SUSTAINABLE DEVELOPMENT REPORT

TERNA ENERGY
GEK TERNA GROUP

2023

www.terna-energy.com

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Sustainable Development Report 2020 | **TERNA ENERGY**

GRI 102-14

Message from the CEO

Dear all,

We are delighted to present TERNA ENERGY Group's 2020 Sustainable Development Report, for the sixth consecutive year. This Report has been prepared in accordance with GRI Standards, the ESG Reporting Guide of the Athens Stock Exchange (2019) and the SASB Standard (Infrastructure sector - Electric Utilities & Power Generators); it represents the value we create for you, our stakeholders.

Our very course of action proves the consistency and high sense of corporate social responsibility that distinguishes us as a company. Despite the adverse circumstances for the global and domestic economy, we further strengthened our financial position, continued our investments and along these, our contributions to society and the environment, thus proving that we are a safe and sustainable investment choice.

Regarding the Environment

We continue to invest in the RES sector with high intensity, hard work, determination, and entrepreneurial spirit. For us, sustainable development entails the transition to an era of clean energy and circular economy. After all, we have been leading in these sectors for more than twenty years. During 2020 we launched new investments in Greece in a portfolio of advanced projects exceeding €1.7 billion in value. This new generation of projects, aimed at strengthening the green economy and in protecting the environment, finds us ready for immediate action and in an exceptionally competitive position to implement our business plan and further strengthen our leading position in the Greek market as well as our expansion abroad. By 2025, we aim to reach 3,000 MW, maintaining the largest private energy portfolio in the country. Indicatively, only for 2020, we had more than 1,800 MW in operation, under construction or ready for construction in Greece, the USA, Central and Eastern Europe.

Regarding Society

Our ongoing investment activity, which amounted to €88.9 million for 2020, creates the requirements for stabilizing an increased revenue stream and long-term profitability. At the same time, our uptrend helps strengthen our contribution to the country and society in general. To further strengthen our social footprint, our overall social contribution amounted to € 1.3 million for 2020, while the direct economic value to all our stakeholders approached € 365 million for the same year.

Regarding Corporate Governance

In accordance with our growth strategy and our vision, for yet another year we continued improving and modernizing our structures and operating systems, training our people in modern digital systems and in compliance with the corporate governance system and the other provisions of the Group's Internal Regulation, as well as the rules imposed by the competent bodies of the State regarding relations between businesses and their Board of Directors members. To strengthen our governance structures, our purpose and priority for the next year is to fully comply with the recent Law 4706 / 2020 "Corporate Governance of Societe Anonymes, contemporary capital markets, integration in the Greek legislation of the Directive (EU) 2017/828 of the European Parliament and the Council, measures for implementation of the Regulation (EU) 2017/1131 and other provisions".

For the future

The 2021 outlook is positive and, despite the adverse conditions from the pandemic, we seek to maintain the growth rate according to our business plan. Pursuing a balanced development of the economy, the environment and society, we will continue our efforts to lead in the sectors we operate and implement efficient solutions for creating a sustainable social model.

Enjoy your reading,

Emmanuel Maragoudakis
CEO TERNA ENERGY

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GRI 102-7, GRI 102-9, SASB IF-EU-000.D

The past year

457
employees

€328 million
turnover

23
projects in operation

1,363.8 MW
Total installed capacity in Greece & abroad

4,151,134 MWh
Clean energy production

7
countries

2
continents

1,927
suppliers

Prevention of
3,006,166 tons CO_2 emissions

More than
€364,575 million
in direct economic value to all our stakeholders

Our projects covered the annual energy needs of more than
314,000
households

€1,306,611
Social support (sponsorships, donations, infrastructure projects)

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GRI 102-1, GRI 102-2, GRI 102-4, GRI 102-5, GRI 102-6, GRI 102-7

Getting to know TERNA ENERGY

TERNA ENERGY Group is one of the largest Greek, vertically integrated companies in the field of Renewable Energy Sources (RES), with activity in the development, construction, financing and operating of RES projects in 7 countries, but also in waste management. The shares of TERNA ENERGY are listed on the Athens Stock Exchange (FTSE / Athex Large Cap).

The Group's business activities include a wide range of RES technologies and particularly constructing and operating wind parks, hydroelectric projects, pumped storage projects, hybrid stations and photovoltaics, as well as undertaking integrated waste management projects, biofuels production, soil conditioners and other products. In 2020, its activity, including electricity trading, developed in the following countries: Greece, the United States of America, Bulgaria, North Macedonia, Poland, Serbia and Albania.

By the end of 2020, TERNA ENERGY had (maximum delivered) power of 1,800 MW in operation, under construction or ready for construction in Greece, the USA, Central and Eastern Europe. Specifically, the Group had installed 728 MW in Greece, 513 MW in the US and 132 MW in Europe, while it had under construction or ready for construction RES facilities with a total capacity of 430 MW.

The Group's business activity is characterized by a solid economic structure, strong specialization and expertise, full adoption of quality assurance procedures and in-depth knowledge of the international institutional, economic and business environment.

Percentage of sales by geographic area

Percentage of sales by activity

TOTAL PORTFOLIO

1,373.8 MW

GREECE

728.4 MW

Wind energy

Areas	Facilities	Installed Capacity (Mw)
EVIA	EVIA SPECIAL PROJECT	121
BOEOTIA	GKOURI	33
THRACE	DERVENI	24
THRACE	DIDIMOS LOFOS	26
BERMIO	ERESSOU YPSOMA - FOURKA	37.8
BOEOTIA	KREZEKA	30
BERMIO	LEUKES-KERASIA	8.4
ARGOLIS	LONGARAKIA	20
NAFPAKTOS	LOUZES	24
BOEOTIA	MAVROUNI (1)	19.55
BOEOTIA	MAVROUNI (2)	10
BOEOTIA	MAVROPLAGIA-KASTRO	17.2
BOEOTIA	MOUNGOULIOS	16.5
THRACE	MYTOULA	38
AGIOS GEORGIOS	NISOS AGIOS GEORGIOS	73.2
THRACE	KSYROVOUNI	7.5
CRETE	PERDIKOKORYFI	14.45
BOEOTIA	PLAGIA PSILOMA	14.9
EVIA	PROFITIS ILIAS	11.22
EVIA	PYRGARI	6.75
BOEOTIA	RACHOULA (1)	30
BOEOTIA	RACHOULA (2)	8
BOEOTIA	RACHOULA (3)	6.6
RHODES	STAVROTI	20.7
EVIA	SERVOUNI	18.9
NAFPAKTOS	SKOPIA	20
EVIA	TSILIKOKA	11.22
EVIA	TSOUKA TSOUNKARI	12
THRACE	CHYLOS	12.5
CRETE	CHONOS	5.1

Hydroelectric projects

Areas	Facilities	Installed Capacity (Mw)
AITOLOAKARNANIA	DAFNOZONARA	11.2
THESSALONIKI	ELEOUSA	6.6

Solar energy

Areas	Facilities	Installed Capacity (Mw)
NAFPAKTOS	LOUZES (PV)	1.05
BOEOTIA	VATHYCHORI STATION I	5.99
BOEOTIA	VATHYCHORI STATION II	1.496

Biogas

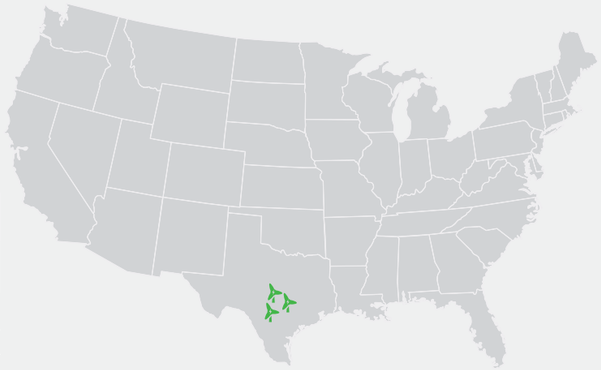
Areas	Facilities	Installed Capacity (Mw)
THESSALONIKI	ADENDRO	1

Waste management

Areas	Facilities	Installed Capacity (Mw)
EPIRUS	EPIRUS WASTE MANAGEMENT PLANT	1.56

USA

513.4MW



Wind energy

Areas	Facilities	Installed Capacity (Mw)
TEXAS	Fluvanna 1	155.4
TEXAS	Fluvanna 2	158
TEXAS	Bearkat	200

POLAND

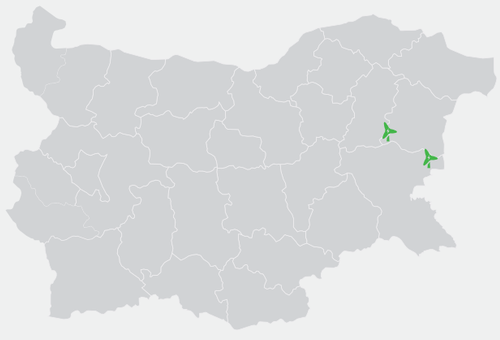
102MW

Wind energy

Areas	Facilities	Installed Capacity (Mw)
TORUN	Chelmza	4
TORUN	Chojnice	6
LODZKIE	Czarnozyly	16
LODZKIE	Gorzkowice	12
LODZKIE	Krzyzanow	20
MAZOWIECKIE	Makow	12
MAZOWIECKIE	Nasielsk	10
LODZKIE	Sieradz	8
LODZKIE	Szadek	8
TORUN	Tuchola	6

BULGARIA

30MW



Wind energy

Areas	Facilities	Installed Capacity (Mw)*
VARNA	Karapelit	12
VARNA	Vranino	18

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GRI 102-2, GRI 102-6, GRI 102-9, GRI 102-12, GRI 102-16, Indicator A-G1

Our business model

Inputs

Financial capital
- Equity and lending

Human capital
- 457 employees
- Knowledge, skills and abilities
- Ethical values

Natural capital
- Air
- Water
- Land use
- Raw materials

Manufactured capital
Operational facilities
- 45 wind parks in Greece, Europe, America
- 3 photovoltaic parks in Greece
- 2 hydroelectric projects
- 1 integrated waste management project
- 1 biogas project

Intellectual capital
- Patents
- Copyright
- Protocols, procedures

Social and relationship capital
- 1,927 suppliers
- Total Purchase Value: € 201 million.
- Main Sectors of Activity Suppliers:
  - Wind Energy Technology
  - Construction of Wind Turbines
  - Equipment Production
  - Suppliers from Europe, USA

Business activities and procedures

Our Values are reflected in five (5) main axes and are analyzed in the Code of Conduct:
- Organization – Corporate Culture
- Customers/ Partners / Suppliers
- Employees
- Society
- Environment

For more information on our values and principles, please refer to page 65 of this Report or our website.

Our procedures:
- Sustainable Development Strategy
- Code of Conduct
- Corporate Governance Code (CGC)
- Information Security Policy
- Personal Data Policy

Our activities:
- Wind energy projects
- Hydroelectric projects
- Pumped storage projects
- Hybrid projects
- Solar energy projects

For more information on our activities, please refer to page 6 of this Report or our website.

Outputs – The value we create

Impacts to the Economy, the Society and the Environment for 2020	Our contribution to the Sustainable Development Goals
Creation and distribution of economic value • **€328 million turnover**	7 AFFORDABLE AND CLEAN ENERGY; 8 DECENT WORK AND ECONOMIC GROWTH; 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
Regulatory compliance and anti-corruption • **0 fines and/or non-monetary sanctions for non-compliance with laws and / or regulations in the social and economic area** • **0 confirmed incidents of corruption**	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
Responsible social relations and local communities support • **€1 million in social support programs**	4 QUALITY EDUCATION; 11 SUSTAINABLE CITIES AND COMMUNITIES; 17 PARTNERSHIPS FOR THE GOALS
Ensuring health, safety and wellbeing at work • **45 internal audits**	3 GOOD HEALTH AND WELL-BEING; 8 DECENT WORK AND ECONOMIC GROWTH
Contribution to employment and decent work • **910 hours of training**	4 QUALITY EDUCATION; 5 GENDER EQUALITY; 8 DECENT WORK AND ECONOMIC GROWTH
Addressing climate change • **Prevention of 3,006,166 tons of CO_2 emissions**	7 AFFORDABLE AND CLEAN ENERGY; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION; 13 CLIMATE ACTION
Responsible waste management • **19.03 tons of non-hazardous waste recycled** • **55.04 tons of hazardous waste recycled**	6 CLEAN WATER AND SANITATION; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Environmental compliance • **0 fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations**	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
Protection and preservation of biodiversity • **0 incidents or complaints for non-compliance with environmental conditions that relate to protection of biodiversity**	6 CLEAN WATER AND SANITATION; 14 LIFE BELOW WATER; 15 LIFE ON LAND

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For each project we carry out, we follow a vertically integrated and effective way of planning, development and operation/management, as follows:

01

Before project implementation

- Strategic analysis for selecting location / market / country to implement each project.
- Evaluating the project's power factor.
- Licensing process, public consultation and coordination with local authorities and bodies responsible for project realization.
- Determining and agreeing on land use.
- Ensuring connectivity with the power grid and the available capacity.

02

Project development and licensing

- Project planning: scheduling work and budgeting.
- Granting licenses for the commencement of operations and ensuring environmental and regulatory compliance.
- Choosing the most innovative energy production technologies.
- Establishing responsible relationships and contracts with suppliers and Operating and Maintenance (O&M) and Design- Supply- Construction (EPC) companies.

03

Project financing

- Preparation and drafting of economic and financial analysis and related reports.
- Optimization of capital structure and adequacy.
- Developing relationships with equity providers (international capital markets and financial institutions).
- Planning and negotiating financial agreements.

04

Project construction

- Before the project's construction.
- Project Technical Sustainability Studies.
- Mapping and preparation of sites for the project's installation.
- During the project's construction.
  - Implementation of infrastructure projects.
  - Mechanical and electrical installations.
  - Implementation of technical work.
  - Development of evacuation infrastructure.
- Supply and installation of production equipment.

05

Project operation and management

- Accountability to stakeholders and disclosure of financial information.
- Management of licenses and regulatory documents.
- Managing and monitoring the project's operation.
- Implementation of preventive and corrective maintenance.
- Developing continuous improvement plans and spare parts management.

Throughout the above phases for completing, operating and managing each project, ISO certified procedures are applied to ensure both the quality and viability of each project and the transparency, perfection, accuracy and efficiency of operating and managing the investment.

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GRI 102-13

Our participations and distinctions

Despite the adverse conditions caused by the COVID-19 pandemic in business, the Group, for a second consecutive year, managed to stand out for its performance. TERNA ENERGY received the Greek Energy Award 2020 in the category “Green Energy”. At the same time, with our active participation as a member in bodies, organizations and business associations we promote the development of dialogue and the exchange of positions, views, but also know-how, as well as the collective monitoring and management of social, labor, environmental as well as market issues. This dialogue is a means of advancing our firm positions towards creating the conditions for securing a more sustainable future.

