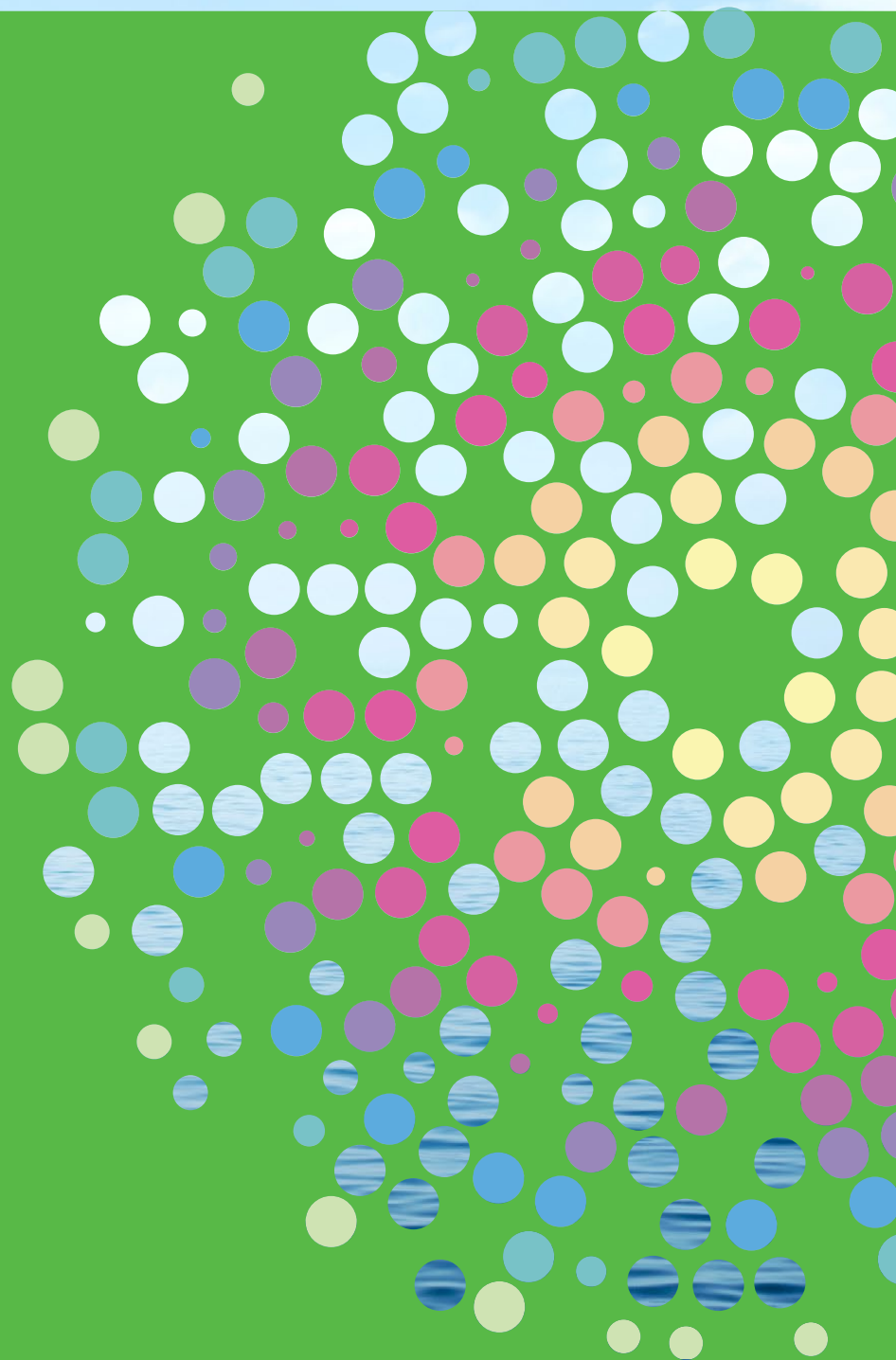


# ESG Key Performance Index 2023

**COORDINATOR**

Division of Corporate Social Responsibility  
and Sustainable Development

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## Material topic: Value creation

| GRI, ATHEX ESG, SASB | ESG Performance indicators                         | Unit       | 2023           | 2022                       |
|----------------------|----------------------------------------------------|------------|----------------|----------------------------|
|                      | <b>Direct economic value generated</b>             |            |                |                            |
| GRI 201-1            | Revenues                                           | thousand € | <b>346,436</b> | <b>314,747</b>             |
|                      | <b>Direct economic value distributed</b>           |            |                |                            |
| GRI 201-1            | Operating costs                                    | thousand € | 139,098        | 156,958 <sup>1</sup>       |
| GRI 201-1            | Employee wages and benefits                        | thousand € | 17,150         | 15,216                     |
| GRI 201-1            | Payments to providers of capital                   | thousand € | 114,081        | 79,304                     |
| GRI 201-1            | <b>Payments/Contributions to the State (total)</b> | thousand € | <b>28,946</b>  | <b>35,008</b>              |
| GRI 201-1            | Greece                                             | thousand € | 27,631         | 31,217                     |
| GRI 201-1            | Cyprus                                             | thousand € | 85             | 298                        |
| GRI 201-1            | North Macedonia                                    | thousand € | 0              | 4                          |
| GRI 201-1            | Bulgaria                                           | thousand € | 91             | 133                        |
| GRI 201-1            | Serbia                                             | thousand € | 0              | 5                          |
| GRI 201-1            | Poland                                             | thousand € | 1,169          | 2,212                      |
| GRI 201-1            | USA                                                | thousand € | -31            | 1,139                      |
| GRI 201-1            | <b>Community investments</b>                       | thousand € | <b>4,318</b>   | <b>3,661</b>               |
| GRI 201-1            | <b>Total</b>                                       | thousand € | <b>303,593</b> | <b>290,147<sup>2</sup></b> |
| GRI 201-1            | <b>Economic value retained</b>                     | thousand € | <b>42,843</b>  | <b>24,600<sup>3</sup></b>  |

<sup>1,2,3</sup> Restatement of published 2022 value due to recalculation.



