

1. Low-carbon society

Cornerstones	Goals by 2022
Energy independence	<p>Installation and utilising the adaptability of consumption, as well as managing independent energy communities. To be the first integrator of the energy industry and energy into one comprehensive product in SE Europe.</p> <p>Managing independent energy communities (min. 1).</p> <p>Urban charging hubs (HUB): 5 (primarily for e-services - e-taxi vehicles, e-shuttle); 3 in Slovenia and 2 in Croatia</p> <p>Self-supply (e.g. with photovoltaics, heat pumps): - more than 3,000 sustainability solution projects to improve the energy performance of buildings for natural persons - more than 300 projects for corporate customers</p>
Energy efficiency – a comprehensive range of energy and environmental solutions for cities, companies and households. TANGO – our own software platform	<p>Presence in over 90 local communities in the region.</p> <p>Annual growth of energy savings.</p> <p>Annual growth of environmental savings.</p>
Our own production of electricity from renewable energy sources	250GWh of new sources from WWS (wind, water, sun)
A cleaner energy mix	<p>The accelerated use of natural gas as a transitional energy product in a low-carbon society.</p> <p>Distribution in all markets: 1,412,597MWh, of which 600,140MWh of natural gas in Slovenia.</p> <p>All markets: 250 LPG stations and 20 CNG stations, of which 105 LPG stations and 5 CNG stations in Slovenia.</p> <p>2% vehicle fleet (owned and hired vehicles) using LPG</p>
Sustainable mobility	<p>More than 387 electrical charging stations in Slovenia (300 standard, 75 rapid and 12 ultra rapid)</p> <p>More than 280 charging stations in other countries; priority in Croatia, Italy and Serbia</p> <p>Minimum of 3% vehicle fleet</p>

2. Partnership with employees and the social environment

Cornerstones	Goals by 2022
Education	<p>On average, 3 days of training per employee per year</p> <p>All employees are included in at least one form of training</p> <p>Continuous and systematic training for managers (leadership programme)</p> <p>Continuous programmes for the development of young potential</p>
Employee development - evaluation of strategic competencies - identification of talent, potential - mentorship	<p>Regular measuring of employee competencies and creating development plans</p> <p>At least 60% of management takes part in the mentorship programme</p>
Employee satisfaction	Organisational climate and work satisfaction 3.85%
Non-discrimination	<p>Gender equality</p> <p>0 cases of confirmed discrimination</p>
Health and safety at work	0 severe injuries
Social responsibility and corporate volunteering	<p>Donate Blood for Life – more than 20,000 new blood donors</p> <p>Our Energy Connects Us – at least 200 donations per year</p> <p>Giving back to society – at least four campaigns of corporate volunteering per year</p>

3. Circular economy

Gradniki	Cilji do leta 2022
Zmanjšanje primarnih surovin	Zmanjšanje uporabe primarnih surovin pri servisni embalaži za 5 % na artikel Fresh glede na leto 2018.
Zmanjšanje bioloških odpadkov	Zmanjšanje količine biološko razgradljivih odpadkov iz gostinstva za 5 % na artikel Fresh glede na leto 2018.
Ponovna raba odpadne vode za lastne avtomatske avtopralnice	Na vseh lastnih avtomatskih avtopralnicah
Čiščenje komunalnih odpadnih voda (za trg)	6.500.000 m ³ (odvisno od vodnatosti)
Čiščenje in ponovna raba industrijskih odpadnih voda (za trg)	Čiščenje 3.000.000 m ³ , ponovna raba 19.000.000 m ³