BUILDING STRENGTH IN A DYNAMIC LANDSCAPE

Business Plan at 2030

INVESTOR DAY 2025

November 13th 2025

STRATEGY

ACTION PLAN

FINANCIALS

ANNEXES

2021-2024: 4 years of robust growth, further accelerated by strategic operations

+34%
Regulated Asset Base (RAB)

2x
Material recovered from waste

10x
Renewable Capacity

+5%
District Heating Volumes

+22%
Customers

3.9B
CUMULATIVE CAPEX

+37%
EBITDA

+8.3%
EBITDA CAGR

+110M€*
EBITDA from executed M&A

Steady
RATIO NFP/EBITDA

550M€
Dividends paid out

**Unieco, I.Blu, Acquaenna, Sienambiente, Egea included from 2025*

Greater focus, greater visibility: strategic positioning with increased weight on regulated businesses

STRATEGIC REVIEW OF THE MULTI-UTILITY STRUCTURE

Business model review aimed at optimizing the multi-utility structure, driven by a strategic focus on core activities.

STRATEGIC FOCUS

Capital allocation increasingly focused on organic growth within regulated activities.

PROFITABILITY IMPROVEMENT

Profitability recovery enabled by a more selective asset allocation and the implementation of a defined synergy plan.

FINANCIAL FLEXIBILITY

Financial discipline to accelerate growth beyond the baseline plan, by capturing further organic and inorganic growth opportunities.

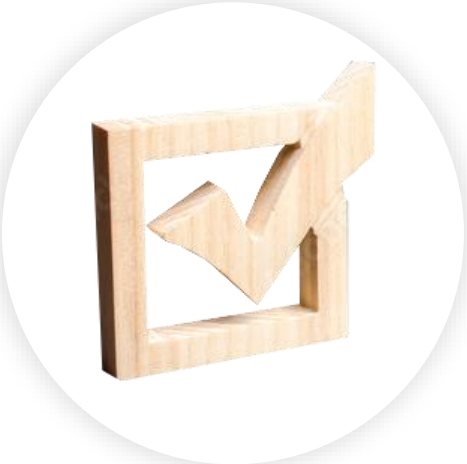
Consistency and vision: confirmation of the strategic pillars

GREEN TRANSITION

- Managing business operations in harmony with the environment and natural ecosystem
- Sustainable and responsible use of natural resources
- Recovery of materials and energy from waste

VALUE CREATION FOR LOCAL COMMUNITIES AND TERRITORIES

- Commitment to meeting the infrastructural and facility needs of local territories
- Strengthening territorial presence by completing the range of service portfolio



SERVICE QUALITY

- Strengthening infrastructure resilience
- Enhancing engagement and proximity to customers and local communities
- Process optimization

EXTENDED MULTI-UTILITY → FOCUSED MULTI-UTILITY

Looking ahead to 2040: building tomorrow's transition today

THE GREEN TRANSITION IN EUROPE IS CURRENTLY FACING A PERIOD OF UNCERTAINTY DUE TO:

- Political and economic **scenario**
- **Financial uncertainties**
- Slowdown in **infrastructure development**
- Delay in the industrialization of key **technological innovations**
- **Inconsistency** between regulatory and economic constraints to **renewable energy development** and the plans for **energy independence** and critical raw materials
- **Reduced transparency** and clarity regarding **regulatory constraints**

IREN HAS CONFIRMED ITS:

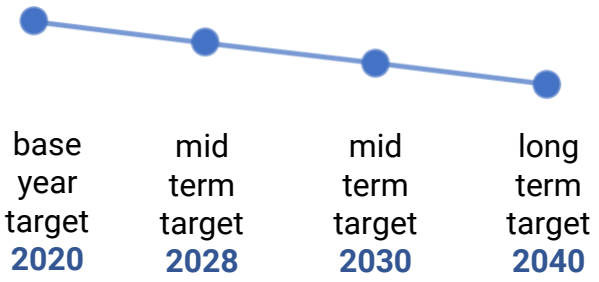
5 FOCUS AREAS

- **WATER RESOURCES**
- **RESILIENT CITIES**
- **DECARBONIZATION**
- **CIRCULAR ECONOMY**
- **PEOPLE**

AND DEFINED THE FOLLOWING:

MEDIUM AND LONG TERM SUSTAINABILITY TARGETS

BASED ON CHALLENGING SCENARIOS WITH REALISTIC CHANCES OF SUCCESS AND IN LINE WITH THE TECHNICAL AND OPERATIONAL FEASIBILITY OF TECHNOLOGIES AND INVESTMENTS



Ambitious goals, built on our strenghts

NETWORKS

EXCELLENCE IN NETWORK SERVICES

Among the **leading national players** in **integrated water services** and **electricity distribution**

WASTE

LEADER IN URBAN WASTE MANAGEMENT

We are closing the urban waste cycle by developing **3 new Waste-to-Energy (WTE) plants**

ENERGY

LEADING THE RENEWAL OF HYDROELECTRIC CONCESSIONS

The only operator in Italy to have put forward an **advanced public-private partnership proposal** for the renewal of hydroelectric concessions

AMONG THE LEADING PLAYERS IN DISTRICT HEATING IN ITALY

Extension of the district heating network to **fully utilize plants capacity**

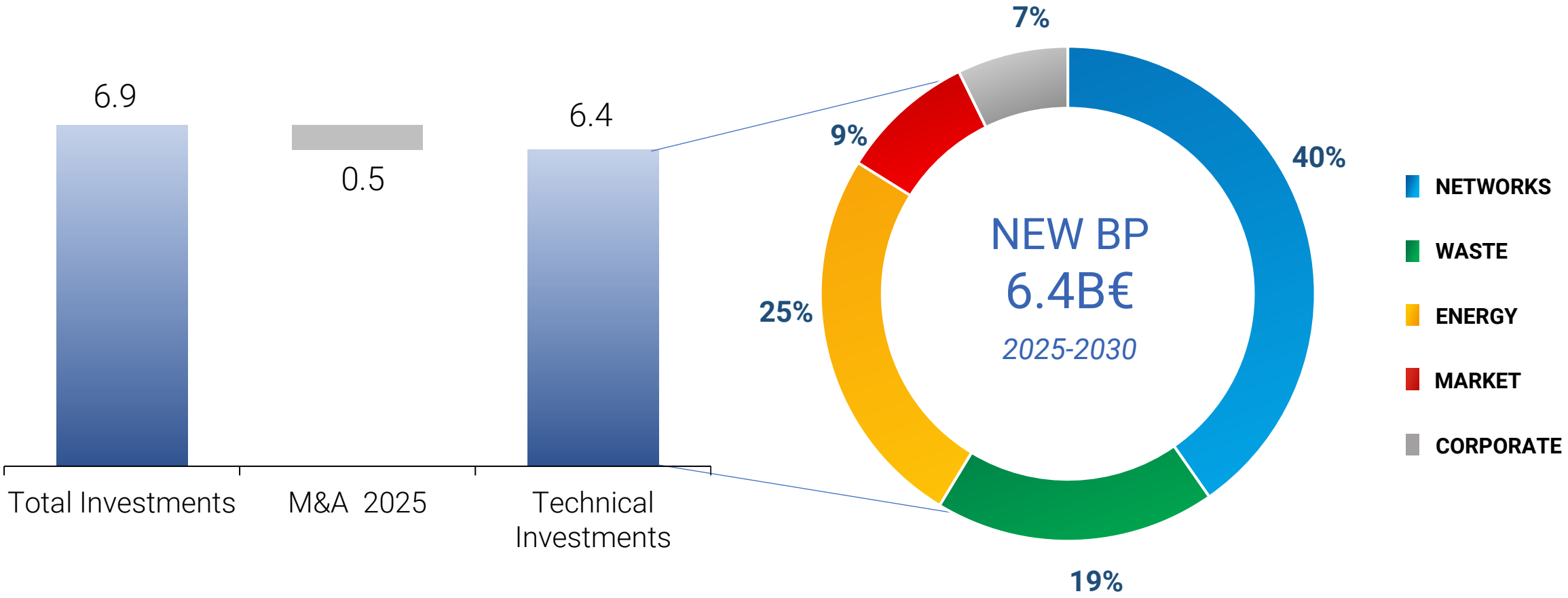
MARKET

A NATIONAL PLAYER, BEYOND COMMODITIES

With a renewed portfolio of products and services, an excellent customer base, and a widespread territorial presence, we will become the main point of reference for our customers

