, d.o.o.	
	31 Dec 2024	31 Dec 2023	31 Dec 2024	31 Dec 2023
Net profit or loss for the accounting period	35,998,092	24,776,838	22,845,495	8,449,907
Retained earnings	182,422,349	163,545,448	169,185,844	166,635,873
Total retained earnings	**218,420,441**	**188,322,286**	**192,031,339**	**175,085,780**

The retained earnings of the Group, which amounted to EUR 163,545,448 at the end of last year, was increased by net profit of EUR 24,776,838 (EUR 100,063 was related to the actuarial calculation) and reduced by the liability for payments of dividends to the owners of the parent company amounting to EUR 6,000,000. In the 2024 financial year, the previous years' retained earnings of GEN-I, d.o.o. (EUR 166,635,874) were increased by net profit of EUR 8,449,907 and actuarial gains of EUR 100,063, and reduced pursuant to a resolution of the general meeting that took place in June 2024 and recognised a liability for the payment of dividends to members of EUR 6,000,000. The remaining profit remained undistributed.

Distributable profit

DISTRIBUTABLE PROFIT	GEN-I GROUP		GEN-I, d.o.o.	
	31 Dec 2024	31 Dec 2023	31 Dec 2024	31 Dec 2023
Net profit or loss for the accounting period	35,998,092	24,776,838	22,845,495	8,449,907
Retained earnings	182,422,349	163,545,448	169,185,844	166,635,873
Non-current deferred development costs	-87,584	-584,281	-87,584	-584,281
Total distributable profit	**218,332,856**	**187,738,005**	**191,943,755**	**174,501,499**

The distributable profit of GEN-I, d.o.o. as at 31 December 2024 was EUR 191,943,755, and consisted of net profit for the 2024 financial year of EUR 22,845,495, retained earnings from previous years of EUR 169,185,844 and non-current deferred development costs, which reduced the distributable profit by EUR 87,584.

Pursuant to Article 20 of the Articles of Association and to the provisions of Article 494 of the ZGD-1, the Company's Management Board will propose to the general meeting that distributable profit of EUR 10,000,000 be distributed for the 2024 financial year, where, with reference to the provisions of Article 554 of the ZGD-1, this sum will be paid to the two members as follows:

- to member GEN energija d.o.o. 50% (EUR 5,000);
- to member GEN-EL d.o.o. 25% (EUR 2,500,000).[24]

The remaining portion of the distributable profit of EUR 184,443,755 remains undistributed.

[24] Given the mutual capital ties between GEN-I, d.o.o. and GEN-EL naložbe d.o.o., the exercise of rights from participating interests in the other company is limited to no more than one quarter of all the participating interests of the other company (Article 554 of the ZGD-1). Therefore, if capital ties still exist between GEN-I, d.o.o. and GEN-EL naložbe d.o.o. at the moment the decision is taken to divide the distributable profit, GEN-EL naložbe d.o.o. will only be entitled to 25% of the distributable profit earmarked for distribution to the two members, with the bulk of the distributable profit remaining undistributed.

6.5.17 Note 17: Financial liabilities

NON-CURRENT FINANCIAL LIABILITIES	GEN-I GROUP		GEN-I, d.o.o.	
	31 Dec 2024	31 Dec 2023	31 Dec 2024	31 Dec 2023
Non-current liabilities based on bonds	50,000,000	0	50,000,000	0
Total long-term borrowings	**50,000,000**	**0**	**50,000,000**	**0**

CURRENT FINANCIAL LIABILITIES	GEN-I GROUP		GEN-I, d.o.o.	
	31 Dec 2024	31 Dec 2023	31 Dec 2024	31 Dec 2023
Bank loans	0	321,884	0	321,884
Current liabilities from bonds	1,780,822	2,836,769	1,780,822	0
Loans received from others	0	90,513	0	0
Current liabilities for interest	0	0	0	0
Other current financial liabilities	0	49,356,900	0	49,356,900
Total short-term loans	**1,780,822**	**52,606,066**	**1,780,822**	**49,678,784**

The Group discloses non-current and current financial liabilities based on bonds. Long-term bonds (EUR 50,000,000) and short-term bonds (EUR 1,780,822) were issued at GEN-I, d.o.o. in 2024.

The Group and the Company had no liabilities from long-term or short-term bank loans or other non-current or current financial liabilities as at 31 December 2024, as commercial paper was repaid in 2024.

Loans are initially recognised at fair value less the costs of acquisition. They were measured at amortised cost at the reporting date.

Costs and maturity of financial liabilities
In 2024 GEN-I, d.o.o. issued the GE03 bond, which matures in 2029 and is listed on the regulated market of Ljubljana Stock Exchange. The interest rate is 5.2%.

Interest expense for the Group and the Company in the 2024 financial year arising from short-term and revolving loans from commercial banks, commercial paper, bonds, finance leases and default interest amounted to EUR 2,905,777 (2023: EUR 3,578,547) for the Group and EUR 2,919,069 (2023: EUR 3,367,605) for the Company.

In the financial year the parent company repaid the principal of a short-term revolving loan of EUR 321,884 to a Slovenian business bank, along with other current financial liabilities of EUR 50,000,000 from commercial paper. The principal of the bonds issued within the Group, amounting to EUR 2,800,000, was also repaid.

6.5.18 Note 18: Lease liabilities

LEASE LIABILITIES	GEN-I GROUP		GEN-I, d.o.o.	
	31 Dec 2024	31 Dec 2023	31 Dec 2024	31 Dec 2023
Non-current lease liabilities	7,574,705	4,817,323	7,316,895	3,409,543
Current lease liabilities	2,254,951	1,655,280	1,672,018	1,175,701
Total lease liabilities	**9,829,656**	**6,472,603**	**8,988,912**	**4,585,244**

The Group discloses liabilities based on contracts for leased assets concluded, the value of which was calculated in accordance with IFRS 16, among lease liabilities. Information on leased assets is given in Note 2 and on liquidity risk in Note 39.

Changes in non-current and current lease liabilities of the GEN-I Group

CHANGES IN NON-CURRENT LEASE LIABILITIES	PROPERTY	EQUIPMENT	TOTAL
Balance as at 1 Jan 2023	**1,487,213**	**55,122**	**1,542,335**
Additions	5,723,066	-3,697	5,719,369
Termination of leases	-153,985	0	-153,985
Transfer to current portion	-2,238,971	-51,425	-2,290,396
Balance as at 31 Dec 2023	**4,817,322**	**0**	**4,817,322**
Balance as at 1 Jan 2024	**4,817,322**	**0**	**4,817,322**
Additions	7,732,179	38,324	7,770,503
Termination of leases	-1,142,925	0	-1,142,925
Transfer to current portion	-3,838,504	-31,668	-3,870,172
Effect of movements in exchange rates	-23	0	-23
Balance as at 31 Dec 2024	**7,568,049**	**6,656**	**7,574,705**

CHANGES IN CURRENT LEASE LIABILITIES	PROPERTY	EQUIPMENT	TOTAL
Balance as at 1 Jan 2023	**1,278,214**	**65,124**	**1,343,338**
Transfer from non-current portion	2,238,971	51,425	2,290,395
Interest	240,341	4,414	244,754
Termination of leases	-14,652	0	-14,652
Lease payments	-2,141,893	-66,663	-2,208,556
Balance as at 31 Dec 2023	**1,600,980**	**54,300**	**1,655,280**
Balance as at 1 Jan 2024	**1,600,980**	**54,300**	**1,655,280**
Transfer from non-current portion	3,838,504	31,668	3,870,172
Interest	458,545	2,350	460,895
Termination of leases	-44,996	0	-44,996
Lease payments	-3,617,387	-69,002	-3,686,389
Effect of movements in exchange rates	-10	0	-10
Balance as at 31 Dec 2024	**2,235,635**	**19,316**	**2,254,951**

Changes in non-current and current lease liabilities of GEN-I, d.o.o.

CHANGES IN NON-CURRENT LEASE LIABILITIES	PROPERTY	EQUIPMENT	TOTAL
Balance as at 1 Jan 2023	**1,450,510**	**55,122**	**1,505,632**
Additions	3,267,318	-3,697	3,263,620
Transfer to current portion	-1,308,285	-51,425	-1,359,710
Balance as at 31 Dec 2023	**3,409,543**	**0**	**3,409,543**
Balance as at 1 Jan 2024	**3,409,543**	**0**	**3,409,543**
Additions	6,697,907	893,005	7,590,912
Termination	-513,839	0	-513,839
Transfer to current portion	-3,090,009	-79,712	-3,169,721
Balance as at 31 Dec 2024	**6,503,602**	**813,293**	**7,316,895**

CHANGES IN CURRENT LEASE LIABILITIES	PROPERTY	EQUIPMENT	TOTAL
Balance as at 1 Jan 2023	**1,275,870**	**65,124**	**1,340,994**
Transfer from non-current portion	1,308,285	51,425	1,359,710
Interest	129,962	4,414	134,376
Lease payments	-1,592,716	-66,663	-1,659,378
Balance as at 31 Dec 2023	**1,121,401**	**54,300**	**1,175,701**
Balance as at 1 Jan 2024	**1,121,401**	**54,300**	**1,175,701**
Transfer from non-current portion	3,090,009	79,712	3,169,721
Interest	352,111	34,146	386,258
Lease payments	-2,935,796	-123,866	-3,059,663
Balance as at 31 Dec 2024	**1,627,725**	**44,292**	**1,672,017**

6.5.19 Note 19: Non-current trade payables and other payables

NON-CURRENT TRADE PAYABLES AND OTHER PAYABLES	GEN-I GROUP		GEN-I, d.o.o.	
	31 Dec 2024	31 Dec 2023	31 Dec 2024	31 Dec 2023
Non-current trade payables and other payables	0	0	0	0
Consortium fund assets received	25,378	61,236	25,378	61,236
Total non-current trade payables and other payables	**25,378**	**61,236**	**25,378**	**61,236**

6.5.20 Note 20: Provisions

PROVISIONS	GEN-I GROUP FOR TERMINATION BENEFITS AND JUBILEE BENEFITS		GEN-I, d.o.o. FOR TERMINATION BENEFITS AND JUBILEE BENEFITS	
	2024	2023	2024	2023
Opening balance as at 1 Jan	**1,852,951**	**1,448,556**	**1,651,599**	**1,299,709**
Provisions made	388,148	557,568	360,312	498,926
Provisions used	-55,604	-57,335	-38,256	-50,537
Provisions reversed	-167,670	-95,838	-158,246	-96,499
Closing balance as at 31 Dec	**2,017,825**	**1,852,951**	**1,815,408**	**1,651,599**

The Group and the Company have formed provisions for jubilee benefits, termination benefits at retirement and severance pay as the current value of the employer's liability to the employee. In 2024 the parent company and GEN-I SONCE d.o.o. created additional provisions of EUR 388,148 in total.

The provisions are created in the amount of the estimated future payments for termination benefits and jubilee benefits, discounted to the end of the reporting period. A calculation is made for each employee, taking into account the costs of termination benefits and the costs of all the expected jubilee benefits until retirement.

The calculation of provisions for post-employment and other non-current employee benefits is based on an actuarial calculation that has been prepared by a certified actuary and that applied the following nominally determined financial assumptions.

Rate of growth in average wages and amounts set out in relevant Slovenian decree:

For 2025 to 2027, the rates of increase in average wages in Slovenia (monthly and annual) are taken from the Bank of Slovenia's Review of Macroeconomic Developments and Projections (December 2024). From 2028 on, average wages in Slovenia are expected to rise in line with inflation (IMF, October 2024) and by 1.4% in real terms.

Rate of growth in wages at the GEN-I Group and GEN-I, d.o.o.

- Basic gross wages and the variable portions of wages at the Group/Company are presumed to grow in line with annual inflation, increased by a 0.4% growth in real terms, but no more than the anticipated growth in wages in Slovenia.
- The assumption is that average wages in the EEA will grow in line with average wages in Slovenia.
- The wage growth resulting from promotion is assumed to be 0.5% of the annual salary.
- The length-of-service increment is assumed to be 0.5% of the basic salary for every completed year of service, except in the case of some individual contracts.
- A discount rate of 3.5% was set for the calculation as at 31 December 2024 (2023: 3.3%), which reflects the yields on high-quality (AA-rated) corporate bonds denominated in euros as at 31 December 2024, taking into account the average weighted duration of the Company's liabilities (based on the calculated amount of liabilities prior to discounting) from the balance-sheet date until repayment as per the type of benefit involved (21.3 years).

In accordance with IAS 19, the following sensitivity analysis has been performed in which a calculation is made of how much the current values of the liabilities for jubilee benefits and termination benefits at retirement have changed (as at 31 December 2024, with a comparison with 31 December 2023).

GEN-I Group sensitivity analysis

ACTUARIAL ASSUMPTION	CHANGE IN ASSUMPTION* (BY PERCENTAGE POINTS)	CHANGE IN THE PRESENT VALUE OF A LIABILITY FOR			
		JUBILEE BENEFITS AS AT		TERMINATION BENEFITS AT RETIREMENT AS AT	
		31 Dec 2024	31 Dec 2023	31 Dec 2024	31 Dec 2023
Return	0.5	-20,014	-19,327	-129,088	-121,634
	-0.5	21,907	21,137	146,061	137,652
Wage growth	0.5	22,515	21,684	147,324	138,525
	-0.5	-20,772	-19,972	-130,791	-122,694
Employee turnover	0.5	-21,310	-20,467	-135,674	-127,355
	-0.5	21,190	20,417	101,006	95,351

*The lowest employee turnover is assumed to equal 0%.

GEN-I, d.o.o. sensitivity analysis

ACTUARIAL ASSUMPTION	CHANGE IN ASSUMPTION* (BY PERCENTAGE POINTS)	CHANGE IN THE PRESENT VALUE OF A LIABILITY FOR			
		JUBILEE BENEFITS AS AT		TERMINATION BENEFITS AT RETIREMENT AS AT	
		31 Dec 2024	31 Dec 2023	31 Dec 2024	31 Dec 2023
Return	0.5	-20,014	-19,327	-129,088	-121,634
	-0.5	21,907	21,137	146,061	137,652
Wage growth	0.5	22,515	21,684	147,324	138,525
	-0.5	-20,772	-19,972	-130,791	-122,694
Employee turnover	0.5	-21,310	-20,467	-135,674	-127,355
	-0.5	21,190	20,417	101,006	95,351

*The lowest employee turnover is assumed to equal 0%.

6.5.21 Note 21: Deferred income

DEFERRED INCOME	GEN-I GROUP		GEN-I, d.o.o.	
	31 Dec 2024	31 Dec 2023	31 Dec 2024	31 Dec 2023
Deferred income from government grants	299,496	359,185	20,733	50,850
Total deferred income	**299,496**	**359,185**	**20,733**	**50,850**

The bulk of the recognised deferred income of the Group and the Company comprises subsidies received for electric vehicles, which are transferred to income on a monthly basis.