## Material topic: Value creation

| GRI, ATHEX ESG, SASB                 | ESG Performance indicators | 2023                                    |            |                     |            | 2022                                    |            |                     |            |
|--------------------------------------|----------------------------|-----------------------------------------|------------|---------------------|------------|-----------------------------------------|------------|---------------------|------------|
|                                      |                            | Value of period purchases in thousand € | Percentage | Number of suppliers | Percentage | Value of period purchases in thousand € | Percentage | Number of suppliers | Percentage |
| Categorization of suppliers by scope |                            |                                         |            |                     |            |                                         |            |                     |            |
| GRI 204-1                            | National suppliers         | 303,601                                 | 82.7%      | 2,962               | 82.5%      | 386,824                                 | 74.9%      | 1,827               | 91.5%      |
| GRI 204-1                            | International suppliers    | 23,296                                  | 6,3%       | 620                 | 17.3%      | 74,574                                  | 14.4%      | 157                 | 7.9%       |
| GRI 204-1                            | Related parties            | 40,001                                  | 10.9%      | 8                   | 0.2%       | 55,148                                  | 10.7%      | 12                  | 0.60%      |
| GRI 204-1                            | Total                      | 366,898                                 | 100%       | 3,590               | 100%       | 516,546                                 | 100%       | 1,996               | 100%       |



# Material topic: Corporate culture

| GRI, ATHEX ESG, SASB   | ESG Performance indicators                                                                                                                               | Unit | 2023 | 2022 |
|------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------|------|------|------|
| GRI 205-3              | Confirmed incidents of corruption                                                                                                                        | #    | 0    | 0    |
| GRI 418-1, ATHEX SS-S2 | Substantiated complaints concerning breaches of customer privacy and losses of customer data                                                             | #    | 0    | 0    |
| GRI 307-1              | Non-compliance with environmental laws and regulations                                                                                                   | #    | 0    | 0    |
| GRI 406-1              | Total number of incidents of discrimination                                                                                                              | #    | 0    | 0    |
| ATHEX A-G2             | Total amount of monetary losses as a result of court proceedings associated with charges of (1) bribery or corruption and (2) anti-competitive practices | €    | 0    | 0    |

# Material topic: Climate change mitigation

| GRI, ATHEX ESG, SASB                      | ESG Performance indicators                                                                                                                                                               | Unit                           | 2023             | 2022                   |
|-------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------|------------------|------------------------|
| <b>Direct GHG emissions (Scope 1)</b>     |                                                                                                                                                                                          |                                |                  |                        |
| ATHEX C-E1, GRI 305-1                     | Total direct GHG emissions                                                                                                                                                               | t CO <sub>2</sub> e            | 381.5            | 372.4                  |
| ATHEX C-E1, GRI 305-1                     | Biogenic CO <sub>2</sub> emissions                                                                                                                                                       | t CO <sub>2</sub> e            | 4,388.5          | 4,273.4                |
| ATHEX C- E1                               | Scope 1 emissions – GHG intensity of Scope 1 emissions                                                                                                                                   | t CO <sub>2</sub> e/€ turnover | 0.00000116       | 0.00000125             |
| <b>Indirect GHG emissions (Scope 2)</b>   |                                                                                                                                                                                          |                                |                  |                        |
| ATHEX C-E2, GRI 305-2                     | Location-based emissions                                                                                                                                                                 | t CO <sub>2</sub> e            | 2.679,05         | 2.672,4                |
| ATHEX C-E2, GRI 305-2                     | Market-based emissions                                                                                                                                                                   | t CO <sub>2</sub> e            | 0                | 0                      |
| ATHEX C-E2, GRI 305-2                     | Which gases were included in the calculation of indirect emissions (e.g., CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , or all)? |                                | ALL              | ALL                    |
| ATHEX C- E2                               | Scope 2 emissions – GHG intensity of Scope 2 emissions                                                                                                                                   | t CO <sub>2</sub> e/€ turnover | 0.0000082        | 0.0000089 <sup>4</sup> |
| <b>Other indirect emissions (Scope 3)</b> |                                                                                                                                                                                          |                                |                  |                        |
| GRI 305-3, ATHEX A -E1                    | Indirect emissions from supplies of purchased goods and services (Category 1)                                                                                                            | t CO <sub>2</sub> e            | 47,951.8         | 76,467.8               |
| GRI 305-3, ATHEX A -E1                    | Indirect emissions from capital goods (Category 2)                                                                                                                                       | t CO <sub>2</sub> e            | 71,578.4         | 125,029.3              |
| GRI 305-3, ATHEX A -E1                    | Indirect emissions from fuels and energy-related activities not included in Scope 1 or 2 (Category 3)                                                                                    | t CO <sub>2</sub> e            | 717.5            | 702                    |
| GRI 305-3, ATHEX A -E1                    | Indirect emissions from upstream transportation & distribution (Category 4)                                                                                                              | t CO <sub>2</sub> e            | 9,320.8          | 5,033.8                |
| GRI 305-3, ATHEX A -E1                    | Indirect emissions from waste management operations (Category 5)                                                                                                                         | t CO <sub>2</sub> e            | 87.5             | 32.0                   |
| GRI 305-3, ATHEX A -E1                    | Indirect emissions from business travel (Category 6)                                                                                                                                     | t CO <sub>2</sub> e            | 211              | 103.2                  |
| GRI 305-3, ATHEX A -E1                    | Indirect emissions from employee commuting (Category 7)                                                                                                                                  | t CO <sub>2</sub> e            | 108.2            | 137.1                  |
| GRI 305-3, ATHEX A -E1                    | <b>Total</b>                                                                                                                                                                             | t CO <sub>2</sub> e            | <b>129,975.1</b> | <b>207,505.2</b>       |
| ATHEX A-E1                                | Scope 3 emissions – GHG intensity of Scope 3 emissions                                                                                                                                   | t CO <sub>2</sub> e/€ turnover | 0.00039647       | 0.00069622             |
| <b>Other air emissions</b>                |                                                                                                                                                                                          |                                |                  |                        |
| GRI 305-7                                 | NOx emissions (including NO and NO <sub>2</sub> and excluding N <sub>2</sub> O)                                                                                                          | t                              | 2.40             | 2.58                   |
| GRI 305-7                                 | SOx emissions (including SO <sub>2</sub> and SO <sub>3</sub> )                                                                                                                           | t                              | 1.36             | 2.98                   |