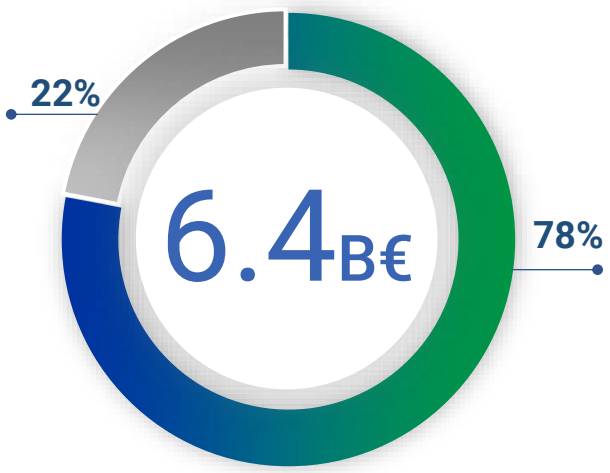
Selectivity in investments to drive transformation

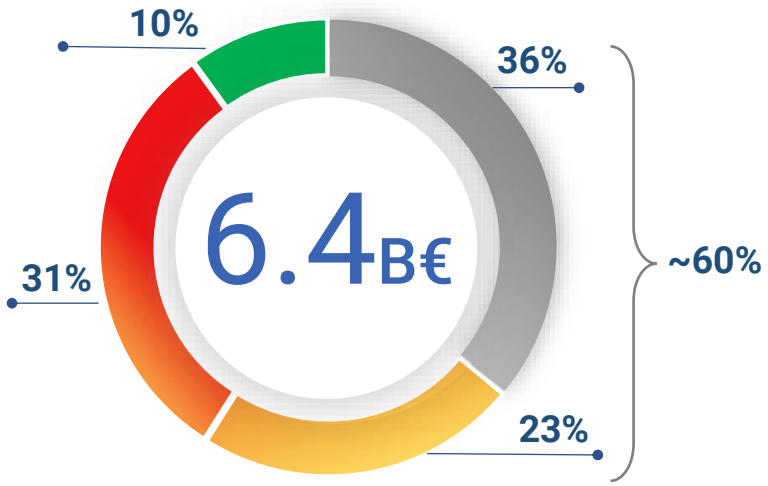
Selective asset allocation aimed at **recovery** and **maximization of profitability** through a careful focus on **strategic priorities,** seizing all opportunities offered by our territories



6.4B€ technical CAPEX to support the development of regulated businesses

CUMULATED CAPEX 6.4 B€





- Balanced distribution of investments over the period
- Low execution risk
- High predictability of results
- High investments in sustainable projects/activities

- **Regulated and semi-regulated***
- **Free market**

- **Maintenance**
- **Maintenance regulated business (RAB)**

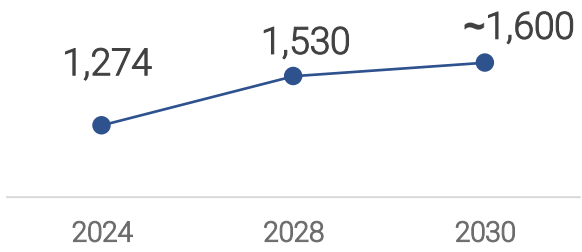
- **Development free market / semi-regulated**
- **Development Regulated Business (RAB)**

** Includes investments in district heating, hydropower, air coolers and renewables with FER-X*

Clear vision, towards concrete results

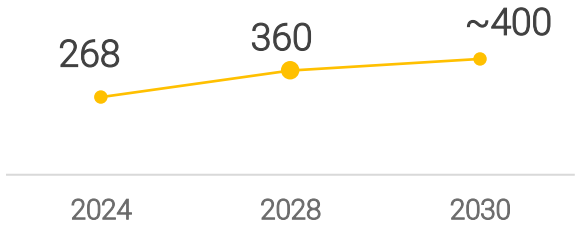
CUMULATIVE TECHNICAL CAPEX

EBITDA: Cagr 4%



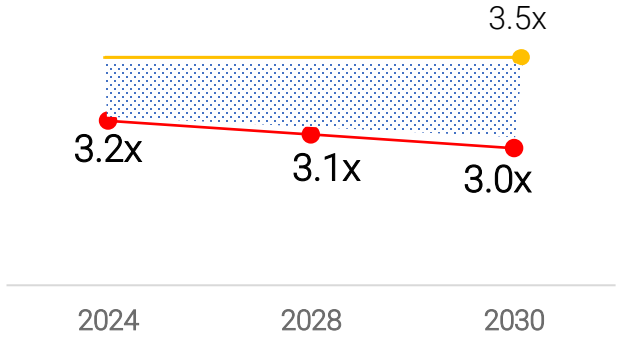
Confirmation of the commitment to achieve efficiencies and synergies

GROUP NET PROFIT: Cagr 7%



Group net profit growth supported by EBITDA increase, improvement in depreciation and amortization dynamics and acquisition of Iren Acqua minority

FINANCIAL LEVERAGE



Maximum threshold of 3.5x consistent with our portfolio of regulated and semi-regulated businesses

STRATEGY

ACTION PLAN

FINANCIALS

ANNEXES

The macrotrends driving the definition of the action plan

NETWORKS

- Protection of **water resources**
- **Electrification** of consumptions

WASTE

- **Circular economy** development

ENERGY

- **Energy transition** and **decarbonization**
- Growth in **electricity demand**

MARKET

- Increased **competition**

NETWORKS: excellence on quality of service as a result of targeted investments

INTEGRATED WATER SERVICE

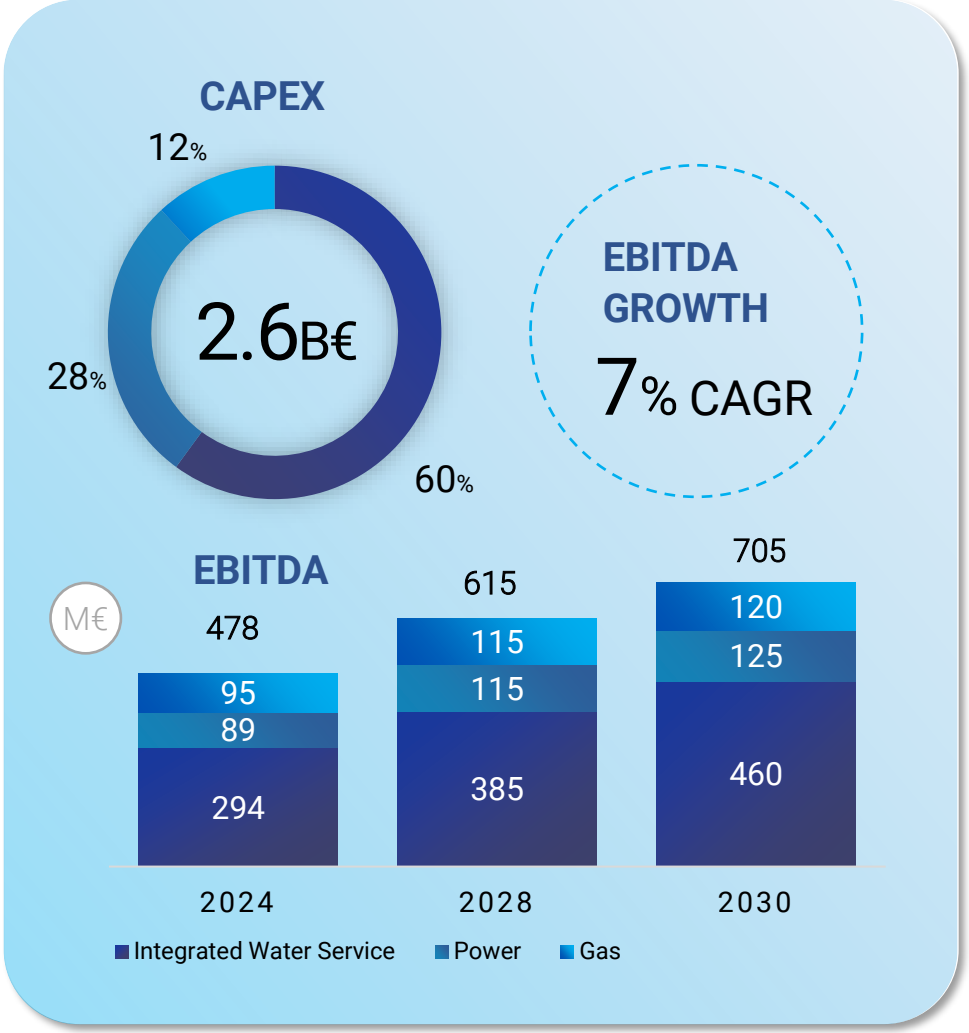
- Confirmation of the concession perimeter
- Network replacement and modernization
- 5 new wastewater treatment plants and revamping of existing facilities
- Operational efficiency and service quality