TERNA ENERGY
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Hellenic Federation of Enterprises (SEV)

Greek Association of RES Electricity Producers (HELLAS RES)

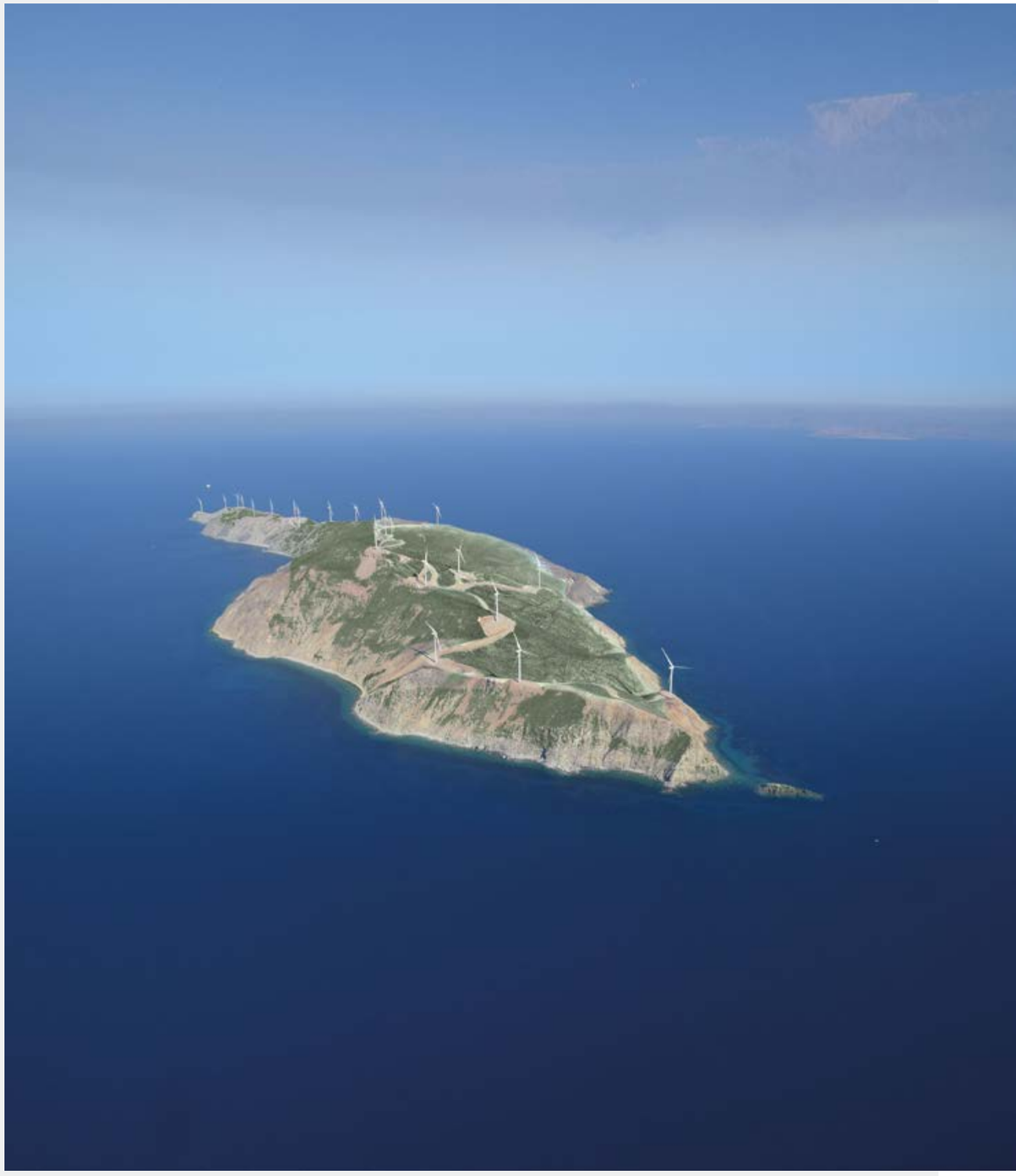
Hellenic Wind Energy Association (ELETAEN)

European Renewable Energies Federation (EREF)

Wind Europe

Association of Industries in Thessaly and in Central Greece (SBTKE)

Institute of Energy for South East Europe (IENE)



Sustainable Development Strategy

The company's priority is to combat climate change through:

- The increase of its clean energy production in Greece and abroad.
- Its operations in a wide range of green technological applications.
- The prevention of CO_2 emissions in the atmosphere.

Sustainable Development constitutes the driving force behind the Group's operations and sets at its core, criteria based on business ethics, environmental protection, social progress and prosperity, quality, innovation, high-end technology and expertise. TERNA ENERGY aims to ensure that its operations are aligned with the Sustainable Development principles and contribute to the national energy goals.

Our commitment to acting as a responsible social and business partner is reflected in the company's strategy, which is aligned with all our goals and actions for Sustainable Development. Starting from our business operations and proceeding with targeted actions for the society and the environment, we support the United Nations Sustainable Development Goals and we work towards creating the greatest possible value.

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The following areas are of paramount importance:

- **Business excellence based on transparency and ethics.**
- **Promoting Sustainable Development and fostering a clean energy culture.**
- **Promoting innovative solutions, technical know-how and scientific research.**
- **Ensuring high quality through the implementation of effective solutions and best practices.**
- **Fostering the Health and Safety of employees and partners.**
- **Employee development.**
- **Achieving the maximum benefit for all stakeholders.**
- **Maintaining meaningful and ongoing communication with all stakeholders.**
- **Developing and implementing programs and actions that contribute to the achievement of social prosperity and cohesion.**

For 2021, TERNA ENERGY, through GEK TERNA Group, intends to adopt the Sustainable Development Policy, which is in draft process and scheduled to be approved by the Board of Directors within the next year.

The Group's Sustainable Development Policy is designed in a way that it is inextricably linked to the material topics identified through the materiality analysis process in order for the Group to constantly listen to the needs of stakeholders (internal and external) but also take into account the current socio-economic trends in relation to its impacts (positive or negative).

As part of the Group's Sustainable Development Policy, corporate responsibility will be aligned with the ESG (Environmental-Social-Governance) criteria / principles and will apply to four (4) activity axes:

1. Environmental Protection.
2. Human Value Promotion.
3. Strengthening our Social Footprint.
4. Shaping a Responsible Market.

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GRI 102-40, GRI 102-42, Indicator A-S1, Indicator A-G2

Stakeholder engagement

At TERNA ENERGY we recognize as stakeholders those entities or individuals that can reasonably be expected to be significantly affected by our activities or whose actions can reasonably be expected to affect our ability to successfully implement our strategy and/or achieve our objectives. The main stakeholder groups are the following: Customers, Shareholders/Investors, Capital Providers (Banks), Regulatory Authorities/Government Bodies, Local Authorities/Local Government, Employees, Suppliers/Partners and Local Communities.

The main stakeholder groups are the following:

Systematic communication with our stakeholders is important for both our responsible and effective presence and activity in local communities, as well as for shaping and implementing our Sustainable Development Strategy. The following table presents the main topics of interest, the method as well as the frequency of engagement with our stakeholders.

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GRI 102-43, GRI 102-44, Indicator A-G2

Stakeholders	Engagement method	Frequency	Main topics of interest
Employees	Regular meetings and updates	When required	• Ensuring health, safety and wellbeing at work • Continuous training and development of employees • Creation and distribution of economic value • Safeguarding diversity and protecting human and labor rights • Emergency preparedness
	Corporate announcements		
	Website	Where appropriate	
	Corporate events		
	Social Media	Weekly	
	Sustainable Development Report	Annually	
Local Authorities / Local Government	Phone communication	When required	• Emergency preparedness • Environmental compliance • Responsible social relations and local communities support • Creation and distribution of economic value • Responsible waste management
	Email		
	Meetings		
	Corporate events	Where appropriate	
	Social Media	Weekly	
	Sustainable Development Report	Annually	
Suppliers / Partners	Email	Daily	Creation and distribution of economic value • Environmental compliance • Materials efficiency • Responsible waste management
	Phone communication		
	Meetings	Where appropriate	
	Sustainable Development Report	Annually	
Customers	Email	Where appropriate	• Creation and distribution of economic value • Responsible social relations and local communities support • Regulatory compliance and anti-corruption • Emergency preparedness
	Corporate events		
	Phone communication	When required	
	Meetings		
	Sustainable Development Report	Annually	
Regulatory Authorities / Government Bodies	Phone communication	Where appropriate	• Regulatory compliance and anti-corruption • Environmental compliance • Creation and distribution of economic value • Emergency preparedness
	Meetings		
	Email		
	Corporate events		
	Financial Report & Sustainable Development Report	Annually	
Providers of Capital (Banks)	Meetings	Where appropriate	• Creation and distribution of economic value • Regulatory compliance and anti-corruption • Environmental compliance • Responsible energy management • Protection and conservation of biodiversity
	Email		
	Phone communication	When required	
Local Communities	Phone communication	When required	• Responsible social relations and local communities support • Emergency preparedness • Environmental compliance • Responsible waste managemen • Creation and distribution of economic value
	Meetings	Where appropriate	
	Email		
	Corporate announcements		
	Corporate events		
	Sustainable Development Report	Annually	
Shareholders / Investors	Phone communication	Where appropriate	• Creation and distribution of economic value • Energy efficiency • Regulatory compliance and anti-corruption • Materials efficiency • Tackling climate change
	Email		
	Corporate events		
	General Assembly of Shareholders	Annually	
	Financial Report & Sustainable Development Report	Annually	
	Website	When required	

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GRI 102-46, GRI 102-47, Indicator A-G2

Materiality analysis

As part of our Sustainable Development Strategy, we define as material and focus on these topics that significantly influence our stakeholders' assessment and decisions and those directly linked to our significant economic, social and environmental impacts.

For 2020, we proceeded with the review of the materiality analysis conducted for the reporting period 2018 based on the GRI Standards.

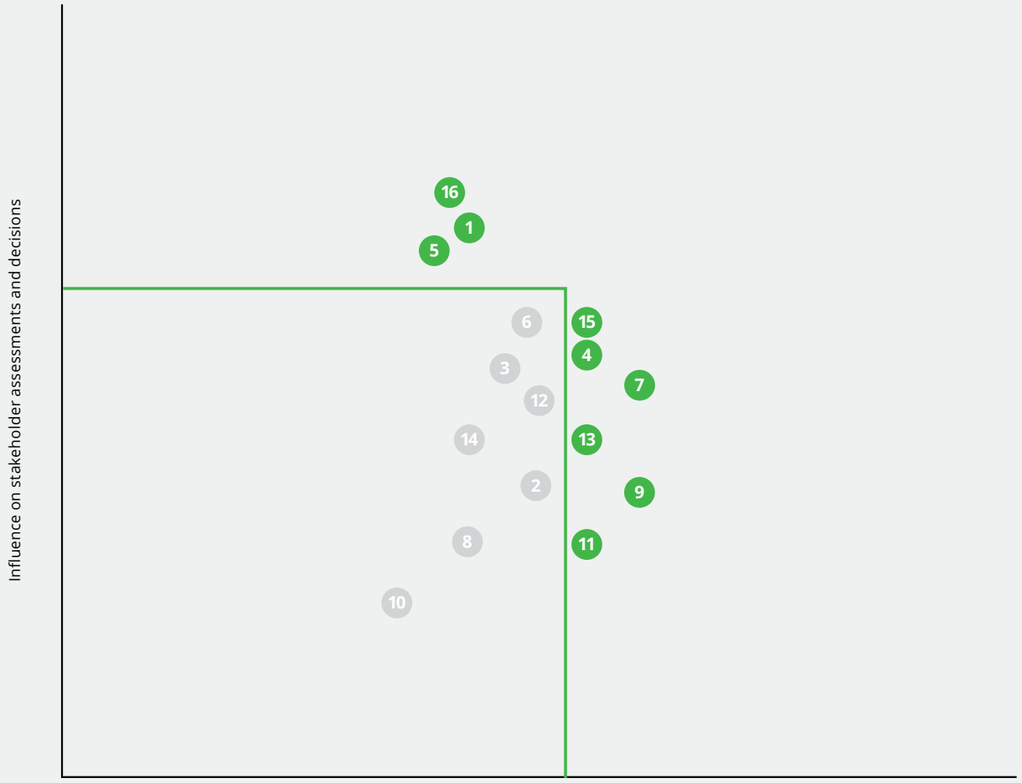
Based on this review, there were no significant changes in the materiality analysis of the previous reporting period. For a closer look at the 2018 materiality analysis methodology, please refer to the 2018 Sustainable Development Report, found on our website.

The following elements were taken into consideration during our review:

Our stakeholders' needs and expectations with regards to the Group's performance on Sustainable Development topics.

The most significant impacts of the Group to the wider economy, the society and the environment with the use of the Sustainable Development Goals. (SDGs).

Materiality map



Significance of economic, environmental, & social impacts

1. **Environmental compliance**
2. Energy efficiency
3. Materials efficiency
4. **Protection and conservation of biodiversity**
5. **Responsible waste management**
6. Emergency preparedness
7. **Responsible social relations and local communities support**
8. Safeguarding diversity and protecting human and labor rights
9. **Ensuring health, safety and wellbeing at work**
10. Continuous training and development of employees
11. **Contribution to employment and decent work**
12. Responsible supply chain management
13. **Tackling climate change**
14. Anti-competitive behavior
15. **Regulatory compliance and anti-corruption**
16. **Creation and distribution of economic value**

GRI 102-46

Material topics: materiality and topic boundaries

The information in the table below, based on the GRI standards requirements, presents for the material topics:

1. Why each topic is material?

- Which stakeholders are impacted by the Group's material topics (based on the materiality analysis survey results).
- What are the UN Sustainable Development Goals to which the Group contributes to (broader economic, social and / or environmental impacts).

2. Who causes these impacts?

The impacts may occur at different stages of the Group's value chain. Consequently, some are caused directly by the Group and some indirectly by a third party whose activities are linked to the Group (downstream or upstream).