<sup>4</sup>Restatement of published 2022 value due to recalculation.



# Material topic: Energy

| GRI, ATHEX ESG, SASB                                          | ESG Performance indicators                                                                                                 | Unit       | 2023           | 2022         |
|---------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------|------------|----------------|--------------|
| <b>Energy consumption within the organization<sup>5</sup></b> |                                                                                                                            |            |                |              |
| GRI 302-1                                                     | Total energy consumption within the Group                                                                                  | MWh        | 30,483.4       | 29,158       |
| GRI 302-1                                                     | Fuel consumption from RES within the Group                                                                                 | MWh        | 21,710.5       | 21,243       |
| GRI 302-1                                                     | Fuel consumption from non-renewable sources within the Group                                                               | MWh        | 1,614.6        | 1,542.6      |
| GRI 302-1                                                     | Electricity consumption within the Group from the grid                                                                     | MWh        | 7,158.3        | 6,371.7      |
| GRI 302-1                                                     | Electricity consumption within the Group from RES from the grid – with GOs                                                 | MWh        | 7,158.3        | 6,371.7      |
| GRI 302-1                                                     | Electricity consumption within the Group from the grid– without GOs                                                        | MWh        | 0              | 0            |
| ATHEX C-E3                                                    | Percentage of electricity consumed as a proportion of the Group's total energy consumption                                 | %          | 23.5           | 22           |
| GRI 302-1                                                     | Percentage of energy consumed within the Group from RES                                                                    | %          | 95             | 95           |
| GRI 302-1                                                     | Total Installed Capacity: Wind Energy                                                                                      | MW         | 1,193.4        | 876.4        |
| GRI 302-1                                                     | Total Installed Capacity: Hydropower Energy                                                                                | MW         | 17.8           | 17.8         |
| GRI 302-1                                                     | Total Installed Capacity: Solar Energy                                                                                     | MW         | 8.5            | 8.5          |
| GRI 302-1                                                     | Total Installed Capacity: Waste Management and Energy Utilization from waste                                               | MW         | 4.1            | 2.6          |
| ATHEX C-E3                                                    | <b>Total amount of energy produced</b>                                                                                     | <b>GWh</b> | <b>2,596.7</b> | <b>2,416</b> |
| ATHEX C-E3                                                    | Percentage of energy produced from RES                                                                                     | %          | 100            | 100          |
|                                                               | Energy consumption from non-renewable sources for the Group's facilities excluding offices                                 | MWh        | 1,711.1        | 1,542.6      |
|                                                               | Energy consumption from RES for the Group's facilities, excluding offices                                                  | MWh        | 28,229.1       | 27,169.7     |
|                                                               | Electricity consumption for the Group's facilities, excluding offices                                                      | MWh        | 6,615.1        | 5,926.4      |
|                                                               | Electricity consumption from RES for the Group's facilities, excluding offices                                             | MWh        | 6,615.1        | 5,926.4      |
|                                                               | Percentage of electricity consumed from non-renewable sources as a proportion of the Group's total electricity consumption | %          | 0              | 0            |
|                                                               | Percentage of electricity consumed from RES as a proportion of the Group's total electricity consumption                   | %          | 100            | 100          |
|                                                               | Total electricity consumption within the Group from RES                                                                    | MWh        | 7,158.3        | 6,371.7      |
|                                                               | <b>RES of electricity consumed</b>                                                                                         |            |                |              |
|                                                               | Photovoltaic parks                                                                                                         | %          | 15.7           | 96.0         |
|                                                               | Wind Energy                                                                                                                | %          | 35.8           | 3.5          |
|                                                               | Hydroelectric Energy                                                                                                       | %          | 48.5           | 0            |

<sup>5</sup> The data relate to all operating power generation facilities controlled by the Group in the countries: Greece, Bulgaria, Poland.



## Material topic: Waste

| GRI, ATHEX ESG, SASB         | ESG Performance indicators   | Unit | 2023  | 2022               |
|------------------------------|------------------------------|------|-------|--------------------|
|                              | <b>Waste generated</b>       | t    | 237.6 | 163.8              |
| <b>Hazardous waste</b>       |                              |      |       |                    |
| GRI 306-3                    | Waste generated              | t    | 66.5  | 44.6 <sup>6</sup>  |
| GRI 306-3                    | Waste diverted from disposal | t    | 66.5  | 44.6 <sup>7</sup>  |
| GRI 306-3                    | Waste directed to disposal   | t    | 0     | 0 <sup>8</sup>     |
| <b>Non – Hazardous waste</b> |                              |      |       |                    |
| GRI 306-3                    | Waste generated              | t    | 171.1 | 104.2 <sup>9</sup> |
| GRI 306-3                    | Waste diverted from disposal | t    | 5.96  | 53                 |
| GRI 306-3                    | Waste directed to disposal   | t    | 165.1 | 51.2 <sup>10</sup> |

<sup>6,7,8,9,10</sup> Restatement of published 2022 value due to recalculation.