6.5.22 Note 22: Deferred tax assets

DEFERRED TAXES RELATING TO	GEN-I GROUP		GEN-I, d.o.o.	
	2024	2023	2024	2023
Intangible assets, property, plant and equipment	168,351	175,682	168,351	173,975
Operating receivables	286,763	243,968	0	0
Provisions for termination benefits and jubilee benefits	97,473	106,631	67,108	79,793
Tax losses	0	100,361	0	0
Deferred tax assets	**552,587**	**626,642**	**235,460**	**253,768**

The Group and the Company have formed deferred tax assets for operating receivables, the provisions formed for jubilee benefits and termination benefits, and the differences between the amortisation of intangible assets and the depreciation of property, plant and equipment for business and tax purposes. Deferred tax assets with an influence on the profit or loss are recognised in profit or loss.

Changes in temporary differences at the GEN-I Group

CHANGES IN TEMPORARY DIFFERENCES IN THE PERIOD	1 JAN 2023	DISCLOSED IN PROFIT OR LOSS	DISCLOSED IN OTHER COMPREHENSIVE INCOME	31 DEC 2023	DISCLOSED IN PROFIT OR LOSS	DISCLOSED IN OTHER COMPREHENSIVE INCOME	31 DEC 2024
Intangible assets, property, plant and equipment	184,110	-8,429	0	175,681	-7,331	0	168,350
Operating receivables	530,348	-286,379	0	243,968	42,795	0	286,763
Provisions for termination benefits and jubilee benefits	111,177	-4,546	0	106,631	-9,158	0	97,473
Tax losses	0	100,361	0	100,361	-100,361	0	0
Total	**825,635**	**-198,993**	**0**	**626,642**	**-74,055**	**0**	**552,587**

Changes in temporary differences at GEN-I, d.o.o.

CHANGES IN TEMPORARY DIFFERENCES IN THE PERIOD	1 JAN 2023	DISCLOSED IN PROFIT OR LOSS	DISCLOSED IN OTHER COMPREHENSIVE INCOME	31 DEC 2023	DISCLOSED IN PROFIT OR LOSS	DISCLOSED IN OTHER COMPREHENSIVE INCOME	31 DEC 2024
Intangible assets	177,484	-3,509	0	173,975	-5,624	0	168,351
Provisions for termination benefits and jubilee benefits	89,142	-9,349	0	79,793	-12,685	0	67,108
Total	**266,626**	**-12,858**	**0**	**253,768**	**-18,309**	**0**	**235,460**

The deferred tax assets of the Group and the Company are calculated at the corporate income tax rate applicable in each country. However, when the tax rate rises, a weighted average linked to the maturity of the temporary differences is applied.

6.5.23 Note 23: Current trade payables and other payables

CURRENT TRADE PAYABLES AND OTHER PAYABLES	GEN-I GROUP		GEN-I, d.o.o.	
	31 Dec 2024	31 Dec 2023	31 Dec 2024	31 Dec 2023
Trade payables	85,299,839	180,117,210	89,699,923	173,697,493
Current operating liabilities for account of others	229,870	229,870	229,870	229,870
Current liabilities to employees	16,380,704	12,391,749	15,303,730	11,776,358
Current liabilities to government and other institutions	6,743,046	6,286,804	3,401,976	3,120,221
Current liabilities to others	73,088	274,292	30,642	6,702
Total current trade payables and other payables	**108,726,548**	**199,299,925**	**108,666,142**	**188,830,644**

The Group's trade payables amount to EUR 85,299,839 (2023: EUR 180,117,210) and those of GEN-I, d.o.o., to EUR 89,699,923 (2023: EUR 173,697,493). The reductions in the totals for both the Group and GEN-I, d.o.o. are the result of lower electricity prices and quantities.
Current liabilities to employees, amounting to EUR 16,380,704 at the Group (2023: EUR 12,391,749) and EUR 15,303,730 at the Company (2023: EUR 11,776,358), comprise liabilities for December's salaries, bonuses and other employee benefits.

The Group's and the Company's other tax liabilities towards state and other institutions are mainly liabilities for VAT, excise duty and CO_2, along with taxes and contributions for December's salaries and other employee benefits that the employer is required to pay.

6.5.24 Note 24: Contract liabilities from contracts with customers

CONTRACT LIABILITIES FROM CONTRACTS WITH CUSTOMERS	GEN-I GROUP		GEN-I, d.o.o.	
	31 Dec 2024	31 Dec 2023	31 Dec 2024	31 Dec 2023
Current liabilities based on advances	4,635,035	7,298,161	361,975	2,018,878
Current liabilities based on advances – subsidiaries	0	0	3,490	0
Current deferred income	532,707	239,301	121,674	93,065
Total contract liabilities from contracts with customers	**5,167,742**	**7,537,462**	**487,139**	**2,111,943**

Current operating liabilities based on advances are related to advances arising from the sale of electricity and natural gas to domestic and foreign companies, and advances from the installation of solar power plants.

6.5.25 Note 25: Other liabilities

OTHER LIABILITIES	GEN-I GROUP		GEN-I, d.o.o.	
	31 Dec 2024	31 Dec 2023	31 Dec 2024	31 Dec 2023
Accrued costs or expenses	72,608,075	48,329,989	50,751,780	45,241,022
Accrued costs or expenses – subsidiaries	0	0	6,861	0
Total other liabilities	**72,608,075**	**48,329,989**	**50,758,641**	**45,241,022**

The accrued costs or expenses, which amount to EUR 72,608,075 at the Group (2023: EUR 48,329,989) and EUR 50,758,641 (2023: EUR 45,241,022) at the Company, relate mainly to purchases of electricity and natural gas that were taken into account during the preparation of financial statements based on contracts concluded with business partners in 2024 but for which the Company had not yet received invoices by the time the annual report was being drafted, and provisions of EUR 32,740,845 created in 2023 for a possible additional contribution liability resulting from the regulatory measures introduced in Southeastern Europe for electricity and gas traders linked to measures to achieve reliable supply to end-customers on electricity and natural gas markets.

6.5.26 Note 26: Current income tax liabilities

CORPORATE INCOME TAX LIABILITIES	GEN-I GROUP		GEN-I, d.o.o.	
	31 Dec 2024	31 Dec 2023	31 Dec 2024	31 Dec 2023
Corporate income tax liabilities	4,155,257	0	3,546,545	0
Total current corporate income tax liabilities	**4,155,257**	**0**	**3,546,545**	**0**

6.5.27 Note 27: Contingent liabilities and assets

CONTINGENT LIABILITIES	GEN-I GROUP		GEN-I, d.o.o.	
	31 Dec 2024	31 Dec 2023	31 Dec 2024	31 Dec 2023
Guarantees and securities granted	103,235,606	112,335,728	103,235,606	112,335,728
Guarantees and securities granted – domestic subsidiaries	3,034,734	3,015,152	0	0
Guarantees and securities granted – foreign subsidiaries	65,350,855	51,338,191	38,892,254	33,633,703
Other contingent liabilities	154,686,557	112,855,910	10,559,543	8,872,747
Total contingent liabilities	**326,307,752**	**279,544,981**	**152,687,402**	**154,842,178**

Contingent liabilities are liabilities arising from bank guarantees that have been issued to the benefit of various beneficiaries by banks at the request of GEN-I, d.o.o. and its subsidiaries. They are performance bonds, tender bonds and guarantees for timely payment for goods and services.

Other contingent liabilities are related to guarantees for the timely payment and framework short-term loans available from banks.

CONTINGENT ASSETS	GEN-I GROUP		GEN-I, d.o.o.	
	31 Dec 2024	31 Dec 2023	31 Dec 2024	31 Dec 2023
Bank guarantees received	7,209,798	6,698,400	4,909,814	4,731,734
Bills of exchange received	15,230,663	16,553,567	15,230,663	16,553,567
Securities received	23,907,472	12,607,472	13,107,472	6,107,472
Other contingent assets	385,603	385,603	0	0
Total contingent assets	**46,733,536**	**36,245,042**	**33,247,948**	**27,392,773**

In addition to contingent liabilities, the Group and the Company also have receivables from guarantees, sureties and other contingent receivables received EUR 46,733,536 at the Group (2023: EUR 36,245,042) and EUR 33,247,948 at the Company (2023: EUR 27,392,773). These relate to the securing of timely and reliable payment and to guarantees for securing the proper performance of a business transaction.

6.5.28 Note 28: Revenue

SALES REVENUE	GEN-I GROUP		GEN-I, d.o.o.	
	2024	2023	2024	2023
Trading and supply	1,970,474,874	2,813,362,245	1,868,417,985	2,850,805,872
Sale of energy technologies	42,017,987	67,685,114	0	0
Generation and storage	2,691,857	2,380,605	0	0
Other	58,840	48,581	31,395	7,952
Total sales revenue	**2,015,243,558**	**2,883,476,545**	**1,868,449,380**	**2,850,813,824**

The Group's total revenue in 2024 amounts to EUR 2,015,243,558 (2023: EUR 2,883,476,545) and relates to energy trading and supply (total amount EUR 1,970,474,874, 2023: EUR 2,813,362,245), the sale of energy technologies (EUR 42,017,987, 2023: EUR 67,685,114) and electricity generation (EUR 2,691,857, 2023: EUR 2,380,605).

In 2024 the Company generated revenue from the energy trading and supply totalling EUR 1,868,417,985 (2023: EUR 2,850,805,872).

The Group/Company recognises revenue from trading, energy supply, generation and storage on progressively over time. In these types of contract, the Group/Company transfers control progressively while the customer simultaneously receives and consumes the benefits provided by the performance of the obligation by the seller as it is performed. The seller therefore satisfies its performance obligation and recognises revenue progressively over time by measuring progress towards the complete satisfaction of the performance obligation to supply energy. An output method is therefore used to measure revenue; this is a method of calculated amounts based on the quantities of electricity or natural gas supplied.

In services, the performance obligations are satisfied progressively over time under the output method. The Group/Company recognises revenue on a monthly basis in an amount that directly corresponds to the value of the part of the obligation completed up to that moment.

In activities relating to the sale of small solar power plants, performance obligations are satisfied at a specific point in time, since, in the case of the delivery of goods or services, revenue is recognised at the moment the customer obtains control over the goods. The sale of a good is recognised when the Group/Company delivers it to the customer. The customer has accepted the goods, with the reasonable assumption being that any related receivables will be recoverable. From the moment of sale, the Group/Company no longer has control over the goods sold.

SALES REVENUE	GEN-I GROUP 2024 SLOVENIA	GEN-I GROUP 2024 REST OF THE WORLD	GEN-I GROUP 2024 TOTAL	GEN-I, d.o.o. 2024 SLOVENIA	GEN-I, d.o.o. 2024 REST OF THE WORLD	GEN-I, d.o.o. 2024 TOTAL
Trading and supply	571,853,088	1,398,621,786	1,970,474,873	568,520,150	1,299,897,835	1,868,417,985
Sale of energy technologies	41,544,052	473,935	42,017,987	0	0	0
Generation and storage	21,974	2,669,883	2,691,857	0	0	0
Other	19,172	39,668	58,840	31,395	0	31,395
Total sales revenue	**613,438,285**	**1,401,805,273**	**2,015,243,558**	**568,551,545**	**1,299,897,835**	**1,868,449,380**

SALES REVENUE	GEN-I GROUP 2023 SLOVENIA	GEN-I GROUP 2023 REST OF THE WORLD	GEN-I GROUP 2023 TOTAL	GEN-I, d.o.o. 2023 SLOVENIA	GEN-I, d.o.o. 2023 REST OF THE WORLD	GEN-I, d.o.o. 2023 TOTAL
Trading and supply	1,016,150,109	1,797,212,136	2,813,362,245	1,010,780,287	1,840,025,585	2,850,805,872
Sale of energy technologies	67,435,183	249,931	67,685,114	0	0	0
Generation and storage		2,380,605	2,380,605	0	0	0
Other	15,632	32,949	48,581	7,952	0	7,952
Total sales revenue	**1,083,600,924**	**1,799,875,621**	**2,883,476,545**	**1,010,788,239**	**1,840,025,585**	**2,850,813,824**

In 2024 the Group generated 69.56% of its revenue on foreign markets and 30.44% on the domestic market (the respective figures for the Company are 69.57% and 30.43%).

Breakdown of other recurring operating income and expenses

OTHER RECURRING OPERATING INCOME AND EXPENSES	GEN-I GROUP 2024	GEN-I GROUP 2023	GEN-I, d.o.o. 2024	GEN-I, d.o.o. 2023
Fair value from commodity-based contracts	10,603,068	-169,670,176	10,509,093	-175,483,971
Fair value from financial contracts	-448,818	96,275,696	-7,778,143	96,275,696
Ineffective part of fair value hedging	61,547	3,926,361	61,547	3,926,361
Fair value from currency contracts	-119,885	-19,942	-119,885	-19,942
Total other recurring operating income and expenses	**10,095,912**	**-69,488,060**	**2,672,612**	**-75,301,855**

6.5.29 Note 29: Change in value of inventories

CHANGE IN VALUE OF INVENTORIES	GEN-I GROUP		GEN-I, d.o.o.	
	2024	2023	2024	2023
Change in value of inventories	-2,607,384	-4,054,517	0	0
Total change in value of inventories	**-2,607,384**	**-4,054,517**	**0**	**0**

6.5.30 Note 30: Costs of goods, materials and services

COST OF GOODS AND MATERIALS SOLD	GEN-I GROUP		GEN-I, d.o.o.	
	2024	2023	2024	2023
Cost of goods and materials sold	1,895,527,324	2,712,300,956	1,785,097,000	2,715,791,789
Total costs of goods and materials sold	**1,895,527,324**	**2,712,300,956**	**1,785,097,000**	**2,715,791,789**

The historical cost of goods sold comprises the historical cost of electricity and natural gas and related costs, as well as the historical cost of goods sold for the construction of small solar power plants. The value fell in comparison with 2023 as a result of lower prices and quantities.