GRI 102-47, Indicator A-G2

GRI 102-46, GRI 103-1

GRI 103-1

Material topics	Why each topic is material: Broader economic, social and environmental impacts caused by the topic	Why each topic is material: Stakeholder groups directly impacted (economically, socially and / or environmentally) by the topic	Topic Boundaries: Impacts caused by TERNA ENERGY	Topic Boundaries: Stakeholder groups other than TERNA ENERGY that may cause or be linked with the topic impacts
Creation and distribution of economic value	7 AFFORDABLE AND CLEAN ENERGY; 8 DECENT WORK AND ECONOMIC GROWTH; 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	• Shareholders / Investors • Employees • Suppliers / Partners	✓	• Customers • Suppliers / Partners • Local Communities • Regulators / Government Bodies • Capital Providers (Banks)
Regulatory compliance and anti-corruption	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	• Shareholders / Investors • Employees • Suppliers / Partners	✓	• Customers • Suppliers / Partners • Local Communities • Capital Providers (Banks) • Local Authorities / Local Government • Regulators / Government Bodies • Local Communities
Responsible social relations and strengthening of local communities	4 QUALITY EDUCATION; 11 SUSTAINABLE CITIES AND COMMUNITIES; 17 PARTNERSHIPS FOR THE GOALS	• Local Communities • Employees • Suppliers / Partnes	✓	• Local Communities • Local Authorities / Local Government
Ensuring health, safety and wellbeing at work	3 GOOD HEALTH AND WELL-BEING; 8 DECENT WORK AND ECONOMIC GROWTH	• Employees • Suppliers / Partners	✓	• Customers • Suppliers / Partners
Contribution to employment and decent work	4 QUALITY EDUCATION; 5 GENDER EQUALITY; 8 DECENT WORK AND ECONOMIC GROWTH	• Employees • Suppliers / Partners	✓	• Customers • Shareholders / Investors
Tackling climate change	7 AFFORDABLE AND CLEAN ENERGY; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION; 13 CLIMATE ACTION	• Employees • Shareholders / Investors • Suppliers / Partners	✓	• Customers • Capital Providers • Local Authorities / Local Government • Regulators / Government Bodies • Local Communities • Suppliers / Partners
Responsible waste management	6 CLEAN WATER AND SANITATION; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	• Employees • Suppliers / Partners	✓	• Local Communities • Local Authorities / Local Government • Regulators / Government Bodies
Environmental compliance	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	• Employees • Suppliers / Partners	✓	• Local Communities • Regulators / Government Bodies
Protection and conservation of biodiversity	6 CLEAN WATER AND SANITATION; 14 LIFE BELOW WATER; 15 LIFE ON LAND	• Employees • Suppliers / Partners	✓	• Local Communities • Customers • Suppliers / Partners

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GRI 102-11

Environment

GRI 103-2, GRI 304-2

Protection and conservation of biodiversity

HOW DO WE MANAGE THIS TOPIC?

The protection of natural capital and species living in the areas where we operate, constitute material components of TERNA ENERGY's course to sustainable development.

Project approach

The approach we follow during the implementation of each project is based on the precautionary principle. This approach allows us to minimize our impacts on biodiversity and is reflected through the following phases:

1. Research for the proper siting of projects and necessary infrastructure

When designing each project, we first check whether our projects and all essential infrastructure are properly sited. Towards this end, based on the individual nature of each project, we examine the environment where the project is realized to determine if it includes areas or parts of areas that are subject to specific regulatory restrictions based on established land uses, the existence of Natura 2000 or other protected areas. This initial phase ensures our regulatory compliance and the siting of each project considering any environmental peculiarity of the area and the minimum impact on its biological wealth.

2. Preparation of Environmental Impact Assessment (EIA) studies and other special studies

In the context of environmental licensing for the development of new projects, we carry out Environmental Impact Assessment (EIA) studies per the international (where applicable) and national legislative framework. At the same time, for operations within protected areas (Natura 2000), we conduct additional, special ecological assessments to evaluate the impacts and to take, if necessary, further protective measures, in addition to the EIA. Scientific research and documentation thus ensure that our activities do not cause negative impacts on biodiversity.

3. Implementation of a certified Environmental Management System (EMS) and Education

To fully prevent and manage the impact of our activities on biodiversity, we have developed and communicated an integrated Environmental Management System, certified according to the International Standard ISO 14001, to all stakeholders of the company's supply chain (employees, partners and suppliers).

At the same time, we educate our people and raise public awareness through targeted education and information initiatives. These focus on the protection of ecosystems through sound environmental practices and the prevention of any potential negative impact from the development or operation of our projects.

4. Restoration of areas and construction site surfaces

In every project we undertake, we make sure that we conduct thorough scientific research and design specific action plans for carrying out restoration works not only after completing the construction but also at the end of the project's life cycle. Restoration works consider the existing biological value of the ecosystems that our activities neighbor or cross, to ensure the ecosystem's stability after the completion of our projects and safeguard their social consensus.

In addition, in the context of responsibly managing the impacts that may result from our business activities to biodiversity, we intend to adopt methods and technologies with a view to protecting natural ecosystems and the biological wealth of the areas our activity.

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Construction of wind farms in Evia Prefecture (Aliveri area)

The specific project is about the construction of the below 5 wind farms within the boundaries of the Municipality of Kymi-Aliveri:

1) W/F Pyrgari II - 4 A / Γ
2) W/F Voureza - 4 A / Γ
3) W/F Mesokipi - 4 A / C
4) W/F Agriachladia - 8 A / C
5) W/F Koskina Lakka - 2 A / C

Part of the interconnection scheme of the W/F Mesokipi and Agriachladia within the limits of the Natura 2000 protected areas network (but because power does not exceed 30MW, the project is classified in Subcategory A2).

Part of one of the accompanying projects of the construction project of W/F Pyrgari II and Voureza, specifically about 2.1km (total 24.69 km) of the underground Medium Voltage Transmission line for the connection with the Voltage Lifting Substation, is located in the area « Lake Dystos "(GR 2420008), designated as a Special Protection Area (SPA) of the European Union of the Natura 2000 protected areas network, in accordance with the Directive on the conservation of wild birds, 2009/147 / EC.

Consequently, a Special Economic Study has been prepared, taking into account both the National and European legislation on the appropriate assessment in accordance with Article 6 of Directive (92/43 / EC).

Epirus Waste Treatment Plant

At the EPIRUS waste treatment plant, on a permanent basis, an environmental monitoring program is applied (gas emissions, noise, odors, surface and groundwater, waste) to ensure the environmental qualitative characteristics. Under this program, an environmental parameters monitoring program is implemented, using sampling and laboratory checks on a regular basis.

GRI 103-3, GRI 304-2, Indicator SS-E7

HOW DO WE EVALUATE OUR PERFORMANCE?

At TERNA ENERGY we constantly look out for our projects' impact on biodiversity, hence we continuously monitor and prevent any negative impacts our projects may have on the biodiversity of the areas where we operate, through the assessments we carry out before developing each project but also through the company's environmental management system.

Regarding post-construction projects monitoring to determine the impacts from the Wind Farm (W/F) operation to avifauna and chiroptera (bats), the following actions were implemented within 2020:

• **W/F "DERVENI",** Municipality of Alexandroupolis, Evros Regional Unit (completion of the 3rd and last year of the program and submission of a relevant report. The installation of 7 systems is in accordance with the environmental conditions).

• **W/F "XIROVOUNI",** Municipality of Alexandroupolis, Evros Regional Unit (completion of the 3rd and last year of the program and submission of a relevant report. The installation of 3 system is in accordance with the environmental conditions).

• **W/F "MYTOULA",** Municipality of Alexandroupolis, Evros Regional Unit (End of the 1st year of a 3-year monitoring in December 2020. The 1st annual report was submitted and the signature of a two-year monitoring program is in progress. The installation of 19 systems has been scheduled for 2021).

• **W/F "CHYLOS",** Municipality of Alexandroupolis, Evros Regional Unit (completion of the 2nd year of the three-year program. The installation of 2 systems has been scheduled based on the documents of the Decentralized Administration of Macedonia and Thrace 394/3-2-211 & 3931/2019).

• **W/F «DIDIMOS LOFOS»,** Municipality of Alexandroupolis, Evros Regional Unit (After 3 years of post- construction research, an annual contract was signed and is in progress until the end of March 2022. (document of the Decentralized Administration of Macedonia and Thrace 394 / 3-2-2021). 1 system voltage has been scheduled.

• **W/F "CHONOS"**, Municipality of Sitia, Lassithi regional unit (The first monitoring phase was submitted in 2018 and according to the Environmental Assessment Approval the monitoring will be taking place every 2 years). A contract for the monitoring program was signed for the next two years.

• **W/F "PERDIKOKORIFI",** Municipality of Gortyna, Heraklion regional unit (End of monitoring phase and submission of post-construction EOA 30/6/2020 - Place 4 DT BIRD).

Any potential ecological wealth degradation incident of the area where our projects are located or are passing through, it is communicated directly to the company, during regular communication and consultations that we make sure to conduct with the representatives of the respective local community.

In 2020, there were no incidents or complaints from regulators, environmental inspectors, NGOs or the local community regarding the violation of the environmental conditions related to the protection of biodiversity in the context of the TERNA ENERGY's activities.

In addition, there were no cancellations or delays caused by impacts on society or the environment, for example potential hazards for wildlife. In addition, in the context of our activities from the beginning of our operation, there has been no need to create transitional habitats as a result of negative impacts due to the development of projects or activities in each area.

GRI 103-2

Environmental compliance

HOW DO WE MANAGE THIS TOPIC?

At TERNA ENERGY, we closely monitor developments related to environmental management at a global, European and national level, while ensuring that all relevant regulatory frameworks and requirements are implemented to secure our business continuity with the minimum environmental footprint. In this manner, we apply environmentally responsible practices that minimize negative impacts and maximize our projects' quality implementation and operation. In this regard, we believe that implementing an integrated Environmental Management System is a necessary condition for properly assessing, monitoring and mitigating adverse environmental impacts. Our EMS covers all our activities and is regularly reviewed to ensure it remains updated, operational and efficient in protecting the environment.

In the context of the EMS implementation across all TERNA ENERGY functions, we evaluate our regulatory compliance on an ongoing basis, with regards to the protection of the environment.

Our stakeholder's trainings

Training our stakeholders, in particular our employees and business partners is key for successfully introducing environmental protection measures. In this context, we carry out yearly-or when deemed necessary- educational programs aiming to inform and promote our s stakeholder's environmental awareness. Besides, for TERNA ENERGY, employee training is a prerequisite to properly comply with the environmental requirements, since creating a broader culture to protect the environment is essential to this end. The Environmental Managers of projects/facilities, in collaboration with the QHSE Department of TERNA ENERGY Group, are responsible for planning implementing trainings on environmental and energy issues.

Environmental audits

To ensure environmental compliance for all corporate activities and projects, we annually and periodically carry out internal and external environmental audits that assess the extent to which we comply with laws, protocols, work practices and requirements of ISO 14001:2015, ISO 50001: 2018, ISO 9001: 2015 as well as the degree of their implementation. In 2020, we increased the number of these audits, conducting a total of 45 internal environmental audits across the Group's facilities, against 30 in 2019. The internal environmental audits are carried out by the QHSE Department of TERNA ENERGY Group, and the Certification body is in charge of the external audits. When performing internal as well as external audits, data are identified and evaluated to showcase areas in need of improvement and the corresponding preventive measures and corrective actions are suggested.

Certification	Implementation coverage
ISO 14001:2015 Environmental Management System	All company's activities / TERNA ENERGY facilities
ISO 50001:2018 Energy Management System	• Company's offices • Biogas production facility - Adendro Thessaloniki • Epirus Waste Treatment Plant (WTP) • Hydroelectric Stations -Dafnozonara and Eleousa
ISO 9001:2015 Quality Management System	All TERNA ENERGY's activities/facilities

The goal for 2021 is to be certified according to EMAS (Ecological Management System).

Epirus Waste Treatment Plant

Regarding the Epirus Waste Treatment Plant and while recognizing the collective effort needed to ensure the continuous compliance with the special environmental conditions that apply to each project we undertake, we took initiatives for the environmental protection and the project's environmental compliance with the legislative and regulatory requirements. Specifically, we provided employee training on environmental management and gave presentations to schools, universities and other entities that visited the premises. We also designated a person in charge of monitoring the implementation of the environmental conditions and we took the necessary measures to protect the streams that are near the plant in order to prevent any potential contamination of the local ecosystem.

GRI 103-3, GRI 307-1

HOW DO WE EVALUATE OUR PERFORMANCE?

During 2020, TERNA ENERGY did not receive any fines or other non-monetary sanctions for not complying with environmental laws and applicable regulations.

GRI 103-2

Responsible waste management

HOW DO WE MANAGE THIS TOPIC?

Responsible management of raw and other materials

In line with the Circular Economy principles, we act for the best possible utilization of waste generated from our operations. This waste is often transformed into a valuable source of raw materials for new projects or for meeting existing needs. At the same time, waste that cannot be used directly to meet our needs for raw materials is being recycled by licensed partners who convert it into new valuable recyclable materials through their appropriate treatment.

Waste management through our projects

While recognizing the importance of responsible waste management at a corporate, national and global level, we have adapted our business strategy to mitigate the problem of waste management, trying to constantly improve our environmental footprint and invest in the development of advanced waste management facilities. These facilities' operation contributes to the fight against the chronic problem of waste management in Greece, alleviating the local communities from significant volumes of municipal waste and maximizing the landfills' life cycle.

To this end, within 2021 the company is expected to begin construction on the "Integrated Regional Waste Management of the Peloponnese" which provides for the construction and operation of three (3) Waste Processing Units and an equal number of sanitary landfill areas in Arcadia, Messinia and Laconia prefectures, as well as two (2) Transfer Waste Stations (TWS) in Corinth and Argolida prefectures.

In addition, a full twelve-year year operation plan has been completed for the Waste Treatment Plant of Epirus ('MEA EPIRUS'), which was put into operation in 2019. With the EPIRUS Waste Treatment Plant, a significant part of the Regional Waste Management Planning Authority (PESDA) of the Region of Epirus has been implemented, according to the National Waste Management Plan (ESDA) and the European legislation. The maximum annual capacity of the Epirus plant is 105,000t. Through the EPIRUS waste management, a total of 17,000 t of recyclable materials are acquired per year.

For all TERNA ENERGY facilities / projects , we record the volume and category of waste generated during both the development and operational phase, in order to acquire a complete picture of the overall activities footprint and be able to take informed decisions for their proper management.

TERNA ENERGY cooperates with licensed hazardous and non-hazardous management waste companies, as well as with recycling and alternative management companies, aiming to constantly reduce the volumes of waste disposed in landfills.

Waste management companies store waste in appropriately delimited areas with safety specifications.

Liquid waste

As with all types of waste, the reduction in production but also the accountable and lawful management of liquid waste constitutes a key concern of TERNA ENERGY.

Liquid waste generated by the company is separated into urban waste-water generated by the production process and into Waste Lubricants and Oils, which constitute a separate category, due to their specificity.

Respecting the legislation and specificities of each area, the Group minimizes the possibility of liquid waste leakage of any through safety valves, such as the creation of secure septic tanks where the units do not serve sewerage networks and where the legislation allows it (for urban wastewater), construction or installation of prefabricated oil wells and measurements of pollutant content in other liquid waste.

In case of leakage – environmental events, absorbent materials are available on site and all work instructions are followed to efficiently combat the issue and restore both the proper function of the unit as well as and the environment.

To manage all of the above and where required, there are contracts in place, with licensed liquid waste, lubricants waste or hazardous liquid waste management and collection companies .

GRI 103-3, GRI 306-3, GRI 306-4, GRI 306-5

HOW DO WE EVALUATE OUR PERFORMANCE?

In every activity we carry out, we record the volumes and the type of waste produced both during the development of the project, as well as in its operational phase, to have a complete picture of the overall footprint of our activities and to be able to implement corrective actions for optimal management.

The volumes of waste generated as a result of our activities, are characterized by high levels of volatility from year to year, mainly due to the constantly changing volume of our activities, but also because of our work's nature. In this context, we recognize that the comparison of waste volumes from year to year does not capture the full picture of our performance in this area. All quantities are entered in the Electronic Waste Register (HMA) for all TERNA ENERGY Group companies.