# Material topic: Waste

| GRI, ATHEX ESG, SASB | ESG Performance indicators                                                                                                                       | Unit | 2023 <sup>11</sup> |                              |                            | 2022            |                              |                            |
|----------------------|--------------------------------------------------------------------------------------------------------------------------------------------------|------|--------------------|------------------------------|----------------------------|-----------------|------------------------------|----------------------------|
| Hazardous waste      |                                                                                                                                                  |      | Waste generated    | Waste diverted from disposal | Waste directed to disposal | Waste generated | Waste diverted from disposal | Waste directed to disposal |
| GRI 306-3            | Contaminated packaging - 15 01 10*                                                                                                               | t    | 6.1                | 6.1                          | -                          | 6.6             | 6.6                          | -                          |
| GRI 306-3            | Contaminated absorbents-15 02 02*                                                                                                                | t    | 15.6               | 15.6                         | -                          | 15.6            | 15.6                         | -                          |
| GRI 306-3            | Lubricants - 13 02 05*                                                                                                                           | t    | 18.2               | 18.2                         | -                          | 7.9             | 7.9                          | -                          |
| GRI 306-3            | Batteries - 16 06 01*                                                                                                                            | t    | 0.03               | 0.03                         | -                          | 0.1             | 0.1                          | -                          |
| GRI 306-3            | Oil filters - 16 01 07*                                                                                                                          | t    | 5.06               | 5.06                         | -                          | 4.04            | 4.04                         | -                          |
| GRI 306-3            | Oil waste - 13 08 99*                                                                                                                            | t    | 1.006              | 1.004                        | -                          | 0.212           | 0.212                        | -                          |
| GRI 306-3            | Antifreeze fluids - 16 01 14*                                                                                                                    | t    | 0.02               | 0.02                         | -                          | 2.69            | 2.69                         | -                          |
| GRI 306-3            | Oily water from oil/water separators - 13 05 07* <sup>12</sup>                                                                                   | t    | 20                 | 20                           | -                          | -               | -                            | -                          |
| GRI 306-3            | Fluorescent lamps - 20 01 21*                                                                                                                    | t    | 0.02               | 0.02                         | -                          | 0.003           | 0.003                        | -                          |
| GRI 306-3            | Waste from adhesives and sealants - 08 04 09*                                                                                                    | t    | -                  | -                            | -                          | 0.2             | 0.2                          | -                          |
| GRI 306-3            | Non-chlorinated hydraulic oils - 13 01 10*                                                                                                       | t    | 0.35               | 0.35                         | -                          | 4.08            | 4.08                         | -                          |
| GRI 306-3            | Other engine oils and lubricants - 13 02 08*                                                                                                     | t    | -                  | -                            | -                          | 3.25            | 3.25                         | -                          |
| GRI 306-3            | Discarded equipment containing hazardous components - 16 02 13*                                                                                  | t    | 0.01               | 0.01                         | -                          | -               | -                            | -                          |
| GRI 306-3            | Batteries and accumulators included in 16 06 01, 16 06 02 or 16 06 03 and mixed batteries and accumulators containing such batteries - 20 01 33* | t    | 0.04               | 0.04                         | -                          | -               | -                            | -                          |
| GRI 306-3            | Total                                                                                                                                            | t    | 66.5               | 66.5                         | -                          | 44.6            | 44.6                         | -                          |

<sup>11</sup>The data for 2023 include: Facilities (Sites & Offices) in operation in Greece, Bulgaria and Poland.

<sup>12</sup>Waste from oil retainment tank are collected when there is a risk of overflow

\*Hazardous waste according to the European Waste List





## Material topic: Waste

| GRI, ATHEX ESG, SASB       | ESG Performance indicators              | Unit     | 2023     |             |             | 2022     |                           |                           |
|----------------------------|-----------------------------------------|----------|----------|-------------|-------------|----------|---------------------------|---------------------------|
| Waste directed to disposal |                                         |          | Onsite   | Offsite     | Total       | Onsite   | Offsite                   | Total                     |
| Hazardous waste            |                                         |          |          |             |             |          |                           |                           |
| GRI 306-4                  | Preparation for reuse                   | t        | 0        | 0           | 0           | 0        | 0                         | 0                         |
| GRI 306-4                  | Recycling                               | t        | 0        | 0           | 0           | 0        | 44.6 <sup>13</sup>        | 44.6 <sup>14</sup>        |
| GRI 306-4                  | Other recovery procedures <sup>21</sup> | t        | 0        | 66.5        | 66.5        | 0        | 0                         | 0                         |
| GRI 306-4                  | <b>Total</b>                            | <b>t</b> | <b>0</b> | <b>66.5</b> | <b>66.5</b> | <b>0</b> | <b>44.6<sup>15</sup></b>  | <b>44.6<sup>16</sup></b>  |
| Non-hazardous waste        |                                         |          |          |             |             |          |                           |                           |
| GRI 306-4                  | Preparation for reuse                   | t        | 0        | 0           | 0           | 0        | 0                         | 0                         |
| GRI 306-4                  | Recycling                               | t        | 0        | 5.96        | 5.96        | 0        | 52.97 <sup>17</sup>       | 52.97 <sup>18</sup>       |
| GRI 306-4                  | <b>Total</b>                            | <b>t</b> | <b>0</b> | <b>5.96</b> | <b>5.96</b> | <b>0</b> | <b>52.97<sup>19</sup></b> | <b>52.97<sup>20</sup></b> |

<sup>13,14,15,16,17,18,19,20</sup> Restatement of published 2022 value due to recalculation.