COSTS OF MATERIALS	GEN-I GROUP		GEN-I, d.o.o.	
	2024	2023	2024	2023
Energy costs	678,591	861,548	510,620	689,779
Materials and spare parts	218,916	127,500	204,706	102,894
Office supplies	352,104	343,283	338,309	319,115
Other costs of materials	38,579	21,722	25,231	14,862
Total costs of materials	**1,288,189**	**1,354,053**	**1,078,866**	**1,126,650**

COSTS OF SERVICES	GEN-I GROUP		GEN-I, d.o.o.	
	2024	2023	2024	2023
Maintenance	2,329,884	1,627,787	1,792,592	1,254,708
Rents	2,105,145	1,944,382	1,841,729	1,746,345
Bank charges and other fees	2,538,404	2,865,185	2,188,711	2,506,856
Intellectual services	4,505,244	2,832,020	1,843,166	1,824,114
Contractual work, attendance fees and student work	1,108,678	1,113,793	897,891	732,436
Advertising, promotion and public relations	1,335,953	621,257	728,438	215,375
Sponsorships	824,065	511,909	789,065	502,609

Insurance	899,047	887,786	482,397	560,441
Entertainment	93,973	41,476	54,858	19,845
Costs of business travel	380,546	221,277	291,416	159,956
Telecommunications	3,140,759	3,043,927	1,985,255	1,793,269
Transport	325,150	284,681	212,247	136,942
Utility services	48,065	48,261	32,426	27,064
Security	160,850	155,234	56,882	53,696
Cleaning	701,892	531,513	580,580	476,577
Education and training	526,272	256,889	495,700	281,416
Costs of IT services	162,664	200,357	149,848	194,314
Other services	1,478,154	2,698,399	2,450,269	2,129,924
Total costs of services	**22,664,745**	**19,886,133**	**16,873,470**	**14,615,886**

The costs of services rose at the Group and the Company in comparison with the previous year. The costs of other services mainly relate to the costs of access to electricity and natural gas trading databases. The Group and the Company disclose the costs of short-term leases and the costs of low-value leases under lease expense, as permitted by the exemptions set out in IFRS 16.

AUDITING SERVICES	GEN-I GROUP		GEN-I, d.o.o.	
	2024	2023	2024	2023
Auditing of annual report	243,590	183,500	88,938	38,554
Other auditing services	38,507	17,087	34,950	14,260
Total auditing services	**282,097**	**200,587**	**123,888**	**52,814**

6.5.31 Note 31: Labour costs

LABOUR COSTS	GEN-I GROUP		GEN-I, d.o.o.	
	2024	2023	2024	2023
Costs of wages and salaries	38,879,500	28,437,162	33,083,565	23,779,420
Social security costs	6,938,859	4,858,448	5,614,870	3,859,350
Other labour costs	4,807,606	5,285,858	3,887,693	4,490,958
Total labour costs	**50,625,964**	**38,581,468**	**42,586,128**	**32,129,728**

In 2024 the Group and the Company accounted for labour costs in accordance with the collective bargaining agreements for the electricity sector in the countries where the parent company GEN-I, d.o.o. and its subsidiaries were operating, the job position classification systems in place at companies within the GEN-I Group, and individual employment contracts.

Labour costs consist of the costs of salaries and benefits, including the variable portion of the salary related to Group and Company performance, the costs of social security insurance and additional pension insurance, and other labour costs. Other labour costs include the costs of transport and meal allowances, holiday pay, remuneration for additional pension insurance, termination benefits, jubilee benefits and bonuses.

6.5.32 Note 32: Other operating income and expenses

OTHER OPERATING INCOME AND EXPENSES	GEN-I GROUP		GEN-I, d.o.o.	
	2024	2023	2024	2023
Revenues from the use and reversal of non-current provisions	0	0	0	0
Receipts from the sale of property, plant, equipment and intangible assets	79,975	46,570	38,974	44,569
Write-downs of liabilities and inventory surpluses	94,474	23,656	0	0
Other operating income	3,396,885	1,210,814	2,410,089	1,798,855
Revenues from subsidies, grants and compensations	453,024	407,234	407,616	380,990
Positive correction of the value of subsidiaries in consolidation	67,780	216,893	0	0
Total other operating income	**4,092,139**	**1,905,167**	**2,856,678**	**2,224,414**
Various duties	-655,573	-984,105	-417,043	-380,572
Losses for sale of property, plant and equipment and intangible assets, and write-offs and impairments of property, plant and equipment	-28,265	-5,684	-27,334	-5,684
Donations	-384,106	-193,602	-383,096	-176,602
Impairment of inventories	-1,625,478	0	0	0
Other operating expenses	-1,657,567	-1,630,393	-1,334,196	-1,361,500
Negative correction of the value of subsidiaries in consolidation	0	0	0	0
Total other operating expenses	**-4,350,989**	**-2,813,784**	**-2,161,669**	**-1,924,358**
Total other operating income or expenses	**-258,850**	**-908,617**	**695,009**	**300,056**

Most of the other operating income of the Group and the Company comprises income from the reversal of expected credit losses (see Note 33), invoiced and paid reminders, compensation, penalties paid for withdrawing from contracts, the reversal of over-accrued costs from the previous year, and subsidies for electric vehicles.

Other operating expenses of the Group (EUR 1,657,567, 2023: EUR 1,630,393) and the Company (EUR 1,334,196, 2023: EUR 1,361,500) relate mainly to membership fees, compensation, awards and scholarships to school and higher education students, non-deductible expenses and taxes.

The other operating income total at the Group is higher in comparison with the previous year because of the impairment of merchandise inventories at the subsidiary GEN-I SONCE d.o.o.

DONATIONS	GEN-I GROUP		GEN-I, d.o.o.	
	2024	2023	2024	2023
Humanitarian purposes	43,913	31,832	43,913	31,832
Charitable purposes	43,183	113,471	43,183	108,471
Education and scientific purposes	3,500	7,500	3,500	7,500
Sports purposes	287,000	23,300	287,000	23,300
Cultural purposes	2,000	17,000	1,000	5,000
Religious and health-related purposes	4,510	500	4,500	500
General donations	0	0	0	0
Total donations	**384,106**	**193,602**	**383,096**	**176,602**

6.5.33 Note 33: Depreciation and amortisation

DEPRECIATION AND AMORTISATION	GEN-I GROUP		GEN-I, d.o.o.	
	2024	2023	2024	2023
Amortisation of intangible assets	1,618,682	941,097	1,556,240	870,951
Depreciation of investment property	66,104	66,104	0	0
Depreciation of property, plant and equipment	2,805,718	2,887,143	1,333,834	1,565,182
Depreciation of right-of-use assets	2,340,501	2,052,480	1,734,941	1,541,987
Total depreciation and amortisation	**6,831,005**	**5,946,824**	**4,625,015**	**3,978,120**

Impairment losses on trade receivables and contract assets

IMPAIRMENT LOSSES ON TRADE RECEIVABLES AND CONTRACT ASSETS	GEN-I GROUP		GEN-I, d.o.o.	
	2024	2023	2024	2023
Impairment losses, allowances and write-downs on trade receivables and contract assets	2,237,543	686,441	279,103	1,177,691
Total impairment losses on trade receivables and contract assets	**2,237,543**	**686,441**	**279,103**	**1,177,691**

In 2024 the Group created additional impairments and expected credit losses totalling EUR 2,175,216 (2023: EUR 716,333), reversed expected credit losses totalling EUR 1,965,076 and wrote off receivables totalling EUR 62,327 (2023: EUR 208,407).

In 2024 the Company created additional impairments and expected credit losses totalling EUR 284,926 (2023: EUR 1,153,259), reversed expected credit losses totalling EUR 1,338,964 (2023: EUR 515,500) and wrote off trade receivables totalling EUR 5,823 against expenses (2023: EUR 24,432 charged to expenses) (see Note 32).

Information on the age structure of receivables and on changes in the allowances for trade receivables at the Group and the Company are shown in Note 38.

6.5.34 Note 34: Profit or loss from financing activities

PROFIT OR LOSS FROM FINANCING ACTIVITIES	GEN-I GROUP		GEN-I, d.o.o.	
	2024	2023	2024	2023
Dividend income from interests in subsidiaries	0	0	5,061,077	2,214,765
Dividend income from interests in associates	0	0	786,833	856,382
Interest income	2,869,167	1,783,005	5,940,573	4,224,851
Net foreign exchange gains	431,739	0	10,722	0
Other finance income	445	37,353	346	291
Finance income	**3,301,351**	**1,820,358**	**11,799,551**	**7,296,289**
Interest expense	-2,905,777	-3,578,547	-2,919,069	-3,367,605
Impairment of investments in subsidiaries	0	0	-2,026,141	0
Net foreign exchange losses	0	-179,166	-10,596	-1,156,259
Other finance costs	-1,100,166	-236,266	-386,277	-134,385
Finance costs	**-4,005,943**	**-3,993,979**	**-5,342,083**	**-4,658,249**
Profit or loss from financing activities	**-704,593**	**-2,173,621**	**6,457,468**	**2,638,040**

The finance income of the Group and the Company mainly comprises default interest, interest on deposits, and interest on positive account balances, and foreign exchange gains resulting from changes in the Albanian lek exchange rate. The Company also recognises dividend income from subsidiaries and associates, and interest income from loans granted to subsidiaries.

The finance costs of the Group and the Company also comprise interest expense and other finance costs. The interest expense comprises interest on commercial paper, bonds, loans received from banks and other institutions, finance leases, default interest and interest on negative account balances. Other finance costs relate to costs arising from the sale of receivables of GEN-I SONCE d.o.o. amounting to EUR 618,324 and interest from the leasing of business premises.

The Company has additional recognised costs arising from the impairment of the financial assets of subsidiaries totalling EUR 1,829,174 and from loans granted to subsidiaries totalling EUR 196,967 (see Note 38).

Share of net profit of associates

In 2024 the Group shared in the profit of the associate GEN-EL d.o.o. in the amount of EUR 607,493, which derived from the current results of the Company and the dividends received.

6.5.35 Note 35: Taxes

TAXES	GEN-I GROUP		GEN-I, d.o.o.	
	2024	2023	2024	2023
Current tax	7,140,736	3,997,220	4,872,151	1,167,759
Deferred tax	63,539	198,653	17,240	12,534
Total taxes	**7,204,275**	**4,195,873**	**4,889,391**	**1,180,293**

Effective tax rate

	GEN-I GROUP		GEN-I, d.o.o.	
	2024	2023	2024	2023
Gross profit before tax	43,202,366	28,972,711	27,734,886	9,630,200
Applicable tax rate	22%	19%	22%	19%
Tax at the applicable tax rate before any changes in the tax base	9,504,521	5,504,815	6,101,675	1,829,738
Untaxed income	-2,844,652	-1,390,721	-1,585,455	-629,795
Non-deductible expenses	1,670,731	615,471	964,257	441,954
Deductions	-746,551	-555,761	-608,326	-474,138
Unrecognised receivables for tax losses	0	54,670	0	0
Different tax rates	-379,773	-32,603	17,240	12,534
Effective tax rate	**16.68%**	**14.48%**	**17.63%**	**12.26%**
Current and deferred income tax	**7,204,275**	**4,195,873**	**4,889,391**	**1,180,293**

The effective tax rate increased in 2024 in comparison with 2023, mainly on account of an increase in the tax rate in Slovenia.

In accordance with IAS 12, we systematically assessed the impacts of the Pillar Two framework on our current and deferred taxes. Pillar Two, which was introduced by the OECD to address the challenges arising from the digitalisation of the economy and ensure a more equitable allocation of tax rights globally, requires a minimum effective tax rate of 15% for multinational companies. This framework has significant consequences for our tax reporting and financial disclosures.

The Group made use of the temporary exception from the accounting requirements for deferred taxes under IAS 12 announced by the International Accounting Standards Board (IASB) in May 2023. Accordingly, the Group neither recognises nor discloses information on deferred tax assets and liabilities connected with income tax under Pillar Two.

Based on the calculations produced, the Group benefits from the temporary safe harbour rules in almost all jurisdictions in which it operates, with the exception of Bulgaria and Kosovo. The Group's current tax expense in connection with income tax under Pillar Two is EUR 8,472.

We have also introduced extensive mechanisms to track our global tax positions; these facilitate proactive management and compliance with the Pillar Two requirements.

Our approach complies with the best practices recommended by tax advisers and experts from the sector, with the aim being to reduce any negative impacts on our financial results while still ensuring strict compliance. We remain committed to improving our tax reporting processes in order to effectively meet the demands of the changing global tax environment.

6.5.36 Note 36: Related party disclosures

Gross receipts

INFORMATION ON GROUPS OF PERSONS – MANAGEMENT	GEN-I GROUP 2024	GEN-I GROUP 2023	GEN-I, d.o.o. 2024	GEN-I, d.o.o. 2023
Gross remuneration	839,838	811,473	638,182	509,287
Benefits and other remuneration	164,339	243,177	18,941	72,116
Total gross receipts	**1,004,177**	**1,054,650**	**657,124**	**581,403**

INFORMATION ON GROUPS OF PERSONS – SUPERVISORY BOARD MEMBERS	GEN-I GROUP 2024	GEN-I GROUP 2023	GEN-I, d.o.o. 2024	GEN-I, d.o.o. 2023
Gross remuneration	24,120	0	24,120	0
Benefits and other remuneration	5,640	0	5,640	0
Total gross receipts	**29,760**	**0**	**29,760**	**0**

Net remuneration of Management Board members in 2024

2024	NET					
REMUNERATION OF MANAGEMENT BOARD MEMBERS	FIXED PART OF REMUNERATION	VARIABLE COMPONENT OF REMUNERATION	REIMBURSEMENT OF EXPENSES	PERFORMANCE BONUSES	OTHER REMUNERATION*	TOTAL
Dr Igor Koprivnikar	71,160	0	1,041	0	3,511	75,712
Klemen Pleško	8,657	0	183	0	457	9,296
Maks Helbl	92,393	4,839	653	0	5,937	103,822
Sandi Kavalič	85,729	4,566	700	0	4,276	95,273
Andreja Zupan**	14,037	5,291	0	0	875	20,204
Primož Stropnik	39,558	2,127	923	0	0	42,608
Total	**311,534**	**16,824**	**3,500**	**0**	**15,057**	**346,915**

*Other remuneration covers holiday pay, jubilee benefits, vehicle benefits and health insurance benefits, work from home allowances and premiums for the voluntary additional pension insurance (in the case of Primož Stropnik, payments under the business management contract as well).
**Andreja Zupan's term of office as member of the GEN-I, d.o.o. Management Board ended on 17 February 2024.

Net remuneration of Management Board members in 2023

2023	NET					
REMUNERATION OF MANAGEMENT BOARD MEMBERS	FIXED PART OF REMUNERATION	VARIABLE COMPONENT OF REMUNERATION	REIMBURSEMENT OF EXPENSES	PERFORMANCE BONUSES	OTHER REMUNERATION*	TOTAL
Dr Igor Koprivnikar**	18,671	0	119	0	959	19,750
Andrej Šajn**	16,434	0	279	0	796	17,509
Maks Helbl***	71,975	0	653	0	6,103	78,730
Sandi Kavalič***	68,435	0	939	0	3,320	72,695
Andreja Zupan***	67,560	0	936	0	3,345	71,841
Primož Stropnik	0	0	1,011	0	37,496	38,507
Total	**243,076**	**0**	**3,938**	**0**	**52,019**	**299,033**

*Other remuneration covers holiday pay, jubilee benefits, vehicle benefits and health insurance benefits, work from home allowances and premiums for the voluntary additional pension insurance (in the case of Primož Stropnik, payments under the business management contract as well).