POWER

- Renewal of concessions supported by extraordinary investment plans
- Network strengthening to enhance resilience
- 4 new HV/MV primary substations to support increasing electricity demand
- Improvement in performance and commercial quality

GAS

- Confirmation of the concession perimeter
- Network replacement to enhance safety



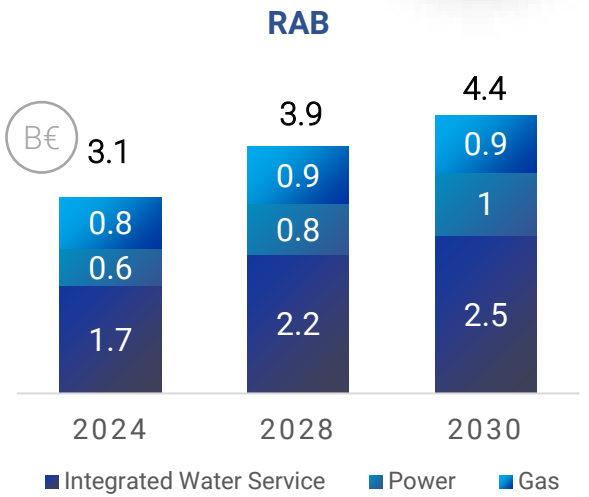
PURIFICATION CAPACITY

3.8 million inhabitants in 2024

4.4
Millions inhabitants

DURATION OF POWER GRID INTERRUPTION (SAIDI)

-18%
2030 vs FY2024



WASTE: from leader in collection to leader in energy recovery from municipal waste

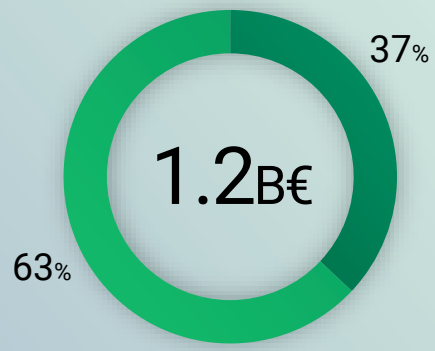
COLLECTION

- Consolidations in legacy areas
- Efficiency of operating costs along with high quality of service through digitalization
- Push to increase sorted waste collection

TREATMENT AND DISPOSAL

- Capacity expansion in energy recovery (3 WTE/extensions)
- Completion of the waste treatment plant fleet (3 new plants)
- Optimization of waste supply chain
- Consolidation of minority stakes in waste treatment companies

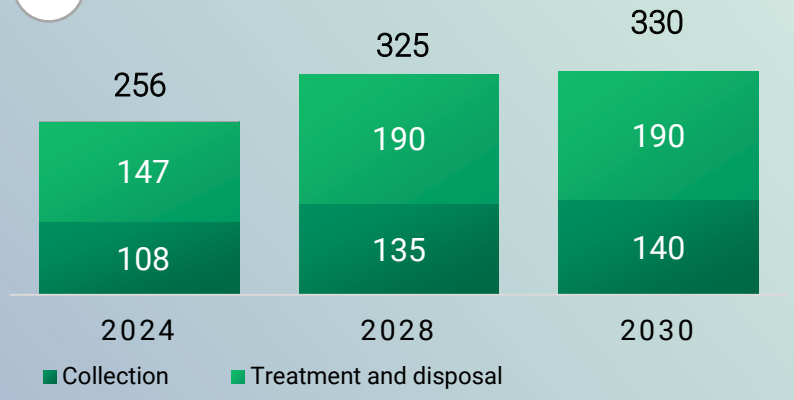
CAPEX



EBITDA GROWTH

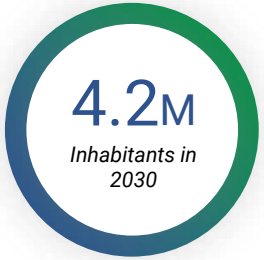
4% CAGR*

EBITDA



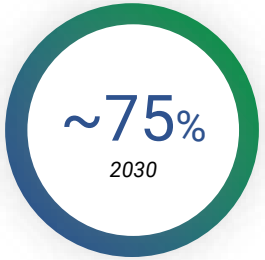
BASIN SERVED

4.1 million inhabitants in 2024

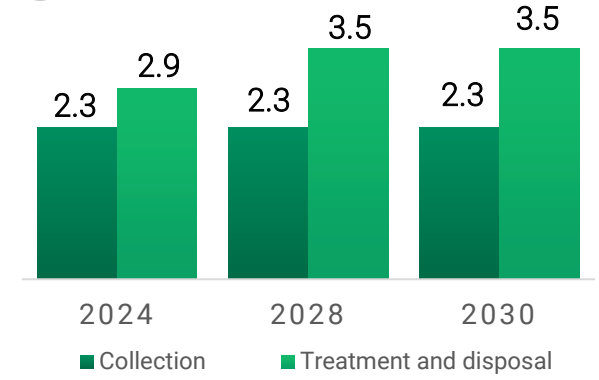


SORTED COLLECTION

70% in 2024



WASTE FLOWS



** 3 fully operational WTEs in 2033 will increase EBITDA by around €120M, resulting in a CAGR of 6.5%*

ENERGY: flexible plants supporting the electrical system

RES

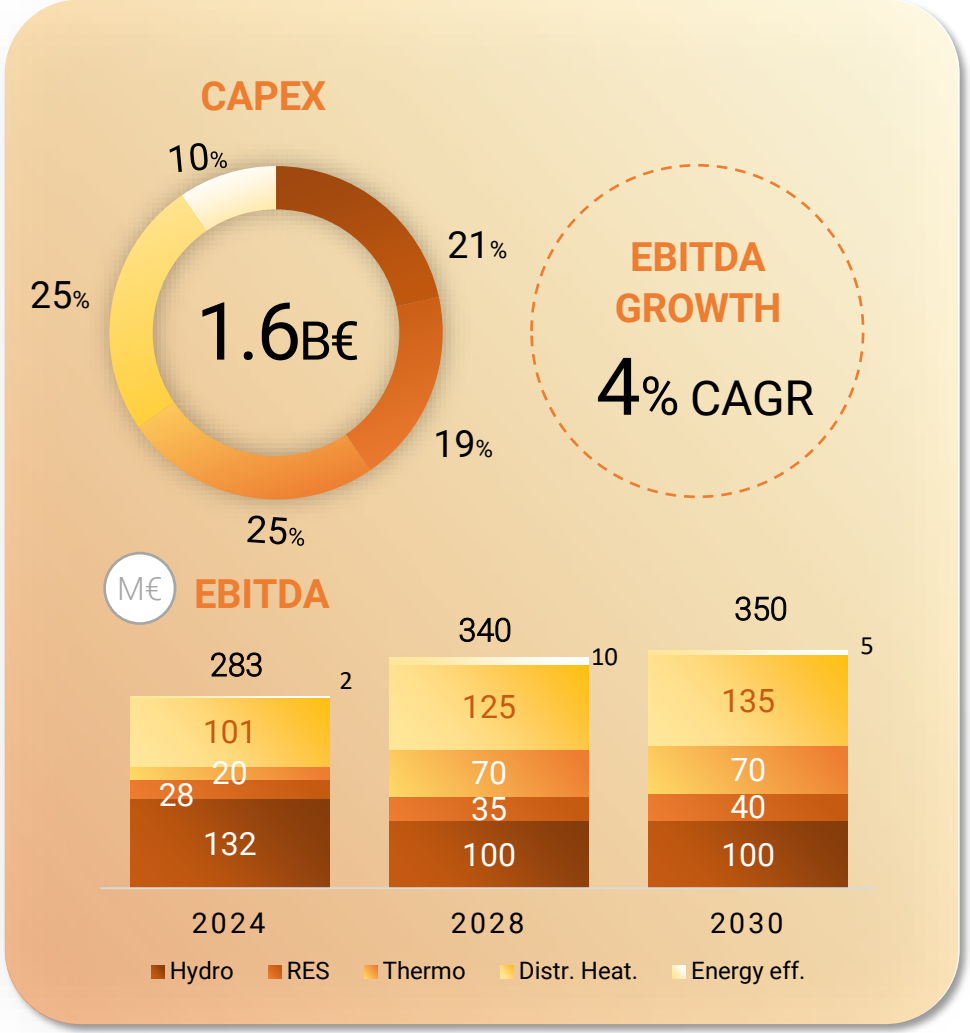
- Development of greenfield renewable capacity (+200MW) supported by incentives
- Renewal of expired hydroelectric concessions through PPPs

