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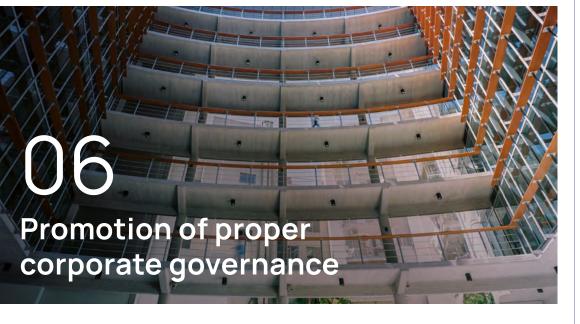
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GRI 2-22

Message from the CEO

The year 2024 marked a pivotal moment for TERNA ENERGY. It signaled the beginning of a new era, as the acquisition agreement with Masdar, a global leader in clean energy based in the United Arab Emirates, was successfully completed.

Joining the Masdar group has brought new momentum to our growth strategy and further strengthened our role as a leading clean energy provider in the broader region. With over 25 years of leading presence in Renewable Energy Sources, TERNA ENERGY holds the largest and most diversified project portfolio in Greece, with additional presence in Bulgaria and Poland.

Sustainability at the core of our strategy

Our strategic direction is significantly reinforced: we are moving forward with major investments in Greece and the wider region, enhancing our contribution to the implementation of the National Energy and Climate Plan, as well as the EU's goal for net-zero emissions by 2050. At the same time, Masdar's strategic vision to lead the green transition in the region is being realized through TERNA ENERGY, which is establishing itself as a trusted partner for governments, investors, and local communities.

Addressing climate change remains a strategic priority. In 2024, we produced 3,248 GWh of green energy, preventing the release of 1,318,572 tons of CO₂e into the atmosphere. More than 60 internal and external audits were conducted to ensure full environmental compliance across our facilities.

In this context, we are publishing our 10th Sustainability Report, which reflects our holistic approach: sustainability is not just a priority—it is embedded in the core of our business strategy. We actively promote the green transition by integrating sustainable development principles into every aspect of our operations, guided by the 17 United Nations Sustainable Development Goals.

Environment

Environmental protection is one of the four fundamental pillars of our strategy, alongside promoting human value, strengthening our social footprint, and shaping a responsible market.

In 2024, we assessed all our economic activities under the EU Taxonomy Regulation (2020/852) to identify those aligned with the Union's objectives. In alignment with the EU Taxonomy provisions, 88.8% of our revenue-generating activities have been classified as environmentally sustainable, underscoring the green orientation and strategic alignment of our business portfolio.

We are also placing strong emphasis on large-scale storage projects, with the 680 MW pumped storage project in Amfilochia progressing on schedule. Our total installed capacity stands at 1,224 MW, including 102 MW in Poland and 30 MW in Bulgaria. Additionally, photovoltaic projects totaling 197 MW are under construction in Greece and Bulgaria.

People and Society

The successful implementation of our environmental and energy strategy relies heavily on the continuous education, training, and awareness of our people. Strengthening environmental consciousness in the workplace and understanding the potential environmental impacts of our operations are key priorities. To achieve these goals, our Group's Quality, Environment, Health & Safety, and Standards Department has designed and implemented annual training programs for all personnel. In 2024, we invested a total of 4,000 training hours, enhancing the skills and environmental awareness of our employees.

Once again, we maintained zero fatalities with regards to workplace accidents, reaffirming our commitment to a safe working environment. Transparency and evaluation policies have further supported a fair and secure workplace for all employees.

Our social contribution remains strong: in 2024, we allocated €1.2 million to sponsorships, donations, and infrastructure projects, actively supporting the local communities where we operate.

Value creation is a cornerstone of our strategy. Payroll expenses increased by 13.27%, while payments to capital providers rose by 9.2%, reflecting the growth of our economic activity and the trust of our partners.

Through our 10th Sustainable Development Report, we present our progress and set new, ambitious goals that promote transparency, responsibility, innovation, and resilience. Our driving force remains unchanged: our people. Their daily efforts are the key element that shapes a sustainable future and amplify the value TERNA ENERGY delivers to all.

Emmanouel Maragoudakis

Chief Executive Officer, **TERNA ENERGY**



ESG Highlights 2024

2.5_{GW}

portfolio capacity

including projects in operation, under construction, and ready for construction 9,654 MWh

consumption of green electricity Zero

H&S workplace accidents

1.2 million

invested in social support programs

3,248_{GWh}

of energy production

47% reduction

in total waste generated

300

employees

Zero

confirmed incidents of corruption

1,318,572 tco,e

prevention of emissions

No

monetary fines for violations of environmental legislation and related regulations

20% increase

in women representation within the organization

internal and external audits across all Group facilities

countries of operation

in women representation at top management level

Zero

incidents of human rights violations

The ESG Highlights of the Group's performance focuses on Environmental, Social, and Governance (ESG) topics. In 2024, TERNA ENERGY continued to prioritize actions aimed at environmental protection, social impact, and robust governance as reflected clearly in its overall performance.

With a vision to enhance its sustainability-driven business strategy, the Group has set key priorities and targets for 2025. Its core objective is to create longterm value for society through enhancing sustainable development and supporting the green transition. To this end, the Group remains firmly committed to implementing and operating projects that will advance the country's infrastructure, promote innovation, support climate change mitigation and adaptation, and deliver long-term value for all stakeholders.

ATHEX ESG A-G3

Targets and priorities

Sustainability- related topics	Material topics / Other topics	Targets 2024	Progress by target	Targets 2025
	Climate change adaptation	Annual assessment and evaluation of climate-related risks across the Group's facilities.	•••	Annual assessment and evaluation of climate-related risks across the Group's facilities
	Climate change	Maintaining and/or improving the Group's CDP (Carbon Disclosure Project) score.		Maintaining and/or improving the Group's CDP (Carbon Disclosure Project) score
Climate change	mitigation	100% renewable energy in Greece.	✓	100% renewable energy in Greece
	Facus:	Maintaining high performance in energy efficiency and the promotion of renewable energy sources.	•••	Strengthening actions for energy efficiency and the promotion of renewable energy sources.
	Energy	Planning actions to improve the energy efficiency of facilities.	~	-
	Air pollution	At least one environmental compliance audit per facility, per year.	✓	
Pollution		Maintaining zero incidents of non-compliance with environmental permits, standards, and regulations.	✓	Maintaining zero incidents of non-compliance with environmental permits, sta dards, and regulations
		Maintaining a high percentage of environmental training to all Group employees.	•••	
	Biodiversity and ecosystems	Restoration of biodiversity and geosites, where required, due to business activities.	✓	Restoration of biodiversity, where required, based on the nature and scope of
Biodiversity and ecosystems		Protection and conservation of wildlife and birdlife.	✓	business activities.
		Maintaining zero environmental incidents related to biodiversity protection.	✓	
	Waste	Minimizing waste storage duration in facilities.	✓	Maintaining zero environmental incidents related to biodiversity protection and
Resource management and circular economy		Zero environmental incidents related to waste management.	~	waste management
		Continuous awareness-raising of Group employees on proper waste manage- ment and recycling practices.	~	

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Targets and priorities → Continued

	Sustainability- related topics	Material topics / Other topics	Targets 2024	Progress by target	Targets 2025
			Implementation of recruitment within the project needs schedule.	~	
			Zero occupational accidents.	~	Zero occupational accidents
			Zero incidents of non-compliance with Health and Safety legislation.	✓	
			At least one Health & Safety compliance audit, per facility.	✓	Zero incidents of non-compliance with Health and Safety legislation
			Strengthening employees' Health & Safety culture.	✓	
		Working conditions for the Group's workforce	Implement evacuation drills from wind turbines at 7 operational wind farms.	✓	
	Group's workforce		Ensure adequate allocation of resources - both financial and human - for main- taining Health & Safety matters at a high level.	✓	Strengthening the employees' Health & Safety culture
			Ongoing consultation between Management and employees on Health & Safety matters.	✓	
			Maintain individual training plans with training upgrade (euros per trainee).	✓	
			Maintain training for all employees in soft skills thematic areas.	✓	
			Training of all employees in thematic areas of New Technologies.	✓	
			Training of all employees on Human Rights issues.	✓	
			Empower young people through internships and increasing their absorption rate within the Group.	~	Training 100% of employees on Human Rights issues
	Workforce in the value chain	Working conditions for the workforce in the value chain	Conduct regular inspections aimed at maintaining the required working conditions for the workforce in the value chain.	~	Conducting regular inspections to ensure compliance with work specifications for the workforce in the value chain
	Affected communities	Economic, social and cultural rights	Maintain and further strengthening the Group's social support program with meaning- ful actions that maximize its social impact.	✓	Supporting local communities through actions that will promote the green transition

Message from the CEO ESG Highlights 2024

Targets and priorities TERNA ENERGY Group

Sustainable Development at the Core of Business Strategy

Actions for Environmental Responsibility and the Green Transition Strengthening social impact