**Applies to the period from 1 January to 17 February 2023. Dr Koprivnikar's term as president of the Management Board of GEN-I, d.o.o. came to an end on 17 February 2023, as did that of GEN-I, d.o.o. Management Board member Andrej Šajn.

***Applies to the period from 17 February to 31 December 2023, when a new GEN-I, d.o.o. Management Board was appointed, comprising Maks Helbl (president), and Sandi Kavalič, Andreja Zupan and Primož Stropnik (members). Mr Stropnik's term of office continues.

Related party transactions

The information presented below constitutes disclosures under IAS 24 (Related Party Disclosures).

All transactions classed as related party transactions represent business relations concluded under market terms and as part of normal day-to-day business operations. Accordingly, it is our assessment that, despite the intrinsic value of individual transactions, more detailed disclosures are not required because, qualitatively speaking, those transactions are not relevant to disclosures arising from the requirements set out in IAS 24.

	GEN-I GROUP		GEN-I, d.o.o.	
	2024	2023	2024	2023
Sales revenue				
Subsidiaries	0	0	332,815,309	464,382,460
Associates	0	0	0	0
Related party GEN energija d.o.o.	40,978,080	64,083,577	40,978,080	64,083,577
Other related parties	44,057	82,054	44,057	82,054
Other operating income				
Subsidiaries	0	0	443,708	0

Associates	0	0	0	0
Related party GEN energija d.o.o.	0	0	0	0
Other related parties	0	0	0	0
Cost of goods sold				
Subsidiaries	0	0	272,859,458	372,084,868
Associates	0	0	0	0
Related party GEN energija d.o.o.	309,175,166	405,013,605	309,175,166	405,013,605
Other related parties	1,032,354	55,032	1,032,354	55,032
Costs of services				
Subsidiaries	0	0	20,758	3,509
Associates	0	0	0	0
Related party GEN energija d.o.o.	1,000	0	1,000	0
Other related parties	992	0	992	0
Finance income from participating interests in companies				
Subsidiaries	0	0	5,061,077	2,214,765
Associates	786,833	856,382	786,833	856,382
Related party GEN energija d.o.o.	0	0	0	0
Other related parties	0	0	0	0
Finance income from interest				
Subsidiaries	0	0	3,267,734	2,680,089
Associates	0	0	0	0
Related party GEN energija d.o.o.	0	0	0	0
Other related parties	0	0	0	0
Finance costs for interest				
Subsidiaries	0	0	0	0
Associates	0	0	0	0
Related party GEN energija d.o.o.	0	0	0	0
Other related parties	0	0	0	0

	GEN-I GROUP		GEN-I, d.o.o.	
	2024	2023	2024	2023
Investments in companies				
Subsidiaries	0	0	24,914,989	15,864,039
Associates	22,551,310	22,551,310	22,551,310	22,551,310
Related party GEN energija d.o.o.	0	0	0	0
Other related parties	0	0	0	0
Current operating receivables				
Subsidiaries	0	0	70,349,208	43,024,172
Associates	0	0	0	0
Related party GEN energija d.o.o.	203,983	19,618,727	203,983	19,618,727
Other related parties	7,497	17,681	7,497	17,681
Current financial receivables				
Subsidiaries	0	0	59,958,036	71,064,655
Associates	0	0	0	0
Related party GEN energija d.o.o.	0	0	0	0
Other related parties	0	0	0	0
Current advances granted				
Subsidiaries	0	0	1,717,949	633,699
Associates	0	0	0	0
Related party GEN energija d.o.o.	0	0	0	0
Other related parties	0	0	0	0
Current accrued income				
Subsidiaries	0	0	248,060	259,292
Associates	0	0	0	0
Related party GEN energija d.o.o.	0	1,212,058	0	1,212,058
Other related parties	29	9	29	9
Current operating liabilities				
Subsidiaries	0	0	29,492,230	14,036,628
Associates	0	0	0	0
Related party GEN energija d.o.o.	14,378,088	75,774,079	14,378,088	75,774,079
Other related parties	64,274	2,327	64,274	2,327

Accrued costs or expenses				
Subsidiaries	0	0	10,359	0
Associates	0	0	0	0
Related party GEN energija d.o.o.	3,878,084	0	3,878,084	0
Other related parties	0	0	0	0
Lease liabilities				
Subsidiaries	0	0	857,585	0
Associates	0	0	0	0
Related party GEN energija d.o.o.	569,928	731,985	569,928	731,985
Other related parties	0	0	0	0

GEN-I, d.o.o. has established a network of local subsidiaries in order to guarantee the optimal sale and purchase of energy products on international markets. Subsidiaries earn income and incur expenses because the single global portfolio is managed centrally.

Under the Articles of Association of GEN-I, d.o.o., as part of the functional allocation of the activity of marketing electricity generated within the GEN Group, a certain proportion of the electricity is disposed of via GEN-I, d.o.o., pursuant to the Framework Agreement on the Purchase and Sale of Electricity concluded between GEN-I, d.o.o. and GEN energija d.o.o. In performing this Framework Agreement, under which GEN-I, d.o.o. derives revenues and expenses from its relationship with GEN energija, the two companies pursue the objective of selling and marketing electricity from the GEN Group in an effective and efficient way, with the aim of providing reliable supply of electricity to customers in all relevant market segments, and the objective of protecting the production portfolio of the GEN Group effectively over the medium and long term, thereby controlling the risks associated with the sale of electricity. As per the existing Framework Agreement, the subject of billing between the companies is, on the one hand, the electricity sold by GEN energija d.o.o. (and, in some cases, also purchased) and, on the other hand, the reimbursement of the costs related to the maintenance and operation of GEN-I, d.o.o.'s extensive trading infrastructure, which provides market access in accordance with the market terms associated with the international reference energy markets. All costs that arise from the provision of access to the reference prices of international markets under the Framework Agreement are charged to GEN energija d.o.o., as per the agreed provisions of that agreement.

GEN-I, d.o.o. also carries out part of the purchase and sale of electricity within the GEN Group. The relationship between GEN energija d.o.o. and GEN-I, d.o.o. in this regard is regulated at the contractual level by an EFET General Agreement, under which the two companies conclude individual agreements for the purchase and sale of electricity in accordance with market conditions linked to the reference international energy markets. The possibilities of purchasing and selling electricity in line with the reference prices on foreign energy markets, which is made possible by deploying GEN-I, d.o.o.'s international trading infrastructure, constitute an additional potential for the effective marketing of electricity generated within the GEN Group on both the domestic and foreign energy markets ("market access"). This framework provides a wide spectrum of opportunities for the effective medium- and long-term protection of the GEN Group's production portfolio, and with that the chance to manage the risks that come with selling electricity. Through the sale and purchase of electricity within the GEN Group, GEN-I, d.o.o. derives revenues and expenses from its relationship with GEN energija d.o.o.
At the general meeting of GEN-I, d.o.o. shareholders held on 12 December 2024, amendments were passed to that company's Articles of Association that terminated GEN energija d.o.o.'s previous commitment to annually dispose of at least 62.5% of the amount of electricity produced annually by generation units owned by GEN energija, d.o.o. The amended Articles of Association of GEN-I, d.o.o. were entered in the companies register and came into force on 24 December 2024.

6.6 Fair value and risk management

A. DETERMINATION OF FAIR VALUE

Many of the accounting policies and disclosures of the Group/Company require the measurement of fair value, for both financial and non-financial assets and liabilities. The Group has determined the fair value of individual groups of assets for the requirements of measuring and reporting in accordance with the methods set out below. Where additional explanations are required regarding assumptions used to determine fair value, these are set out in the notes attached to individual items of assets and liabilities of the Group.

(i) Property, plant and equipment

The fair value of property, plant and equipment from business combinations is their market value. The market value of real estate is equal to the estimated value at which the real estate could be exchanged in a business transaction under normal market terms at the valuation date and following suitable marketing between two knowledgeable and willing parties. The market value of devices, equipment and small inventory is based on the market price offered for similar objects.

(ii) Intangible assets

The fair value of patents and trademarks acquired through business combinations is based on the estimated discounted future value of royalties, payment for which will not be necessary because of the ownership of the patent or trademark in question. The fair value of customer relationships acquired through a business combination is determined using a special excess earnings method, while assets are valued by excluding all cash flows related to contributory assets.

(iii) Operating and other receivables

The fair value of operating and other receivables is calculated as the current value of future cash flows, discounted at the market interest rate at the end of the reporting period.

(iv) Derivative financial instruments

The fair value of derivatives is determined as the difference between the contract value of the derivative and its market value at the end of the reporting period.

(v) Non-derivative financial liabilities

Fair value is calculated for reporting purposes based on the present value of future principal and interest payments, discounted using the market interest rate at the end of the reporting period. Market interest rates for financial leases are determined by making a comparison with similar lease contracts.

6.6.1 Note 37: Classification and fair value of financial instruments

GEN-I Group

FAIR VALUE	31 Dec 2024		31 Dec 2023	
	CARRYING AMOUNT	FAIR VALUE	CARRYING AMOUNT	FAIR VALUE
Assets measured at fair value through profit or loss				
Derivatives	19,587,439	19,587,439	0	0
Financial assets measured at fair value through profit or loss	0	0	0	0
Total assets measured at fair value	**19,587,439**	**19,587,439**	**0**	**0**
Financial assets measured at amortised cost				
Non-current financial assets	385,796	385,796	353,169	353,169
Non-current operating receivables	36,675,554	36,675,554	40,595,339	40,595,339

Short-term deposits	39,577	39,577	39,683	39,683
Short-term loans	0	0	0	0
Trade receivables and other receivables (excluding receivables from the government)	89,281,892	89,281,892	138,564,212	138,564,212
Contract assets	90,286,084	90,286,084	98,614,893	98,614,893
Cash and cash equivalents	141,905,013	141,905,013	123,922,752	123,922,752
Total financial assets measured at amortised cost	**358,573,915**	**358,573,915**	**402,090,048**	**402,090,048**
Liabilities measured at fair value				
Derivatives	-31,606,563	-31,606,563	-31,287,385	-31,287,385
Total liabilities measured at fair value	**-31,606,563**	**-31,606,563**	**-31,287,385**	**-31,287,385**
Liabilities measured at amortised cost				
Bank loans	0	0	-321,884	-321,884
Other financial liabilities	0	0	-49,393,669	-49,393,669
Bonds	-51,780,822	-51,780,822	-2,800,000	-2,800,000
Loans received from associates	0	0	0	0
Loans received from others	0	0	-90,513	-90,513
Trade payables	-85,602,797	-85,602,797	-180,621,372	-180,621,372
Contract liabilities	-5,193,120	-5,193,120	-7,598,698	-7,598,698
Total liabilities measured at amortised cost	**-142,576,739**	**-142,576,739**	**-240,826,136**	**-240,826,136**

GEN-I, d.o.o.

FAIR VALUE	31 Dec 2024		31 Dec 2023	
	CARRYING AMOUNT	FAIR VALUE	CARRYING AMOUNT	FAIR VALUE
Assets measured at fair value through profit or loss				
Derivatives	11,913,832	11,913,832	0	0
Financial assets measured at fair value through profit or loss	0	0	0	0
Total assets measured at fair value	**11,913,832**	**11,913,832**	**0**	**0**
Financial assets measured at amortised cost				
Long-term loans	21,592,744	21,592,744	0	0
Non-current financial assets	385,796	385,796	353,169	353,169
Non-current operating receivables	7,504	7,504	62,105	62,105
Short-term loans	38,168,325	38,168,325	71,064,655	71,064,655

Trade receivables and other receivables	110,039,779	110,039,779	156,673,869	156,673,869
Contract assets	64,113,211	64,113,211	79,056,244	79,056,244
Cash and cash equivalents	117,368,287	117,368,287	110,772,412	110,772,412
Total financial assets measured at amortised cost	**351,675,647**	**351,675,647**	**417,982,453**	**417,982,453**
Liabilities measured at fair value				
Derivatives	-28,913,512	-28,913,512	-36,301,530	-36,301,530
Total liabilities measured at fair value	**-28,913,512**	**-28,913,512**	**-36,301,530**	**-36,301,530**
Liabilities measured at amortised cost				
Bank loans	0	0	-321,884	-321,884
Other financial liabilities	0	0	-49,356,900	-49,356,900
Bonds	-51,780,822	-51,780,822	0	0
Loans received from others	0	0	0	0
Trade payables	-89,960,436	-89,960,436	-173,934,065	-173,934,065
Contract liabilities	-512,516	-512,516	-2,173,179	-2,173,179
Total liabilities measured at amortised cost	**-142,253,774**	**-142,253,774**	**-225,786,027**	**-225,786,027**

The value of derivatives is related to forward transactions with financial and physical settlement, currency transactions and other trading-related derivatives.

Stock market transactions with financial settlement and physical settlement are valued according to the relevant prices quoted on the stock exchange. Settlement prices from the relevant stock exchanges for the products in question are used for the valuation. Currency transactions are valued on the basis of the relevant exchange rate (official middle rate or forward rate). Official middle rates or forward rates are used for the valuation. Information on official middle rates is obtained from the relevant central banks, while forward rates are determined on the basis of market data. These assets and liabilities are classified in Level 1 of the fair value hierarchy.

Other forward transactions with physical settlement that do not meet the conditions for own use exemption are valued in accordance with the corresponding forward price curves. Cross-border transmission capacities are valued on the basis of the corresponding difference between the forward price curves. These assets and liabilities are classified in Level 2 of the fair value hierarchy.

The fair value of current assets and liabilities is practically the same as their carrying amount. The assumptions and conditions under which the non-current assets and liabilities have been originally recognised remain relatively unchanged. These liabilities are classified in Level 3 of the fair value hierarchy.

Fair value of assets

GEN-I Group

FAIR VALUE LEVELS	31 Dec 2024				31 Dec 2023			
	LEVEL 1	LEVEL 2	LEVEL 3	TOTAL	LEVEL 1	LEVEL 2	LEVEL 3	TOTAL
Assets measured at fair value through profit or loss								
Derivatives	1,708,882	17,878,557	0	19,587,439	0	0	0	0
Total assets measured at fair value through profit or loss	**1,708,882**	**17,878,557**	**0**	**19,587,439**	**0**	**0**	**0**	**0**
Assets for which the fair value has been disclosed								
Non-current financial assets	0	0	385,796	385,796	0	0	353,169	353,169
Non-current operating receivables	0	0	36,675,554	36,675,554	0	0	40,595,339	40,595,339
Short-term deposits	0	39,577	0	39,577	0	39,683	0	39,683
Short-term loans	0	0	0	0	0	0	0	0
Current operating receivables (excluding receivables from the government)	0	0	89,281,892	89,281,892	0	0	138,564,212	138,564,212
Contract assets	0	0	90,286,084	90,286,084	0	0	98,614,893	98,614,893
Cash and cash equivalents	0	141,905,013	0	141,905,013	0	123,922,751	0	123,922,751
Total assets for which the fair value has been disclosed	**0**	**141,944,590**	**216,629,326**	**358,573,915**	**0**	**123,962,434**	**278,127,613**	**402,090,047**
Total	**1,708,882**	**159,823,147**	**216,629,326**	**378,161,354**	**0**	**123,962,434**	**278,127,613**	**402,090,047**

GEN-I, d.o.o.