CCGT, THERMO AND DISTRICT HEATING

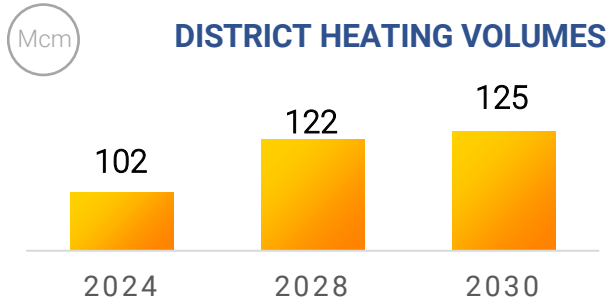
- Installation of air coolers on CCGTs to increase availability
- Extension of district heating network

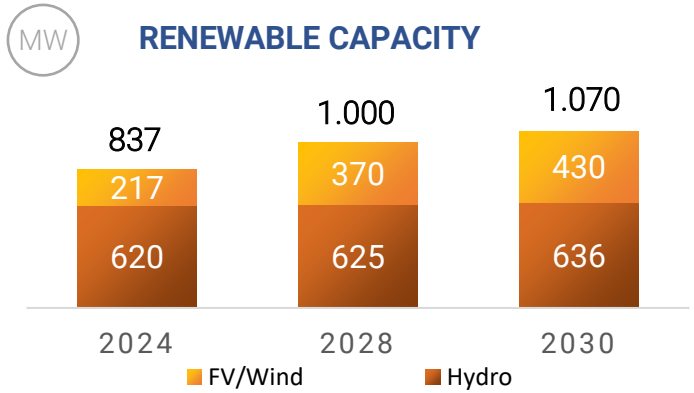
ENERGY EFFICIENCY

- Energy efficiency and development of FTV plants (18MW) for business customers
- PPP proposals with PA clients



REBUILDING PROJECTS





MARKET: long-term value of our customers

CLIENTS

- Retention of high-value customer
- Increase in power volumes due to electrification of consumption
- Medium-long term PPA development with end customers
- Further strengthening of pull, digital and physical store channels

SERVICES

- Cross-selling of Iren Plus products and services
- Further development of bundle offerings, including connectivity, and stand-alone insurance

CAPEX

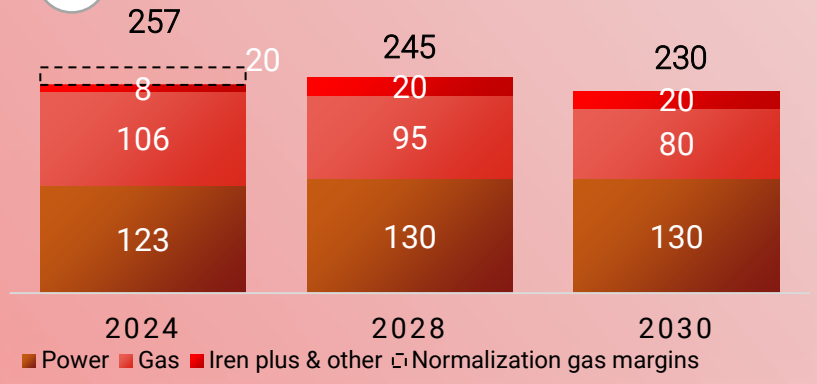
0.6B€

EBITDA GROWTH

0% CAGR*

EBITDA

M€



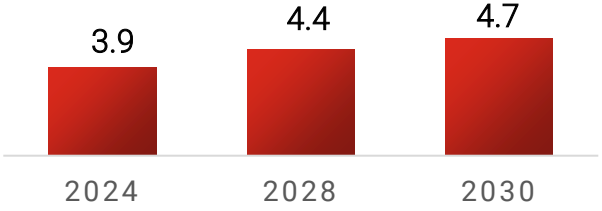
*Net of normalization of gas margins: -2% EBITDA cagr vs FY24 reported

CUSTOMER BASE (M) at 2030

2.3

ELECTRICITY SOLD TO RETAIL CUSTOMERS

TWh

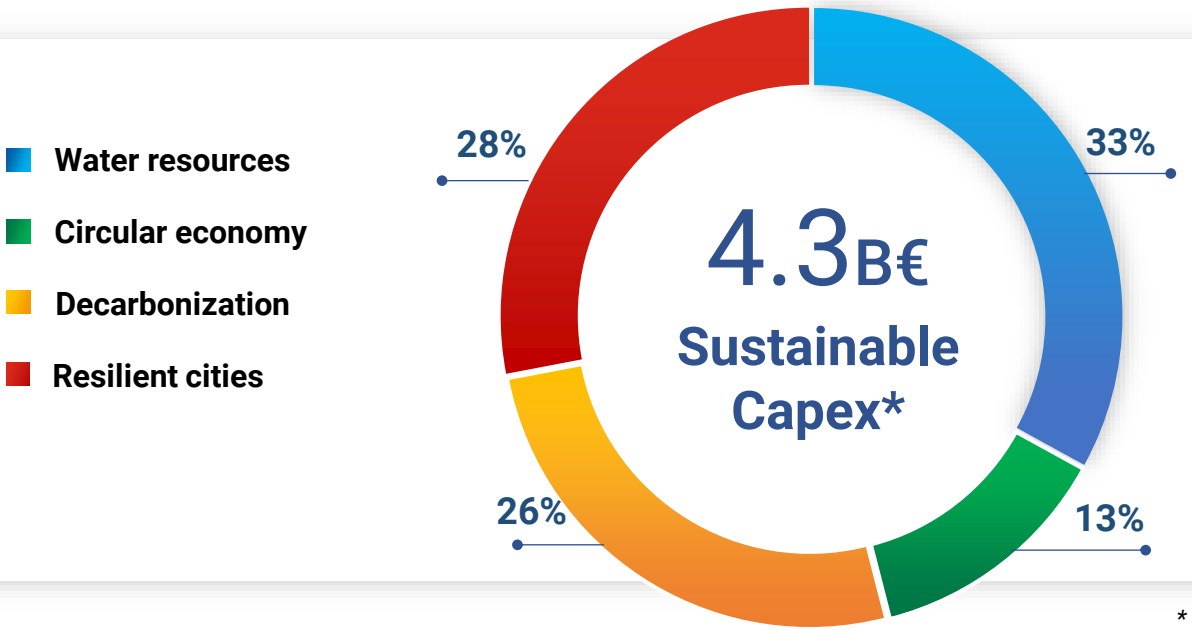


INSURANCE AND CONNECTIVITY CONTRACTS (K)

Mt

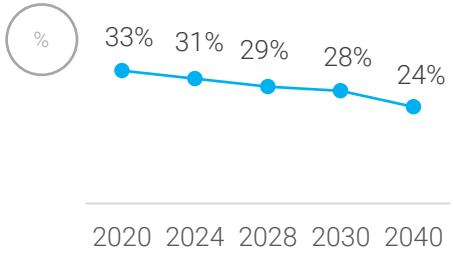
Sustainability: an ambitious long-term vision