<sup>21</sup>Refers to hazardous waste which following its collection by licensed third parties, undergoes special treatment or/and recovery operations apart from recycling procedures that apply to non-hazardous waste



## Material topic: Waste

| GRI, ATHEX ESG, SASB       | ESG Performance indicators             | Unit     | 2023       |              |              | 2022       |                          |                          |
|----------------------------|----------------------------------------|----------|------------|--------------|--------------|------------|--------------------------|--------------------------|
| Waste directed to disposal |                                        |          | Onsite     | Offsite      | Total        | Onsite     | Offsite                  | Total                    |
| Hazardous waste            |                                        |          |            |              |              |            |                          |                          |
| GRI 306-5                  | Incineration (with energy recovery)    | t        | 0.0        | 0.0          | 0.0          | 0.0        | 0.0                      | 0.0                      |
| GRI 306-5                  | Incineration (without energy recovery) | t        | 0.0        | 0.0          | 0.0          | 0.0        | 0.0                      | 0.0                      |
| GRI 306-5                  | Landfilling                            | t        | 0.0        | 0.0          | 0.0          | 0.0        | 0.0                      | 0.0                      |
| GRI 306-5                  | <b>Total</b>                           | <b>t</b> | <b>0.0</b> | <b>0.0</b>   | <b>0.0</b>   | <b>0.0</b> | <b>0.0</b>               | <b>0.0</b>               |
| Non-hazardous waste        |                                        |          |            |              |              |            |                          |                          |
| GRI 306-5                  | Incineration (with energy recovery)    | t        | 0          | 0            | 0            | 0          | 0                        | 0                        |
| GRI 306-5                  | Incineration (without energy recovery) | t        | 0          | 0            | 0            | 0          | 0                        | 0                        |
| GRI 306-5                  | Landfilling                            | t        | 0          | 165.1        | 165.1        | 0          | 51.2 <sup>22</sup>       | 51.2 <sup>23</sup>       |
| GRI 306-5                  | <b>Total</b>                           | <b>t</b> | <b>0</b>   | <b>165.1</b> | <b>165.1</b> | <b>0</b>   | <b>51.2<sup>24</sup></b> | <b>51.2<sup>25</sup></b> |

<sup>22,23,24,25</sup> Restatement of published 2022 value due to recalculation.

## Material topic: Waste

| GRI, ATHEX ESG, SASB                     | ESG Performance indicators              | Unit | 2023         | 2022                      |
|------------------------------------------|-----------------------------------------|------|--------------|---------------------------|
| Percentage of waste by type of treatment |                                         |      |              |                           |
| ATHEX A-E3                               | <b>Hazardous waste</b>                  | t    | <b>66.5</b>  | <b>44.6<sup>26</sup></b>  |
| ATHEX A-E3                               | Landfilling                             | %    | 0            | 0                         |
| ATHEX A-E3                               | Incineration (with energy recovery)     | %    | 0            | 0                         |
| ATHEX A-E3                               | Incineration (without energy recovery)  | %    | 0            | 0                         |
| ATHEX A-E3                               | Recycling                               | %    | 0            | 100                       |
| ATHEX A-E3                               | Preparation for reuse                   | %    | 0            | 0                         |
| ATHEX A-E3                               | Other recovery procedures <sup>27</sup> | %    | 100          | 0                         |
| ATHEX A-E3                               | <b>Non-hazardous waste</b>              | t    | <b>171.1</b> | <b>104.2<sup>28</sup></b> |
| ATHEX A-E3                               | Landfilling                             | %    | 96.5         | 49 <sup>29</sup>          |
| ATHEX A-E3                               | Incineration (with energy recovery)     | %    | 0            | 0                         |
| ATHEX A-E3                               | Incineration (without energy recovery)  | %    | 0            | 0                         |
| ATHEX A-E3                               | Recycling                               | %    | 3.5          | 51 <sup>30</sup>          |
| ATHEX A-E3                               | Preparation for reuse                   | %    | 0            | 0                         |
| ATHEX A-E3                               | Other recovery procedures               | %    | 0            | 0                         |

<sup>26,28,29,30</sup> Restatement of published 2022 value due to recalculation.

<sup>27</sup>Refers to hazardous waste which following its collection by licensed third parties, undergoes special treatment or/and recovery operations apart from recycling procedures that apply to non-hazardous waste.