FAIR VALUE LEVELS	31 Dec 2024 LEVEL 1	LEVEL 2	LEVEL 3	TOTAL	31 Dec 2023 LEVEL 1	LEVEL 2	LEVEL 3	TOTAL
Assets measured at fair value through profit or loss								
Derivatives	1,708,882	10,204,950	0	11,913,832	0	0	0	0
Total assets measured at fair value through profit or loss	**1,708,882**	**10,204,950**	**0**	**11,913,832**	**0**	**0**	**0**	**0**
Assets for which the fair value has been disclosed								
Long-term loans	0	0	21,592,744	21,592,744	0	0	0	0
Non-current financial receivables	0	0	385,796	385,796	0	0	353,169	353,169
Non-current operating receivables	0	0	7,504	7,504	0	0	62,105	62,105
Short-term loans	0	0	38,168,325	38,168,325	0	0	71,064,655	71,064,655
Current operating receivables (excluding receivables from the government)	0	0	110,039,779	110,039,779	0	0	156,673,869	156,673,869
Contract assets	0	0	64,113,211	64,113,211	0	0	79,056,244	79,056,244
Cash and cash equivalents	0	117,368,287	0	117,368,287	0	110,772,412	0	110,772,412
Total assets for which the fair value has been disclosed	**0**	**117,368,287**	**234,307,360**	**351,675,647**	**0**	**110,772,412**	**307,210,042**	**417,982,453**
Total	**1,708,882**	**127,573,237**	**234,307,360**	**363,589,479**	**0**	**110,772,412**	**307,210,042**	**417,982,453**

Fair value of liabilities

GEN-I Group

FAIR VALUE LEVELS	31 Dec 2024 LEVEL 1	LEVEL 2	LEVEL 3	TOTAL	31 Dec 2023 LEVEL 1	LEVEL 2	LEVEL 3	TOTAL
Liabilities measured at fair value through profit or loss								
Derivatives	-16,474,380	-15,132,182	0	-31,606,563	-10,907,885	-20,379,500	0	-31,287,385
Total liabilities measured at fair value through profit or loss	**-16,474,380**	**-15,132,182**	**0**	**-31,606,563**	**-10,907,885**	**-20,379,500**	**0**	**-31,287,385**
Liabilities for which fair value is disclosed								

Bank loans	0	0	0	0	0	0	-321,884	-321,884
Other financial liabilities	0	0	0	0	0	0	-49,393,669	-49,393,669
Bonds	0	0	-51,780,822	-51,780,822	0	0	-2,800,000	-2,800,000
Loans received from others	0	0	0	0	0	0	-90,513	-90,513
Trade payables (excluding to the government and employees, and liabilities from advances)	0	0	-85,602,797	-85,602,797	0	0	-180,621,372	-180,621,372
Contract liabilities	0	0	-5,193,120	-5,193,120	0	0	-7,598,698	-7,598,698
Total liabilities for which the fair value has been disclosed	**0**	**0**	**-142,576,739**	**-142,576,739**	**0**	**0**	**-240,826,136**	**-240,826,136**
Total	**-16,474,380**	**-15,132,182**	**-142,576,739**	**-174,183,302**	**-10,907,885**	**-20,379,500**	**-240,826,136**	**-272,113,521**

GEN-I, d.o.o.

FAIR VALUE LEVELS	31 Dec 2024				31 Dec 2023			
	LEVEL 1	LEVEL 2	LEVEL 3	TOTAL	LEVEL 1	LEVEL 2	LEVEL 3	TOTAL
Liabilities measured at fair value through profit or loss								
Derivatives	-16,474,380	-12,439,132	0	-28,913,512	-10,907,885	-25,393,645	0	-36,301,530
Total liabilities measured at fair value through profit or loss	**-16,474,380**	**-12,439,132**	**0**	**-28,913,512**	**-10,907,885**	**-25,393,645**	**0**	**-36,301,530**
Liabilities for which fair value is disclosed								
Bank loans	0	0	0	0	0	0	-321,884	-321,884
Other financial liabilities	0	0	0	0	0	0	-49,356,900	-49,356,900
Bonds	0	0	-51,780,822	-51,780,822	0	0	0	0
Trade payables (excluding to the government and employees, and liabilities from advances)	0	0	-89,960,436	-89,960,436	0	0	-173,934,065	-173,934,065
Contract liabilities	0	0	-512,516	-512,516	0	0	-2,173,179	-2,173,179
Total liabilities for which the fair value has been disclosed	**0**	**0**	**-142,253,774**	**-142,253,774**	**0**	**0**	**-225,786,027**	**-225,786,027**
Total	**-16,474,380**	**-12,439,132**	**-142,253,774**	**-171,167,286**	**-10,907,885**	**-25,393,645**	**-225,786,027**	**-262,087,557**

B. RISK MANAGEMENT FRAMEWORK

The Management Board has overall responsibility for the establishment and oversight of the risk management framework. To manage the risks of the Group and the Company, the credit risk committee and the market risk committee (which are responsible for formulating and monitoring the implementation of risk management policies at the Group and the Company) were established, to operate alongside the risk management department. As part of its regular reporting obligations, the risk management department keeps the Management Board apprised of related

activities and the decisions adopted by the two committees.
The risk management policies serve to identify and analyse the risks faced by the Group and the Company, to set appropriate risk limits and controls, and to monitor risks and adherence to limits. Risk management policies and systems are reviewed regularly to reflect changes in market conditions and the activities of the Group and the Company. Through its training and management standards and procedures, the Group and the Company aim to maintain a disciplined and constructive control environment in which all employees understand their roles and obligations.

The Group and the Company are exposed to the following risks arising from financial instruments:

- credit risk;
- liquidity risk;
- market risks (currency risk, interest rate risk and commodity price risk).

6.6.2 Note 38: Credit risk

Credit risk is the risk of financial loss to the Group or Company if a customer or counterparty to a financial instrument fails to meet its contractual obligations. It arises principally from trade receivables for electricity, natural gas and small power plants.

Trade receivables and contract assets

TRADE RECEIVABLES	GEN-I GROUP		GEN-I, d.o.o.	
	2024	2023	2024	2023
Domestic customers	25,432,451	65,867,313	20,893,453	63,983,874
Countries of the eurozone	18,242,976	17,903,036	42,225,841	23,224,942
Other European countries	5,171,099	27,830,894	5,074,454	27,839,973
SEE countries that are not EU members	33,209,770	3,326,465	14,115,020	7,508,255
Other regions	5,673,200	21,584,818	26,549,264	32,606,009
Total trade receivables	**87,729,496**	**136,512,525**	**108,858,032**	**155,163,053**

TRADE RECEIVABLES	GEN-I GROUP		GEN-I, d.o.o.	
	2024	2023	2024	2023
Wholesale customers	60,832,185	104,379,520	96,313,936	139,605,088
Retail customers	26,897,311	32,133,006	12,544,096	15,557,965
Total receivables	**87,729,496**	**136,512,525**	**108,858,032**	**155,163,053**

The Group and the Company actively manage credit risk and their financial exposure to business partners. This active management method is based on the consistent implementation of adopted internal policies, and on the precisely defined processes within those policies of identifying credit risks and assessing exposure to those risks, defining the exposure limits, and constantly monitoring the exposure of the Group and the Company in business transactions with business partners. In accordance with the parent company's policies on credit risk management, the risk management office conducts a suitable analysis of credit rating and a risk assessment for each new business partner in relation to trading and for major customers in relation to sales of electricity and natural gas. This assessment is then used as the basis for defining the frameworks of future business cooperation, suitable credit lines for hedging, and payment and supply terms for each individual contractual relationship. When monitoring credit risk and daily exposure to credit lines, the Group and the Company divide partners into groups according to their credit characteristics (whether they are individual companies, groups of companies, trading partners, end-consumers or retail customers), geographical location, industry, the age structure and maturity of receivables, any past financial issues and the estimated level of risk of a breach of contractual obligations. To reduce the risks related to the non-payment of receivables by business partners, the Group and the Company pay particular attention to the use of suitable financial and legal instruments in their daily business transactions. This serves to guarantee that contractual obligations are honoured. These instruments are incorporated into contractual relationships with business partners on the basis of an analysis of their credit rating and suitable risk assessments. Operating receivables from partners in the wholesale electricity and natural gas market are insured with a credit insurer, in combination with paid bank guarantees received. The Group and the Company insure receivables from business customers with a credit insurer.

Impairment losses on financial and contract assets, which are recognised in profit or loss, are set out below.

Age structure and changes in allowances for trade receivables and other receivables

GEN-I Group

MATURITY OF RECEIVABLES	GROSS SUM	ACCUMULATED DEPRECIATION	GROSS SUM	ACCUMULATED DEPRECIATION
	31 Dec 2024		31 Dec 2023	
Not past due	100,484,812	5,734,653	173,778,275	7,290,528
Up to 90 days past due	15,898,709	895,340	8,299,364	1,062,610
Between 91 and 180 days past due	2,449,278	189,644	1,873,726	924,020
Between 181 and 365 days past due	3,502,603	296,517	1,917,971	453,400
More than one year past due	18,578,455	13,123,474	18,414,168	11,175,294
Total maturity of receivables	**140,913,857**	**20,239,628**	**204,283,504**	**20,905,853**

CHANGE IN ALLOWANCES	ACCUMULATED DEPRECIATION	
	2024	2023
Opening balance as at 1 Jan	**20,905,853**	**22,534,622**
Creation of allowances	2,175,216	1,605,131
Reversal of allowances	-1,965,076	-888,798
Write-off of receivables debited to allowances	-876,050	-2,345,246
Effect of movements in exchange rates	-316	143
Closing balance as at 31 Dec	**20,239,628**	**20,905,853**

The closing balance of the allowances comprises impairments of the value of trade receivables of EUR 8,687,647 (2023: EUR 8,548,703), expected credit losses from trade receivables, other receivables and contract assets of EUR 6,613,174 (2023: EUR 8,353,135), and impairments of the value of other receivables and financial assets of EUR 4,938,807 (2023: 4,005,015 EUR) relating to the allowance created at the subsidiary GEN-I SOFIA – ELECTRICITY TRADING AND SALES, and the change in the allowance for VAT receivables at GEN-I Istanbul, Ltd. Şti and GEN-I Tirana SHPK.

GEN-I, d.o.o.

MATURITY OF RECEIVABLES	GROSS SUM 31 Dec 2024	ACCUMULATED DEPRECIATION 31 Dec 2024	GROSS SUM 31 Dec 2023	ACCUMULATED DEPRECIATION 31 Dec 2023
Not past due	90,032,453	3,638,642	167,645,202	5,085,488
Up to 90 days past due	15,386,805	724,049	15,167,883	542,598
Between 91 and 180 days past due	13,990,175	151,897	3,591,619	837,744
Between 181 and 365 days past due	2,350,546	247,830	2,607,227	282,872
More than one year past due	7,743,992	4,964,505	6,477,274	4,148,052
Total maturity of receivables	**129,503,971**	**9,726,923**	**195,489,205**	**10,896,754**

CHANGE IN ALLOWANCES	ACCUMULATED DEPRECIATION 2024	ACCUMULATED DEPRECIATION 2023
Opening balance as at 1 Jan	**10,896,753**	**10,967,199**
Creation of allowances	284,926	1,153,259
Reversal of allowances	-1,338,964	-753,798
Write-off of receivables debited to allowances	-115,793	-469,907
Closing balance as at 31 Dec	**9,726,923**	**10,896,753**

The closing balance of the allowances comprises impairments of the value of trade receivables and contract assets of EUR 5,364,232 (2023: EUR 5,268,667), and expected credit losses from trade receivables, other receivables and contract assets of EUR 4,362,691 (2023: EUR 5,628,085).

The table below shows the distribution of allowances by class.

ALLOWANCE CLASSES	GEN-I GROUP 31 Dec 2024	GEN-I GROUP 31 Dec 2023	GEN-I, d.o.o. 31 Dec 2024	GEN-I, d.o.o. 31 Dec 2023
Class 1	6,053,165	7,450,567	4,050,509	5,184,508
Class 2	560,010	902,567	312,181	443,578
Class 3	13,626,454	12,552,718	5,364,232	5,268,668
Total allowances	**20,239,628**	**20,905,853**	**9,726,923**	**10,896,753**

Structure of loans granted and the change in the allowance for receivables from loans granted

BALANCE OF LOANS GRANTED	GROSS SUM	ACCUMULATED DEPRECIATION	GROSS SUM	ACCUMULATED DEPRECIATION
	31 Dec 2024		31 Dec 2023	
Long-term loans to subsidiaries	21,730,000	137,256	29,429,400	0
Short-term loans to subsidiaries	37,994,500	59,711	0	0
Total loans granted	**59,724,500**	**196,967**	**0**	**0**

CHANGE IN ALLOWANCES	ACCUMULATED DEPRECIATION	
	2024	2023
Opening balance as at 1 Jan	**0**	**0**
Creation of allowances	196,967	0
Reversal of allowances	0	0
Write-off of receivables debited to allowances	0	0
Closing balance as at 31 Dec	**196,967**	**0**

COLLATERALISATION OF RECEIVABLES	GEN-I GROUP		GEN-I, d.o.o.	
	31 Dec 2024	31 Dec 2023	31 Dec 2024	31 Dec 2023
Current trade receivables	103,030,317	153,414,364	118,584,955	166,059,806
Allowances created	15,300,821	16,901,838	9,726,923	10,896,753
Current trade receivables including allowances	87,729,496	136,512,526	108,858,032	155,163,053
Current operating receivables secured with high-quality collateral (coverage):				
Credit insurance	37,812,190	54,502,516	13,551,100	48,242,702
Bank guarantee	7,209,798	6,698,400	4,909,814	4,731,734
Surety	23,907,472	12,607,472	13,107,472	6,107,472
Advances and securities received	11,861,835	5,802,075	9,549,402	2,131,901
Total current operating receivables secured with high-quality collateral (coverage)	**80,791,295**	**79,610,463**	**41,117,788**	**61,213,809**

The collateral item only covers prime collateral, such as bank guarantees, credit insurance with an insurer, sureties, and advances and securities received. There were no significant changes in the reporting period to the quality of the collateral or to the policies of the Company in relation to credit insurance received.