GRI 306-3: Waste generated **GRI 306-4:** Waste diverted from disposal **GRI 306-5:** Waste directed to disposal	**2020**			**2019**		
Waste by composition						
Hazardous waste	**Waste generated**	**Waste diverted from disposal**	**Waste directed to disposal**	**Waste generated**	**Waste diverted from disposal**	**Waste directed to disposal**
Lubricants (lt)	21,619	21,619	0	15,060	15,060	0
Contaminated absorbant materials (kg)	15,694	15,694	0	17,020	17,020	0
Contaminated plastic packaging (kg)	11,106	11,106	0	3,826	3,826	0
Oil and gas filters (kg)	5,333	5,333	0	3,556	3,556	0
Batteries (kg)	911	911	0	25	25	0
Waste electrical equipment (kg)	94	94	0	0	0	0
Waste adhesives and sealants (kg)	244.6	244.6	0	0	0	0
Laboratory Waste (kg)	40.00	40.00	0	0	0	0
Total (t)	55.04	55.04	0	39.48	39.48	0
Non-hazardous waste	**Waste generated**	**Waste diverted from disposal**	**Waste directed to disposal**	**Waste generated**	**Waste diverted from disposal**	**Waste directed to disposal**
Urban waste (t)	12.01	0	12.01	1.88	0	1.88
Recyclable (t)	19.03	19.03	0	17.40	17.40	0
Total (t)	31.04	19.03	12.01	19.28	17.40	1.88

Waste diverted from disposal by recovery operation						
Hazardous waste	**Onsite**	**Offsite**	**Total**	**Onsite**	**Offsite**	**Total**
Preparation for reuse (t)	0	0	0	0	0	0
Recycling (t)	0	55.04	55.04	0	39.48	39.48
Total (t)	0	55.04	55.04	0	39.48	39.48
Non-hazardous waste	**Onsite**	**Offsite**	**Total**	**Onsite**	**Offsite**	**Total**
Preparation for reuse (biogas production) (t)	0	0	0	0	0	0
Recycling (t)	0	19.03	19.03	0	17.40	17.40
Total (t)	0	19.03	19.03	0	17.40	17.40

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GRI 306-3: Waste generated **GRI 306-4:** Waste diverted from disposal **GRI 306-5:** Waste directed to disposal	**2020**			**2019**		
Waste directed to disposal by disposal operation						
Hazardous waste	**Onsite**	**Offsite**	**Total**	**Onsite**	**Offsite**	**Total**
Incineration (with energy recovery) (t)	0	0	0	0	0	0
Incineration (without energy recovery) (t)	0	0	0	0	0	0
Landfilling (t)	0	0	0	0	0	0
Total (t)	0	0	0	0	0	0
Non-hazardous waste	**Onsite**	**Offsite**	**Total**	**Onsite**	**Offsite**	**Total**
Incineration (with energy recovery) (t)	0	0	0	0	0	0
Incineration (without energy recovery) (t)	0	0	0	0	0	0
Landfilling (t)	0	12.01	12.01	0	1.88	1.88
Fertilizer (t)	0	0	0	0	0	0
Total (t)	0	12.01	12.01	0	1.88	1.88

[1] The table includes data for the following countries: Greece, United States of America, Bulgaria, Poland. Data for the countries of Northern Macedonia, Serbia, and Albania are not included, as they do not have facilities and therefore the above data are not monitored.

GRI 103-2

Tackling climate change

HOW DO WE MANAGE THIS TOPIC?

At TERNA ENERGY Group, we are committed to reducing our energy consumption and greenhouse gas emissions generated from our buildings and facilities. At the same time, our activity in electricity generation from RES and waste management is focused on tackling climate change.

In particular, electricity production from RES contributes to reducing carbon dioxide emissions into the atmosphere, the alleviation of the greenhouse effect and thereby the mitigation from associated impacts. Since RES are unlimited energy sources that are becoming increasingly competitive in the market and extremely necessary for the planet, they contribute to the independence from fossil fuels such as oil and gas. It is worth noting that TERNA ENERGY is, and has been, the largest investor in the RES Market in Greece whilst at the same time, the largest Greek RES Group internationally.

The international, European and national Climate Action Plan

Recognizing that climate change is a phenomenon that can affect the international economy and consequently our international activities, we take into consideration not only national but also international and European climate agreements, thusly limiting any potential regulatory sanctions. Important issues that are of concern to us, such as the increase in the share of RES in the energy mix and the reduction of carbon dioxide emissions, are commitments that have been agreed at global and regional level and influence the company's decisions and the design of its strategy. Specifically, we support the "National Energy and Climate Plan" (NECP), which is an ambitious plan for the restructuring of our country's energy mix by increasing the RES participation and which emerges as a national commitment from the European regulation on "Governance of the Energy Union and Climate Action". Additionally, we support the "2050 long-term strategy" (Long Term Strategy 2050 – LTS), which is complementary to the NECP and which constitutes the roadmap for Climate and Energy, in the context of the country participation in the collective European goal of the successful and sustainable transition to a carbon neutral economy by the year 2050.

Emissions

The production process of TERNA ENERGY's energy units, due to its nature, has minimal emissions of gaseous pollutants. There is no production of gaseous pollutants (except dust produced by wind which is a natural process) in Wind Farms and Hydroelectric projects.

Exhaust fumes and pollutants are produced in the waste treatment plants and in energy production during biogas combustion. The quantity of these polluting substances is affected by exogenous to the production factors and thus their reduction by the Group is achieved and focused during the unit construction phase with the installation of filters, the sizes of which are proportional to the maximum production capacity of the units, and by continuous monitoring of the emissions' sources, according to the guidelines of the competent authorities and legislation.

The results of these measurements are recorded in the form of reports, which are at the disposal of the respective Environmental Directorates.

Water

In all our facilities, we are using water reasonably in the production process, as well as for the sanitary needs of our personnel.

In cases where the production process allows, recycling practices are applied as well as water reuse. One such example is the Epirus Waste Treatment Plant.

The unit is connected to the Municipality network and water is consumed during the production process as well as for the employee and facilities' needs. Part of the water used in production process ends in the biological treatment of the unit through the drainage network and so does the water used for the employee and facilities' needs. The effluent of the treated water is used for production purposes only. This is an example of a best practice in water management and reuse efforts.

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Responsible energy management projects

Hellenic AirForce 115 Combat Wing (Souda)

In 2020, the Group announced the donation of € 3.5 million to the Hellenic AirForce with the intention to contribute substantially to responding to climate change. The Group will fully cover the cost of planning, designing and constructing all required projects in order to:

a) Transform the 115 Combat Wing (Souda) into an installation of almost net zero carbon impact (net zero carbon emissions).

b) Meet 100% of the military installation's needs for electricity, heating and cooling from renewable sources (net zero energy airport) as well as electrify transportation within the airport.

In this way, the airport will be equipped with smart energy management systems of the latest technology. For the implementation of the necessary projects, the Group will cooperate with the specialized Easy Power company. The budget of the proposal exceeds € 3.5 million.

Wind farms

In 2020 TERNA ENERGY, proceeded with the acquisition of 100% of the share capital of «RF Energy Omalies». The acquired company owns 11 wind farms with a total capacity of 213MW in Evia. At this stage, the construction of wind farms is underway of more than 180 MW, resulting in the total capacity of the Group claims in the Greek RES market, to exceed 400 MW and a total investment value of 550 million euros.

Clean energy storage

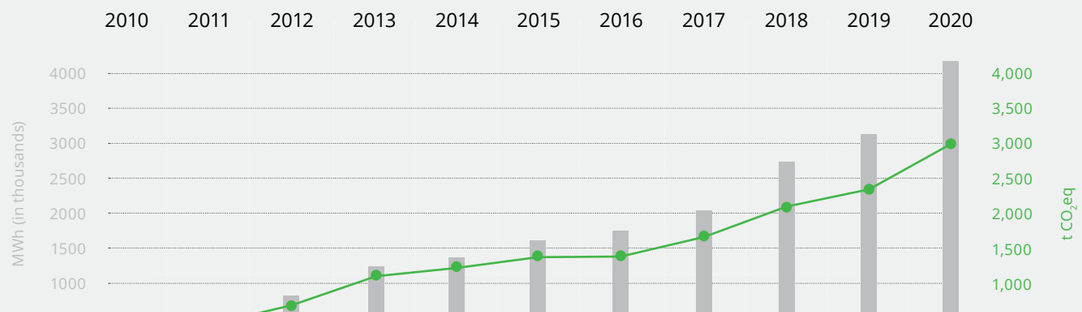
In addition to the above new investments in Wind Farms in Evia, TERNA ENERGY has already launched investments in clean energy storage projects, such as the Amari hybrid power plant in Crete and the pumped storage project in Amfilochia, which are two extremely important investments of around €800 million, necessary to balance the two transmission networks and the transition to an economy without carbon.

GRI 103-3, TERNA ENERGY Indicator, SASB IF-EU-000.D

HOW DO WE EVALUATE OUR PERFORMANCE?

As the largest Greek producer of energy from RES with an installed capacity of 1,363.8 MW, TERNA ENERGY produced 4,151,134 MWh of clean energy in 2020, preventing the emittance of 3,006,166 tons of CO_2 into the atmosphere.

Generation of electricity and prevention of CO_2 emissions



Year	Electricity generation from renewable energy sources (MWh)	CO_2 emission prevention (t CO_2eq)
2010	370,506.002	352,472.906
2011	508,104.657	481,144.388
2012	886,893.513	829,429.202
2013	1,196,664.751	1,062,296.27
2014	1,308,482.223	1,200,530.18
2015	1,598,470.058	1,370,641.8
2016	1,770,395.585	1,317,651.61
2017	2,091,566.849	1,608,411.14
2018	2,713,871.165	2,010,868.16
2019	3,238,051.894	2,374,323.33
2020	4,151,134.000	3,006,166.00

GRI 102-48, GRI 302-1, Indicator C-E3

The following table shows the energy consumption within the operating systems of the Group, including data for the following countries: Greece, United States of America, and Poland. Data for the countries of Northern Macedonia, Serbia, and Albania are not included, as they do not have facilities and therefore the above data are not monitored.

ATHEX C-E3 Energy consumption within the organization **GRI 102:48 Restatements of information[1]** **GRI 302-1: Energy consumption within the organization**	**2020**	**2019**
Fuel consumption within the Group from non-renewable sources (in MJ)[2]	9,643,592	7,901,698
Electricity consumption (in MJ)	34,447,869	20,803,563
Total energy consumption inside the Group (in MJ)	44,091,461	28,705,261
Total energy consumption inside the Group (in MWh)	12,248	7,974
Percentage of electricity consumed (in MWh)	78%	72%
Percentage of energy consumed from renewable sources (in MWh)	0%	0%

[1]The data of the disclosure for 2019 show differences compared to the previous Report. The conversion rates used this year for both years are based on the UK Government GHG Conversion Factors for Company Reporting (full set version).

[2]The significant increase in fuel consumption in Greece in the year 2020 compared to the year 2019 is due to the construction of the new plant in Ioannina and the wind farms in Evia.

GRI 303-3, GRI 303-4, GRI 303-5, GRI 307-1, SASB IF-EU-140a.1, SASB IF-EU-140a.2

In 2020, the total water consumption amounted to a total of 5.62 ML, originating at its largest percentage from the Municipal Authority for the Water Supply and Sewage of Ioannina of the Municipality of Dodoni. The total water consumption came from the Group's operating facilities in Greece, the USA and Europe and specifically from areas of non-significant impact on water resources (water-stress areas).

GRI 303-3: Water withdrawal	**2020**	**2019**
Total water withdrawal (in ML)	5.62	4.18
• **Third party water**	5.62	4.18
GRI 303-4: Water discharge	2020	2019
Total water discharge (in ML)	0	0
GRI 303-5: Water consumption	2020	2019
Total water consumption (in ML)	5.62	4.18
GRI 307-1 & SASB IF-EU-140a.2	2020	2019
Fines or other kind of sanctions or incidents related to violation of environmental legislation and related regulations, permits and water standards (e.g. quantity and / or water quality).	0	0

GRI 305-1, GRI 305-2, Indicator C-E1, Indicator C-E2, SASB IF-WM-120a.1

The following table includes data only for the Greek facilities regarding the direct and indirect greenhouse gas emissions for 2019 and 2020. The greenhouse gas emissions included, relate to the activities controlled by the company. The methodology followed for the quantification and compilation of greenhouse gas emissions was based on the standards ISO 14064-1:2018 and the Greenhouse Gas Protocol.

SASB IF-EU-110a.1

ATHEX C-E1 Direct GHG Emissions (Scope 1) **GRI 305-1: Direct GHG Emissions (Scope 1)**	**2020**	**2019**
Total direct (scope 1) GHG emissions in metric tons of CO_2e (in tons CO_2e)	48.30[1]	- [2]
Biogenic CO_2 emissions in metric tons of CO_2e	0	0
ATHEX C-E2 Indirect emissions (Scope 2) **GRI 305-2: Energy indirect (Scope 2) GHG emissions**	**2020**	**2019**
Location-based emissions in metric tons of CO_2e	3,059.4[1]	2,121
Market-based emissions in metric tons of CO_2e	N/A	N/A
Which gases were included in the calculation of the indirect emissions (e.g. CO_2, CH_2, N_2O, HFCs, PFCs, SF_6, NF_3, or all)?	N/A	N/A
GRI 305-7: Nitrogen oxides (NO_X), sulfur oxides (SO_X), and other significant air emissions	**2020**	**2019**
Emissions of NO_X (include NO and NO_2 and exclude N_2O) in metric tons	5.32	3.28
Emissions of SO_X (include SO_2 and SO_3) in metric tons	3.2	1.98
Emissions of non-methane volatile organic compounds (VOCs) in metric tons	5.86	3.97
Emissions of hazardous air pollutants (HAPs) in metric tons	0	0

[1]The calculation includes the activities to which Terna Energy has the operational and financial control in Greece.
[2]For 2019, Scope 1 emissions were not measured for the activities to which Terna Energy has the operational and financial control.

Social

GRI 103-2

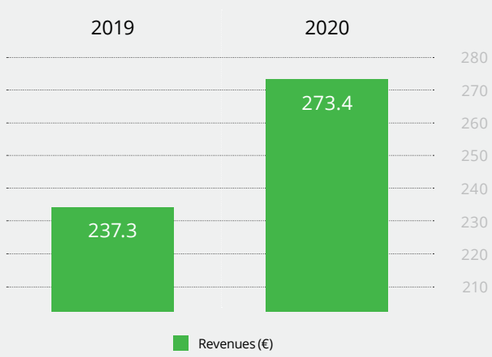
Creation and distribution of economic value

HOW DO WE MANAGE THIS TOPIC?

The favorable conditions created in the RES market have rendered clean energy's growth course a tangible reality. In this regard, we continue to develop selected RES projects in Greece, and at the same time, now capitalizing on our experience, we are intensifying our efforts to expand our presence abroad.

Indicative of our efforts is that the turnover in the field of energy production from renewable sources amounted to 273.4 million euros, compared to 237.3 million euros in 2019, recording an increase of 15.2%. On 31/12/2020, the investments of TERNA ENERGY Group amounted to €88.9 million. The continued investment activity of the Group, creates the conditions for the stabilization of an increased flow of income and profitability on a long-term basis.