## Material topic: Water Withdrawal – Consumption - Use<sup>31</sup>

| GRI, ATHEX ESG, SASB | ESG Performance indicators                         | Unit | 2023          |                                                   | 2022 <sup>32</sup>        |                                                   |
|----------------------|----------------------------------------------------|------|---------------|---------------------------------------------------|---------------------------|---------------------------------------------------|
| Water withdrawal     |                                                    |      |               |                                                   |                           |                                                   |
| Water source         |                                                    |      | All the areas | Areas of significant influence on water resources | All the areas             | Areas of significant influence on water resources |
| Surface water        |                                                    |      |               |                                                   |                           |                                                   |
| GRI 303-3            | Freshwater                                         | ML   | 3,730,524.8   | 3,730,524.8                                       | 3,963,200                 | 3,963,200                                         |
| GRI 303-3            | Other water (>1,000 mg/lit total dissolved solids) | ML   | 0.0           | 0.0                                               | 0.0                       | 0.0                                               |
| Seawater             |                                                    |      |               |                                                   |                           |                                                   |
| GRI 303-3            | Freshwater                                         | ML   | 0.0           | 0.0                                               | 0.0                       | 0.0                                               |
| GRI 303-3            | Other water (>1,000 mg/lit total dissolved solids) | ML   | 1.25          | 1.25                                              | 1.28                      | 1.28                                              |
| Third party water    |                                                    |      |               |                                                   |                           |                                                   |
| GRI 303-3            | Freshwater                                         | ML   | 3.67          | 3.62                                              | 2.30                      | 2.23                                              |
| GRI 303-3            | Other water (>1,000 mg/lit total dissolved solids) | ML   | 0             | 0                                                 | 0                         | 0                                                 |
| GRI 303-3            | Surface water                                      | ML   | 0             | 0                                                 | 0                         | 0                                                 |
| GRI 303-3            | Groundwater                                        | ML   | 0             | 0                                                 | 0                         | 0                                                 |
| GRI 303-3            | Seawater                                           | ML   | 0             | 0                                                 | 0                         | 0                                                 |
| GRI 303-3            | Produced water                                     | ML   | 0             | 0                                                 | 0                         | 0                                                 |
| Total                |                                                    |      |               |                                                   |                           |                                                   |
| GRI 303-3            | Freshwater                                         | ML   | 3,730,528.5   | 3,730,528.5                                       | 3,963,202.3 <sup>32</sup> | 3,963,202.2 <sup>33</sup>                         |
| GRI 303-3            | Other water (>1,000 mg/lit total dissolved solids) | ML   | 1.25          | 1.25                                              | 1.28                      | 1.28                                              |

<sup>31</sup>In 2023, water withdrawal-discharge and consumption includes data from all operating facilities controlled by the Group in Greece, Bulgaria, Poland.

The following data has been calculated:

- River water for the operation of hydroelectric stations (water withdrawn in the case is equal to water discharged)
- Seawater used for the desalination in Agios Georgios Island
- Water from the local networks, water transferred to the facilities with vehicles and bottled water.
- Water stress areas have been identified through the WWF Water Risk Filter (only installations in Bulgaria and 5 out of 8 installations in Poland are considered low risk).

<sup>32,33</sup> Restatement of published 2022 value due to recalculation.

## Material topic: Water Withdrawal – Consumption - Use

| GRI, ATHEX ESG, SASB |                                                    | ESG Performance indicators | Unit        | 2023          |                                                   | 2022          |                                                   |
|----------------------|----------------------------------------------------|----------------------------|-------------|---------------|---------------------------------------------------|---------------|---------------------------------------------------|
| Water withdrawal     |                                                    |                            |             |               |                                                   |               |                                                   |
| Water source         |                                                    |                            |             | All the areas | Areas of significant influence on water resources | All the areas | Areas of significant influence on water resources |
| GRI 303-3            | Freshwater                                         | ML                         | 3,730,524.8 | 3,730,524.8   | 3,963,200                                         | 3,963,200     |                                                   |
| GRI 303-3            | Other water (>1,000 mg/lit total dissolved solids) | ML                         | 0           | 0             | 0                                                 | 0             |                                                   |
| Seawater             |                                                    |                            |             |               |                                                   |               |                                                   |
| GRI 303-3            | Freshwater                                         | ML                         | 0           | 0             | 0                                                 | 0             |                                                   |
| GRI 303-3            | Other water (>1,000 mg/lit total dissolved solids) | ML                         | 0.87        | 0.87          | 0.89                                              | 0.89          |                                                   |
| Total                |                                                    |                            |             |               |                                                   |               |                                                   |
| GRI 303-3            | Freshwater                                         | ML                         | 3,730,524.8 | 3,730,524.8   | 3,963,200                                         | 3,963,200     |                                                   |
| GRI 303-3            | Other water (>1,000 mg/lit total dissolved solids) | ML                         | 0.87        | 0.87          | 0.89                                              | 0.89          |                                                   |

# Material topic: Water Withdrawal – Consumption - Use

| GRI, ATHEX ESG, SASB         | ESG Performance indicators                                                                                                                                                                         | Unit | 2023          |                                                   | 2022                      |                                                   |
|------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|---------------|---------------------------------------------------|---------------------------|---------------------------------------------------|
| Water source                 |                                                                                                                                                                                                    |      | All the areas | Areas of significant influence on water resources | All the areas             | Areas of significant influence on water resources |
| Total water withdrawal       |                                                                                                                                                                                                    |      |               |                                                   |                           |                                                   |
| GRI 303-3, SASB IF-EU-140a.1 | Total water withdrawal                                                                                                                                                                             | ML   | 3,730,529.8   | 3,730,529.8                                       | 3,963,203.6               | 3,963,203.5                                       |
| GRI 303-3                    | Total freshwater withdrawal                                                                                                                                                                        | ML   | 3,730,528.5   | 3,730,528.5                                       | 3,963,202.3 <sup>34</sup> | 3,963,202.2 <sup>35</sup>                         |
| GRI 303-3                    | Total other water withdrawal                                                                                                                                                                       | ML   | 1.25          | 1.25                                              | 1.28                      | 1.28                                              |
| Total water discharge        |                                                                                                                                                                                                    |      |               |                                                   |                           |                                                   |
| GRI 303-4                    | Total water discharge                                                                                                                                                                              | ML   | 3,730,525.7   | 3,730,525.7                                       | 3,963,200.9               | 3,963,200.9                                       |
| GRI 303-4                    | Total freshwater discharge                                                                                                                                                                         | ML   | 3,730,524.8   | 3,730,524.8                                       | 3,963,200                 | 3,963,200                                         |
| GRI 303-4                    | Total other water discharge                                                                                                                                                                        | ML   | 0.87          | 0.87                                              | 0.89                      | 0.89                                              |
| Total water consumption      |                                                                                                                                                                                                    |      |               |                                                   |                           |                                                   |
| GRI 303-5                    | Total water discharge                                                                                                                                                                              | ML   | 4.05          | 4                                                 | 2.69                      | 2.62                                              |
| GRI 303-5                    | Total water discharge                                                                                                                                                                              | m3   | 4,050         | 4,000                                             | 2,690                     | 2,620                                             |
| GRI 303-5                    | Change in water storage                                                                                                                                                                            | ML   | 0             | 0                                                 | 0                         | 0                                                 |
| SASB IF-EU-140a.1            | Percentage of water consumption from water-stress areas                                                                                                                                            | %    |               | 98.8                                              |                           | 97.4                                              |
| GRI 303-5                    | Total volume of water that was recycled and reused                                                                                                                                                 | m3   | 0             | 0                                                 | 0                         | 0                                                 |
| GRI 303-5                    | Recycled Water                                                                                                                                                                                     | %    | 0             | 0                                                 | 0                         | 0                                                 |
| SASB IF-EU-140a.1            | Monetary fines or other types of sanctions or incidents related to the violation of environmental laws and related regulations, permits, and water standards (e.g., water quantity and/or quality) | #    | 0             | 0                                                 | 0                         | 0                                                 |