~70% SUSTAINABLE INVESTMENTS FOR THE EUROPEAN TAXONOMY

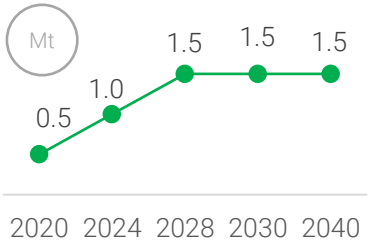


** Eligible for the European Taxonomy*

Water losses

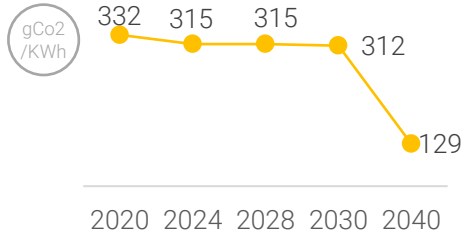


Material recovery

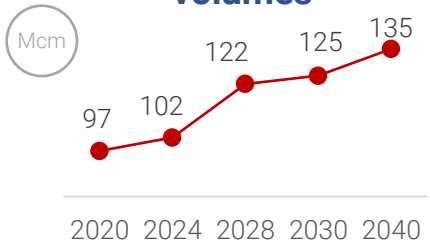


Carbon intensity

scope 1



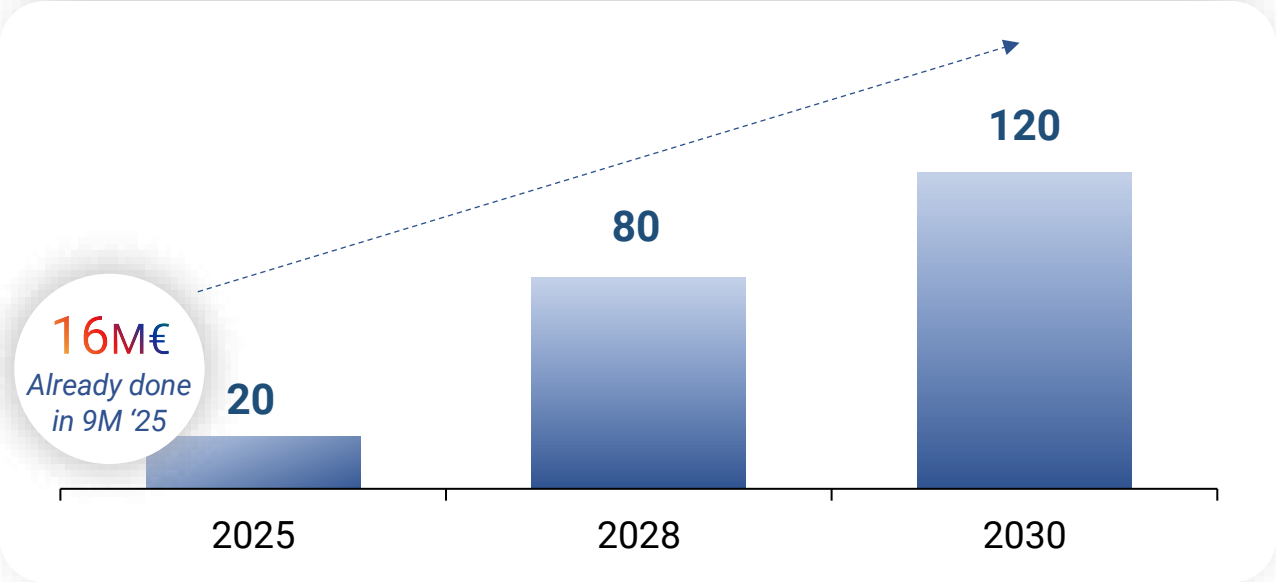
District heating volumes



Synergy plan to further support profitability

120M€
synergies by 2030

6%
reduction of addressable costs



200

Identified projects to support corporate transformation

~65%

synergies achieved by 2028

~20 M€

synergies per year in line with past performance

Overall synergies of 120M€ to offset and exceed increase in costs, estimated over the plan period in roughly **35M€**, due to the increase in **personnel costs** for contractual adjustments (beyond expected inflation)

Synergies: 200 projects for a cumulative saving of 120M€ by 2030

OBJECTIVES

OPTIMIZE
Processes revision and organization

STREAMLINE
Recovery of profitability through synergies

ACCELERATE
Simplification of organizational structures

PEOPLE

- Managerial turnover
- Generational change
- Organization: simplification, integration

TRANSFORMATION

- Corporate digitization
- Optimization of businesses portfolio
- Competence and specialization centers

EFFICIENCY

- Corporate model extended to new subsidiaries
- Centralization of spending categories
- Zero-based-budget
- Office optimization

QUALIFYING EXAMPLES

EGEA INTEGRATION

- Rationalization of EGEA's corporate structure and subsequent integration of its companies into the Group's Business Units

CORPORATE DIGITIZATION 2026-2030

- Dissemination of a digital culture through the introduction of digital tools to increase productivity and automation of low intellectual value processes

CALL CENTER AND BILLING MERGER

- Progressive unification of customer management call centers and integration of billing activities under a single function

OFFICE OPTIMIZATION 2025-2027

- Reduce organizational, communication, and operational dispersion between locations, thus improving efficiency

STRATEGY

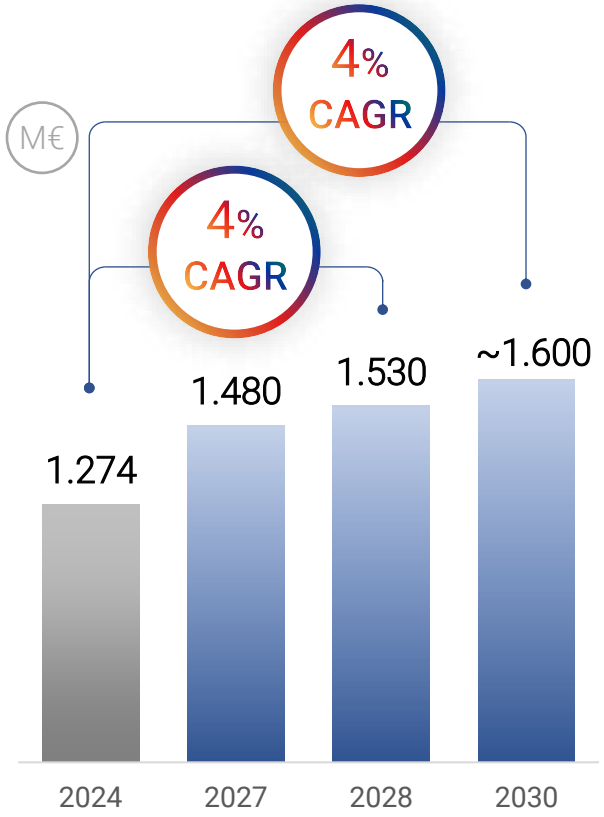
ACTION PLAN

FINANCIALS

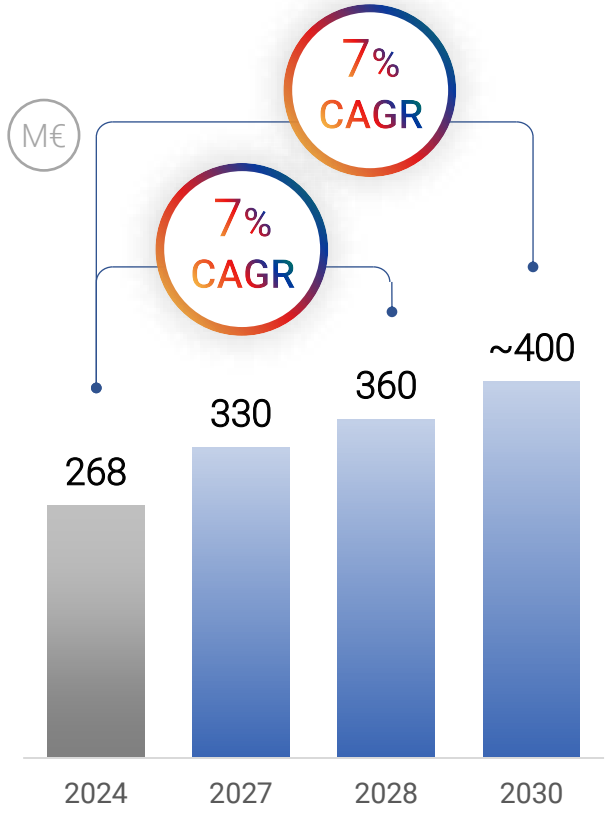
ANNEXES

Solid growth net profit +7%yoy

EBITDA



GROUP NET PROFIT



5% CAGR *by 2033*

Growth including profitability generated by the 3 new WTE plants in 2032/2033

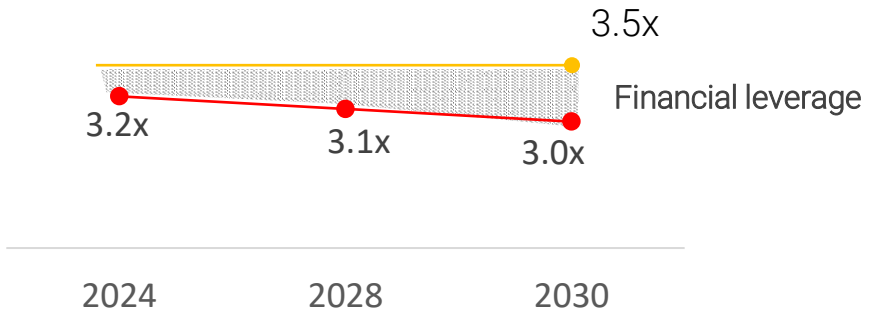
8% CAGR *By 2033*

GROWTH DRIVERS BY 2030

+270M€	Organic growth
+120M€	Efficiencies & synergies
+60M€	Inorganic growth
-45M€	Normalization of power & gas Margins
-40M€	Energy scenario
-35M€	Emerging personnel costs
75%	EBITDA from regulated and semi-regulated activities