Value creation

Promotion of proper corporate governance

Appendices

ESG 2024

7

Targets and priorities → Continued

	Sustainability- related topics	Material topics / Other topics	Targets 2024	Progress by target	Targets 2025
			Retain zero confirmed incidents of corruption.	-	Retaining zero confirmed incidents of corruption.
	Business conduct	Business culture	Maintain zero incidents of non-compliance with the legislative framework.	~	Maintaining zero incidents of non-compliance with the legislative framework
			Maintain zero fines and/or non-monetary sanctions for non-compliance with laws and/or regulations related to the Group's business operations and activities.	✓	Maintaining zero fines and/or non-monetary sanctions for non-compliance with laws and/or regulations related to the Group's business operations and activities
	Business continuity	Business continuity	Conducti at least one emergency drill exercise per facility.	✓	
			Continuous training of the Emergency Response Teams at the facilities in the effective management of emergency incidents.	~	
			Ensure the necessary resources for the procurement of appropriate equipment for emergency management (e.g. medical supplies, Personal Protective Equipment, etc.).	~	Conducting at least one emergency drill exercise at each facility
			Identify and timely respond to internal and external factors that could potentially cause business disruption.	~	
			Maintain high performance in environmental compliance and alignment with legislative and regulatory frameworks related to the protection of the environment, biodiversity and cultural heritage by integrating new technologies.	✓	
	Value creation	Value creation	Increase the Group's positive socio-economic impact on the Greek economy and employment.	✓	Increase the Group's positive socio-economic impact on the Greek economy and employment



from the CEO

ESG Highlights 2024

Targets and priorities **TERNA ENERGY** Group

Sustainable Development at the Core of Business Strategy

Actions for Environmental Responsibility and the Green Transition

Strengthening

Value creation

Promotion of proper corporate governance

Appendices

ESG 2024

TERNA ENERGY Group

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Targets

and priorities



TERNA ENERGY

A MASDAR COMPANY

For more than two decades, TERNA ENERGY Group has held a leading position as one of the largest Greek groups in the field of Renewable Energy Sources (RES). It possesses the largest and most diversified portfolio of projects in Greece, with activities covering the development, construction, financing, and operation of RES projects.

Message

from the CEO

TERNA ENERGY Group is active in RES projects, from development to energy production, across a range of technologies including the construction and operation of wind farms, hydroelectric projects, pumped storage projects, hybrid stations, and photovoltaic parks. In summary, the Group's portfolio includes the sectors described below:

	In operation (MW)	Under construction of ready to build (MW)	Pipeline (MW)
Wind Energy	1,196.9	0	855.8
Hydroelectric Projects	17.8	-	108.0
Hybrid Projects	-	156.0	-
Solar Energy	8.5	101.0	2,053.8
Biomass	1.0	-	-
Pumped Storage Projects	_	680.0	759.0
Floating Wind	-	-	200.0
Floating PV	-	-	42.0
BESS	-	-	200.0
Capacity (MW)	1,224.2	937.7	4,218.6

ESG Highlights

2024

At the same time, the Group's activities per site level are presented below.

Actions for Environmental

WIND ENERGY



onshore wind farms in Greece and abroad

SOLAR ENERGY



solar plants in Greece

total capacity

HYDROELECTRIC PROJECTS



Hydroelectric Projects in Greece

total capacity



On November 28, 2024, Masdar, a leading clean energy provider based in the United Arab Emirates, acquired 70% of the available shares of TERNA ENERGY Group, becoming the majority shareholder. This strategic acquisition marks a milestone for the Group, strengthening its international presence and confirming Masdar's trust in the Group's ambitious growth plan, which aims to reach a total installed capacity of 6 GW from Renewable Energy Sources (RES) by 2029.

This acquisition constitutes not only a business development but also a clear sign of the growing significance of the Greek RES market on the global energy map. TERNA ENERGY Group, with an energy capacity that reached 1.22 GW in 2024, further enhances its contribution to achieving sustainable development goals by promoting clean energy solutions, strengthening the resilience of energy infrastructure, and positioning Greece as a central hub for green energy in Southeastern Europe. Specifically, in 2024, the Group operated in Greece, Bulgaria, and Poland.

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Below are the key sectors in which TERNA ENERGY Group is active.

2024



TERNA ENERGY

Wind farms

Since 1997, the Group has been constructing, operating, and maintaining wind farms, with installations in Greece, Poland, and Bulgaria. At the same time, the Group has entered into a strategic partnership with Ocean Winds for the joint development of floating offshore wind farms in Greek waters, with a total capacity of 1.5 GW. Additionally, the Group inaugurated the country's largest wind farm complex, with a capacity of 330 MW, in Southern Evia.

Pumped hydropower storage

The Group is a leader in the field of energy storage, making strategic investments in pumped storage projects. The "Pumped Storage System in Amfilochia" is already under construction and represents the largest investment (€650 million) in the energy storage sector in Greece, with an expected annual output reaching 816 GWh.



O Photovoltaic Parks

In the field of photovoltaic projects, TERNA ENERGY Group is actively engaged in the development, construction, and operation of photovoltaic stations across various regions of Greece, leveraging the country's high solar potential. At the same time, the Group is expanding its strategy by promoting innovative solutions, such as the development of photovoltaic parks on land as well as on floating surfaces, enhancing the diversification of its energy portfolio and the sustainable utilization of natural resources.



Hydroelectric Power Station

Hydroelectric energy contributes significantly to increasing the presence of renewable energy sources in the country's energy mix and to reducing Greece's dependence on imported fossil fuels. In this context, the Group has installed and operates two hydroelectric projects with a total capacity of 17.8 MW (Eleousa - 6.6 MW and Dafnozonara - 11.2 MW) and is also working on the development of new projects.



Hybrid projects

In the field of hybrid renewable energy projects, the Group is working on the development of the largest hybrid project in Europe. The Hybrid Station in Amari, Crete, is an innovative green investment of strategic importance, which combines wind energy with pumped storage, with a total installed capacity reaching 153 MW.



Biogas Projects

The Group is also active in the field of electricity generation from biogas, operating a production unit in Adendro, Thessaloniki, which has an installed capacity of 1 MW.

Public-Private Partnerships (PPP projects)

Automated Fare Collection (E-ticket) System

Since 2021, the Group has taken a leading role in the field of Automated Fare Collection (E-ticket) Systems, through the successful implementation and operation of the unified E-Ticket system of OASA. This project serves as a benchmark for the digital modernization of urban transport in Attica, enhancing transparency, efficiency, and the passenger experience.

At the same time, the Group is advancing the digital transformation of Thessaloniki's urban transport through the project "Digital Transformation, Telematics, and Unified E-Ticket System for OSETH". This project is being implemented based on best practices from European transport organizations and aims to create a modern, interoperable, and user-friendly transport system.

Additionally, the Group has undertaken the integration of OASA's E-Ticket system with the central information management system of academic identity of the Ministry of Education and Religious Affairs, which is managed by GRNET S.A. This initiative strengthens interoperability among public entities and promotes the digital inclusion of social groups, such as students, in the transport system.



Waste management

As part of its strategy for the circular economy and sustainable waste management, the Group actively participates in Public-Private Partnership (PPP) projects for integrated waste management in the regions of Epirus and Peloponnese. The Waste Management Unit of Epirus has been in commercial operation since 2019 and is expected to remain operational for a period of 25 years, offering advanced solutions for material and energy recovery, with significant environmental and social benefits for the local community.