Maximum exposure to credit risk is equal to the carrying amount of financial assets. The situation as at 31 December 2024 was as follows:

CREDIT INSURANCE	GEN-I GROUP		GEN-I, d.o.o.	
	31 Dec 2024	31 Dec 2023	31 Dec 2024	31 Dec 2023
Non-current operating receivables	36,675,554	40,595,339	7,504	62,105
Non-current financial assets	385,796	353,169	21,978,540	353,169
Derivatives	7,673,607	0	0	0
Trade receivables and other receivables (excluding receivables from the government)	89,281,892	138,564,212	110,039,779	156,673,869
Contract assets	90,286,084	98,614,893	64,113,211	79,056,244
Short-term loans granted	0	0	38,168,325	71,064,655
Cash and cash equivalents	141,905,013	123,922,752	117,368,287	110,772,412
Total assets	**366,207,945**	**402,050,365**	**351,675,647**	**417,982,454**

Current operating receivables were most exposed to credit risk at the reporting date. These had nominally fallen by 35.57% at the Group and 29.77% at the Company as at 31 December 2024 relative to the end of 2023. Financial assets at fair value through profit or loss are derivatives.

6.6.3 Note 39: Liquidity risk

Liquidity risk is the risk that the Group/Company will encounter difficulty in meeting the obligations associated with its financial liabilities that are settled by delivering cash or another financial asset. The objective of the Group and the Company when managing liquidity risk is to ensure, as far as possible, that they have sufficient liquidity to meet their liabilities when they are due, under both normal and stressed conditions, without incurring unacceptable losses or risking damage to the reputation of the Group or the Company.

GEN-I Group

FINANCIAL LIABILITIES	31 Dec 2024						
	CARRYING AMOUNT	CONTRACTUAL CASH FLOWS	UP TO 6 MONTHS	6–12 MONTHS	1–2 YEARS	2–5 YEARS	MORE THAN 5 YEARS
Non-derivative financial liabilities							
Unsecured bank loans	0	0	0	0	0	0	0
Bonds issued	51,780,822	63,000,000	2,600,000	0	2,600,000	57,800,000	0
Loans received from others	0	0	0	0	0	0	0
Other liabilities	0	0	0	0	0	0	0
Lease liabilities	9,829,656	12,742,013	1,734,347	1,731,417	2,394,888	3,506,966	3,374,395
Trade payables and other payables	85,602,797	85,602,797	85,602,797	0	0	0	0

Derivative financial liabilities							
Other foreign exchange forward contracts							
Outflow	-31,606,563	-31,606,563	-31,606,563	0	0	0	0
Inflow	19,587,439	19,587,439	19,587,439	0	0	0	0
Total financial liabilities	**135,194,152**	**149,325,687**	**77,918,021**	**1,731,417**	**4,994,888**	**61,306,966**	**3,374,395**

			31 Dec 2023				
FINANCIAL LIABILITIES	CARRYING AMOUNT	CONTRACTUAL CASH FLOWS	UP TO 6 MONTHS	6–12 MONTHS	1–2 YEARS	2–5 YEARS	MORE THAN 5 YEARS
Non-derivative financial liabilities							
Unsecured bank loans	321,884	321,916	321,916	0	0	0	0
Bonds issued	2,800,000	2,844,124	2,844,124	0	0	0	0
Loans received from others	90,513	90,513	90,513	0	0	0	0
Other liabilities	49,356,900	50,000,000	50,000,000	0	0	0	0
Lease liabilities	6,472,603	6,979,363	1,069,539	860,707	1,693,170	3,040,272	315,675
Trade payables and other payables (excluding liabilities to the government and employees, and liabilities from advances)	180,621,372	180,621,372	180,621,372	0	0	0	0
Derivative financial liabilities							
Other foreign exchange forward contracts							
Outflow	-31,287,385	0	-31,287,385	0	0	0	0
Inflow	0	0	0	0	0	0	0
Total financial liabilities	**208,375,886**	**209,569,903**	**203,660,079**	**860,707**	**1,693,170**	**3,040,272**	**315,675**

GEN-I, d.o.o.

			31 Dec 2024				
FINANCIAL LIABILITIES	CARRYING AMOUNT	CONTRACTUAL CASH FLOWS	UP TO 6 MONTHS	6–12 MONTHS	1–2 YEARS	2–5 YEARS	MORE THAN 5 YEARS
Non-derivative financial liabilities							
Unsecured bank loans	0	0	0	0	0	0	0
Bonds issued	51,780,822	63,000,000	2,600,000	0	2,600,000	57,800,000	0

Other liabilities	0	1,780,822	1,780,822	0	0	0	0
Lease liabilities	8,988,912	10,699,966	1,035,570	1,035,580	1,955,855	3,356,175	3,316,787
Trade payables and other payables (excluding liabilities to the government and employees, and liabilities from advances)	89,985,813	89,985,813	89,985,813	0	0	0	0
Derivative financial liabilities							
Other foreign exchange forward contracts							
Outflow	-28,913,512	-28,913,512	-28,913,512	0	0	0	0
Inflow	11,913,832	11,913,832	11,913,832	0	0	0	0
Total financial liabilities	**133,755,868**	**148,466,921**	**78,402,525**	**1,035,580**	**4,555,855**	**61,156,175**	**3,316,787**

FINANCIAL LIABILITIES	CARRYING AMOUNT	CONTRACTUAL CASH FLOWS	UP TO 6 MONTHS	6–12 MONTHS	1–2 YEARS	2–5 YEARS	MORE THAN 5 YEARS
Non-derivative financial liabilities							
Unsecured bank loans	321,884	321,916	321,916	0	0	0	0
Bonds issued	0	0	0	0	0	0	0
Other liabilities	49,356,900	50,000,000	50,000,000	0	0	0	0
Lease liabilities	4,585,244	5,089,843	717,554	648,760	1,253,077	2,154,777	315,675
Trade payables and other payables (excluding liabilities to the government and employees, and liabilities from advances)	173,934,065	173,934,065	173,934,065	0	0	0	0
Derivative financial liabilities							
Other foreign exchange forward contracts							
Outflow	-36,301,530	36,301,530	-36,301,530	0	0	0	0
Inflow	0	0	0	0	0	0	0
Total financial liabilities	**191,896,562**	**193,044,294**	**188,672,005**	**648,760**	**1,253,077**	**2,154,777**	**315,675**

The liquidity of the Group as a whole is managed by the parent company, which carefully monitors and plans short-term financial solvency, guaranteeing it through the timely coordination and planning of all cash flows within the Group. In doing so, the Group/Company give the fullest consideration to all risks related to delays in payments or poor payment discipline on the part of customers, as these can hinder the planning of inflows and investment operations at the Group/Company.

The Group and the Company also constantly monitor and optimise short-term surpluses and deficits of cash assets, at both the level of each individual company and that of the Group as a whole. A liquidity reserve in the form of approved credit lines with commercial banks, the spreading of financial liabilities, real-time coordination of the maturity of receivables and liabilities, and the consistent recovery of receivables enable cash flows to be managed efficiently; this makes it possible for the Group and the Company to guarantee their own solvency and, as a consequence, ensures a low rate of short-term financial solvency risk. Since the Group and the Company maintain an active approach to financial markets, are successful as businesses and enjoy a stable cash flow from operations, liquidity risks are within acceptable limits and fully manageable. The long-term liquidity of the Group and the Company is ensured through the maintenance and increase in share capital and the maintenance of a suitable financial balance. The Group and the Company achieve this by continually ensuring a suitable balance-sheet structure in terms of maturity of financial liabilities. As regards the management of liquidity risk, the management plans to continue to consolidate the Group's long- and short-term liquidity in the year to come, and to introduce new subsidiaries into the liquidity monitoring system.

6.6.4 Note 40: Currency risk

GEN-I Group

							31 Dec 2024								
RECEIVABLES AND LIABILITIES	**EUR**	**USD**	**GBP**	**MKD**	**BAM**	**GEL**	**RSD**	**UAH**	**HUF**	**ALL**	**TRY**	**BGN**	**RON**	**CZK**	**PLN**
Trade receivables	68,941,941	0	0	252,588	6,644,666	0	10,465,328	14,473	0	0	58	46,213	1,283,221	0	81,008
Unsecured bank loans	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Trade payables	-70,514,998	-41,019	-64,435	-2,732,261	-11,476,058	-1,052	-104,288	-26,135	-583	-4,257	-187,264	-106,361	-1,031	0	-40,097
Gross balance-sheet exposure	**-1,573,057**	**-41,019**	**-64,435**	**-2,479,673**	**-4,831,392**	**-1,052**	**10,361,040**	**-11,662**	**-583**	**-4,257**	**-187,206**	**-60,148**	**1,282,190**	**0**	**40,911**
Gross exposure	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Net exposure	**-1,573,057**	**-41,019**	**-64,435**	**-2,479,673**	**-4,831,392**	**-1,052**	**10,361,040**	**-11,662**	**-583**	**-4,257**	**-187,206**	**-60,148**	**1,282,190**	**0**	**40,911**

							31 Dec 2023								
RECEIVABLES AND LIABILITIES	**EUR**	**USD**	**GBP**	**MKD**	**BAM**	**GEL**	**RSD**	**UAH**	**HUF**	**ALL**	**TRY**	**BGN**	**RON**	**CZK**	**PLN**
Trade receivables	134,753,233	0	0	131,642	1,162,714	0	10,532	14,985	0	0	9,503	429,917	0	0	0
Unsecured bank loans	-321,884	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Trade payables	-172,836,485	-26,905	-38,816	-1,645,027	-4,984,409	-3,521	-179,510	-5,789	-846	-6,554	-34,273	-351,920	-1,707	-1,337	-111
Gross balance-sheet exposure	**-38,405,136**	**-26,905**	**-38,816**	**-1,513,385**	**-3,821,695**	**-3,521**	**-168,978**	**9,196**	**-846**	**-6,554**	**-24,771**	**77,997**	**-1,707**	**-1,337**	**-111**
Gross exposure	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Net exposure	**-38,405,136**	**-26,905**	**-38,816**	**-1,513,385**	**-3,821,695**	**-3,521**	**-168,978**	**9,196**	**-846**	**-6,554**	**-24,771**	**77,997**	**-1,707**	**-1,337**	**-111**

RECEIVABLES AND LIABILITIES	EUR	USD	GBP	HUF	TRY	BGN	RON	CZK	PLN
	31 Dec 2024								
Trade receivables	106,116,027	0	0	0	1,338,849	38,848	1,283,300	0	81,009
Unsecured bank loans	0	0	0	0	0	0	0	0	0
Trade payables	-88,794,822	-41,019	-64,435	-583	-685,914	-74,184	1,172	0	-40,097
Gross balance-sheet exposure	**17,321,205**	**-41,019**	**-64,435**	**-583**	**652,935**	**-35,337**	**1,284,472**	**0**	**40,912**
Gross exposure	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Net exposure	**17,321,205**	**-41,019**	**-64,435**	**-583**	**652,935**	**-35,337**	**1,284,472**	**0**	**40,912**

RECEIVABLES AND LIABILITIES	EUR	USD	GBP	HUF	TRY	BGN	RON	CZK	PLN
	31 Dec 2023								
Trade receivables	153,124,767	0	0	0	1,616,220	419,699	-1	2,368	0
Bank loans	-321,884	0	0	0	0	0	0	0	0
Trade payables	-172,762,524	-26,905	-38,816	-846	-520,738	-344,621	-1,707	-1,337	0
Gross balance-sheet exposure	**-19,959,641**	**-26,905**	**-38,816**	**-846**	**1,095,482**	**75,078**	**-1,708**	**1,031**	**0**
Gross exposure	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
Net exposure	**-19,959,641**	**-26,905**	**-38,816**	**-846**	**1,095,482**	**75,078**	**-1,708**	**1,031**	**0**

Particularly when it comes to foreign markets that are not a part of the eurozone, the Group and the Company are actively involved in putting in place suitable infrastructure for the conclusion of currency transactions and the implementation of other currency risk hedging mechanisms, including forward/futures transactions and currency clauses.

The following important exchange rates applied in 2024 and 2023:

For EUR 1	31 DEC 2024	31 DEC 2023
USD	1.0389	1.1050
GBP	0.8292	0.8691
MKD	61.5860	61.6110
BAM	1.9558	1.9558
GEL	2.9570	2.9546
RSD	116.9600	117.4100
UAH	43.9410	39.9582
HUF	411.3500	382.8000
ALL	98.2690	101.7100
TRY	36.7372	32.6531
BGN	1.9558	1.9558
RON	4.9743	4.9756
PLN	4.2750	4.3395

The Group is mainly exposed to currency risk in relation to the performance of its core activities, i.e. trading and sale of electricity, natural gas and cross-border transmission capacities, as well as in relation to loans and equity holdings in subsidiaries abroad. In terms of business volumes, the Group is most exposed to currency risks in relation to the North Macedonian denar (MKD) and the Serbian dinar (RSD).

The Company is mainly exposed to currency risk in relation to the performance of its core activities, i.e. trading and sale of electricity, natural gas and cross-border transmission capacities. In terms of its business volumes, the Company is most exposed to currency risks in relation to the Romanian leu (RON) and the Turkish lira (TRY). The Group and the Company reduce their currency risk by linking the selling prices of goods to the currency of the sources of financing of the purchase of those goods. In individual subsidiaries, currency risk is also "naturally" protected because a portion of planned inflows is covered by planned outflows in the same currency. In order to hedge those risks, the Group and the Company also use derivatives and a large number of foreign exchange forward contracts.

The Group and the Company consistently hedge all major positions in foreign currencies. On markets where hedging is not performed using forward contracts, it is performed by including a foreign exchange clause in contracts concluded with partners and customers. This means that no change in exchange rates can materially influence the results of the Group and the Company.

An unfavourable change in any currency pair of 10% would reduce the Group's operating profit by no more than EUR 372,509 (2023: EUR 552,143) and the Company's operating profit by no more than EUR 183,690 (2023: EUR 110,332).

6.6.5 Note 41: Interest rate risk

	GEN-I GROUP		GEN-I, d.o.o.	
FINANCIAL INSTRUMENTS	**31 Dec 2024**	**31 Dec 2023**	**31 Dec 2024**	**31 Dec 2023**
Instruments with a fixed interest rate				
Financial assets	0	0	59,527,533	70,642,870
Financial liabilities	-51,780,822	-52,569,297	-51,780,822	-49,678,784
Instruments with a variable interest rate				
Financial assets	0	0	0	0
Financial liabilities	0	0	0	0

The Group/Company manages interest rate risk by continually assessing exposure and the potential impact of a change in the reference interest rate (variable portion) on the level of the finance costs. The portfolio of loans that can be affected by a change in the interest rates is also monitored. As part of their risk management activities, the Group and the Group/Company monitors changes in interest rates on the domestic market, foreign markets and the derivatives market. The reason behind the constant monitoring and analysis is to enable protection measures to be proposed in good time by balancing the asset and liability sides of the balance sheet.