RES energy production



Creating value through our activities

Clean energy

In 2020, in the field of Clean Energy, we proceeded with the acquisition of 100% of the share capital of "RF Energy Omalies MAE". The acquired company owns 11 wind farms with a total capacity of 213 MW in Evia. In this phase, we plan the construction of wind farms with a total capacity of over 180 MW. The new projects are added to the company's portfolio of new wind farms in the Greek market which now exceed 400MW the total investment of which is € 550 million.

In addition to the above new investments in wind farms in Evia, we have already launched investments in clean energy storage projects, such as the Amari hybrid plant in Crete and the pumped storage project in Amfilochia, two extremely important investments of € 800 million euros, necessary to balance transmission networks and the transition to a carbon-free economy.

Waste management

In the field of waste management the preliminary construction works of the project "Integrated Waste Management of the Peloponnese Region" began in 2020, which provides for the construction and operation of three (3) Waste Treatment Units (WMUs) and an equal number of Landfills (Landfills) in Arcadia, Messinia and Laconia, as well as two (2) Waste Transfer Stations (SMA) in Corinth and Argolida prefectures.

Digital infrastructure transformation

In the field of digital infrastructure transformation, we participate in the Consortium TERNA ENERGY (70%) - INDIGITAL (15%) - AMCO (15%), which undertook the construction of the project "Digital Transformation, Telematics, and Unified Automated Collection System for the Thessaloniki Transport Project Organization", whose total budget amounts to 30 million euros plus VAT. The contract provides for the construction period (12 months) and the provision of maintenance and operation support services for five (5) years from completion, while the Contracting Authority reserves the right to extend the maintenance and operation support period for another five (5) years.

Contribution to the company

Through our activity, we directly contribute to the states' tax revenues through tax payments, but also indirectly through the taxes paid by the suppliers and the freelancers with whom we cooperate. In addition, our contribution to the creation of investments in the field of RES, is an opportunity for Greece, which is ideally located for the utilization of renewable sources and wind energy in the regions of Southern Europe, the Middle East and North Africa. In this way, we contribute to the geopolitical and at the same time economic development of our country.

The modern environmental projects, such as the pumped storage projects promoted by the Group, create great domestic added value and provide numerous jobs in important (construction, steel, cement, etc.) sectors for the Greek economy. In addition, the use of the strategic hydroelectric powerstock during peak hours reduces the average production cost of the interconnected system, replacing the energy that would alternatively be produced with more expensive imported fuel. And of course, the increasing participation of RES energy production, which is produced at low marginal costs in the total energy produced, significantly improves the competitiveness of the Greek economy. We are also creating incentives for the interconnection projects of the islands to proceed, something that will bring benefits to all the inhabitants of the country, by reducing the cost of electricity from the Services of General Interest (SGI).

Contribution to the local community

The development and operation of wind parks and hydroelectric projects reduce both the need for electricity generation by conventional sources and the induced release of emissions into the atmosphere, while, at the same time, contribute to addressing energy shortage issues in parts of the country. Moreover, the construction of auxiliary to our projects infrastructure in remote areas, such as the new roads for installing wind turbines, contributes to the more efficient fire-fighting in adjacent forest areas.

In the same vein, the construction and operation of waste treatment plants contribute to reducing pollution of surface and underground natural environments and improving local communities' sanitary conditions. In addition, it improves quality of life in degraded areas where uncontrolled waste disposal areas would operate, but additionally creates employment conditions in local communities, generates new jobs and raises public awareness on pollution and other environmental threats.

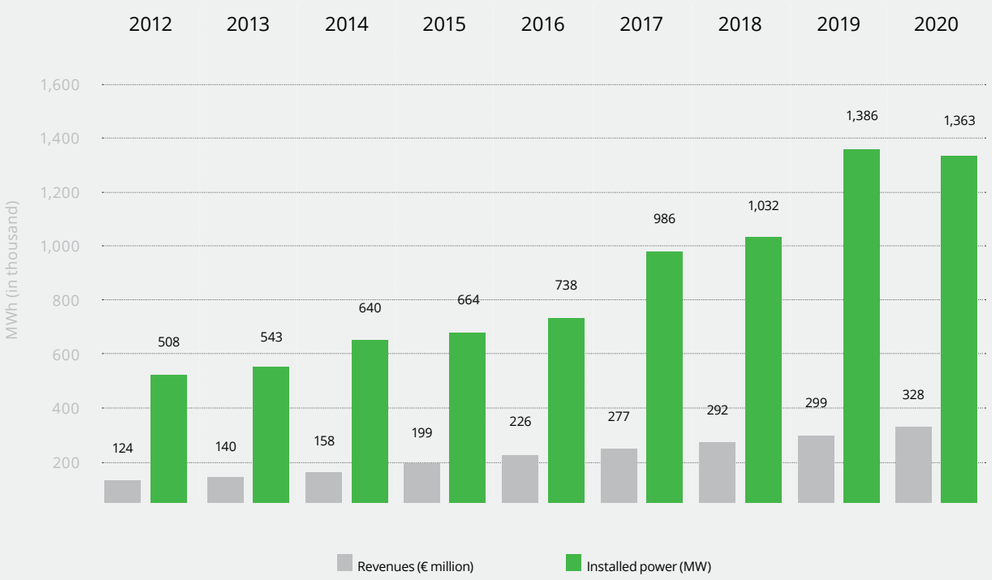
The production of electricity from RES, waste management and the optimization of the public transportation network are critical pillars of the "green" infrastructure growth and help attract a large variety of productive investments in goods and services in the same direction.

GRI 102-7, GRI 103-3, GRI 201-1, Indicator SS-E7

HOW DO WE EVALUATE OUR PERFORMANCE?

On 31/12/2020, TERNA ENERGY Group investments amounted to €88.9 million. The continuing investment activity of the Group creates conditions for the stabilization of an increased flow of income and profitability on a long-term basis. The following table illustrates the evolution of our efforts to increase our revenue and installed capacity from 2012 to 2020:

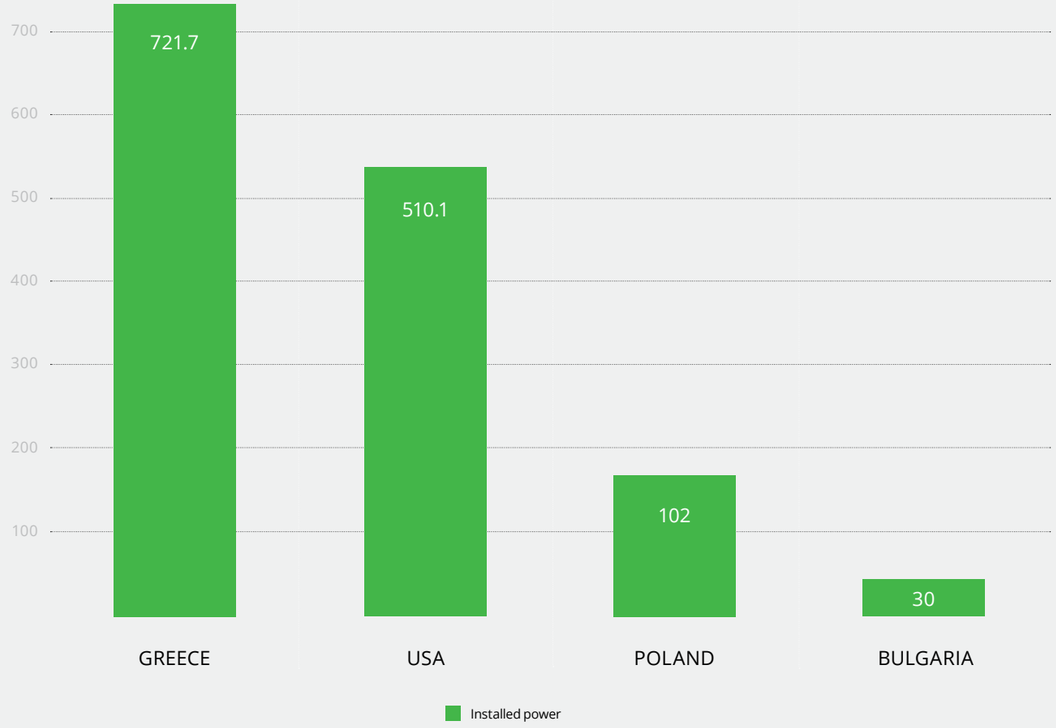
Revenues (€ million) vs. Installed power (MW)



The total installed capacity of the Group for 2020 amounts to 1,363.8 MW. In more detail, the installed capacity of the Group in Greece and abroad for the past year:

	TOTAL	GREECE	USA	POLAND	BULGARIA
WIND	1,334.9	692.77	510.1	102.0	30
HYDROELECTRIC	17.8	17.8			
PHOTOVOLTAIC	8.5	8.5			
BIOMASS	2.6	2.6			
TOTAL	**1,363.8**	**721.7**	**510.1**	**102.0**	**30.0**

Installed power (MW)



This upward course helps us enhance our generated value to all our stakeholders. The table below shows the direct economic value that we have produced (income) and distributed from 2017 to 2020 (operating costs, salaries and allowances of employees, payments to financiers, payments / contributions to the state, by country as well as investments in society):

GRI 201-1: Direct economic value generated and distributed*
GRI 102-48: Restatements of information**

DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED				
Direct economic value generated	**2020**	**2019**	**2018**	**2017**
Revenues (amounts in thousands €)	**361,511**	**305,129**	**298,766**	**278,945**
DIRECT ECONOMIC VALUE DISTRIBUTED				
Direct economic value distributed	**2020**	**2019**	**2018**	**2017**
Operating costs	209,398	154,449	152,906	159,301
Employee wages and benefits	40,631	40,284	32,987	18,494
Payments to capital providers	81,401	51,494	51,434	55,184
Payments to government by country	33,145	25,863	24,941	21,788
GREECE	27,432	21,764	19,079	19,757
CYPRUS	-608	148	631	473
NORTH MACEDONIA	0	38	24	14
ALBANIA	2	1	25	0
BULGARIA	63	31	38	111
SERBIA	2	90	73	74
POLAND	1,644	1,629	2,521	1,175
USA	4,182	2,019	2,550	184
Community investments	429	143	127	40
TOTAL (amounts in thousands €)	**364,575**	**272,090**	**287,386**	**276,633**
ECONOMIC VALUE RETAINED				
Economic value retained	**2020**	**2019**	**2018**	**2017**
TOTAL (amounts in thousands €)	**-3,064**	**33,039**	**11,380**	**2,312**

* Regarding the assets and liabilities, please refer to the Annual Financial Report of the Group.
**The data of the disclosure GRI 201-1 were restated compared to the previous Report due to new / updated data.

Indicator SS-E7

Finally, during 2020, there were no cancellations or delays of TERNA ENERGY projects related to impacts on society or the environment.

GRI 103-2, GRI 403-1, GRI 403-2, GRI 403-3, GRI 403-4, GRI 403-5, GRI 403-6, GRI 403-7, GRI 403-8

Ensuring health, safety and wellbeing at work

HOW DO WE MANAGE THIS TOPIC?

The COVID-19 pandemic

With an high sense of responsibility towards our stakeholders, we have been and continue to closely monitor developments related to the COVID-19 pandemic studying potential risk factors that could affect our financial position, activities and our results. After the very first announcements about the pandemic in our country, we moved with speed and determination, we immediately planned and started to implement a plan of measures and actions with main objectives:

- **The creation of a safe working environment for all employees.**
- **The establishment of a special committee for the treatment of coronavirus.**
- **The security and utilization of the most modern information technology.**
- **The establishment and adaption of extremely strict operating rules.**

The primary goal was to create a safe working environment for all employees and adopt remote work policies where deemed feasible and necessary. We took a number of precautionary measures, most notably the large-scale teleworking plan (covering more than 50% of the staff). In addition, we provided communication channels for health advice and psychological support for all employees.

We set up a special Committee to deal with the coronavirus and we made sure that all employees have the absolute protection and care against COVID-19 and its mutations. The Committee systematically monitors the evolution of the pandemic, is immediately informed of any critical factors of its spread and guides the necessary actions to be taken by the Management and each employee throughout the Group, in order to minimize the risks of the phenomenon and their impact on the course of the company. At the same time we concluded an agreement with a special diagnostic center for the examination of all employees aiming at protecting everyone's health until the end of the pandemic. We have also shielded the workplaces for those employees who continue to work in offices by implementing the strictest measures decided by the competent scientific committee of the country.

Utilizing the most modern information technology, we reduced commutes and travel to a minimum, made use of teleconferences (video calls), as well as modern, flexible ways of working depending on the individual or special needs of groups of employees.

Finally, we have established and adopted extremely strict operating rules at all points of presence and operation of the Group in Greece and abroad, in order to ensure the highest possible level of safety for all.

Our strategy for health and safety

Ensuring health, safety and well-being at work is the obligation for everyone at TERNA ENERGY and for this reason we are committed to take the necessary measures to protect and eliminate the relevant risks that lurk. In our effort to cultivate a culture of health and safety in all employees, we constantly invest in the protection of our internal (employees) and external (suppliers and partners) stakeholders, which ensure our business continuity as well as secure development of our activities.

The implemented management system for health and safety, which is certified according to the ISO 45001: 2018 standard and applies to all projects, production units construction and operation activities, is our plan for the prevention and immediate treatment of risks that may harm the health of our people, but also lead to a possible failure to implement our business strategy.

For this purpose we are committed:

- For the adoption of advanced technology and safe operating procedures that will contribute to the prevention of hazards and will protect employees and the environment in which they operate.
- To provide continuing education for all employees in health and safety.
- To comply with international, European and national frameworks on health and safety issues.
- For the prevention and management of risks related to our business activity and related to health and safety issues.
- For the prevention, treatment and immediate investigation of any injuries, diseases and adverse health and safety incidents that could arise from our operation and activities.
- For the continuous communication of our commitments and actions for the protection of the health and safety of our employees, suppliers, customers and partners.
- For the continuous improvement and upgrading of the management system for health and safety.

Risk prevention and management

The prevention and management of health and safety-related risks is an important pillar of the health and safety management system. In this context, our primary concern for the correct assessment of risks and the identification of any threats, is to analyze the environment in which we operate and to evaluate the risks that we identify in the context of our operation in order manage them appropriately.

In direct, continuous and systematic collaboration with the Risk Managers and the executives of the Group, the Management plans and implements measures to address any identified risk in order to minimize its negative effects. The organizational efficiency of the Group and the continuous care of the Management to utilize its managers depending on the required ability and experience, has created a proven, capable, flexible and effective mechanism for dealing with any possible crisis in any company of the Group should it appear. This basic principle, led the actions of the Management when epidemic crisis spread and allowed us to handle it with prudence, composure and a strategic perspective.

In the broader context of risk prevention and management:

- We prepare occupational risk assessment studies, which cover the whole range of our business activities.
- We have occupational physicians, who are responsible for the systematic monitoring of the health and well-being of our employees.
- We ensure the proper monitoring of HSE management system , we carry out regular internal audits on an annual basis. During the reporting period, we conducted a total of 45 internal inspections compared to 30 internal inspections in 2019.
- We draw up Emergency Response Plans.
- We plan and implement emergency preparedness exercises.
- We perform measurements of assessment of working environment factors (temperature, humidity, lighting, dust, noise).
- We check the condition of the Personal Protective Equipment.