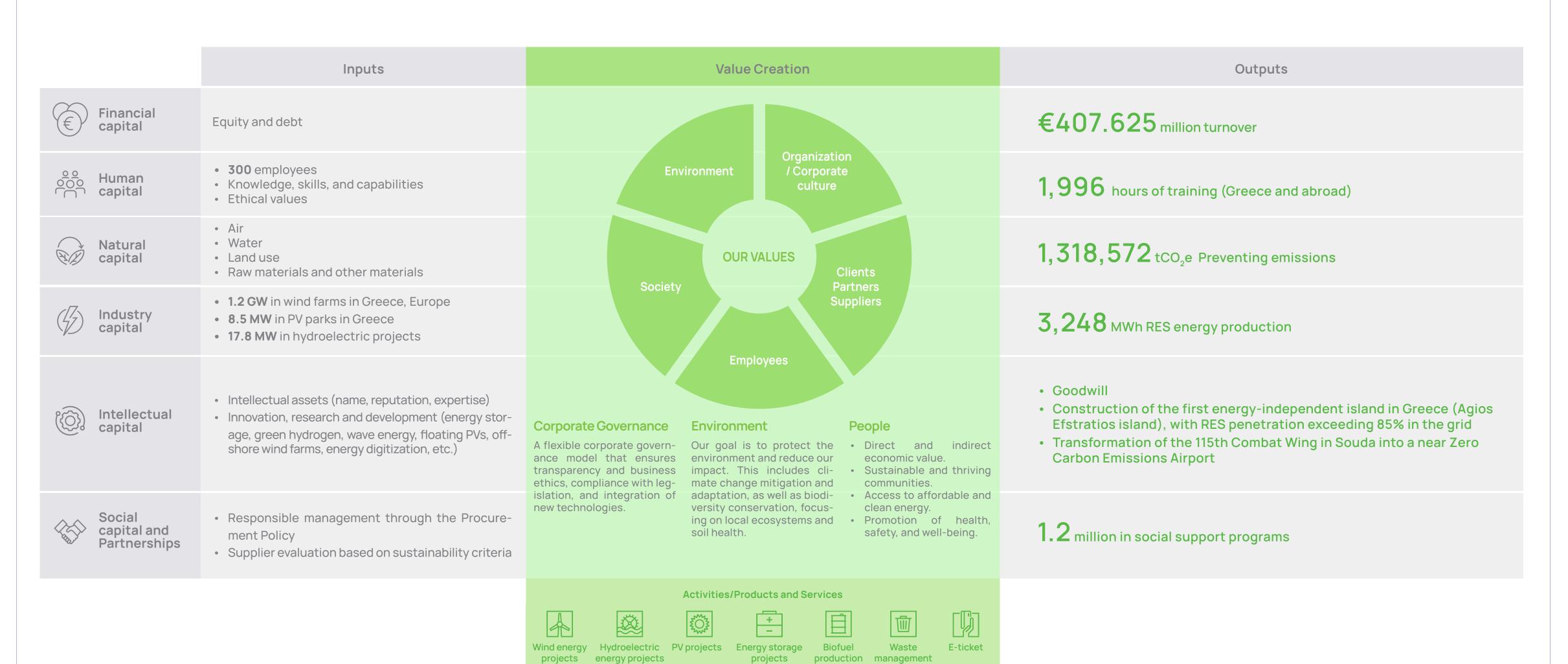
In the Peloponnese, the implementation of the integrated management model began in 2023 with the launch of the Paleochouni Unit in Arcadia and two waste transfer stations (WTS) in Corinthia and Argolida, as well as the management of waste at the facilities in Kallirhoe (Messinia) and Skala (Laconia). These infrastructures strengthen regional self-sufficiency in waste management and contribute significantly to reducing landfill use and greenhouse gas emissions.

At the same time, the Group is expanding its activity in this sector by participating in new tender processes for waste management projects, aiming to further strengthen its presence in a field that is critical for achieving national and European sustainable development goals.

Business model

GRI 2-6 | ATHEX ESG A-G1 | ESRS 2 SBM-1

The business model of TERNA ENERGY Group highlights how the organization creates value and meets the needs of its stakeholders through its business activities. Specifically, the Group invests in technological innovations that ensure the high quality of its services. In this way, its leading position in the sector is maintained, strengthening the Group's business momentum and its ability to respond to market demands.



projects

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Value chain and business relationships

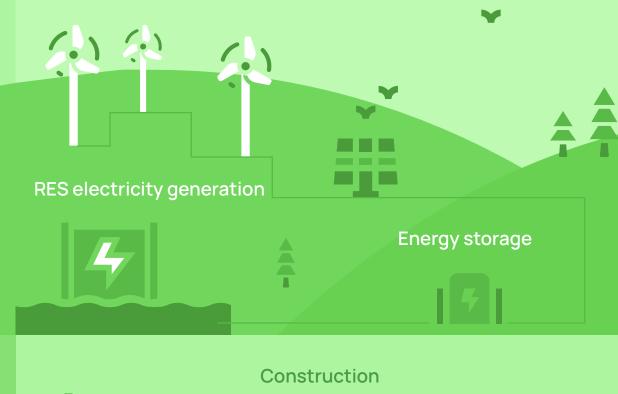
GRI 2-6 | ATHEX ESG A-G1 | ESRS 2 SBM-1

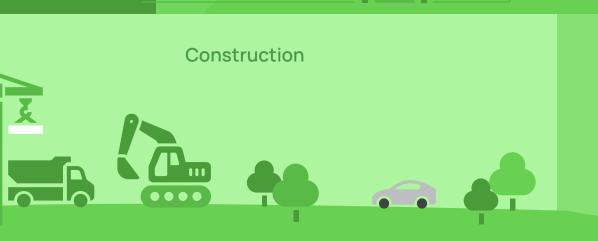
In alignment with the European Sustainability Reporting Standards (ESRS), the Group proceeded with mapping its value chain, aiming to identify and assess its impacts across the full range of its activities. The Group's value chain reflects the full range of its activities and synergies that create added value at every stage of its business model, from design and construction to operation and project management.

The Group's value chain structure is depicted below, including both upstream and downstream components.



Upstream















Automated fare collection system (E-ticket)



Sale of electricity

Advertisement and Marketing

Sale of compost





Group Activities

Downstream



GRI 2-14, 2-22, 2-24 | **ATHEX ESG** C-G4, SS-S10

Sustainability is a fundamental pillar for TERNA ENERGY Group and the way it creates value for all its stakeholders. By leveraging its expertise, the Group promotes the development of renewable energy sources and accelerates the green transition, integrating sustainability into every aspect of its operations. This approach strengthens its commitment to sustainable development and establishes it as a pioneer in the RES sector.

The Group's business strategy is closely aligned with the critical issues and needs identified by stakeholder groups. This strategy guides the implementation of targeted actions related to environmental and social impacts, in accordance with the 17 United Nations Sustainable Development Goals (SDGs).

To promote greater transparency and accountability in ESG matters, an ESG Committee has been established to ensure the integration of sustainability, social responsibility, and governance principles across all Group operations. The Committee aims to enhance oversight of the Group's sustainable development initiatives and holds meetings at least four times per year, or more frequently as needed, to review ESG performance and targets. Additionally, it is responsible for overseeing the identification of the organization's material topics. The ESG Committee is composed of four (4) members, three (3) of whom are Independent Non-Executive Directors of the Group's Board.

Additionally, to enhance transparency and keep stakeholders informed, the Group's ESG performance is published in the annual Sustainable Development Report.

We actively support all 17 United Nations Sustainable Development Goals

SUSTAINABLE GOALS



10 REDUCED INEQUALITIES

 \triangle

∢=>



11 SUSTAINABLE CITIES AND COMMUNITIES



1 RESPONSIBLE

CONSUMPTION

AND PRODUCTION



13 CLIMATE ACTION



















Sustainable Development Policy

GRI 2-14, 2-22, 2-24 | **ATHEX ESG** C-G4, SS-S10

As a tangible affirmation of its commitment to Sustainable Development, the Group has established and implements a Sustainable Development Policy. This policy focuses on areas where the Group has a significant impact on the economy, society, and the environment. Its objective is to enhance the positive effects of the Group's activities and mitigate any negative impacts through the adoption of best practices and the development of strategic partnerships.

Creating long-term value for stakeholders and society is a core objective of TERNA ENERGY Group. Its business strategy is closely aligned with the needs and priorities identified by stakeholders, guiding actions related to environmental and social impacts.

This strategy is aligned with the 17 United Nations Sustainable Development Goals (SDGs) and incorporates ESG (Environmental, Social, Governance) criteria, which are applied across four pillars:

These four pillars form the foundation of the Group's sustainability objectives, which are reviewed and revised as necessary. To effectively implement the Group's sustainability approach, management systems, policies, and procedures are developed and applied, utilizing key performance indicators (KPIs) to monitor and evaluate outcomes. At the same time, targeted programs and action plans are developed or updated annually to support the achievement of sustainability goals and to promote the continuous improvement of the Group's performance in the areas of Environment, Society, and Governance.



Environmental Protection



Promotion of Human Value



Enhancing the social footprint



Shaping a responsible market



Stakeholder engagement

GRI 2-29 | ATHEX ESG C-S1 | ESRS 2 SBM-2

The Group identifies its stakeholders as those individuals or groups that either affect or are affected by its business activities, directly, positively or negatively. Strengthening relationships with stakeholders is a key priority for the Group, which seeks to build trust by understanding and integrating their needs into its business model.

The following table outlines the main stakeholder categories, the communication methods used, and the frequency of these interactions.