<sup>34,35</sup> Restatement of published 2022 value due to recalculation

## Material topic: Working conditions for the workforce

| GRI, ATHEX ESG, SASB | ESG Performance indicators                                  | Unit | 2023 |       | 2022 |       |
|----------------------|-------------------------------------------------------------|------|------|-------|------|-------|
|                      |                                                             |      | Men  | Women | Men  | Women |
| GRI 2-7              | Number of permanent employees                               | #    | 343  | 100   | 320  | 97    |
| GRI 2-7              | Number of temporary employees                               | #    | 15   | 4     | 8    | 2     |
| GRI 2-7              | Number of non-guaranteed hours employees                    | #    | 0    | 0     | 0    | 0     |
| GRI 2-7              | Number of full-time employees                               | #    | 349  | 96    | 323  | 93    |
| GRI 2-7              | Number of part-time employees                               | #    | 2    | 6     | 4    | 7     |
| GRI 2-7              | Number of self-employed employees                           | #    | 111  | 21    | 108  | 21    |
| GRI 2-7              | Total number of employees (including self-employed)         | #    | 469  | 125   | 435  | 121   |
| GRI 2-7              | Total number of employees (excluding self-employed persons) | #    | 358  | 104   | 327  | 100   |



## Material topic: Working conditions for the workforce

| GRI, ATHEX ESG, SASB | ESG Performance indicators     | Unit | 2023  |      |       |                  |                    |                  | 2022  |      |       |                  |                    |                  |
|----------------------|--------------------------------|------|-------|------|-------|------------------|--------------------|------------------|-------|------|-------|------------------|--------------------|------------------|
|                      |                                |      | Total | Men  | Women | <30<br>years old | 30-50<br>years old | >50<br>years old | Total | Men  | Women | <30<br>years old | 30-50<br>years old | >50<br>years old |
| GRI 401-1            | Number of new employee hires   | #    | 183   | 151  | 32    | 46               | 111                | 26               | 166   | 137  | 29    | 48               | 94                 | 24 <sup>36</sup> |
| GRI 401-1            | Ratio of new employee hires    | %    | 30.8  | 25.4 | 5.4   | 7.7              | 18.7               | 4.4              | 29.9  | 24.6 | 5.2   | 8.6              | 16.9               | 4.3              |
| GRI 401-1            | Number of employee turnover    | #    | 112   | 94   | 18    | 17               | 72                 | 23               | 102   | 81   | 21    | 14               | 74                 | 14 <sup>37</sup> |
| GRI 401-1            | Ratio of employee turnover     | %    | 18.9  | 15.8 | 3     | 2.9              | 12.1               | 3.9              | 18.3  | 14.6 | 3.8   | 2.5              | 13.3               | 2.5              |
| GRI 401-1            | Number of voluntary turnover   | #    | 68    | 57   | 11    | 13               | 44                 | 11               | 68    | 53   | 15    | 11               | 51                 | 6                |
| GRI 401-1            | Voluntary turnover rate        | %    | 11.4  | 9.6  | 1.9   | 2.2              | 7.4                | 1.9              | 12.2  | 9.5  | 2.7   | 2                | 9.2                | 1                |
| GRI 401-1            | Number of involuntary turnover | #    | 44    | 37   | 7     | 4                | 28                 | 12               | 34    | 28   | 6     | 3                | 23                 | 8                |
| GRI 401-1            | Involuntary turnover rate      | %    | 7.4   | 6.2  | 1.2   | 0.6              | 4.7                | 2                | 6.1   | 5    | 1     | 0.5              | 4.1                | 1.4              |

| GRI, ATHEX ESG, SASB | ESG Performance indicators                                     | Unit | 2023      |       | 2022               |                    |
|----------------------|----------------------------------------------------------------|------|-----------|-------|--------------------|--------------------|
|                      |                                                                |      | Men       | Women | Men                | Women              |
| GRI 404-1            | Average training hours per year per employee                   | h    | 5.9       | 9.3   | 7.0                | 7.1                |
| GRI 404-1            | Employees in the top 10% of employees by total compensation    | h    | 8.3       | 16.0  | 0.5                | 4.0                |
| GRI 404-1            | Employees in the bottom 90% of employees by total compensation | h    | 5.7       | 8.6   | 7.7 <sup>38</sup>  | 7.4 <sup>39</sup>  |
| GRI 404-1            | Administrative staff                                           | h    | 19.1      | 23.0  | 27.4 <sup>40</sup> | 16.7 <sup>41</sup> |
| GRI 404-1            | Technicians                                                    | h    | 9.2       | 0.6   | 6.8 <sup>42</sup>  | 0.7 <sup>43</sup>  |
| GRI 404-1            | Rest of workers                                                | h    | 0.1       | 0     | 0.6                | 0                  |
| ATHEX A-S2           | Total employee training expenditure                            | €    | 34,086.71 |       | 39,898.22          |                    |

<sup>36,37,38,39,40,41,42,43</sup> Restatement of published 2022 value due to recalculation.