Health and safety training

In our effort to create and spread a broader culture for health and safety at the workplace, we invest in the continuous training of our employees on safe work conduct, proper use of technical equipment and personal protective equipment, first aid and general safety rules that apply to all our activities and operations.

To this end, we implement training programs designed to inform and communicate threats to health and safety not only for our employees but also for our stakeholders affected by our activities, such as our suppliers, subcontractors and visitors.

Trainings take place at the beginning of the projects and during the construction phase. Regarding project operation, an annual program of trainings and drills (e.g. on fire safety, working at height) is carried out by our occupational health & safety professionals or outsourcing specialized entities.

Health and safety in the supply chain

Protecting health and safety is not only related to our employees but also everyone employed in our supply chain, such as our suppliers and subcontractors. To this end, we make sure that our contracts include terms for compulsory compliance with the applicable legislation on health and safety at work. In addition, our partners are required to comply with our policies, procedures, standards and management systems. The above actions are necessary prerequisites for the proper and safe operation of our supply chain and the safe implementation of our operations.

Certification	Implementation coverage
ISO 45001:2018 Occupational Health and Safety Management System	All company's activities

GRI 103-3, GRI 403-9, GRI 403-10, Indicator SS-S6, IF-EU-320a.1

HOW DO WE EVALUATE OUR PERFORMANCE?

GRI 403-9: Work-related injuries
GRI 403-10: Work-related ill health
ATHEX SS-S6: Health and safety performance
SASB IF-EU-320a.1: (1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR)

ATHEX SS-S6: Health and safety performance GRI 403-9: Work-related injuries GRI 403-10: Work-related ill health[1]	2020	2019
Number of hours worked	950,560	888,160
Number of recordable work-related injuries[2]	6	1
Rate of recordable work-related injuries[3]	1.26	0.23
Accident severity rate	1.26	0.23

[1]In the table:
- The indicators presented, are rounded.
- There were no deaths injuries (high-consequence) or work-related ill health.
- Indicators are calculated at a rate of 200,000 ([total number of recordable work-related injuries or number of working days lost due to work-related accidents / total number of working hours of all employees per year] x 200,000). The rate of 200,000 indicates the number of hours worked by 100 full-time employees in a year.
- Occupational hazards that may result in injuries have been identified and recorded by the safety technician in collaboration with the operation and project managers of each facility, through the occupational risk assessment process. The Safety Technician, in case of any injury, makes recommendations for the proper monitoring of safety rules and instructions in order to show due care.
- There are no other employees. Freelancers are also included in the calculation of total working hours.
- Work related near-misses are not included.

[2]Refer to minor injuries.
[3]Accident frequency index based on terminology of the of the Athens Stock Exchange ESG Reporting Guide 2019.

GRI 103-2

Contribution to employment and decent work

HOW DO WE MANAGE THIS TOPIC?

Our people at TERNA ENERGY are our most important resources. Their professionalism and dedication in performing their tasks is the key to our success in Greece and abroad.

While recognizing the contribution and value of our employees, we are looking to provide the right working conditions, by offering an environment of respect, transparency, equal opportunities, continuous professional development and benefits. The Code of Conduct, which constitutes the Group's core principles and values framework, ensures the creation of a friendly and safe environment for all employees, with respect to human rights and values. At the same time, we have developed and implement policies and procedures based on international standards, such as SA 8000, and conduct employee trainings on the topics.

Development of new projects and stimulation of employment

Our business segments attract international investment interest contributing to the creation of favorable conditions and further development of our activities in Greece and abroad. This enables us to constantly increase the volume and type of our activities and expand into new geographical areas enhancing the local communities' employment and economic development. In this context, we are promoting new investments in RES and storage projects, which are expected to create about 2,000 new jobs. Indicatively, the project of the "Amari Rethymnon Hybrid Station" in Crete, which has received environmental assessment approval, is estimated to create more than 1,000 jobs during construction.

Continuous employee training and development

At TERNA ENERGY we recognize the value of our human capital in our ability to continue to create value through our activities, and for this reason we constantly invest in the education and training of our employees. We are committed to consistently fostering a balanced, safe and fair work environment that contributes to realizing our vision and determines our business success, while safeguarding that professionalism and the continuous development of the technical and professional skills of our people remain a top priority.

More specifically, we systematically invest on trainings that aim not only to enhance employee performance and upgrade their technical capabilities, but also to improve their ability to respond to emergencies. We conduct specialized training programs related to the subject of each position, the strategic planning and the human resources needs. The Groups' educational needs are annually determined, the appropriate institutions and trainers are selected and specialized programs are designed. Internal trainings are also carried out by supervisors and specialized colleagues on health, safety and environmental issues as well as on the application of the Code of Conduct . Regardless of the subject matter, trainings are in line with project needs and focus on the employees' roles and responsibilities.

Providing equal opportunities, remuneration and benefits

Equal treatment at the workplace, elimination of all forms of discrimination, racial, religious, gender, social, cultural, political, sexual preference or other, and the provision of equal opportunities for professional development based on merit criteria are fundamental principles on which our action is built upon to ensure the respect of our employees' rights.

All actions related to employees, such as promotions, redundancies, remuneration or internal transfers to other departments, are exclusively based on merit criteria related to the performance, ability, effectiveness and qualifications of each employee. Transparency and impartiality are essential factors that contribute to the successful implementation of our business strategy to attract young people and retain existing talents.

Specifically, to determine remuneration, since this constitutes a matter of particular importance for the company's operation, the Nominations and Remuneration Committee has been established, responsible for elaborating, proposing and evaluating the remuneration system for all employees. In determining remuneration and benefits, we consider objective criteria and prevent potential discrimination by relying on measurable and irrelevant to diversity characteristics, which relate to the work type, responsibility degree, employee skills and performance against his/her goals. At the same time, we also provide our employees with necessary equipment such as mobile phones and company cars.

GRI 102-7, GRI 102-8, GRI 102-41, GRI 103-3, GRI 401-1, GRI 404-1, GRI 406-1, Indicator C-S1, Indicator C-S2, Indicator C-S3, Indicator C-S4, Indicator C-S6

HOW DO WE EVALUATE OUR PERFORMANCE?

GRI 102-7: Scale of the organization
GRI 102-8: Information on employees and other workers

GRI 102-8: Information on employees[1] and other workers		2020			2019		
Region	**Employment Contract**	**Men**	**Women**	**Total**	**Men**	**Women**	**Total**
Greece[2]	Permanent	239	63	302	232	62	294
	Temporary	2	0	2	0	0	0
	Freelancers[3]	91	20	111	79	18	97
	Total	332	83	415	311	80	391
USA	Permanent	16	5	21	11	5	16
	Temporary	0	0	0	0	0	0
	Total	16	5	21	11	5	16
Bulgaria	Permanent	6	2	8	6	2	8
	Temporary	0	0	0	0	0	0
	Total	6	2	8	6	2	8
North Macedonia	Permanent	0	1	1	0	1	1
	Temporary	0	0	0	0	0	0
	Total	0	1	1	0	1	1
Poland	Permanent	2	2	4	1	2	3
	Temporary	3	0	3	3	0	3
	Total	5	2	7	4	2	6
Serbia	Permanent	2	0	2	2	0	2
	Temporary	0	1	1	0	1	1
	Total	2	1	3	2	1	3
Albania	Permanent	1	1	2	1	1	2
	Temporary	0	0	0	0	0	0
	Total	1	1	2	1	1	2

[1]The data refer to the active employees as of December 31, 2020.
[2]The data of the disclosure for Greece for the year 2019 have been restated, compared to the Sustainable Development Report 2019 of the Group, following corrective changes.
[3]The calculation of the total number of employees by employment contract in Greece also includes the self-employed.

GRI 102-7: Scale of the organisation
GRI 102-8: Information on employees and other workers

GRI 102-8: Information on employees[1] and other workers		2020			2019		
Region	**Employment type**	**Men**	**Women**	**Total**	**Men**	**Women**	**Total**
Greece[2]	Full-time	233	58	291	232	60	292
	Part-time	8	5	13	0	2	2
	Total	241	63	304	232	62	294
USA	Full-time	16	3	19	11	3	14
	Part-time	0	2	2	0	2	2
	Total	16	5	21	11	5	16
Bulgaria	Full-time	6	2	8	6	2	8
	Part-time	0	0	0	0	0	0
	Total	6	2	8	6	2	8
North Macedonia	Full-time	0	1	1	0	1	1
	Part-time	0	0	0	0	0	0
	Total	0	1	1	0	1	1
Poland	Full-time	5	2	7	4	2	6
	Part-time	0	0	0	0	0	0
	Total	5	2	7	4	2	6
Serbia	Full-time	2	0	2	2	0	2
	Part-time	0	1	1	0	1	1
	Total	2	1	3	2	1	3
Albania	Full-time	1	0	1	1	0	1
	Part-time	0	1	1	0	1	1
	Total	1	1	2	1	1	2

[1]The data refer to the active employees as of December 31, 2020.
[2]The data of the disclosure for Greece for the year 2019 have been restated, compared to the Sustainable Development Report 2019 of the Group, following corrective changes.

Indicator C-S1: Female employees

ATHEX C-S1: Female employees	2020	2019
Percentage of female employees	22%	22%

GRI 102-41: Collective bargaining agreements
Indicator C-S6: Collective bargaining agreements

ATHEX C-S6: Collective bargaining agreements GRI 102-41: Collective bargaining agreements	2020			2019		
	Men	**Women**	**Total**	**Men**	**Women**	**Total**
Percentage of active employees[2] covered by collective bargaining agreements	89%	84%	88%	91%	84%	89%

[1]The data of the total number of employees for Greece for the year 2019 have been restated, compared to the Sustainable Development Report 2019 of the Group, following corrective changes, and therefore the percentages of the index have been adjusted.
[2]The data refer to the active employees as of December 31, 2020.

GRI 401-1: New employee hires and employee turnover

2020

GRI 401-1: New employee hires and employee turnover[1]		<30-years-old			30-50-years-old			>50-years-old		
		Men	**Women**	**Total**	**Men**	**Women**	**Total**	**Men**	**Women**	**Total**
Greece	New employee hires	21	2	23	36	9	45	6	1	7
	Percentage of new employee hires (%)	75%	25%	64%	19%	19%	19%	23%	13%	21%
	Number of voluntary turnovers	4	1	5	8	2	10	0	2	2
	Percentage of voluntary turnovers (%)	14%	13%	14%	4%	4%	4%	0%	25%	6%
	Number of involuntary turnovers	14	1	15	0	45	45	9	0	9
	Percentage of involuntary turnover (%)	50%	13%	42%	0%	96%	19%	35%	0%	26%
USA	New employee hires	1	0	1	5	2	7	1	0	1
	Percentage of new employee hires (%)	100%	0%	100%	38%	67%	44%	50%	0%	25%
	Number of voluntary turnovers	0	1	1	1	1	2	0	0	0
	Percentage of voluntary turnovers (%)	0%	0%	100%	8%	33%	13%	0%	0%	0%
	Number of involuntary turnovers	0	0	0	1	0	1	0	0	0
	Percentage of involuntary turnover (%)	0%	0%	0%	8%	0%	6%	0%	0%	0%
Poland	New employee hires	0	0	0	1	0	1	0	0	0
	Percentage of new employee hires (%)	0%	0%	0%	20%	0%	14%	0%	0%	0%
	Number of voluntary turnovers	0	0	0	0	0	0	0	0	0
	Percentage of voluntary turnovers (%)	0%	0%	0%	0%	0%	0%	0%	0%	0%
	Number of involuntary turnovers	0	0	0	0	0	0	0	0	0
	Percentage of involuntary turnover (%)	0%	0%	0%	0%	0%	0%	0%	0%	0%
Albania	New employee hires	0	0	0	0	0	0	0	0	0
	Percentage of new employee hires (%)	0%	0%	0%	0%	0%	0%	0%	0%	0%
	Number of voluntary turnovers	0	0	0	0	0	0	0	0	0
	Percentage of voluntary turnovers (%)	0%	0%	0%	0%	0%	0%	0%	0%	0%
	Number of involuntary turnovers	0	0	0	0	0	0	0	0	0
	Percentage of involuntary turnover (%)	0%	0%	0%	0%	0%	0%	0%	0%	0%

[1] There were no new employee hires nor employee turnovers (voluntary or not) for the following countries: Bulgaria, Northern Macedonia, Serbia.

2019

GRI 401-1: New employee hires and employee turnover[1]		<30-years-old			30-50-years-old			>50-years-old		
		Men	**Women**	**Total**	**Men**	**Women**	**Total**	**Men**	**Women**	**Total**
Greece	New employee hires	16	5	21	50	15	65	11	0	11
	Percentage of new employee hires (%)	62%	45%	57%	28%	34%	29%	42%	0%	33%
	Number of voluntary turnovers	1	0	1	3	0	3	1	0	1
	Percentage of voluntary turnovers (%)	4%	0%	3%	2%	0%	1%	4%	0%	3%
	Number of involuntary turnovers	10	2	12	21	4	25	12	1	13
	Percentage of involuntary turnover (%)	38%	18%	32%	12%	9%	11%	46%	14%	39%
USA	New employee hires	1	0	1	3	1	4	0	0	0
	Percentage of new employee hires (%)	100%	0%	50%	33%	50%	36%	0%	0%	0%
	Number of voluntary turnovers	1	0	1	3	0	3	0	0	0
	Percentage of voluntary turnovers (%)	100%	0%	50%	33%	0%	27%	0%	0%	0%
	Number of involuntary turnovers	0	0	0	0	0	0	0	0	0
	Percentage of involuntary turnover (%)	0%	0%	0%	0%	0%	0%	0%	0%	0%
Poland	New employee hires	0	0	0	0	0	0	0	0	0
	Percentage of new employee hires (%)	0%	0%	0%	0%	0%	0%	0%	0%	0%
	Number of voluntary turnovers	0	0	0	1	0	1	0	0	0
	Percentage of voluntary turnovers (%)	0%	0%	0%	25%	0%	17%	0%	0%	0%
	Number of involuntary turnovers	0	0	0	0	0	0	0	0	0
	Percentage of involuntary turnover (%)	0%	0%	0%	0%	0%	0%	0%	0%	0%
Serbia	New employee hires	0	0	0	0	1	1	0	0	0
	Percentage of new employee hires (%)	0%	0%	0%	0%	100%	50%	0%	0%	0%
	Number of voluntary turnovers	0	0	0	0	0	0	0	0	0
	Percentage of voluntary turnovers (%)	0%	0%	0%	0%	0%	0%	0%	0%	0%
	Number of involuntary turnovers	0	0	0	0	0	0	0	0	0
	Percentage of involuntary turnover (%)	0%	0%	0%	0%	0%	0%	0%	0%	0%
Albania	New employee hires	0	0	0	0	1	1	0	0	0
	Percentage of new employee hires (%)	0%	0%	0%	0%	100%	50%	0%	0%	0%
	Number of voluntary turnovers	0	0	0	0	0	0	0	0	0
	Percentage of voluntary turnovers (%)	0%	0%	0%	0%	0%	0%	0%	0%	0%
	Number of involuntary turnovers	0	0	0	0	0	0	0	0	0
	Percentage of involuntary turnover (%)	0%	0%	0%	0%	0%	0%	0%	0%	0%

[1] There were no new employee hires nor employee turnovers (voluntary or not) for the following countries: Bulgaria, Northern Macedonia.