3-8	Top management	Regular meetings and updates	Ad hoc
	Employees	Regular meetings and updates Company announcements Internal communication (email, newsletter, intranet) Website Company events Social media Financial Report Sustainable Development Report	Ad hoc Ad hoc Ad hoc On a case-by-case basis On a case-by-case basis Weekly Quarterly Annually
	Suppliers	Email Phone Meetings Financial Report Sustainable Development Report	Ad hoc Ad hoc Ad hoc Quarterly Annually
	Clients	Email Company events Phone Meetings Website Financial Report Sustainable Development Report	On a case-by-case basis On a case-by-case basis Ad hoc Ad hoc Ad hoc Quarterly Annually
	Government Agencies, State & Institutional Bodies	Phone Meetings Email Company events Sustainable Development Report Financial Report	On a case-by-case basis On a case-by-case basis On a case-by-case basis On a case-by-case basis Annually Quarterly

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Stakeholder engagement → Continued

	Local Communities and Authorities	Phone Website Meetings Email Company announcements Company events Sustainable Development Report Financial Report	Ad hoc Ad hoc On a case-by-case basis On a case-by-case basis On a case-by-case basis On a case-by-case basis Annually Quarterly
&€ \$	Investors, Shareholders and Capital providers	Phone Email Meetings Website Company events Social media Financial Report Sustainable Development Report	Ad hoc Ad hoc Ad hoc Ad hoc Ad hoc On a case-by-case basis Weekly Quarterly Annually
	Media	Company publications and articles Conferences and events Surveys and corporate reports Social media Personal communication Website Financial Report Sustainable Development Report	On a case-by-case basis On a case-by-case basis On a case-by-case basis On a case-by-case basis Ad hoc Ad hoc Quarterly Annually
	Non-Governmental – Non-Profit Organizations (NGOs)	Social media Conferences and events Company publications and articles Financial Report Sustainable Development Report Website	On a case-by-case basis On a case-by-case basis On a case-by-case basis Quarterly Annually Ad hoc
	Independent Evaluation and Audit Bodies	Company publications and articles Conferences and events Surveys and corporate reports Financial Report Sustainable Development Report	On a case-by-case basis On a case-by-case basis On a case-by-case basis Quarterly Annually

Double Materiality Assessment

GRI 3-1, 3-2, 3-3 | ATHEX ESG C-G2, C-G3 | ESRS 2 IRO-1, SBM-3

In line with the adoption of the most advanced sustainability standards and the alignment with stakeholder expectations, TERNA ENERGY Group completed its Double Materiality Analysis in 2023, in accordance with the requirements of the European Sustainability Reporting Standards (ESRS).

Through this process, the material impacts, risks, and opportunities related to the Group's activities were assessed, both from the perspective of impact materiality and financial materiality.

Further information is provided in the 2023 Sustainable Development Report.

In 2024, the Group conducted a comprehensive reassessment of its sustainability topics to ensure continued alignment with the evolution of its business activities. This review aimed to re-evaluate the Group's actual and potential impacts on the economy, society, and the environment, as well as to identify emerging risks and opportunities in today's dynamic business landscape.

Through a structured approach and active engagement with both internal and external stakeholders, the most critical sustainability issues for the Group's operations and strategic direction were identified.

The process followed included the following key stages:

- 1. Definition: Review of existing material topics by incorporating three key dimensions:
- The significance of sustainability topics in the Group's business activities and operations
- Utilization of sustainability standards and other ESG rating organizations
- · Analysis of material topics identified by leading companies in the sector to capture best practices, such as in the field of renewable energy
- 2. Identification: This step involves identifying the relevant impacts, risks, and opportunities associated with

the potentially material sustainability issues that have been recognized, taking into account the Group's entire value chain.

3. Prioritization: An analysis was conducted on the scoring results of impacts, risks, and opportunities based on stakeholder engagement, and the prioritization of material topics was finalized according to the final scores.

The ESG Committee was informed of the final outcome of the analysis and proceeded to formally approve the finalized list of Material Topics for 2024.



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Double Materiality Assessment → Continued

The tables below present the material impacts, risks, and opportunities for each material topic, as identified through the updated assessment for the year 2024.

		Material impacts		
stainability lar	Sustainability topics	Impacts description	Positive/ Negative	Actual/ Potential
	Climate change	Adaptation to climate change, through the establishment of targets and the implementation of measures to reduce risks related to the external environment and the climate.	+	Actual
	adaptation	Inability to adapt to climate change, due to failure of taking appropriate measures to prevent and respond to extreme weather events.		Potential
	Climate change	Reducing greenhouse gas emissions through environmentally friendly initiatives, such as through the implementation of energy saving measures.	+	Actual
	mitigation	Increase in greenhouse gas emissions from the Group's activity and no contribution to the achievement of the national emission reduction targets.		Potential
ь.	English	Accelerating the transition to a more efficient and sustainable energy model, through the promotion of Renewable Energy Sources technologies.	+	Actual
	Energy	Negative contribution to addressing climate change due to increased use of non-renewable energy sources, as well as the lack of implementation of energy-saving actions.		Potentia
	Impacts and dependencies on ecosystem services	Protecting biodiversity and restoring ecosystems through planting, reforestation and monitoring programs in projects developed within or adjacent to protected areas.	+	Actual
		Damage and/or loss of biodiversity due to the lack of taking mitigation measures in projects developed within or adjacent to protected areas.		Potentia
	Working conditions I Own workforce	Protection and promotion of physical and mental health through the strengthening of health and safety culture by implementing certified management systems and training programs.	+	Actual
	Equal treatment and opportunities for all I Own workforce	Defending human rights, promoting diversity and ensuring equal opportunities for all, through the implementation of the Human Rights Policy, and a complaints mechanism.	+	Actual
		Increased incidents of human rights violations, lack of initiatives to promote diversity, equality and inclusion, due to inefficient implementation of the Group's relevant policies and failure to cultivate an appropriate culture.		Potentia
C	Working conditions I	A safe working environment for the workforce in the value chain, through a strong and effective health and safety management system in existing and new Group operations.	+	Actual
O	Workers in the value chain	Increased likelihood of exposure to occupational hazards due to improper adherence to health and safety procedures and guidelines by workers in the Group's value chain (e.g. contractors, suppliers).		Potentia
		Promotion of access to green energy through reduced electricity costs for residents of the municipalities where the Group's renewable energy projects are located.	+	Actual
	Access to green energy	Reduced access to green energy due to the absence of infrastructure for storing energy produced from renewable sources.		Potentia
	Corporate Culture	Absence of incidents of corruption through the implementation of a strong and ethical corporate governance model and a system for monitoring compliance with the company's Code of Conduct.	+	Actual
(\dot{j})		Incidents of corruption due to the absence of a strong and ethical corporate governance model and non-compliance with the Code of Conduct.		Potentia
	Value creation	Enhancing economic and social well-being for employees, shareholders and society in general, through the economic value generated by the Group.	(+)	Actual

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Double Materiality Assessment → Continued

The tables below present the material impacts, risks, and opportunities for each material topic, as identified through the updated assessment for the year 2024.

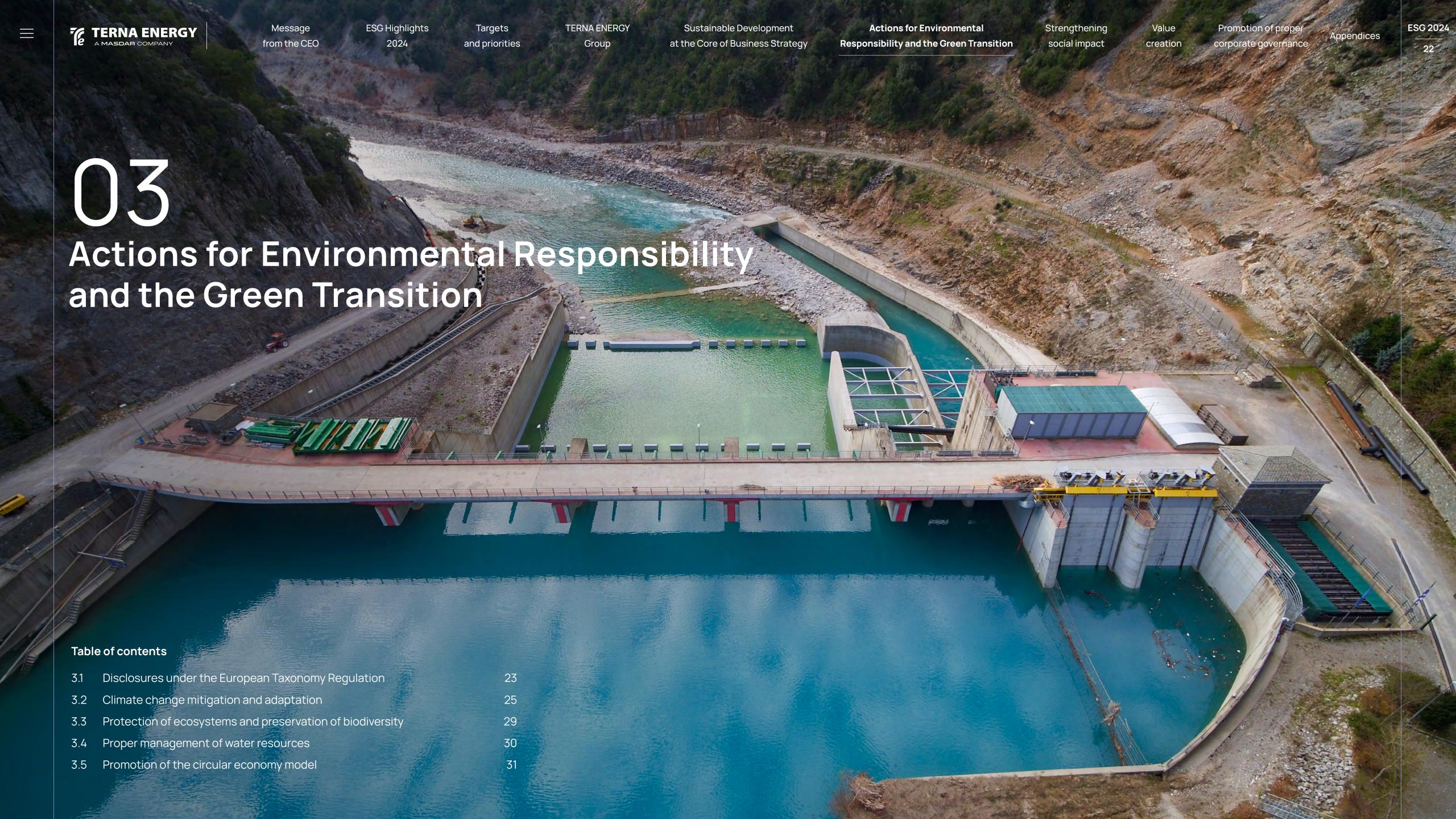
Material risks and opportunities						
Sustainability Pillar	Sustainability topics	ESG risks and opportunities	Classification as Risk or Opportunity	Time horizon		
	Climate change	Increase in extreme weather events (e.g., floods, storms, heatwaves, fires) and changes in climate conditions result in disruptions to the smooth operation of the Group's activities.		Medium-term		
F	adaptation	Provision of incentives by financial institutions for more favorable financing of actions aimed at climate change adaptation.		Medium-term		
	Climate change mitigation	By achieving reduced greenhouse gas emissions, TERNA ENERGY Group benefits from improved ESG performance, meeting the expectations of external stakeholders (investors, banks, etc.).		Medium-term		
	Working conditions I Own workforce	Tightening of inspections by the competent authorities with the imposition of fines due to an inadequate framework on health and safety matters.		Medium-term		
	Access to green energy	The acceleration of the penetration of renewable energy projects into the country's energy mix contributes to the faster implementation of the Group's investment plan.		Medium-term		
		Macroeconomic and sectoral instability factors, e.g., commodity prices, energy crisis, affect the creation of economic value.		Medium-term		
U	Value creation	New financial mechanisms for utilization (Recovery and Resilience Facility - RRF, etc.) favor the implementation of the Group's strategic investments and expansion into new activities.		Medium-term		