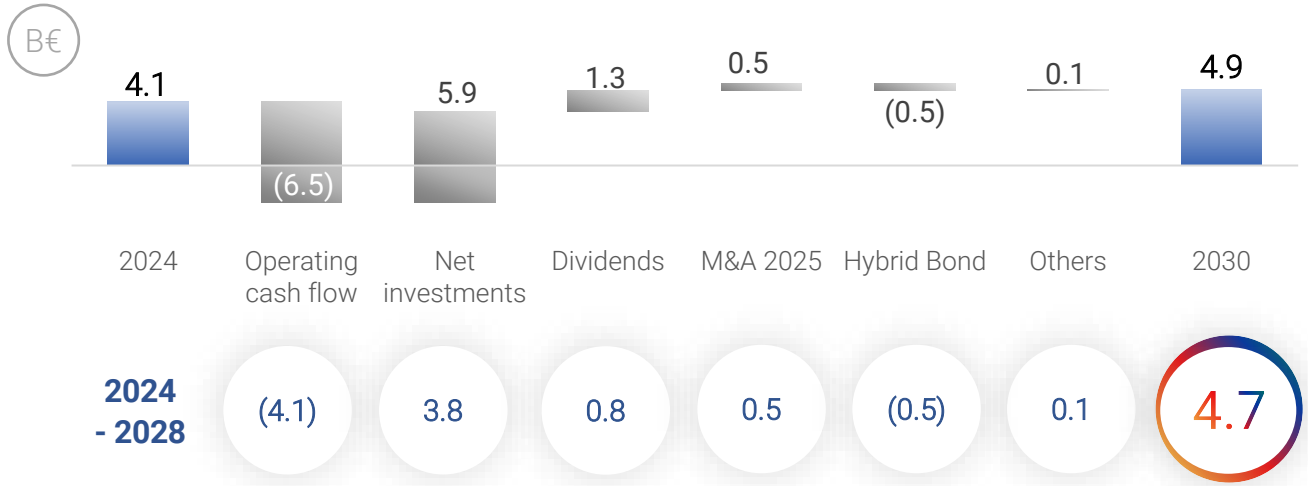
Financial soundness supporting strategic options

FINANCIAL LEVERAGE

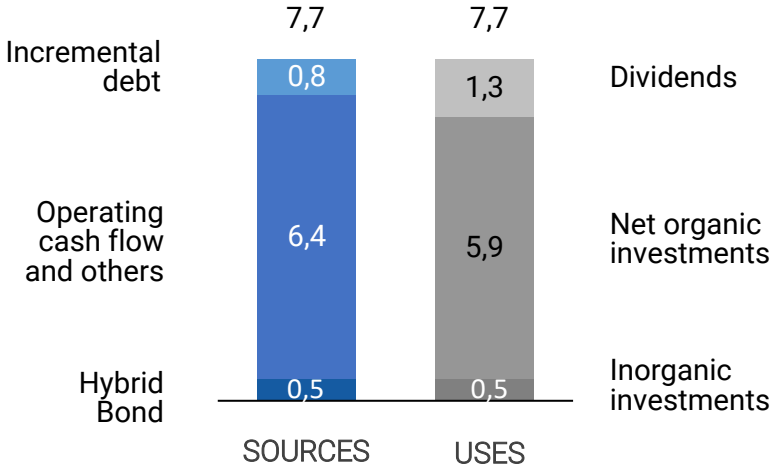


S&P Global Ratings	*BBB*	*Stable*
FitchRatings	*BBB*	*Stable*

NET DEBT

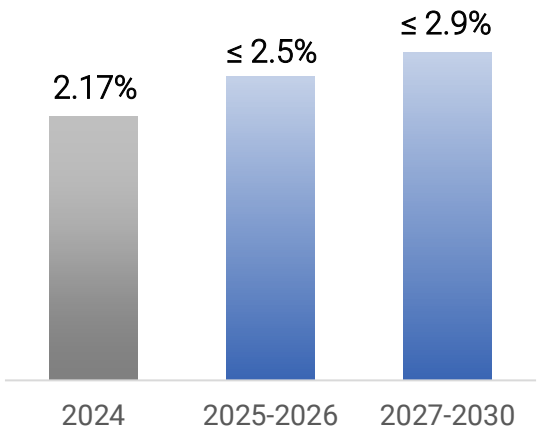


SOURCES AND USES 2025-2030



Low exposure to interest rate risk, high financial reliability

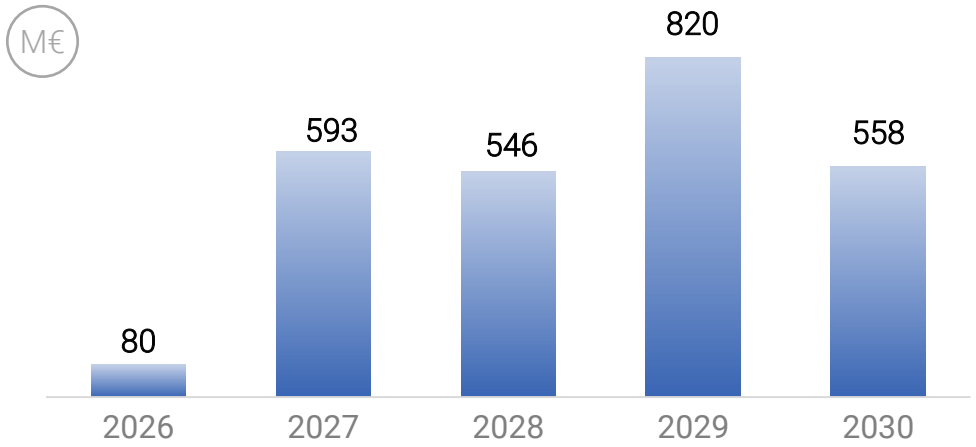
AVERAGE COST OF DEBT



5 years — Average duration FY2024

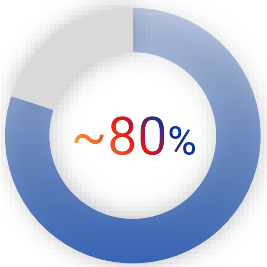
94% — Fixed rate debt FY2024

MATURITIES*



Including the repayment of a project financing; excluding the 500M€ hybrid bond, which will lose its equity content in 2030

SUSTAINABLE FINANCE



2030

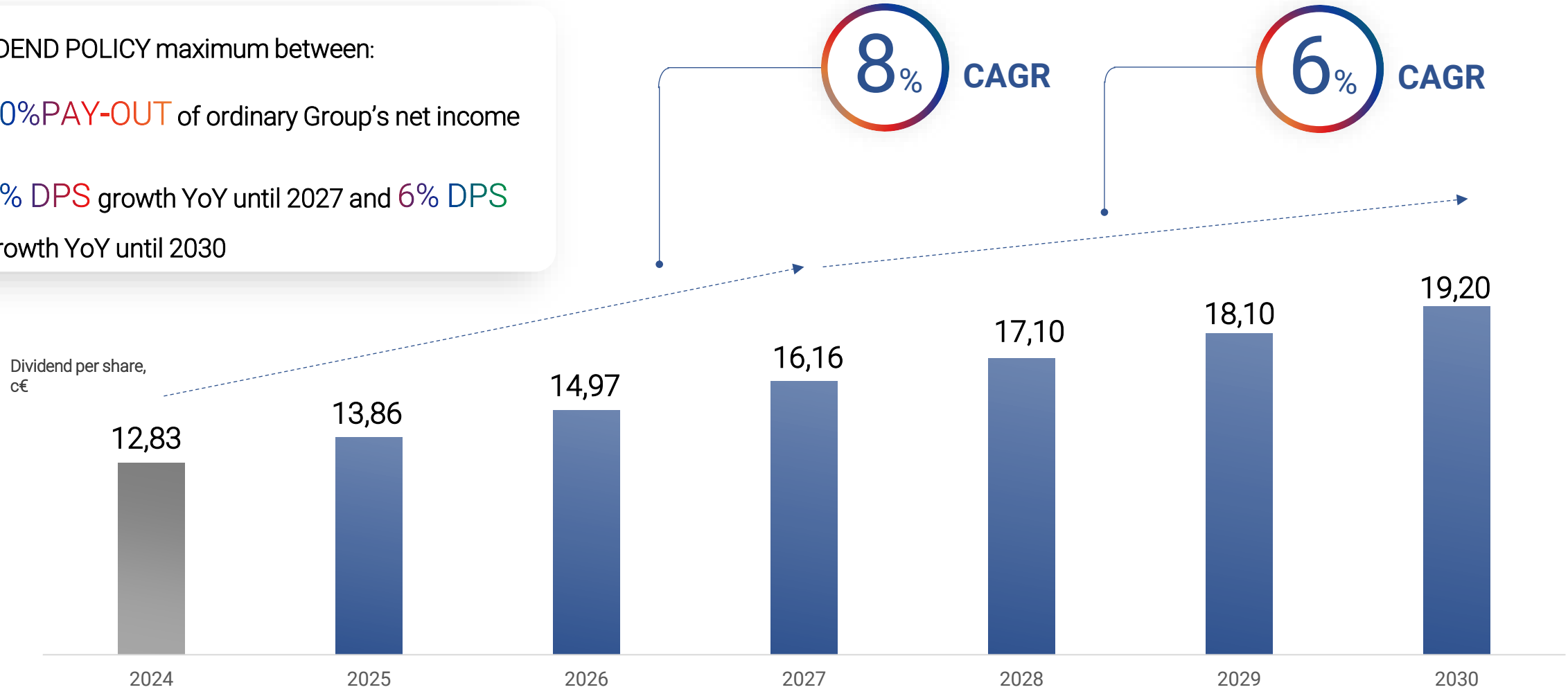
% ESG debt

2040

Dividend policy: long term visibility

DIVIDEND POLICY maximum between:

- 60%PAY-OUT of ordinary Group's net income
- 8% DPS growth YoY until 2027 and 6% DPS growth YoY until 2030



Beyond the base plan: additional growth pathways delivering +100M€ in EBITDA

The **multi-utility** model and **multi-territorial** footprint provide additional development opportunities that are **not included in the base plan**, due to their current limited visibility or uncertainties in assessing the economic impact given the stage of technological maturity

INORGANIC GROWTH

CONSOLIDATION OF EQUITY-OWNED COMPANIES to strengthen the Group's profitability with no impact **on financial profile**

M&A/NEW CONCESSIONS in reference areas:

- Bolt-on acquisitions, in water and waste
- Public-private partnership proposals in the water sector

ORGANIC GROWTH

EXCELLENCE IN NETWORKS SERVICES: Speed up of investments in networks

LEADER IN URBAN WASTE MANAGEMENT: Automated sorting systems and WTE revamping for urban waste

AMONG THE LEADERS IN DISTRICT HEATING IN ITALY: Data centers and further development of heating network

NATIONAL PLAYER, BEYOND THE COMMODITY: Strong integration of the energy supply chain thanks to PPAs for 1.5 TWh with a modulated profile

Closing remarks: solid growth with higher profitability and reduced execution risk

HIGHER PROFITABILITY

Boost to **growth in regulated sectors and increased profitability (ROI +90bps)**

VALUE SHARING

Commitment to **sharing value creation with shareholders** through the financial sustainability of our Dividend Policy

READY TO SEIZE NEW GROWTH OPPORTUNITIES

The new focused multi-utility model enables further development options in the short/medium term that can **accelerate growth** in core businesses

STRATEGY

ACTION PLAN

FINANCIALS

ANNEXES

Adaptability and Vision: Iren's Positioning in the New Scenario

MACRO TREND		TAILWIND/HEADWIND	IREN ACTIONS
NETWORK	Preservation of water resources Electrification of consumption	▪ High **demand for infrastructure** investments ▪ **Stable regulatory framework** supporting investments ▪ Renewal of electricity **concessions**	▪ **Investments in the water service** to increase resource availability ▪ Extraordinary plans to **enhance the resilience of the electricity grid** and **renew concessions**
WASTE	Development of the **circular economy**	▪ **Regulatory changes** affecting treatment plants and **FORSU overcapacity** in Northern Italy ▪ Lack of development in the **secondary raw materials** market ▪ Improvement in **service quality**	▪ Increase in energy **recovery from WTE** (Waste-to-Energy) plants ▪ **Operational efficiencies** in material recovery facilities ▪ Flexible service combinations tailored to local needs to **improve separate waste collection**
ENERGY	**Energy transition** and decarbonization Increasing **demand for electricity**	▪ Strategic **importance of thermoelectric power** plants ▪ Update of the regulatory framework for **district heating** ▪ Lower profitability and slow authorization process for **renewables**	▪ **Flexibilization of gas-fired power** plants ▪ **Expansion of the district heating network** to maximize heat generation capacity ▪ **Reduction of RES development** targets combined with an increase in green PPA purchases
MARKET	Growing market **competition**	▪ Strong **competitive positioning** ▪ Expected **reduction in unit margins**	▪ **Customer loyalty enhancement** through expansion of the service/product portfolio ▪ Opening of **new physical stores**

Decarbonization

	2020	2024	2028	2030	2040
Carbon intensity of energy production (Scope 1) (gCO_2/kWh)	332	315	315	312	129
Certified renewable electricity purchased (%) (Scope 2 emissions reduction target)	0%	16%	25%	50%	100%
Scope 3 emissions – Use of sold products (gas)		-10%	-14%	-17%	-26%
Scope 3 emissions – Fuel and energy related activities		-12%	-14%	-1%	-40%
Energy savings from production processes (kTep)	672	767	793	828	1,162
Avoided emissions from waste recovery ($ktCO_2$)	1.021	1.530	1.630	1.654	2.036

Circular Economy

	2020	2024	2028	2030	2040
Sorted waste collection (%) – Legacy regions	69,3%	72,1%	74,2%	75,5%	80,0%
Sorted waste collection (%) – Other areas	63,1%	65,5%	69,9%	70,8%	74,0%
Material recovery from waste in Group facilities (kton)	492	1.062	1.522	1.533	1.539
Biomethane from biodegradable waste (million cubic meters)	0,0	9,9	31,1	31,1	31,1
Reused water from treatment processes (million cubic meters)	6,0	6,2	6,2	6,2	20,0

Water Resources

	2020	2024	2028	2030	2040
Waste water treatment capacity (kP.E.) (across all territories)	3.527	3.785	4.243	4.438	4.438
Water withdrawals from the environment (liters/inhabitant/day) (across all territories)	260	246	245	240	228
Water network leaks (%) ▪ Legacy regions	33,3%	30,4%	27,8%	26,5%	22,0%
Water network leaks (%) ▪ All areas	33,3%	31,0%	28,8%	27,5%	24,0%
District subdivision of water networks (%) ▪ Legacy regions	55,5%	70,9%	76,0%	78,9%	89,2%
District subdivision of water networks (%) ▪ All areas	55,5%	68,1%	71,1%	76,0%	87,2%

Resilient cities

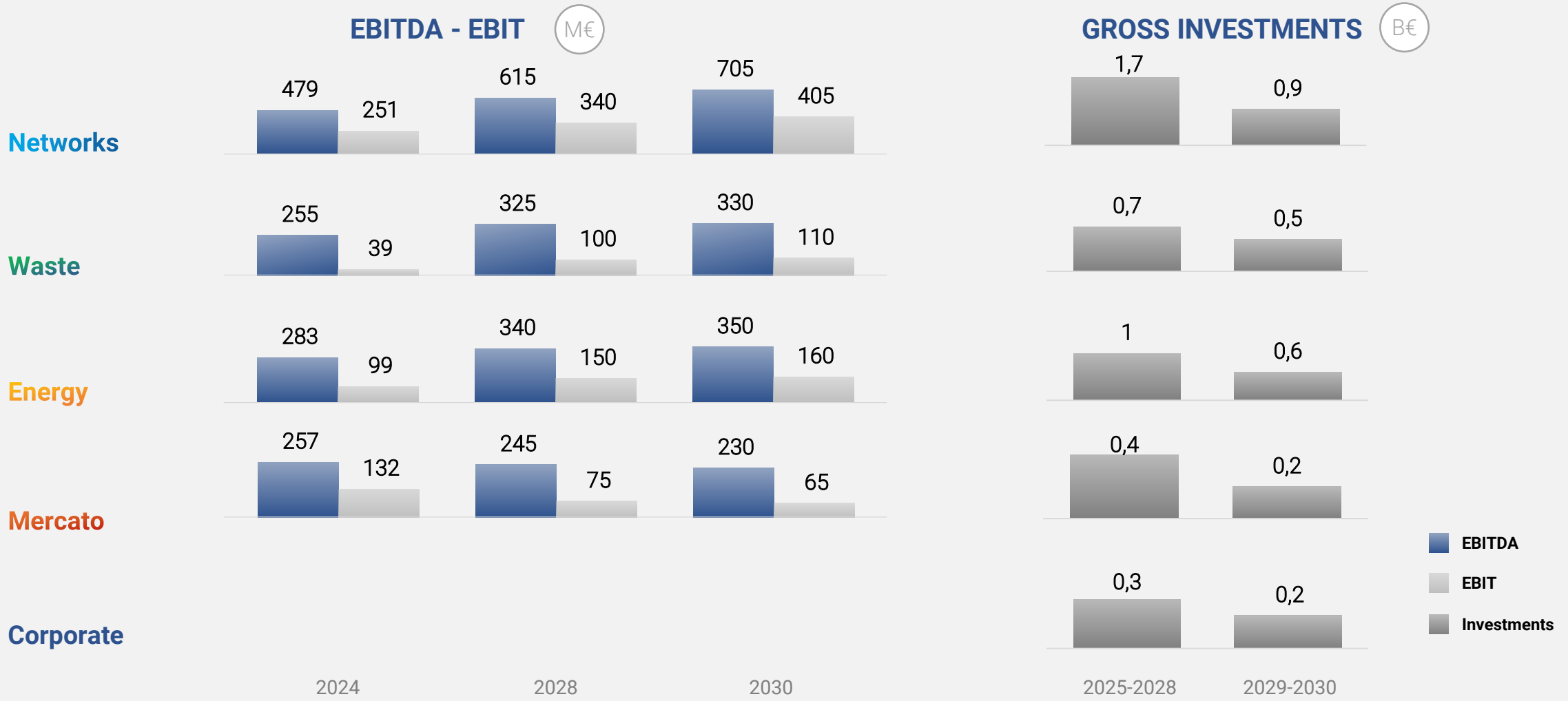
	2020	2024	2028	2030	2040
District heated volumes (million cubic meters)	97	102	122	125	135
Eco-vehicles on total fleet (% of electric and biomethane vehicles over total fleet)	19%	22%	29%	35%	53%
Green electricity sold to retail customers (GWh)	326	2.395	2.000	2.500	3.000
Energy savings from Group products/services (Iren Plus, energy efficiency via Iren Smart Solutions, green energy sales) (kTep)	71	473	445	513	587