Indicator C-S3: Turnover rates

ATHEX C-S3: Turnover rate[1]	2020			2019		
	Men	**Women**	**Total**	**Men**	**Women**	**Total**
Voluntary turnover rate	5%	9%	6%	4%	0%	3%
Involuntary turnover rate	9%	62%	21%	16%	10%	14%

[1] For the calculation of the Voluntary and Involuntary turnover of the staff and specifically of the average number of employees, the average of the total number of employees at the end of the years has been used.

GRI 404-1: Average hours of training per year per employees
Indicator C-S4: Employee training

ATHEX C-S4: Employee training GRI 404-1: Average hours of training per year per employee[1]	2020			2019		
By Level	**Men**	**Women**	**Total**	**Men**	**Women**	**Total**
Employees in the top 10% of employees by total compensation	9.0	10.6	9.7	2.2	0.5	1.1
Employees in the bottom 90% of employees by total compensation	2.1	0.4	1.8	4.3	2.8	4.1
TOTAL	2.3	1.7	2.2	4.3	2.3	3.9
By Function	**Men**	**Women**	**Total**	**Men**	**Women**	**Total**
Administrative staff	2.7	2.6	2.6	2.4	2.6	2.5
Technicians	3.5	0.0	2.9	1.6	0.4	1.4
Rest of workers	1.0	3.2	1.1	7.2	6.0	7.1
TOTAL	2.3	1.7	2.2	4.3	2.3	3.9

Indicator C-S2: Female employees in management positions

ATHEX C-S2: Female employees in management positions	2020	2019
Percentage of female employees at the top 10% of employees by total compensation	45.45%	60.71%

GRI 406-1: Incidents of discrimination and corrective actions taken

During 2020, as during the previous TERNA ENERGY Group's operation, no cases of human rights abuses violations or any incidents of discrimination based on race, religion, gender, age, disability, nationality, political beliefs, etc., including harassment incidents, were reported in any of its activities.

GRI 103-2

Responsible social relations and local communities support

HOW DO WE MANAGE THIS TOPIC?

Strengthening our relationships with local communities is achieved through a multi-dimensional strategy that aims to create positive impacts in the areas where we operate. As part of our approach:

- We contribute to society in practice
- We provide offset benefits
- We have an open door policy to all citizens
- We contribute to growth and local employment
- We act responsibly for the environment and for the improvement of the quality of life of citizens
- We respect and highlight the cultural richness of the areas where we operate

Responsible relationships with local communities are achieved through engagement processes and collaborative efforts, with the aim of building relationships of trust with our stakeholders. Our goal is to create long-term value through responsible business conduct.

Continuous contribution to society

Our active role in local communities is perceived through our social contribution. Such are the development of infrastructure projects that improve the daily lives of citizens but also the actual support we provide to local schools, local authorities and bodies, local cultural and sports clubs, universities and individual students, NGOs and health centers. Through these actions and initiatives, we strengthen the social structures and the work of local authorities, we promote the education and training of young people, we highlight the cultural heritage of each region, we cultivate the environmental awareness of citizens and we promote sports, the good health and well-being of citizens. Our total social contribution for 2020 amounted to 1,306,611 euros.

In 2020, our social contribution focused mainly on supporting the Greek National Health System in coping with the COVID-19 pandemic and related infrastructure projects in the areas of activity. The joint sponsorships and actions organized by our Group in collaboration with GEK TERNA Group exceeded 500,000 euros. In particular, the two Groups proceeded with the purchase of equipment and materials that are deemed necessary to strengthen the Ministry of Health's and hospital administrations' work in various parts of the country. In this context, the following were purchased:

- Full equipment for the operation of eight (8) ICU beds in the "Attikon" hospital, to meet the needs of the Clinical Intensive Care Unit of the university hospital. The equipment includes eight (8) respirators (one of which is portable for ICU and transport flexibility), nine (9) state-of-the-art monitors (one of which is portable for ICU and transport flexibility), one central control station monitor (for up to 16 monitors) and 18 syringe injection pumps.
- Uniforms, masks, antiseptics, etc. essential supplies for the hospital "Evangelismos", for the protection of the medical and nursing staff of the hospital.
- Respirators, medical equipment, consumables and shelters (places of first reception of possible incidents) in hospitals of the region (Ioannina, Serres and "Bodosakeio" of Ptolemaida).

Sustainable Development Report 2020 | **TERNA ENERGY**

Offsets

Part of TERNA ENERGY's revenues are converted into social benefit, either directly in contributions or indirectly in discounts in electricity bills and construction of infrastructure projects that meet local community needs and improve everyday life. Specifically, 3% of the gross annual revenues from the operation of each RES project is rendered to the local communities, of which, 1.7% is provided, through the Electricity Market Operator SA and the Hellenic Electricity Distribution Network Operator, to the municipalities that host our projects. In 2020, this amounted to 4,957,553.64 euros.

GRI 102-9

Contributing to development and local employment

Through the development of our activities and the implementation of our business strategy, we create new business opportunities that stimulate local employment and reduce unemployment locally and nationally. In each area where we operate, we aim to hiring people residing in the local communities to cover new jobs created as a result of our projects. Through these jobs we create as well as through the development and expansion of our supply chain, we contribute to direct and indirect employment, direct and indirect tax payments and the creation of greater economic and social value. Another positive impact of this approach is spreading valuable know-how and generating skilled professionals in our industry.

At TERNA ENERGY we choose to collaborate and purchase materials from local suppliers, aiming to both optimize the operational and financial performance of our projects and support local communities. Every year, we try to reinforce our collaborations with local suppliers, building trust, nurturing local economies and upgrading our social footprint. In 2020 we cooperated with 1,307 Greek suppliers out of a total of 1,927 suppliers in 2020, a percentage that amounts to 67.8%.

Enhancing accessibility

The issue of equal access, use and utilization, by all citizens without exclusion, of our workplaces is becoming more and more important and critical for us. In this direction, we have been certified and comply with the requirements-recommendations of the ELOT 1439: 2013 standard "Organization friendly to citizens with disabilities - Requirements and recommendations". The Group aims to ensure equal opportunities for all citizens without exception, something that is inextricably linked to the core of the protection of human value and dignity, the principles of democracy and the rule of law.

Responsible environmental action and improvement of the public's quality of life

During the process of our projects' environmental licensing, in accordance with the European and national legislation requirements, we make sure that the necessary Environmental Impact Assessment (EIA) studies are carried out, which ensure our responsible environmental action and thereby safeguard our relationships with the local communities in the areas we operate. With these studies, we ensure that any negative impacts on the environment are avoided and/or remedied and that our activities carry on with the minimum environmental footprint.

In addition, by investing in waste management, through the project in the Epirus Region, we bring multiple social benefits, such as improving the public's quality of life, creating direct and indirect new jobs and contributing to agriculture through advanced composting methods, which is a strategic goal for the country. Also, the Peloponnese Region waste management project, contributes to the reduction of ground pollution (lakes, sea, rivers and air) and underground (aquifers) natural environment, thus improving sanitary conditions of local communities and social groups exposed to the dangers of uncontrolled waste disposal. The projects we develop also contribute to promoting public environmental and ecological awareness.

Respect and promotion of the cultural wealth of the areas we operate in

Equally indicative of our strategy in ensuring responsible social relationships with the local communities where we operate are our actions to highlight our cultural wealth. Typically, during the construction of wind farms, following environmental licensing, in case antiquities are found at the project site, construction is suspended until an archaeological rescue dig has taken place.

TERNA ENERGY operates in a balanced manner with clear reference to the three pillars of Sustainable Development, namely the environment, the economy and society. Realizing RES projects is one of the Sustainable Development parameters with an impact on the environment and ecology. Over and above the company's contractual obligations for preserving antiquities within each project's territory, TERNA ENERGY is active in the wider area of its projects with the aim to promote and highlight the cultural heritage (man-made environment). Recognizing the essential and constituent role of culture as a primary factor in developing the economy and society, the company develops a broad sponsorship program.

Report on Cultural Actions

Acropolis of Dystos 2020

During the construction of its wind farms in Kymi Aliveri Municipality of Evia, the company, in collaboration with the Ephorate of Antiquities of Evia, took the initiative to highlight the archaeological site of the Acropolis of Dystos, In this context, TERNA ENERGY undertook the maintenance works of the forest road construction, the mapping of the entire archeological site, the creation of a network of walking paths and informational material as well as direction signs in the areas of the castle.

Underwater Archaeological Research of Kasos 2020

In 2020 TERNA ENERGY financially supported the underwater research mission in the area of the island of Kasos, which was carried out by the Ephorate of Marine Antiquities of the Ministry of Culture and Sports, in collaboration with Institute of Historical Research of the National Hellenic Research Foundation (IHR/NHRF).

A total of over one hundred (100) group diving missions took place for the research, with more than two hundred (200) hours of individual time. Four ancient shipwrecks have been discovered, dating to the Classical, Hellenistic, Roman and Modern periods.

The remains of ancient shipwrecks consist of amphorae of wine and / or oil from various production centers (Waldacivir, Tunisia, Mendi, Halkidiki, etc.) and show that Kassos was a crossroads of civilizations throughout time, but also an important navigation center from antiquity to modern times.

GRI 103-3, GRI 413-1

HOW DO WE EVALUATE OUR PERFORMANCE?

For each construction project realized in 2020, we conducted environmental impact assessment studies and continued to monitor our environmental footprint, engage with our stakeholders, raise public awareness and publish non-financial performance indicators of our projects' ecological and social footprint, as part of the Financial Statements and the Sustainable Development Report.

During 2020, the Group applied, for each project constructed, the relevant environmental impact studies and performed continuous monitoring of the environmental footprint while conducting consultations and public information programs, where required during the implementation of the projects.

Governance

GRI 102-16, GRI 102-18

Corporate Governance

Corporate Governance is the set of established rules and business practices that our company implements, in order to ensure its business continuity and thereby its ability to create value for its Shareholders and other stakeholders. Responsible corporate governance promoted in the whole range of the company's activities is reflected in the Corporate Governance Code established by the Management.

Board of Directors

The Board of Directors (BoD) is the Group's top management body, its members are elected by the General Assembly of Shareholders and its mission is to set up the company's guidelines, devise its business strategy, facilitate effective administration and ensure the proper implementation of the corporate values and philosophy, while it also decides on all corporate affairs, except for those that fall under the competence of the General Assembly. The BoD's target is to protect and promote Shareholders' long-term interests, with terms and methods that establish the company's credibility in the financial-business community and the wider social environment while ensuring respect from and towards any stakeholder. For more information on the Corporate Governance structure and the Board of Directors, please refer to the Annual Financial Report and the Corporate Governance Code found on the company's website.

For the performance of its duties and the establishment of a responsible business model, the BoD is supported by individual Committees which have an advisory character-with significant weight in the decision process. These Committees are:

- **Nomination and Remuneration Committee**
- **Investment Committee**
- **Audit Committee**

Internal audit and risk management system

The BoD applies the internal control system to protect the company's assets, assess the emerging risks from all its operations and provides accurate and complete and accurate information to the Shareholders about the company's state and prospects and the ways to address identified threats.

Identifying, assessing and addressing existing and potential threats is an integral part of the Group's strategy, affecting decision-making and business model execution. To promote transparency, effectively manage business risks and foster a culture of direct and ceaseless communication between all employees, the company facilitates daily access of its executives to and from the top management, so as to get firsthand knowledge of threats and take necessary decisions and corrective measures in a timely and assertive manner.

In addition, the Group, as part of the certified unified management system, applies its risk management process, which refers to the ISO 9001, 14001, 45001, 50001, 27001 and 37001 systems. The risk assessment analyzes the risk factors by activity and process, analyzes their effects (threats and opportunities), captures the existing control measures and finally evaluates the degree of risk, examining the severity of the impact and the probability of occurrence of each risk.

GRI 102-16, GRI 103-2, Indicator C-G2

Regulatory compliance and anti-corruption

HOW DO WE MANAGE THIS TOPIC?

Ensuring compliance with applicable laws and regulations and promoting transparency in our business activities are a priority and that is why we are committed to showing zero tolerance for corruption, bribery or extortion.

Code of Conduct

Our Code of Conduct is a transparent framework of operation and behavior that remains unchanged over time and pertains to all our employees, partners, suppliers and local community. The Code reflects the fundamental principles, beliefs, corporate culture, business ethics and voluntary ethical commitments of all of us at TERNA ENERGY.

The Code addresses the key issues related to the prevention of conflicts of interest, the protection of personal data and information security, healthy competition as well as the avoidance of money laundering and bribery incidents. In addition, the Code includes issues relating to environmental protection, safeguarding health and safety of both our employees and our partners, human rights in the workplace and working relationships and practices.

The content of the Code is not exhaustive, but includes the minimum requirements that must be applied and which are supplemented by policies, procedures and other internal documents of the Group, which are equally binding for all of us, while in accordance with the general principles provided by international regulations and conventions, as well as by the ISO 9001, ISO 14001, ISO 45001, ISO 19600, ISO 37001, ISO 50001 and SA 8000 international standards. To ensure their implementation, the company, among other things, undergoes periodic inspections from which it has received the corresponding certifications. In addition, the Group prohibits the use of corporate funds for political support (e.g. contributions to lobbying actions, political campaigns).

The implementation of the Code ensures:

- **Transparency in the relations and activities of the Group.**
- **Satisfying the expectations of those who benefit from its projects and services.**
- **Creating a work environment that is safe, fair and equal.**
- **Creating relationships of mutual trust and respect with suppliers and partners.**
- **Respect for the environment and the principles of Sustainable Development.**
- **The protection of its material and intellectual assets.**
- **The compliance of the Group and its subsidiaries with the legal framework in the countries of its activity.**
- **The adoption of practices and behaviors in accordance with its voluntary commitments.**

A Monitoring Compliance Officer has been appointed to monitor the implementation of the Code of Ethics and Conduct. The Code provides for the sending of personal, printed letters to the Compliance Officer in cases of incidents and / or concerns for potential deviations from its implementation, which are considered at the highest level of Management. In particular, with regard to potential incidents of corruption and bribery, reports sent anonymously or electronically, are accepted. In addition, the Code monitoring and control mechanisms include audits, which are carried out across our activities and supply chain (suppliers and partners).

Information, assistance and advice

In order to spread a corporate culture characterized by the business ethics it promotes, the Group organizes targeted training programs and information activities for employees, on an annual basis, in order to raise awareness and keep them informed about corruption and ways to fight it. In addition, the Code is communicated to employees at the time of their recruitment and to critical associates and suppliers at the beginning of their contract by referring them to the company's website. The Code is accepted upon contract signing (work or cooperation with freelancers of any specialty).