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Double Materiality Assessment → Continued

Finally, the double materiality assessment results for the year 2024 are summarized below

	Environment		Society		Governance	Entity-specific topics for TERNA ENERGY Group
ESRS Topics	ESRS E1 Climate change	ESRS E4 Biodiversity and ecosystems	ESRS S1 Own workforce	ESRS S2 Workers in the value chain	ESRS G1 Business conduct	Value creation
	Climate change adaptation	Impacts and dependencies on ecosystem services	Working conditions	Working conditions	Corporate culture	Access to green energy
ESRS Sub-topics	Climate change mitigation		Equal treatment and opportunities for all			
	Energy					



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Disclosures under the European Taxonomy Regulation

ATHEX ESG A-S1

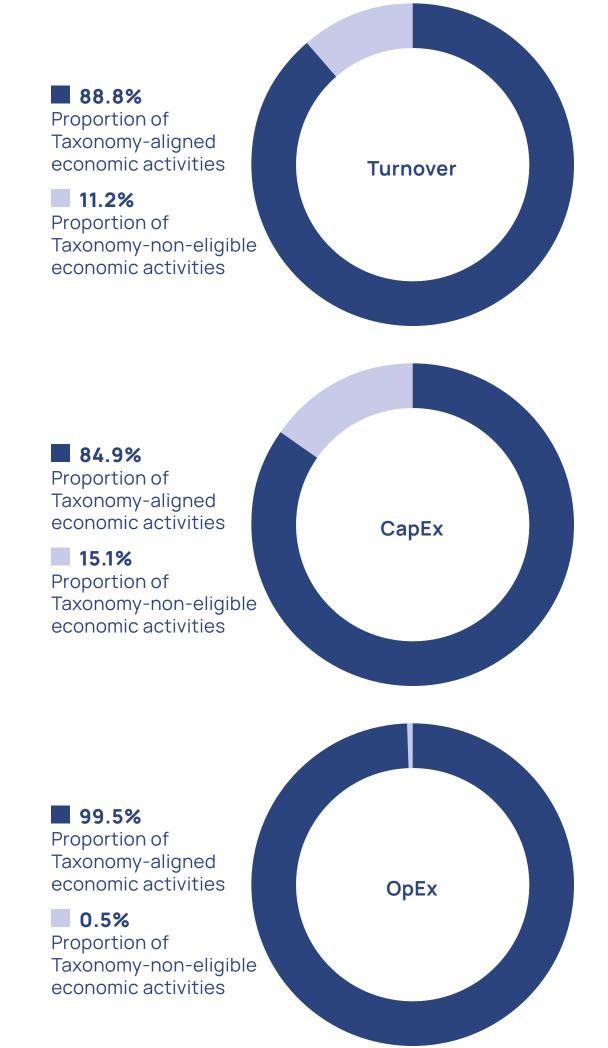
The EU Taxonomy Regulation (EU 2020/852, as amended and in force) constitutes a key tool of the European Union within the broader strategy for sustainable finance. Its objective is to channel investment resources toward projects and activities that align with the EU's environmental objectives. In doing so, it provides reliable information to investors, facilitating decision-making and the allocation of capital to sustainable initiatives.

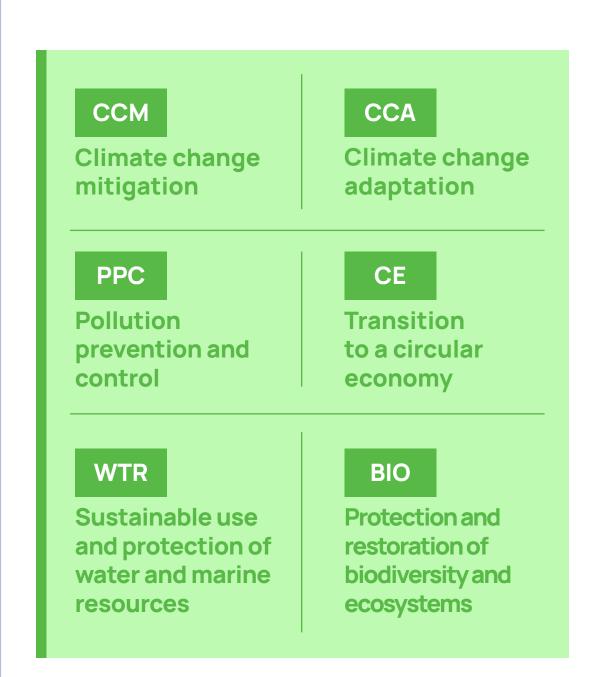
Within the framework of the EU Taxonomy Regulation, the following six environmental objectives are defined, which guide the assessment of investments: The EU Taxonomy is a structured classification framework designed to identify economic activities that qualify as environmentally sustainable. The Regulation sets out specific criteria for designating an activity as "green," based on detailed technical screening criteria, the "Do No Significant Harm" (DNSH), and minimum social safeguards requirements addressing social and governance considerations.

Aiming for full alignment with the EU Taxonomy Regulation, TERNA ENERGY Group assessed both the eligibility and alignment of its economic activities for the financial

year 2024, in accordance with the requirements of the Delegated Acts supplementing the Regulation.

Based on the results of this assessment, the Group's activities contribute significantly to the environmental objective "Climate Change Mitigation". The following table and corresponding chart summarize the results of the eligibility and alignment assessment for the financial year 2024.





FY 2024	Total (TEUR)	Proportion of Taxonomy eligible and non-aligned economic activities (%)	Proportion of Taxonomy-aligned economic activities (%)	Proportion of Taxonomy non- eligible economic activities (%)
Turnover	347,104	0.0%	88.8%	11.2%
Capital expenditure (CapEx)	107,307	0.0%	84.9%	15.1%
Operating expenditure (OpEx)	28,143	0.0%	99.5%	0.5%

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Disclosures under the European Taxonomy Regulation → Continued

Eligible economic activities

In 2024, the Group assessed the total range of its economic activities to identify those that meet the eligibility criteria under the Taxonomy Regulation. An economic activity is considered eligible if it is described in the relevant Delegated Acts of the Climate and Environmental Regulation, regardless of whether it meets the corresponding Technical Screening Criteria (TSC) set out therein. Economic activities that are not included/described in the Delegated Acts of the Regulation are considered non-eligible.