People

		2020	2024	2028	2030	2040
Employment, development, and enhancement of skills	New hires (N.)*		+4.384	+5.900	+6.740	+9.400
	Training hours per capita (N.)	24,5	21,6	22,9	23,8	25,0
	Employees evaluated on performance** (%)	54%	86%	85%	89%	90%
Diversity & Inclusion	Women in managerial roles (%)	22,8%	25,9%	26,5%	27,0%	30,0%
	Hires under 30 out of total hires */**** (%)	50,0%	54,0%	≥50,0%	≥50,0%	50,0%
Welfare & People care	Injury incidence rate (N.)	50,2***	51,4	46,0	44,0	41,0
	Employees with corporate health care (%)	71%	70%	100%	100%	100%

* Progressive growth compared to 2020
** Excludes fixed-term employees hired less than 6 months ago, staff from corporate acquisitions within the last year, personnel with absences exceeding 6 months, and contract transitions of less than 3 years
*** 2020 data affected by the Covid-19 emergency; 2019 was used as the baseline
**** Excludes hires resulting from contract transitions/internalizations

Investments and profitability by business unit



Regulatory Framework

	GAS	ELECTRICITY	WATER	INTEGRATED WASTE SERVICE AND ESSENTIAL FACILITIES
Regulatory period	6 + 2 years (2020 – 2027)	4 years (2024 – 2027)	6 years (2024 – 2029)	4 years (2026 – 2029)
Adjustment of the WACC methodology	6 years (2022 – 2027)	6 years (2022 – 2027)	6 years (2024 – 2029)	6 years (2022 – 2027)
Adjustment of the WACC parameters	Every 3 years for general parameters (2028)[1]; specific parameters in 2028[2]	Every 3 years for general parameters (2028)[1]; specific parameters in 2028[2]	Every 2 years (2026)	Every 2 years (2026)

	GAS DISTRIBUTION AND METERING	EE DISTRIBUTION AND METERING	INTEGRATED WATER SERVICE	INTEGRATED WASTE MANAGEMENT[5]- ESSENTIAL FACILITIES
2026-2030 WACC[3] (before tax)	5,9%	5,6%	6,1%+1%[4]	5,9%+1%[4]; 6,1%+1%[4]

1. *With annual verification of potential trigger threshold (0.3% absolute variation) for rate adjustment*
2. *Specific parameters: asset beta and the capital structure*
3. *OF-OFisc rate for the Integrated Water Service*
4. *Time lag rate applied to compensate for the financial cost incurred due to the temporal misalignment between the year an investment is made and the year it is recognized in the tariff structure*
5. *Subject to the application of lower remuneration levels in the event of concession awarded through tender*

Industrial Kpis

	2024	2028	2030
Waste collected (Mton)	2,3	2,3	2,3
Waste treated in Iren plants (Mton)	2,9	3,5	3,5
Electricity sold from WTE plants (TWh)	0,5	0,5	0,5
Biomethane produced from organic waste (Mmc)	10	31	31
Hydropower generation (TWh)	1,5	1,3	1,3
Photovoltaic and wind power generation (TWh)	0,3	0,5	0,6
Thermoelectric and CCGT generation (TWh)	6,7	6,3	7,6
Heat sold (TWht)	2,3	2,7	2,8
Electricity sold to end customers (TWh)	5,4	7,2	7,5
Gas sold to end customers (Bmc)	0,7	0,8	0,8

Energy scenario underlying the business plan

	2024	2028	2030
PUN (€/MWh)	109	103	97
PSV (€/MWh)	36	31	27
ETS (€/Ton)	65	90	105
Clean spark spread Iren (€/MWh)	-1,3	2,9	3,2

Network Concessions

CONCESSIONS GAS

ATEM	END DATE
Genova 1	Expired *(under statutory extension)*
Parma	Expired *(under statutory extension)*
Reggio Emilia	Expired *(under statutory extension)*
Vercelli	Expired *(under statutory extension)*
Piacenza 2 - Est	Expired *(under statutory extension)*
Cuneo 3	Expired *(under statutory extension)*

CONCESSIONS WATER

AREA	END DATE
Piacenza	2040
Reggio Emilia	2043
Genova	2032
Parma[1]	2027
Vercelli	Expired *(under statutory extension)*
La Spezia	2033
Enna	2034
Savona	2028
Cuneo	Expired *(under statutory extension)*

CONCESSIONS ELECTRICITY

AREA	END DATE
Torino	2030
Parma	2030
Vercelli	2030

[1]*Original expiration in 2025, extended by law (L. Reg. Emilia-Romagna.n. 14/2021 Art.16)*

Hydropower and Waste collection concessions

CONCESSIONS
HYDROPOWER

AREA	HYDROPOWER PLANT	POWER (MW)	END DATE
Piemonte 1	Pont Ventoux-Susa	157	2034
Piemonte 2	Valle Orco e S. Mauro	300	Expired 2010 PPP proposals assessed as feasible
Piemonte 3	S. Lorenzo, Moncalieri, La Loggia, Valle Dora	25	>2041
Campania	Nucleo Tusciano	108	2029
Liguria	Brugneto, Canate	10	Expired 2014 Water service management concession (20 32)

MAIN CONCESSIONS
WASTE COLLECTIONS

AREA	END DATE
Parma	2037
Piacenza	2037
Reggio Emilia	Expired (under statutory extension)
Torino	2034
Vercelli 1	2028
Vercelli 2	2029
La Spezia	2028
Toscana sud	2033
Cuneo	2031
Asti	2026

Disclaimer

The Manager in charge of drawing up the corporate accounting documents and the Chief Financial Officer of IREN S.p.A., Mr. Giovanni Gazza, hereby declares, pursuant to paragraph 2 of article 154 bis of the Consolidated Finance Act (Legislative Decree No 58/1998), that the accounting information contained in this presentation is consistent with the accounting documents, records and books.

This document was prepared by IREN mainly for use during meetings with investors and financial analysts. This document does not constitute an offer to sell or a solicitation to buy or subscribe shares and neither this entire document or any portion of it may constitute a basis or provide a reference for any contract or commitment.

Some of the information contained in this document may contain projected data or estimates that are based on current expectations and on opinions developed by IREN and are based on current plans, estimates, projections and projects. Consequently, it is recommended that they be viewed as indicative only.

Projected data and estimates entail risks and uncertainties. There are a number of factors that could produce significant differences between projected results and actual results. In addition, results may be affected by trends that are often difficult to anticipate, are generally beyond IREN's control and could produce results and developments that are substantially different from those explicitly or implicitly described or computed in the abovementioned projected data and estimates. The non-exhaustive list that follows being provided merely by way of example, these risks include: significant changes in the global business scenario, fluctuations in the prices of certain commodities, changes in the market's competitive conditions and changes in the general regulatory framework.

Notice is also given that projected data are valid only on the date they are produced. Except for those cases in which the applicable statutes require otherwise, IREN assumes no obligation to provide updates of the abovementioned estimates and projected data.