## Material topic: Working conditions for the workforce in the value chain

| GRI 403-8: Workers covered by an occupational health and safety management system                                                                                                                                                                        | 2023 | 2022 |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|------|
| <b>Employees and workers who are not employees but whose work and/or workplace is controlled by the organization<sup>44</sup></b>                                                                                                                        |      |      |
| Total                                                                                                                                                                                                                                                    | 745  | 683  |
| <b>Number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system</b>                                                                      |      |      |
| Number                                                                                                                                                                                                                                                   | 745  | 683  |
| Percentage                                                                                                                                                                                                                                               | 100% | 100% |
| <b>Number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been internally audited</b>                                     |      |      |
| Number                                                                                                                                                                                                                                                   | 745  | 683  |
| Percentage                                                                                                                                                                                                                                               | 100% | 100% |
| <b>Number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party<sup>45</sup></b> |      |      |
| Number                                                                                                                                                                                                                                                   | 726  | 661  |
| Percentage                                                                                                                                                                                                                                               | 98%  | 97%  |

<sup>44</sup>Workers who are not employees of the Group, but whose work and/or workplace is controlled by the organisation, including all interns, employees of third-party organisations and subcontractors. The number of subcontractors has been calculated as the average of the number of subcontractors working at TERN A ENERGY's facilities in 2023 (Greece, Poland, Bulgaria).

<sup>45</sup>Workers and employees who are not employees of the Group, but whose work and/or workplace is controlled by the organisation, based in Bulgaria and Poland, are not covered by an externally audited health and safety system.

## Material topic: Working conditions for the workforce in the value chain

| GRI 403-9 <sup>46</sup> : Work related injuries                                                                | 2023      | 2022    |
|----------------------------------------------------------------------------------------------------------------|-----------|---------|
| <b>Employees</b>                                                                                               |           |         |
| Number of hours worked                                                                                         | 1,190,744 | 857,416 |
| Number of fatalities as a result of work-related injury                                                        | 0         | 0       |
| Rate of fatalities as a result of work-related injury                                                          | 0         | 0       |
| Number of high-consequence work-related injuries (excluding fatalities)                                        | 0         | 0       |
| Rate of high-consequence work-related injuries (excluding fatalities)                                          | 0         | 0       |
| Number of recordable work-related injury <sup>47</sup>                                                         | 0         | 1       |
| Rate of recordable work-related injuries (IR) <sup>48</sup>                                                    | 0         | 0.23    |
| Accident severity rate                                                                                         | 0         | 0.93    |
| <b>For all workers who are not employees but whose work and/or workplace is controlled by the organization</b> |           |         |
| Number of hours worked                                                                                         | 114,936   | 131,040 |
| Number of fatalities as a result of work-related injury                                                        | 0         | 0       |
| Rate of fatalities as a result of work-related injury                                                          | 0         | 0       |
| Number of high-consequence work-related injuries (excluding fatalities)                                        | 0         | 0       |
| Rate of high-consequence work-related injuries (excluding fatalities)                                          | 0         | 0       |
| Number of recordable work-related injuries                                                                     | 0         | 3       |
| Rate of recordable work-related injuries                                                                       | 0         | 4.6     |
| Accident severity rate                                                                                         | 0         | 0       |

<sup>46</sup>Regarding 2023, all figures presented in the table are rounded for simplicity and clarity.

- There were no fatalities, high-consequence injuries, or work-related illnesses reported.
- The indicators have been calculated using the factor 200,000 ([total number of recorded workplace-related injuries or number of working days lost due to occupational accidents/total number of hours worked by all workers in the year] x 200,000). The factor 200,000 indicates the number of hours worked by 100 full-time workers in a year.
- Hazards that could potentially cause injuries in the workplace have been identified and documented by the Safety Technician in collaboration with operational and project managers at each site. This identification is part of the occupational risk assessment process. In the event of any injury, the Safety Technician provides recommendations to ensure adherence to safety rules and guidelines, aiming to demonstrate due diligence.
- Near-miss incidents (events that did not result in injury but had the potential to do so) are not included in these calculations.
- The data includes not only employees but also workers whose work or workplace is controlled by the organization. This encompasses all interns, workers from third-party organizations, and subcontractors. The number of subcontractors is calculated as the average number of subcontractors who worked at TERNA ENERGY facilities in 2023 (Greece, Poland, Bulgaria).

<sup>47</sup>They refer to minor injuries.

<sup>48</sup>Accident frequency index based on the terminology of the Athens Exchange ESG Disclosure Guide.



Material topic: Equal treatment and opportunities for all

| GRI, ATHEX ESG, SASB | ESG Performance indicators                                                       | Unit | 2023 | 2022 |
|----------------------|----------------------------------------------------------------------------------|------|------|------|
| ATHEX C-S2           | Percentage of female workers                                                     | %    | 21   | 21.8 |
| ATHEX C-S3           | Percentage of female employees in the top 10% of employees by total compensation | %    | 20.7 | 16.1 |

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