Aligned economic activities

The EU Taxonomy Regulation sets out four key conditions for an economic activity to be considered environmentally sustainable and aligned:

- The activity must contribute substantially to one or more of the six environmental objectives, as outlined in Article 9 of the Regulation, and comply with the Technical Screening Criteria (TSC) that define such contribution.
- The activity must not cause significant harm to the other environmental objectives, in accordance with Article 17, and must meet the TSC that prevent such harm.
- Its implementation must be in line with the minimum social safeguards of Article 18, which include adherence to the OECD and UN guidelines for business and

human rights, as well as the principles of the International Labour Organization (ILO).

For 2024, TERNA ENERGY Group conducted a thorough assessment of its activities to determine compliance with the requirements of the Taxonomy Regulation. The outcome of this assessment demonstrated full alignment of the Group's activities in solar photovoltaic technology (4.1), wind power (4.3), hydropower (4.5), and bioenergy (4.8) with the Technical Screening Criteria (TSC) for the Climate Change Mitigation (CCM) environmental objective. All of the Group's activities contribute significantly to the achievement of climate neutrality. The details of this assessment are presented in the relevant table.

Lastly, for all economic activities identified as eligible under the EU Taxonomy and contributing meaningfully to the climate change mitigation objective (CCM), a thorough assessment was conducted to ensure compliance with the technical screening criteria that safeguard against significant harm to the other environmental objectives outlined in the Regulation. This evaluation was carried out at the project level for each eligible activity. It is worth noting that these specific activities, as well as the related projects/installations of the Group, are located within the European Union.

For more information regarding the EU Taxonomy Report, please refer to the 2024 Annual Financial Report.

The following table presents the Group's economic activities carried out in 2024 that are eligible under the Taxonomy Regulation.

Economic Activity	Description	NACE Code	Number of projects of eligible activity and total capacity	Technical Screening Criteria (TSC) for CCM substantial contribution	Compliance with TSC
4.1 Electricity generation using solar photovoltaic technology	Construction and operation of electricity generation facilities that produce electricity using solar photovoltaic (PV) technology	35.11 42.22	3 projects in operation ~8.5MW 3 projects under construction ~148.9MW	The activity generates electricity using solar PV technology.	~
4.3 Electricity generation from wind power	Construction and operation of electricity generation facilities that produce electricity from wind power	35.11 42.22	74 projects in operation ~1.2GW 1 hybrid project under construction ~89.1MW	The activity generates electricity from wind power.	~
4.5 Electricity generation from hydropower	Construction and operation of electricity generation facilities that produce electricity from hydropower	35.11 42.22	2 projects in operation 17.8MW	The electricity generation facility is a run-of-river plant and does not have an artificial reservoir.	~
4.8 Electricity generation from bioenergy	Construction and operation of electricity generation installations that produce electricity exclusively from biogas	35.11 42.22	1 projects in operation 1MW	The plants have a rated thermal input of < 2MW and use biomass gas fuel from anaerobic digestion of biowaste. A monitoring and emergency plan to minimize any methane leakage is in place and the biogas produced is used directly for electricity generation.	~
4.10 Storage of electricity	Construction and operation of facilities that store electricity and return it at a later time in the form of electricity through pumped hydropower storage	-	Pumped hydropower storage system in Amfilochia 680MW (production) & 730MW (pumped hydropower storage) Hybrid project in Amari, Crete 89.1MW (production) & 72MW (pumped hydropower storage)	The activity is the construction and operation of electricity storage including pumped hydropower storage.	~





Climate change mitigation and adaptation

GRI 3-3, 302-1, 305-1, 305-2, 305-3 | ATHEX ESG C-E1, C-E2, C-E3, A-E1, A-E2, A-E8 | SASB | F-EU-110a.1 | ESRS E1-5, E1-6

The Group operates with a strong commitment to environmental responsibility, acknowledging its essential role in fostering a sustainable future. Environmental awareness is not merely a commitment but an integral part of the Group's corporate culture and strategic vision.

Through the continuous review and enhancement of its business practices, the Group seeks to reduce its environmental footprint and ensure the sustainable management of natural resources.

Environmental and Energy Strategy

Recognizing the urgent need for sustainable development on a global scale, the Group has taken an active role in addressing the challenges posed by climate change. Aligned with the European Union's strategy to achieve climate neutrality by 2050, the Group has developed a structured approach to climate action.

Its action plan focuses both on reducing climate-related impacts and on enhancing the adaptability and resilience of its operations to climate risks. Key initiatives implemented include investments in low-carbon technologies, the promotion of renewable energy use, and improvements in energy efficiency through equipment upgrades, rigorous maintenance, and the adoption of innovative solutions—such as advanced lighting systems and other energy-efficient technologies across its facilities.

At the same time, the Group actively participates in programs that foster innovation and the exchange of best practices in the field of sustainability.

Furthermore, the Group remains firmly committed to reducing its carbon footprint by implementing strategic initiatives aligned with global sustainability objectives,

demonstrating its accountability in advancing climate action. With the objective of reducing greenhouse gas emissions by 2025, the following actions are being implemented:

- · Implementation of a strategy to reduce energy consumption and greenhouse gas emissions across its buildings and facilities.
- Use of 100% green electricity in all Group's facilities in Greece and abroad since 2021, thereby achieving zero indirect greenhouse gas emissions (Scope 2, market-based) associated with all of the Group's facilities.

In 2024, the Group acquired **Guarantees of Origin** amounting to 9,654 MWh.

- Ongoing assessment of climate-related risks and opportunities as part of its Environmental Management System, ensuring alignment with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).
- Acceleration of investment plans in the field of energy storage, aiming to contribute to the maximization of renewable energy penetration and the achievement of Greece's national energy and climate targets.

The Group remains committed to minimizing its environmental footprint through robust compliance monitoring mechanisms and the consistent application of sustainable practices. Specifically, TERNA ENERGY conducts comprehensive internal and external environmental audits on an annual basis, as well as ad hoc when necessary. Internal audits are carried out by the Quality, Health, Safety, and Environment (QHSE) Department, while external audits are performed by accredited Certification Bodies and other competent authorities.

The Group adheres to the standards of ISO 9001:2015, ISO 14001:2015, and ISO 50001:2018, and implements the Eco-Management and Audit Scheme (EMAS) in accordance with European Regulation 1221/2009, as amended by Regulation 1505/2017.

In 2024, there were no financial penalties (fines and/or monetary sanctions) resulting from incidents of non-compliance with environmental legislation and regulations.



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Climate change mitigation and adaptation → Continued

Environmental Training of Employees

The successful implementation of the Group's environmental and energy strategy relies heavily on the continuous information, training, and awareness of its employees. Strengthening environmental consciousness in the workplace, as well as understanding the potential impacts of the Group's activities on the natural environment, are key priorities.

To achieve these goals, the Group's Quality, Environment, Health & Safety and Standards Department has undertaken the design and implementation of annual training programs for employees. These programs emphasize not only the development and enhancement of employee competencies at all levels, but also the cultivation of a culture of environmental responsibility, ensuring that every employee understands the critical importance of sustainable management and respect for the environment.

This training incorporates innovative practices and adapts to evolving needs, continuously enhancing the Group's ability to operate with environmental sensitivity and social responsibility.

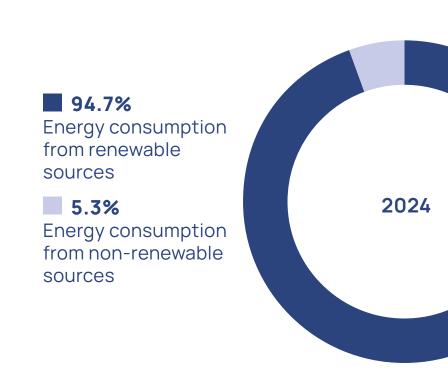
Responsible Energy Management

The Group is firmly committed to responsible energy management and the promotion of sustainable development, recognizing the critical role that energy efficiency plays in reducing its environmental footprint. Thereby, a robust set of practices and actions is implemented targeting the reduction of energy consumption across all its operations.

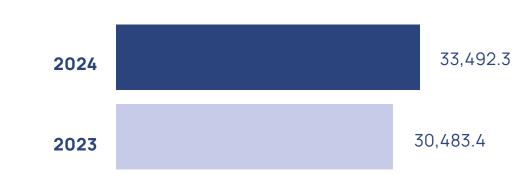
On a monthly basis, the Group monitors and analyzes its energy footprint using specialized tracking tools and performance indicators (KPIs), enabling the early detection of deviations and the implementation of corrective actions. This approach supports continuous improvement and enhances transparency in its energy performance.

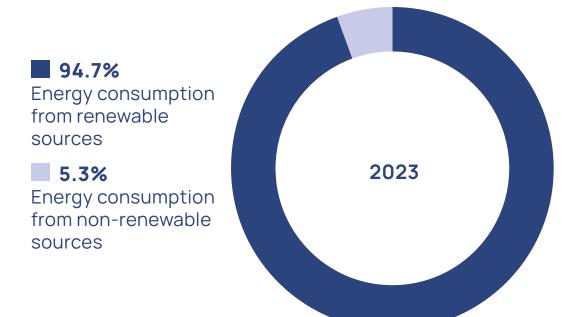
In addition, based on annual consumption data, the Group undertakes targeted initiatives such as replacing energy-intensive equipment with more efficient alternatives, utilizing renewable energy sources where feasible, and raising awareness and training its workforce on energy-saving practices.