There is no exposure to interest rate risk because all financial liabilities have a fixed interest rate.

6.6.6 Note 42: Commodity price risk and hedge accounting

The core activities of the Group and the Company are international trading in electricity and natural gas, the sale of both energy products to end-consumers, and the purchase of energy products from producers.

Owing to the nature of their business operations, the Group and the Company are constantly required to carry out hedging activities in order to reduce market risk. Hedging is performed at the parent company GEN-I, d.o.o., which is in charge of the centralised management of the Group's portfolio and also has the necessary infrastructure to perform hedging activities on commodity markets.

Market risk hedging is performed in accordance with the policy and procedures defined by the risk management office.

Commodity price risk arises from changes in prices resulting from market structure, supply and demand, import and export duties, and changes in the prices of cross-border capacities. It is a risk of financial loss resulting from fluctuations in prices on energy markets. Those market risks are managed through predetermined strategies based on portfolio sensitivity analyses, analyses of the price elasticity of sales portfolios, analyses of CVaR and quantitative exposure indicators, and reviews of the depth and market liquidity of all portfolios within the GEN-I Group.

A hedged item is a firm commitment. A firm commitment is a binding agreement on the replacement of a precise amount of factors at a precisely determined price on a precisely determined future day or days. Hedged items of the Group (goods) are physical transactions involving electricity and natural gas.

A hedging instrument is a (standardised) futures contract. The Group and the Company are active on a number of commodity markets, and use futures contracts for electricity, natural gas and other goods as hedging instruments.

The hedge ratio is defined as the ratio between the quantity of the hedging instrument and the quantity of the hedged item, paying due regard to their relative weighting. Generally speaking, a hedged item and a hedging instrument may relate to identical or different goods, and be fulfilled at the same or different times and on the same or different markets. However, hedging must be effective, which means that there must be a strong connection between the hedged item and the hedging instrument; therefore, the hedged item and the hedging instrument usually relate to the same goods and have the same or a similar deadline for fulfilment.

The following are the sources of ineffectiveness that can be expected to influence a hedging relationship during the term of the relationship:

- differences in profiles;
- differences in locations;
- differences in time frames;
- differences in quantities or nominal amounts;
- proxy hedging;
- early terminations;
- credit risk.

In order to prove the existence of an economic relationship, there must be an expectation that the value of the hedging instrument and the value of the hedged item will move in the opposite direction because of the same risk, which is the hedged risk. A qualitative test, i.e. an assessment of the alignment of essential conditions, is usually applied in this case. When a hedging relationship is not clear, a quantitative assessment can also be performed. This is a simple method, based on a scenario analysis, that can also be used to assess an economic relationship.

Hedging instruments

2024

Profile of the timing of the nominal amount of the hedging instruments	NOMINAL AMOUNT < 1 year	1–5 years	> 5 years
Commodity price risk – electricity	76,206,121	140,380,435	0
Commodity price risk – natural gas	29,437,771	19,037,499	0

Hedging instrument	Nominal amount of the hedging instrument	Carrying amount of the hedging instrument		Line item in the statement of financial position that includes the hedging instrument	Changes in fair value used for calculating hedge ineffectiveness for 2024
		Assets	Liabilities		
Commodity price risk – electricity	216,586,556	0	20,186,645	Derivatives	35,251,173
Commodity price risk – natural gas	48,475,270	0	10,176,741		10,716,720

2023

Profile of the timing of the nominal amount of the hedging instruments	NOMINAL AMOUNT		
	< 1 year	1–5 years	> 5 years
Commodity price risk – electricity	9,803,827	31,633,752	0
Commodity price risk – natural gas	0	2,385,397	0

Hedging instrument	Nominal amount of the hedging instrument	Carrying amount of the hedging instrument		Line item in the statement of financial position that includes the hedging instrument	Changes in fair value used for calculating hedge ineffectiveness for 2023
		Assets	Liabilities		
Commodity price risk – electricity	41,437,579	0	11,447,864	Derivatives*	-100,684,718
Commodity price risk – natural gas	2,385,397	0	0		-539,979

Hedged item

2024

Hedged item	Carrying amount of hedged item		Total change in fair value of firm commitment		Line item in the statement of financial position that includes the firm commitment	Changes in fair value used for calculating hedge ineffectiveness for 2024
	Assets	Liabilities	Assets	Liabilities		
Commodity price risk – electricity	ND*	ND*	0	16,713,777	ND	-35,099,070
Commodity price risk – natural gas	ND*	ND*	0	11,368,955		-11,949,228

2023

Hedged item	Carrying amount of hedged item		Total change in fair value of firm commitment		Line item in the statement of financial position that includes the firm commitment	Changes in fair value used for calculating hedge ineffectiveness for 2023
	Assets	Liabilities	Assets	Liabilities		
Commodity price risk – electricity	ND*	ND*	18,385,293	0	ND	114,792,662
Commodity price risk – natural gas	ND*	ND*	0	0		580,273

Hedge ineffectiveness

2024

Fair value hedging	Hedge ineffectiveness recognised in profit or loss	Line item in the statement of comprehensive income that includes the hedge ineffectiveness
Commodity price risk – electricity	152,103	Other recurring operating income and expenses
Commodity price risk – natural gas	-1,232,508	

2023

Fair value hedging	Hedge ineffectiveness recognised in profit or loss	Line item in the statement of comprehensive income that includes the hedge ineffectiveness
Commodity price risk – electricity	14,107,944	Other recurring operating income and expenses
Commodity price risk – natural gas	40,294	

7 EVENTS AFTER THE REPORTING PERIOD

GEN-I SNABDEVANJE DOO was established in Serbia on 15 January 2025.

Electricity price regulation for household customers came to an end on 28 February 2025. GEN-I, d.o.o. was the first supplier in Slovenia to publish its new price lists for household customers.

GEN-I, d.o.o. is in the process of establishing a company in the USA.

There were no events after the reporting date that should have been disclosed or would have had a material impact on the financial statements for 2024.

8 STATEMENT OF THE MANAGEMENT BOARD

The Management Board hereby confirms the consolidated financial statements of the GEN-I Group and GEN-I, d.o.o. for the financial year ending 31 December 2024, including the notes to the consolidated financial statements.

The Management Board also confirms that the relevant accounting policies were consistently applied when the consolidated financial statements of the Group and the Company were being compiled. The accounting estimates were made according to the principle of prudence and sound governance. The Management Board confirms that the annual report presents a true and fair picture of the financial position and performance of the GEN-I Group and GEN-I, d.o.o. in 2024.

The consolidated financial statements, together with the notes, have been compiled under the assumption of the Group and the Company as going concerns, and in line with current legislation and the International Financial Reporting Standards as adopted by the European Union.

Primož Stropnik
Member of the Management Board

Sandi Kavalič
Member of the Management Board

Klemen Pleško
Member of the Management Board

Maks Helbl
President of the Management Board

Dr Igor Koprivnikar
Member of the Management Board

Krško, 5 June 2025

9 INDEPENDENT CERTIFIED AUDITOR'S REPORT

Deloitte.

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The report represents the auditor's report, which relates solely and exclusively to the official annual report prepared in accordance with ESEF, in XHTML format.

INDEPENDENT AUDITOR'S REPORT
to the owners of GEN-I, d.o.o.

Report on the audit of the separate and consolidated financial statements

Opinion

We have audited the separate financial statements of the company GEN-I, d.o.o. (hereinafter 'the Company') and consolidated financial statements of the company GEN-I, d.o.o. and its subsidiaries (hereinafter 'the Group'), which comprise the separate and the consolidated statement of financial position as at 31 December 2024, and the separate and consolidated income statement, separate and consolidated statement of other comprehensive income, separate and consolidated statement of changes in equity, separate and consolidated statement of cash flows for the year then ended, and notes to the separate and consolidated financial statements, including material accounting policy information.

In our opinion, the accompanying separate and consolidated financial statements present fairly, in all material respects, the separate and the consolidated financial position of the Company and the Group as at 31 December 2024, and their separate and consolidated financial performance and their separate and consolidated cash flows for the year then ended in accordance with International Financial Reporting Standards as adopted by the EU (hereinafter 'IFRS').

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing and Regulation (EU) 537/2014 of the European Parliament and of the Council, dated 16 April 2014, on specific requirements regarding statutory audit of public-interest entities (EU Regulation). Our responsibilities under those rules are further described in *the Auditor's Responsibilities for the Audit of the Separate and Consolidated Financial Statements section* of our report. We are independent of the Company and the Group in

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statements in Slovenia, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Key audit matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the separate and consolidated financial statements of the year ended 31 December 2024. These matters were addressed in the context of our audit of the separate and consolidated financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

Derivatives and hedging – the company and the group

As of 31 December 2024, the company's assets include the fair value of EUR 11,914 thousand of derivative financial instruments and the company's liabilities include the fair value of EUR 28,914 thousand (EUR 36,302 thousand liabilities as of 31.12.2023), which are mainly used to manage and hedge market and currency risks. As of 31 December 2024, the group's assets include EUR 19,587 thousand of derivative financial instruments and the group's liabilities include EUR 31,607 thousand (EUR 31,287 thousand liabilities as of 31.12.2023).

Key audit matter	How our audit addressed the key audit matter
As disclosed in note 6.3 Material accounting policies of the Group and the Company (C) (v), derivative financial instruments are measured at fair value, and changes in fair value are generally shown in the company's profit and loss. When measuring fair value, management must determine the appropriate methods and models for determining fair value and for hedge accounting. The disclosures are presented in disclosure 6.6 Fair value and risk management and in disclosure 6.6.1 Note 37: Classification and fair value of financial instruments. The fair value of derivatives is based on quoted prices in active markets or on valuation models that use observable inputs. We treat derivative financial instruments as a key audit matter due to their significance for separate and consolidated financial statements, the significance of assumptions in the calculation of fair value, and the complexity of hedge accounting.	As part of our audit procedures, we assessed the adequacy of the company's and the group's accounting policies regarding the recognition of derivative financial instruments and their compliance with IFRS, and performed the following audit procedures: - understanding risk management policies and reviewing key controls for the use, identification and measurement of derivative financial instruments; - comparison of input data used in valuation models, with independent sources and external market data available; - a comparison of the valuation of derivative financial instruments with market data or the results of alternative, independent valuation models; - testing of the usability and accuracy of hedge accounting on the basis of a sample; - taking into account the adequacy of disclosures relating to the management of financial risks, derivatives and hedge accounting. Within the audit procedures, we used an expert to verify that the valuation approach is appropriate, whether the relevant assumptions are appropriate for the purposes given and whether the results of the evaluations prepared by the company are accurate.

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Revenues from sales – the company and the group

As presented in separate and consolidated financial statements – Disclosure 6.5.28 Note 28: Revenue, in the year ended 31 December 2024, the revenues from contracts with customers amounted to EUR 1,868,449 thousand (in the year ended 31.12.2023 2,852,814 thousand EUR) for the Company and EUR 2,015,244 thousand (in the year ended 31.12.2023 EUR 2,883,477 thousand) for the Group.

Key audit matter	How our audit addressed the key audit matter
As disclosed in note 6.3 Material accounting policies of the Group and the Company (M) (i), revenues from contracts with customers are recognized over time. In a contract for the supply of electricity or natural gas, the seller transfers control over time, and the buyer simultaneously obtains and consumes the benefits of the seller's obligation when it is performed; the seller thus fulfils its performance obligation and recognizes revenue over time by measuring according to the output method, namely the method of calculated amounts based on the supplied quantities of electricity or natural gas. The same method is used in the sale of small power plants. Revenues from services rendered are recognized in the income statement based on the stage of completion of the transaction at the end of the reporting period, as explained in note 6.3 (M) (ii) of the Material accounting policies of the Group and the Company.	As part of our audit procedures, we assessed the adequacy of the company's accounting policies regarding the recognition of revenues from services rendered and contracts with customers and their compliance with IFRS, and performed the following audit procedures: - evaluated reviewed the design and implementation of internal controls related to the recognition of revenues and purchases from the point of view of the adequacy of their recording separately for trading and separately for retail; including the software tools used: - evaluated the effectiveness of the identified internal controls, that we assessed to be relevant for audit; - on the basis of the selected sample, we evaluated adequacy of controls in detail on the electricity and natural gas supply side; - on the basis of purchased and sold quantities and prices of electricity and natural gas for the last three years and on the basis of a high degree of correlation between purchase and sale, we analytically estimated revenues; deviations were explained; - recognized revenues with related parties were reconciled with independent confirmations.
Revenues are one of the important indicators of the company's performance. Due to the significance of the item in the financial statements, and the risk related to the adequacy of revenue recording, we identified this area as a key audit matter.	We also reviewed the information in the financial statements to assess whether the disclosures regarding revenue from customers are appropriate.

Other information

Management is responsible for the other information. The other information comprises the information included in Annual report, other than the separate and consolidated financial statements and our auditor's report thereon.

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Our opinion on the separate and consolidated financial statements does not cover the other information and we express no assurance thereon.

In connection with our audit of the separate and consolidated financial statements, our responsibility is to read the other information and, in doing so, assess whether the other information is materially inconsistent with the separate and consolidated financial statements, legal requirements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If based on our work performed we conclude that other information include material misstatement we need to report such circumstances. In relation to this and based on our procedures performed, we report that:

- Other information is, in all material respects, consistent with the audited separate and consolidated financial statements;
- Other information, except sustainability report on which we issued separate limited assurance report dated 24.6.2025, is prepared in compliance with applicable law or regulation; and
- Based on our knowledge and understanding of the Company and the Group and their environment obtained in the audit, we did not identify any material misstatement of fact related to the other information.

Responsibilities of Management and Those Charged with Governance for the Separate and Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of the separate and consolidated financial statements in accordance with IFRS, and for such internal control as management determines is necessary to enable the preparation of separate and consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the separate and consolidated financial statements of the Company and the Group, management is responsible for assessing their ability to continue as a going concern, disclosing matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Company and the Group or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Company's and the Group's financial reporting process.

Auditor's Responsibilities for the Audit of the Separate and Consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the separate and consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with International Standards on Auditing will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these separate and consolidated financial statements.

As part of an audit in accordance with International Standards on Auditing, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the separate and consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting

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from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's and the Group's internal controls.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's and the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the separate and consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company or the Group to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the separate and consolidated financial statements, including the disclosures, and whether the separate and consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Plan and perform the group audit to obtain sufficient appropriate audit evidence regarding the financial information of the entities or business units within the Group as a basis for forming an opinion on the group financial statements. We are responsible for the direction, supervision and review of the audit work performed for purposes of the group audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, action taken to eliminate threats or safeguards applied.