Indicator C-G3

Protection of information and personal data

The topic of information and personal data management is of particular importance for ensuring our regulatory compliance, as underlined in the Code of Conduct and the business ethics that characterize all the activities, functions and collaborations we form. In the context of ensuring a level of security proportionate to the criticality and confidentiality of the data and information sharing, we have developed and implemented an information security management system certified according to ISO 27001: 2013.

The protection of the personal data of individuals who interact with the company in any way is of paramount importance. For business purposes, we process personal data relating to persons for whom identification data is obtained (such as, for example, the company's employees, customers, suppliers, shareholders and investors), in accordance with the European legislation on the General Data Protection Regulation (GDPR 2016/679) and law 4624/2019.

Appropriate measures are taken to protect the personal data processed by the company and to ensure that their collection and processing is always carried out in accordance with the obligations set by the applicable legal framework, both by the company itself and by third parties that process personal data on behalf of the company. In addition, the Board of Directors is informed on a regular basis on issues of personal data protection.

Data Protection Principles

The processing of personal data of the Company must be carried out in accordance with the principles of personal data protection, as defined in Article 5 of the GDPR and which are the following:

- Personal data must be processed lawfully, fairly and transparently.
- Personal data may only be collected for specific, clear and lawful purposes.
- Personal data must be adequate, relevant and limited to what is necessary for processing.
- Personal data must be accurate and up-to-date and efforts must be made to delete or correct it without delay.
- Personal data must be kept in such a way that the data subject can only be identified if it is necessary for processing.
- Personal data must be processed in a secure manner
- The controller must be able to demonstrate compliance with the other principles of the GDPR (Accountability Principle).

For TERNA ENERGY, the information and the personal data security is not only an issue of regulatory compliance but a crucial strategic tool for building customer confidence and a competitive advantage in an age when the bulk of information and data is in electronic form.

Certification	Implementation coverage
ISO/IEC 27001:2013 Information security management system	• Company's central offices • E-ticketing
ISO 37001:2016 Anti-bribery management system	All company's activities

GRI 103-3, GRI 205-3, GRI 419-1

HOW DO WE EVALUATE OUR PERFORMANCE?

In 2020, no fines or non-monetary sanctions for not adhering to laws and regulations in the social and economic domains were inflicted to the company.

At the same time, during the reporting period, there were no confirmed incidents of corruption that came to TERNA ENERGY Group Management's attention, either through complaints or through audits carried out by the Group itself in the context of fraud prevention and control.

Our main goal for 2021 is our full compliance with the content of the recent Law 4706 / 2020 «Corporate Governance of Societe Anonymes, contemporary capital markets, integration in the Greek legislation of the Directive (EU) 2017/828 of the European Parliament and the Council, measures for implementation of the Regulation (EU) 2017/1131 and other provisions».

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GRI 102-45, GRI 102-50, GRI 102-51, GRI 102-52, GRI 102-53, GRI 102-54, GRI 102-56, Indicator A-G5

About the Sustainable Development Report

This Report is the sixth, consecutive, annual Sustainable Development Report, prepared following the GRI Standards[1], presenting data for the period 01.01.2020 - 31.12.2020. For the compilation of the Report, the indicators of the ESG Reporting Guide of the Athens Stock Exchange (2019) as well as the SASB Standard (Infrastructure sector-Electric Utilities & Power Generators) were also taken into account.

Unless stated otherwise, all the information and the quantitative data refer to the Group companies as these are presented in the Group's Annual Financial Report.

The purpose of the Report is to present the company's activities, its strategic direction, priorities, policies, processes and management methods, as well as its achievements for 2020. The Report describes the Group's threats and opportunities, impacts of its business decisions, implemented actions and their results. The annual Sustainable Development Report is an important tool for communicating with stakeholders and an opportunity for continuous improvement.

This Report has been developed with the support of ERNST & YOUNG HELLAS CERTIFIED AUDITORS ACCOUNTANTS SA (EY).[2]

External assurance has not been provided for the 2020 Sustainable Development Report.

[1]This report has been prepared in accordance with the GRI Standards: Core option
[2]TERNA ENERGY is responsible for the calculation, collection and consolidation of quantitative data as well as for the accuracy and completeness of the quantitative and qualitative data included in this report. EY shall not bear any responsibility or liability against any third party for the contents of this report

TERNA ENERGY considers the opinion of its stakeholders valuable and therefore encourages any comments that could contribute to the company's continuous effort for improvement. For more information about the Report as well as possible questions about its content, please contact the following:

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- Financial
- Human Resources

We would like to kindly thank EY for the cooperation and support in preparing the 2020 Sustainable Development Report.

ART DIRECTOR
George Charitos

Sustainable Development Report 2020 | **TERNA ENERGY**

GRI 102-55

Appendix

GENERAL DISCLOSURES (“Core” option)

GRI Standard	Disclosure	Page(s) of the Report	Omission(s)
GRI 102: GENERAL STANDARD DISCLOSURES 2016	**102-1** Name of the organization	6	-
	102-2 Activities, brands, products, and services	6-9, 10-11	-
	102-3 Location of headquarters	Cover, Back Cover	-
	102-4 Location of operations	6-9	-
	102-5 Ownership and legal form	6	-
	102-6 Markets served	6-9, 10-11	-
	102-7 Scale of the organization	4, 6-9, 44-45, 53-54	-
	102-8 Information on employees and other workers	53-54	-
	102-9 Supply chain	4-5, 10-11, 60	-
	102-10 Significant changes to the organization and its supply chain	-	There were no significant changes in the organization and its supply chain.
	102-11 Precautionary Principle or approach	28-41	-
	102-12 External initiatives	10-11	-
	102-13 Membership of associations	16	
	102-14 Statement from senior decision-maker	2-3	-
	102-16 Values, principles, standards, and norms of behavior	10-11, 64-67	-
	102-18 Governance structure	64-65	-
	102-40 List of stakeholder groups	20-23	-
	102-41 Collective bargaining agreements	55	-
	102-42 Identifying and selecting stakeholders	20-23	-
	102-43 Approach to stakeholder engagement	20-23	-
	102-44 Key topics and concerns raised	22-23	-
	102-45 Entities included in the consolidated financial statements	70-71	-
	102-46 Defining report content and topic Boundaries	24-27	-
	102-47 List of material topics	24-27	-
	102-48 Restatements of information	40, 46	-
	102-49 Changes in reporting	-	There were no significant changes from the previous reporting period in the list of material topics and topic Boundaries.
	102-50 Reporting period	70-71	-
	102-51 Date of most recent report	70-71	-
	102-52 Reporting cycle	70-71	-
	102-53 Contact point for questions regarding the report	70-71	-
	102-54 Claims of reporting in accordance with the GRI Standards	70-71	-
	102-55 GRI content index	72-74	-
	102-56 External assurance	70-71	-

MATERIAL TOPICS

GRI Standard	Disclosure	Page(s) of the Report	Omission(s)
Protection and conservation of biodiversity			
GRI 103: MANAGEMENT APPROACH 2016	**103-1** Explanation of the material topic and its Boundary	27	-
	103-2 The management approach and its components	28-30	-
	103-3 Evaluation of the management approach	30-31	-
GRI 304: BIODIVERSITY 2016	**304-2** Significant impacts of activities, products, and services on biodiversity	28-31	-
Environmental compliance			
GRI 103: MANAGEMENT APPROACH 2016	**103-1** Explanation of the material topic and its Boundary	27	-
	103-2 The management approach and its components	31-32	-
	103-3 Evaluation of the management approach	32	-
GRI 307: ENVIRONMENTAL COMPLIANCE 2016	**307-1** Non-compliance with environmental laws and regulations	32	-
Responsible waste management			
GRI 103: MANAGEMENT APPROACH 2016	**103-1** Explanation of the material topic and its Boundary	27	-
	103-2 The management approach and its components	33-34	-
	103-3 Evaluation of the management approach	34-36	-
GRI 306: WASTE 2020	**306-3** Waste generated	34-36	-
	306-4 Waste diverted from disposal	34-36	-
	306-5 Waste directed to disposal	34-36	-
Tackling climate change			
GRI 103: MANAGEMENT APPROACH 2016	**103-1** Explanation of the material topic and its Boundary	27	-
	103-2 The management approach and its components	36-38	-
	103-3 Evaluation of the management approach	39-41	-
TERNA ENERGY INDICATOR	Generation of electricity and prevention of CO_2 emissions	39	-
GRI 302: ENERGY 2016	**302-1** Energy consumption within the organization	40	-
GRI 303: WATER AND EFFLUENTS 2018	**303-3** Water withdrawal	40	-
	303-4 Water discharge	40	-
	303-5 Water consumption	40	-
GRI 305: EMISSIONS 2016	**305-1** Direct (Scope 1) GHG emissions	41	-
	305-2 Energy indirect (Scope 2) GHG emissions	41	-
	305-7 Nitrogen oxides (NO_x), sulfur oxides (SO_x), and other significant air emissions	41	-
GRI 307: ENVIRONMENTAL COMPLIANCE 2016	**307-1** Non-compliance with environmental laws and regulations	40	-
Creation and distribution of economic value			
GRI 103: MANAGEMENT APPROACH 2016	**103-1** Explanation of the material topic and its Boundary	27	-
	103-2 The management approach and its components	42-44	-
	103-3 Evaluation of the management approach	44-46	-
GRI 201: ECONOMIC PERFORMANCE 2016	**201-1** Direct economic value generated and distributed	46	-

MATERIAL TOPICS

GRI Standard	Disclosure	Page(s) of the Report	Omission(s)
Ensuring health, safety and wellbeing at work			
GRI 103: MANAGEMENT APPROACH 2016	**103-1** Explanation of the material topic and its Boundary	27	-
	103-2 The management approach and its components	47-50	-
	103-3 Evaluation of the management approach	47-50	-
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018 **I. Management Approach**	**403-1** Occupational health and safety management system	47-50	-
	403-2 Hazard identification, risk assessment, and incident investigation	47-50	The reporting requirements b and c are not covered as they relevant procedures do not exist. The Group intends to analyze and integrate the relevant procedures in the next year's Sustainable Development Report.
	403-3 Occupational health services	47-50	-
	403-4 Worker participation, consultation, and communication on occupational health and safety	47-50	The reporting requirement b is not covered as there is no such Committee. Maintaining and improving intensive consultation with employees for Health & Safety issues has been included in the Group's ESG targets for 2021. The Group intends to analyze and integrate the relevant procedures in the next year's Sustainable Development Report.
	403-5 Worker training on occupational health and safety	47-50	-
	403-6 Promotion of worker health	47-50	-
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	47-50	-
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018 **II. Topic-Specific Disclosures**	**403-8** Workers covered by an occupational health and safety management system	47-50	The Group's occupational health and safety management System is certified by an independent third party (TUV NORD) and covers the 100% of employees but also all those who are employed in the supply chain, such as suppliers and subcontractors, who visit its facilities.
	403-9 Work-related injuries	50	-
	403-10 Work-related ill health	50	-
Contribution to employment and decent work			
GRI 103: MANAGEMENT APPROACH 2016	**103-1** Explanation of the material topic and its Boundary	27	-
	103-2 The management approach and its components	51-52	-
	103-3 Evaluation of the management approach	53-58	-
GRI 401: EMPLOYMENT 2016	**401-1** New employee hires and employee turnover	56-57	-
GRI 404: TRAINING AND EDUCATION 2016	**404-1** Average hours of training per year per employee	58	-
GRI 406: NON- DISCRIMINATION 2016	**406-1** Incidents of discrimination and corrective actions taken	58	-
Responsible social relations and local communities support			
GRI 103: MANAGEMENT APPROACH 2016	**103-1** Explanation of the material topic and its Boundary	27	-
	103-2 The management approach and its components	59-62	-
	103-3 Evaluation of the management approach	62	-
GRI 413: LOCAL COMMUNITIES 2016	**413-1** Operations with local community engagement, impact assessments, and development programs	62	-
Regulatory compliance and anti-corruption			
GRI 103: MANAGEMENT APPROACH 2016	**103-1** Explanation of the material topic and its Boundary	27	-
	103-2 The management approach and its components	65-68	-
	103-3 Evaluation of the management approach	68	-
GRI 205: ANTI-CORRUPTION 2016	**205-3** Confirmed incidents of corruption and actions taken	68	-
GRI 419: SOCIOECONOMIC COMPLIANCE 2016	**419-1** Non-compliance with laws and regulations in the social and economic area	68	-

ATHEX ESG Reporting Guide Index

In 2019, the Athens Stock Exchange developed the «ESG Reporting Guide» that is intended to function as a tool with which companies can disclose non-financial information, according to the proposed core, advanced and sector specific metrics. The Guide helps listed companies to develop their ESG performance, and communicate effectively with investors.

ESG classification	ID	Metric Title	Report Reference	Page
Core metrics				
Environmental	**C-E1**	Scope 1 emissions	**Tacking climate change** How do we evaluate our performance?	41
	C-E2	Scope 2 emissions	**Tacking climate change** How do we evaluate our performance?	41
	C-E3	Energy consumption within the organization	**Tacking climate change** How do we evaluate our performance?	40
Social	**C-S1**	Female employees	**Contribution to employment and decent work** How do we evaluate our performance?	55
	C-S2	Female employees	**Contribution to employment and decent work** How do we evaluate our performance?	58
	C-S3	Female employees in management positions	**Contribution to employment and decent work** How do we evaluate our performance?	56-58
	C-S4	Turnover rates	**Contribution to employment and decent work** How do we evaluate our performance?	58
	C-S6	Collective bargaining agreements	**Contribution to employment and decent work** How do we evaluate our performance?	55
Governance	**C-G2**	Business ethics policy	**Regulatory compliance and anti-corruption** How do we manage this topic?	65-68
	C-G3	Data security policy	**Regulatory compliance and anti-corruption** How do we manage this topic?	67-68
Advanced metrics				
Social	**A-S1**	Stakeholder engagement	**Sustainable Development strategy** Stakeholder engagement	20-23
Governance	**A-G1**	Business model	**Getting to know TERNA ENERGY** Our business model	10-12
	A-G2	Materiality	**Sustainable Development strategy** Material topics: materiality and topic boundaries	20-27
	A-G5	External assurance	**Appendix** About this Sustainable Development Report	70
Sector-specific metrics				
Environmental	**SS-E7**	Backlog cancellations	**Protection and conservation of biodiversity** How do we evaluate our performance?	30-31, 44, 46
Social	**SS-S6**	Health and safety performance	**Ensuring health, safety and wellbeing at work** How do we evaluate our performance?	50

SASB Index

Topic	Code	Accounting metric	Reference	Page
Greenhouse Gas Emissions & Energy Resource Planning	**IF-EU-110a.1**	(1) Gross global Scope 1 emissions, percentage covered under (2) emissions-limiting regulations, and (3) emissions-reporting regulations	**Tackling climate change** How do we evaluate our performance?	40, 41
Water Management	**IF-EU-140a.1**	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress\		
	IF-EU-140a.2	Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations		
Workforce Health & Safety	**IF-EU-320a.1**	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR)	**Ensuring health, safety and wellbeing at work** How do we evaluate our performance?	50
N/A	**IF-EU-000.D**	Total electricity generated, percentage by major energy source, percentage in regulated markets	**The past year** **Tackling climate change** How do we evaluate our performance?	4-5, 39

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THANK YOU

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