Energy consumption within the Group	2024	2023
Total energy consumption within the Group (MWh)	33,492.3	30,483.4
Electricity consumption within the Group (MWh)	9,653.7	7,158.3
Electricity consumption from RES within the Group (MWh)	9,653.7	7,158.3
Percentage of energy consumption from RES within the Group (%)	95	95



Total energy consumption within the Group





In 2024, 305 hours of training on environmental issues were conducted. with 53% of the Group's workforce participating.



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Message

Climate change mitigation and adaptation → Continued

Greenhouse Gas Emissions

TERNA ENERGY

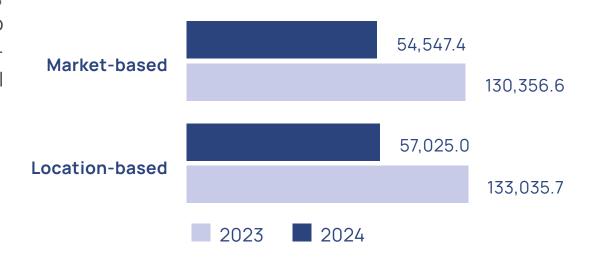
Addressing climate change is a strategic priority for the Group, with a strong focus on reducing greenhouse gas (GHG) emissions across all areas of its operations. As part of its ESG approach, the Group has implemented a comprehensive system for monitoring and managing Scope 1, 2, and 3 emissions, in accordance with the GHG Protocol standards and the requirements of ESRS E1.

The Group's carbon footprint includes Scope 1, Scope 2, and Scope 3 emissions, calculated using both location-based and market-based methodologies, enabling an accurate assessment of its environmental performance. To ensure the validity and reliability of its carbon footprint data, the Group undergoes external verification by an independent accredited body.

This process enhances transparency in environmental performance and reaffirms the Group's commitment to responsible GHG emissions management. At the same time, the Group's active contribution to the global efforts to combat climate change is demonstrated while the credibility of the data disclosed is strengthened to ensure full compliance with European reporting standards.

Category of Greenhouse Gas emissions (t CO ₂ e)	2024	2023
Direct emissions - Scope 1	445.0	381.5
Indirect emissions - Scope 2 (Market -based)	0.0	0.0
Indirect emissions - Scope 2 (location -based)	2,477.6	2,679.1
Indirect emissions - Scope 3	54,102.5	129,975.1
Total emissions (Location-based)	57,025.0	133,035.7
Total emissions (Market-based)	54,547.4	130,356.6







The breakdown of emissions across Scopes 1, 2, and 3 highlights that the vast majority of emissions originated from Scope 3 for both reporting years. The reduction observed in total emissions is primarily attributed to this emissions' category, as the calculation of key subcategories (such as Categories 1 and 2) is based on expenditure, which was significantly lower in 2024.

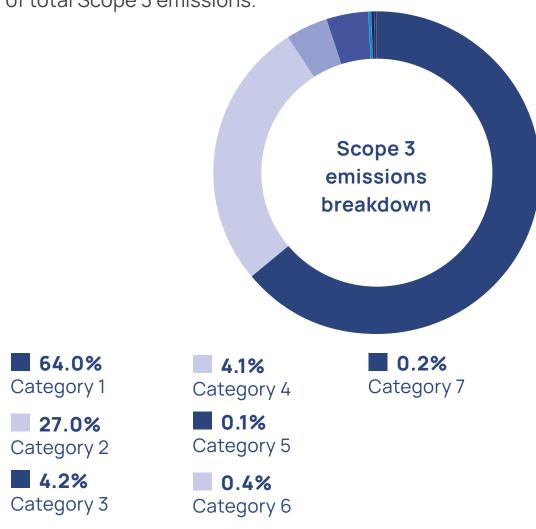
Regarding market-based Scope 2 emissions, the Group obtained Guarantees of Origin for the entirety of its electricity consumption, resulting in zero market-based Scope 2 emissions.



In 2024, more than 60 internal and external inspections were conducted across all Group's facilities to ensure environmental compliance.

The majority of Scope 3 emissions originates from Categories 1 and 2, which are related to the procurement of goods and services, as well as capital goods used in the Group's business activities.

Specifically, Categories 1 and 2 combined account for 91% of total Scope 3 emissions.



The Group, through its production of clean energy which constitutes its core area of activity contributes to the prevention of significant carbon dioxide emissions. In 2024, the Group's renewable energy projects generated 3,248 GWh of green electricity, thereby avoiding the release of 1,318,572 tonnes of CO₂e into the atmosphere.

To support its commitment to optimal Environmental Management, the Group has developed a Unified Management Systems Policy aimed at minimising the environmental footprint of its operations. This includes reducing energy consumption and greenhouse gas emissions from its buildings and facilities, while actively promoting sustainable development.

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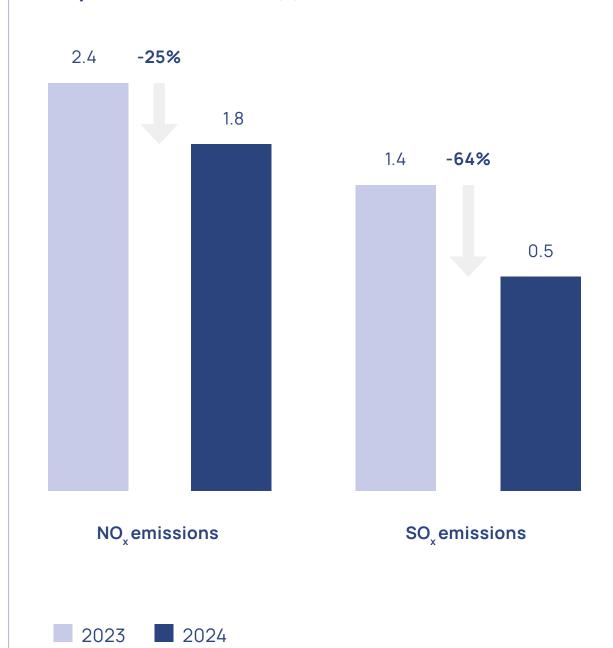
Climate change mitigation and adaptation → Continued

ATHEX ESG SS-E2 | SASB | IF-EU-120a.1

Air pollutant emissions

The Group calculates emissions of nitrogen oxides (NO_x) and sulfur oxides (SO_x) from its activities, with the results concerning the reporting year 2024 to be presented in the chart below. In 2024, a 25% reduction in SO_x emissions and a 64% reduction in SO_{x} emissions was recorded.

Air pollutant emissions (t)





Protection of ecosystems and preservation of biodiversity





Preserving biodiversity is a key focus in TERNA ENERGY Group's approach to environmental matters, reflecting its commitment to safeguarding the resilience of ecosystems that underpin the planet's sustainability. In managing the biodiversity impacts arising from its operations, TER-NA ENERGY Group applies best practices and advanced technologies to minimize negative effects and generate positive outcomes for natural ecosystems located within or near its areas of activity. This is achieved through the implementation of the following measures:

- Thorough site analysis: During the project design phase, we conduct surveys to identify specific requirements or constraints arising from national and European regulations, such as the Habitats Directive (92/43/ EEC), and to determine whether projects are located in protected areas such as Natura 2000 network.
- Environmental Impact Assessments (EIAs): We prepare detailed studies in accordance with international and national legal frameworks to assess the environmental impacts of our projects.
- Environmental Management System (EMS): We implement certified environmental management systems and organize training programs for employees, partners, suppliers, and subcontractors.
- Monitoring and evaluation: We develop monitoring programs to assess the interaction of our facilities with wildlife, going beyond the requirements of Environmental Terms Approval Decisions (ETADs).
- Avifauna protection systems: At wind farms, we implement avifauna protection systems using advanced software and high-definition cameras. These systems have been operational since 2021 in Crete, Evros, and Euboea.

Environmental Project Monitoring Example - Case study

The pumped hydropower storage project in Amfilochia represents a significant energy investment, designed to strengthen the role of renewable energy sources in the region. During the construction phase, environmental management and the protection of local flora and fauna are of paramount importance. As part of the project's development including vegetation clearance and surface soil excavation regular inspections were conducted to ensure compliance with environmental monitoring protocols and the terms of the environmental permit. Additionally, areas surrounding the intervention zones have been surveyed to identify wildlife species, relocating them to safer habitats when necessary.

In 2024, there were no incidents or reports from regulatory authorities, environmental inspectors, NGOs, or the local community regarding violations of environmental terms related to biodiversity protection in the Group's activities.