From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the separate and consolidated financial statements of the current period, and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Report on other legal and regulatory requirements

Report on the requirements of the Regulation (EU) No 537/2014 of the European Parliament and of the Council (Regulation EU 537/2014)

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Confirmation to the Audit Committee
We confirm that our audit opinion on the separate and consolidated financial statements expressed herein is consistent with the additional report to the Audit Committee in accordance with Article 11 of Regulation (EU) No. 537/2014 of the European Parliament and the Council.

Prohibited Services
We confirm that no services referred to in the Article 5(1) of Regulation (EU) No. 537/2014 of the European Parliament and the Council were provided and that the audit company fulfilled independence requirements.

Other services performed by the audit company
There are no services, in addition to the statutory audit, which the audit company provided to the Company and its controlled undertakings, and which have not been disclosed in the Annual Report.

Appointment of the Auditor and responsible certified auditor
Deloitte revizija d.o.o. was appointed as the statutory auditor of the Company and the Group on General Shareholders' Meeting held on 4 November 2022, while the president of the Management Board and member of the Management Board signed the audit contract on 15 November 2022. The audit contract was signed for 3 years. Our total uninterrupted engagement as statutory auditors has lasted since 24 October 2014.

Engagement partner responsible for the audit on behalf of Deloitte revizija d.o.o. is Yuri Sidorovich.

Auditor's Report on Compliance of Financial Statements in Electronic Form with the Commission Delegated Regulation (EU) No. 2019/815 on the European Single Electronic Format (ESEF)

We undertook a reasonable assurance engagement on whether the separate and consolidated financial statements of the Company and the Group GEN-I, d.o.o. for the year ended 31 December, 2024 (hereinafter 'audited separate and consolidated financial statements') are prepared taking into consideration the Commission Delegated Regulation (EU) 2019/815 of 17 December 2018 supplementing Directive 2004/109/EC of the European Parliament and of the Council with regard to regulatory technical standards on the specification of a single electronic reporting format, valid for the year 2024 (hereinafter 'Delegated Regulation').

Responsibilities of Management and Those Charged with Governance
Management is responsible for the preparation and correct presentation of audited separate and consolidated financial statements in electronic form in accordance with the requirements of the Delegated Regulation and for such internal control as determined necessary by the management, to enable the preparation of separate and consolidated financial statements in electronic form that are free from material misstatement, whether due to fraud or error.

Those charged with governance are responsible for overseeing the preparation of audited separate and consolidated financial statements in electronic form in accordance with the requirements of the Delegated Regulation.

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Auditor's Responsibility

Our responsibility is to carry out a reasonable assurance engagement and to express the conclusion on whether the audited separate and consolidated financial statements in electronic form are prepared in accordance with the requirements of the Delegated Regulation. We conducted our reasonable assurance engagement in accordance with the International Standard on Assurance Engagements 3000 (Revised) – *Assurance Engagements Other than Audits or Reviews of Historical Financial Information (ISAE 3000)* published by the International Auditing and Assurance Standards Board. This standard requires that we plan and perform the engagement to obtain reasonable assurance for providing a conclusion.

We have conducted the engagement in compliance with independence and ethical requirements as provided by the Regulation EU No. 537/2014 and IESBA Code. The code is based on the principles of integrity, objectivity, professional competence and due diligence, confidentiality and professional conduct. We are in compliance with the International Standard on Quality Management (ISQM 1) and accordingly maintain an overall quality management system, including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and statutory requirements.

Summary of Work Performed

Within the scope of the work performed, we have carried out the following audit procedures:

- we have identified and assessed the risk of material non-compliance of audited separate and consolidated financial statements misstatement with the requirements of the Delegated Regulation;
- we have obtained understanding of the internal control processes considered important for our reasonable assurance engagement in order to design appropriate procedures in given circumstances, however, not with the purpose of expressing an opinion on the effectiveness of internal control;
- we have assessed whether the audited separate and consolidated financial statements satisfy the conditions of Delegated Regulations, valid on the reporting date;
    - we have obtained reasonable assurance that the audited separate and consolidated financial statements of the issuer are presented in the electronic XHTML format;
    - we have obtained reasonable assurance that the values and disclosures in the audited consolidated financial statements in the electronic XHTML format are tagged correctly and in the Inline XBRL technology (iXBRL), so that their machine reading can ensure complete and correct information that is included in the audited consolidated financial statements.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

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Conclusion

In our opinion, based on the procedures performed and the evidence obtained we believe that the audited separate and consolidated financial statements of the Company and the Group GEN-I, d.o.o. for the year ended 31 December 2024, are in all material respects prepared in accordance with the requirements of the Delegated Regulation.

DELOITTE REVIZIJA d.o.o.
Dunajska cesta 165
1000 Ljubljana

Yuri Sidorovich
Certified auditor

For signature please refer to the original Slovenian version.

Ljubljana, 24. June 2025

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The report represents the auditor's report, which relates solely and exclusively to the official annual report prepared in accordance with ESEF, in XHTML format

INDEPENDENT LIMITED ASSURANCE REPORT ON THE CONSOLIDATED SUSTAINABILITY REPORT
to the owners of GEN-I d.o.o.

We have conducted a limited assurance engagement on the Consolidated Sustainability Report included in section *'SUSTAINABLE DEVELOPMENT OF THE GEN-I GROUP'* of the Management Report of GEN-I Group (hereafter the "Group") as at December 31, 2024, and for the period from January 1, 2024, to December 31, 2024 (the "Consolidated Sustainability Report").

Identification of Applicable Criteria

The Consolidated Sustainability Report was prepared by the management of the Group in order to satisfy the requirements of 70(c) and 70(č) of the Companies Act (ZGD-1) implementing 29(a) of the EU Directive 2013/34/EU, including:

- Compliance with the European Sustainability Reporting Standards introduced by Commission Delegated Regulation (EU) 2023/2772 of 31 July 2023 supplementing Directive 2013/34/EU of the European Parliament and of the Council as regards sustainability reporting standards ("ESRS"), including that the process carried out by the Group to identify the information reported in the Consolidated Sustainability Report (the "Process") is in accordance with the description set out in note *'Double materiality assessment'*;
- Compliance of the disclosures in note *'Disclosures pursuant to the Taxonomy Regulation'* of the Consolidated Sustainability Report with Article 8 of EU Regulation 2020/852 (the "Taxonomy Regulation"); and
- Compliance with the requirement to prepare the Consolidated Sustainability Report in accordance with Article 58 of ZGD-1 which requires the Group to prepare Consolidated Sustainability Report in single electronic format as defined in Article 3 of Commission Delegated Regulation (EU) 2018/815 of 17 December 2018 supplementing Directive 2004/109/EC of the European Parliament and of the Council with regard to regulatory technical standards on the specification of a single electronic reporting format (the "ESEF Regulation").

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Inherent Limitations in Preparing the Consolidated Sustainability Report

The criteria, nature of the Consolidated Sustainability Report, and absence of long-standing established authoritative guidance, standard applications and reporting practices allow for different, but acceptable, measurement methodologies to be adopted which may result in variances between entities. The adopted measurement methodologies may also impact the comparability of sustainability matters reported by different organizations and from year to year within an organization as methodologies evolve.

In reporting forward looking information in accordance with ESRS, management of the Group is required to prepare the forward-looking information on the basis of disclosed assumptions about events that may occur in the future and possible future actions by the Group. Actual outcome is likely to be different since anticipated events frequently do not occur as expected.

In determining the disclosures in the Consolidated Sustainability Report, management of the Group interprets undefined legal and other terms. Undefined legal and other terms may be interpreted differently, including the legal conformity of their interpretation and, accordingly, are subject to uncertainties.

We draw your attention to the following specific limitations discussed in note *'Double materiality assessment'*:

- Environmental reporting as applied by all companies includes information based on climate-related scenarios that are subject to inherent uncertainty because of incomplete scientific and economic knowledge about the likelihood, timing, or effect of possible future physical and transitional climate-related impacts. For the avoidance of doubt, the scope of our engagement and our responsibilities did not include performing work necessary for any assurance on the reliability, proper compilation, or accuracy of the prospective information.

Responsibility of the Management Board of the Group

Management of the Group is responsible for designing and implementing a process to identify the information reported in the Consolidated Sustainability Report in accordance with the ESRS and for disclosing this process in note *'Double materiality assessment'* of the Consolidated Sustainability Report. This responsibility includes:

- understanding the context in which the Group's activities and business relationships take place and developing an understanding of its affected stakeholders;
- the identification of the actual and potential impacts (both negative and positive) related to sustainability matters, as well as risks and opportunities that affect, or could reasonably be expected

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to affect, the entity's financial position, financial performance, cash flows, access to finance or cost of capital over the short-, medium-, or long-term;
- the assessment of the materiality of the identified impacts, risks and opportunities related to sustainability matters by selecting and applying appropriate thresholds; and
- making assumptions that are reasonable in the circumstances.

Management of the Group is further responsible for the preparation of the Consolidated Sustainability Report, in accordance with 70(c) and 70(č) of the ZGD-1 implementing 29(a) of the EU Directive 2013/34/EU, including:
- compliance with the ESRS;
- preparing the disclosures in note *'Disclosures pursuant to the Taxonomy Regulation'* of the Consolidated Sustainability Report, in compliance with Article 8 of EU Regulation 2020/852 (the "Taxonomy Regulation");
- designing, implementing and maintaining such internal controls that management determines are necessary to enable the preparation of the Consolidated Sustainability Report that is free from material misstatement, whether due to fraud or error; and
- the selection and application of appropriate sustainability reporting methods and making assumptions and estimates about individual sustainability disclosures that are reasonable in the circumstances.

Management of the Group is also responsible for the preparation of the Consolidated Sustainability Report in line with the technical requirements related to the single electronic format as determined in Article 58 of ZGD-1 and Article 3 of the ESEF Regulation. This responsibility also includes the design, implementation and maintenance of internal controls to enable the preparation of the Consolidated Sustainability Report that is free from material non-compliance with the requirements of Article 58 of ZGD-1 and Article 3 of the ESEF Regulation.

Those charged with governance are responsible for overseeing the Group's sustainability reporting process.

Practitioner's Responsibility

We conducted our limited assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), Assurance Engagements other than Audits or Reviews of Historical Financial Information ("ISAE 3000 (Revised)").

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Our objectives are to plan and perform the assurance engagement to obtain limited assurance about whether the Consolidated Sustainability Report is free from material misstatement, whether due to fraud or error, and to issue a limited assurance report that includes our conclusion. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence decisions of users taken on the basis of the Consolidated Sustainability Report as a whole.

As part of a limited assurance engagement in accordance with ISAE 3000 (Revised) we exercise professional judgment and maintain professional skepticism throughout the engagement.

Our responsibilities in respect of the Consolidated Sustainability Report, in relation to the Process, include:

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- Obtaining an understanding of the Process but not for the purpose of providing a conclusion on the effectiveness of the Process, including the outcome of the Process;
- Designing and performing procedures to evaluate whether the Process is consistent with the Group's description of its Process, as disclosed in note *'Double materiality assessment'*.

Our other responsibilities in respect of the Consolidated Sustainability Report include:
- Obtaining an understanding of the entity's control environment, processes and information systems relevant to the preparation of the Consolidated Sustainability Report but not evaluating the design of particular control activities, obtaining evidence about their implementation or testing their operating effectiveness;
- Identifying disclosures where material misstatements are likely to arise, whether due to fraud or error;
- Designing and performing procedures responsive to disclosures in the Consolidated Sustainability Report where material misstatements are likely to arise. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control;
- Assess whether the Consolidated Sustainability Report has been prepared, in all material respects, in the format specified in Article 58 of ZGD-1 and Article 3 of the ESEF Regulation.

Our Independence and Quality Management

We complied with the applicable independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (the "Code"). The Code is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

We applied International Standard on Quality Management ("ISQM 1"), Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements, and accordingly maintain a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Summary of Work Performed

A limited assurance engagement involves performing procedures to obtain evidence about the Consolidated Sustainability Report.

The nature, timing and extent of procedures selected depend on professional judgement, including the identification of disclosures where material misstatements are likely to arise, whether due to fraud or error, in the Consolidated Sustainability Report.

In conducting our limited assurance engagement, with respect to the Process, we:
- Obtained an understanding of the Process by:
  - performing inquiries to understand the sources of the information used by management (e.g., stakeholder engagement, business plans and strategy documents); and
  - reviewing the Group's internal documentation of its Process; and
- Evaluated whether the evidence obtained from our procedures about the Process implemented by the Group was consistent with the description of the Process set out in note *'Double materiality assessment'*.

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In conducting our limited assurance engagement, with respect to the Consolidated Sustainability Report, we:

- Obtained an understanding of the Group's reporting processes relevant to the preparation of its Consolidated Sustainability Report by:
  - performing inquiries to understand the Group's control environment, processes and information systems relevant to the preparation of the Consolidated Sustainability Report;
- Evaluated whether material information identified by the Process is included in the Consolidated Sustainability Report;
- Evaluated whether the structure and the presentation of the Consolidated Sustainability Report is in accordance with the ESRS;
- Performed inquires of relevant personnel and analytical procedures on selected disclosures in the Consolidated Sustainability Report;
- Performed substantive assurance procedures based on a sample basis on selected disclosures in the Consolidated Sustainability Report;
- Obtained evidence on the methods for developing material estimates and forward-looking information and on how these methods were applied;
- Obtained an understanding of the process to identify taxonomy-eligible and taxonomy-aligned economic activities and the corresponding disclosures in the Consolidated Sustainability Report;
- Evaluated whether the Consolidated Sustainability Report has been prepared in the format specified in Article 58 of ZGD-1 and Article 3 of the ESEF Regulation.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Limited Assurance Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Consolidated Sustainability Report is not prepared, in all material respects, in accordance with 70(c) and 70(č) of the ZGD-1 implementing 29(a) of the EU Directive 2013/34/EU, including:

- Compliance with the European Sustainability Reporting Standards (ESRS), including that the process carried out by the Group to identify the information reported in the Consolidated Sustainability Report is in accordance with the description set out in note *'Double materiality assessment'*;
- Compliance of the disclosures in note *'Disclosures pursuant to the Taxonomy Regulation'* of the Consolidated Sustainability Report with Article 8 of Taxonomy Regulation; and
- Compliance with the requirement to prepare the Consolidated Sustainability Report in the format specified in Article 58 of ZGD-1 and Article 3 of the ESEF Regulation.

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Other Matter

Our limited assurance engagement does not extend to information in respect of earlier periods.

DELOITTE REVIZIJA d.o.o.
Dunajska cesta 165
1000 Ljubljana

Yuri Sidorovich
Key sustainability partner
Ljubljana, June, 24, 2025

For signature please refer to the original Slovenian version.

Ljubljana, June, 24, 2025

TRANSLATION ONLY, SLOVENE ORIGINAL PREVAILS

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10 LIST OF DISCLOSURES