6 CLEAN WATER AND SANITATION 13 CLIMATE AND SANITATION 14 LIFE BELOW WATER 15 LIFE ON LAND 17 ON LAND 18 ON LAND 19 ON LAND



Proper management of water resources

GRI 303-3, 303-4, 303-5 | **ATHEX ESG** SS-E3, SS-E4 | **SASB** | F-EU-140a.1

The responsible management of water resources is a strategic priority for the Group, as part of its broader environmental policy. This approach is based on the Group's commitment to protecting the natural environment and ensuring fair and sustainable access to water resources for local communities.

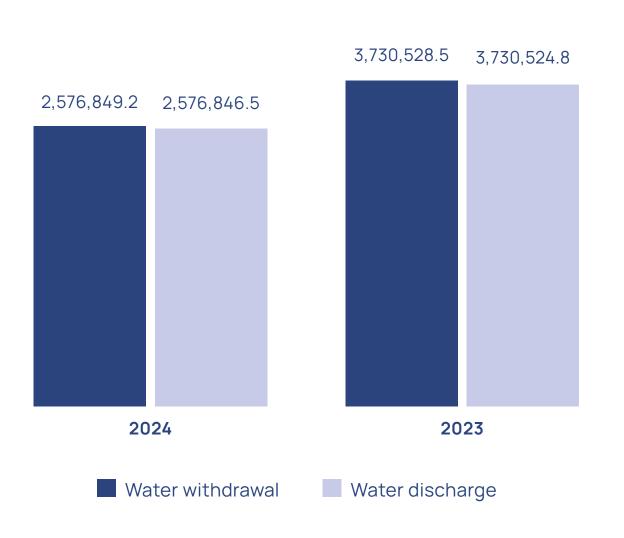
Recognizing water as a valuable and irreplaceable natural resource, the Group implements practices that promote its sustainable use, prevent pollution, and reduce waste. The strategy includes the adoption of strict controls and the use of innovative technologies, such as water reuse systems and advanced irrigation techniques, ensuring full compliance with applicable environmental regulatory requirements.

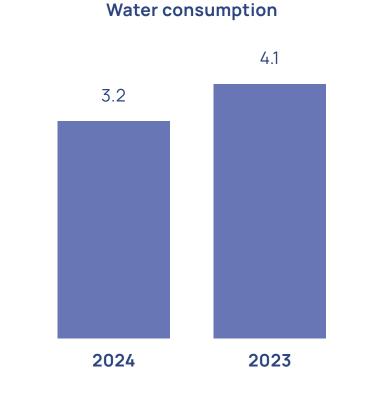
At the same time, the Group collaborates with local communities and academic institutions, enhancing awareness and education on sustainability issues. Through these actions, social responsibility is strengthened, and the preservation of natural resources is reinforced, contributing meaningfully to shaping a sustainable future.

In 2024, for the second consecutive year, the Group was evaluated by the international organization CDP in the "Water Security" category, receiving a score of B (on a scale from D- to A). This performance places it at the "Management level," confirming the effectiveness of its policies and practices in water resource management.

Below are key performance indicators regarding the Group's water management. In 2024, the Group significantly reduced water withdrawal and discharge volumes, demonstrating its commitment to the sustainable use and protection of water resources. These efforts include the integration of advanced technologies and the optimization of production processes to minimize water losses.

Additionally, the Group aims to improve the quality of water discharges through strict monitoring.







2024

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 ACTION 14 LIFE BELOW WATER 15 UFE ON LAND

14 LIFE BELOW WATER 15 UFE ON LAND

Promotion of the circular economy model

GRI 306-1, 306-2, 306-3, 306-4, 306-5 | **ATHEX ESG** A-E3

TERNA ENERGY

Effective waste management is a core pillar of the Group's environmental strategy, encompassing all its operations as well as those of its partners and suppliers, both nationally and internationally. Improper waste maagement poses risks to the environment, public health, and the Group's reputation, potentially leading to sanctions or operational disruptions.

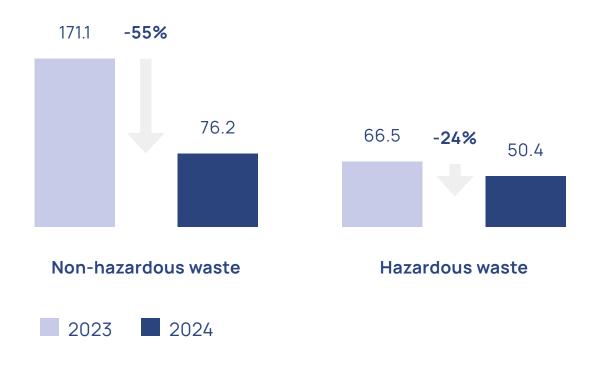
To mitigate such risks, the Group invests in circular economy practices, promoting recycling and material reuse through partnerships with certified entities. At the same time, it implements a certified Environmental Management System based on the ISO 14001 international standard, which includes regular audits and risk assessments to ensure regulatory compliance and support sustainable development.

In 2024, the Group generated a total of 126.6 tonnes of waste, 60% of which was classified as non-hazardous. The Group's waste minimization strategy included intensive recycling and reuse efforts, as well as optimization of production processes to prevent excessive waste generation. By strengthening waste management infrastructure and incorporating more environmentally friendly materials into its operations, the Group is taking a meaningful step toward more sustainable practices.

The total volume of waste generated by the Group's activities in 2024, compared to the previous year by type of management, is presented in the diagrams below.



Waste generated per type (t)

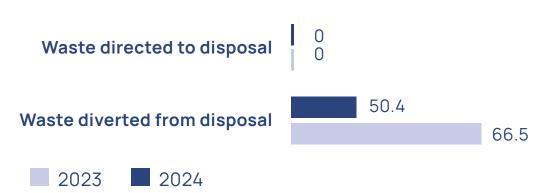


The effective management of hazardous waste is a strategic priority for the Group. Our approach includes regular and thorough inspections to ensure proper monitoring and handling at every stage. At the same time, all necessary measures are implemented to eliminate the risk of environmental contamination. One such measure is the use of certified UN-type barrels, which ensure the safe transport of hazardous waste, as well as the proper collection and storage of lubricating oils.

Through these practices, pollution is prevented while minimizing environmental risks, thereby preserving natural resources and protecting public health. The Group demonstrates a consistent commitment to the sustainable management of hazardous waste, directing 100% of such waste toward recovery in both reporting years. By applying strategic recovery practices, the Group ensures that hazardous waste is reused or recycled in a safe and environmentally responsible manner. This approach underscores the Group's dedication to environmental stewardship and strengthens its contribution to a more sustainable product lifecycle.

The accompanying chart presents the quantities of hazardous waste generated, categorized by treatment type, for the years 2023 and 2024.

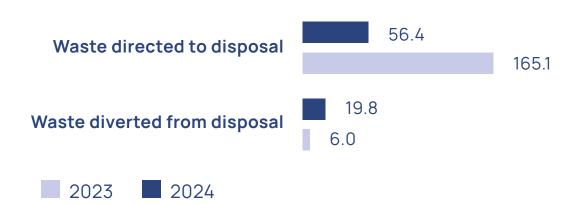
Hazardous waste by management method (t)



Regarding non-hazardous waste, the Group has developed an integrated system across its facilities for the effective sorting and recycling of various materials, including paper, aluminum, glass, plastic, as well as electronic and electrical equipment, light bulbs, and batteries. This process is supported by the use of specialized bins designed to facilitate the safe collection and separation of waste. Disposal and processing of these materials are carried out through strategic partnerships with licensed alternative waste management companies.

The Group continuously strives to reduce the volume of non-hazardous waste and increase recovery rates. In 2024, we achieved a sixfold increase in the recovery rate of non-hazardous waste compared to the previous year, while simultaneously reducing the total volume by 55%.

Non- hazardous waste by management method (t)



The management of effluents generated from the Group's activities is thoroughly monitored and complies with environmental regulations and the conditions of permits issued for various projects. Liquid waste includes municipal sewage, waste from production processes, and waste from lubricants and oils. Its management is designed to protect the environment by minimizing any form of pollution in aquatic ecosystems.



Message from the CEO ESG Highlights 2024

Targets and priorities TERNA ENERGY Group

Sustainable Development at the Core of Business Strategy

Actions for Environmental Responsibility and the Green Transition Strengthening social impact

creation

Promotion of proper corporate governance

Appendices

ESG 2024

04 Strengthening social impact



4.1	Employment at TERNA ENERGY Group
4.2	Occupational Health and Safety
4.3	Employee development and advancement
4.4	Protection of human rights



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The Group recognizes the importance of its human capital in its business success and systematically invests in creating a work environment that promotes Health and Safety, professional development, and employee well-being.

The Group's strategy is founded on respect for human rights, the promotion of diversity, and the provision of equal opportunities. Through structured processes and continuous training, the Group fosters innovation, cultivates a strong corporate culture, and ensures compliance with the principles of responsible business conduct.

Additionally, core figures on the distribution of employees by type of employment and by gender are presented below.2





Distribution of employees by type of employment



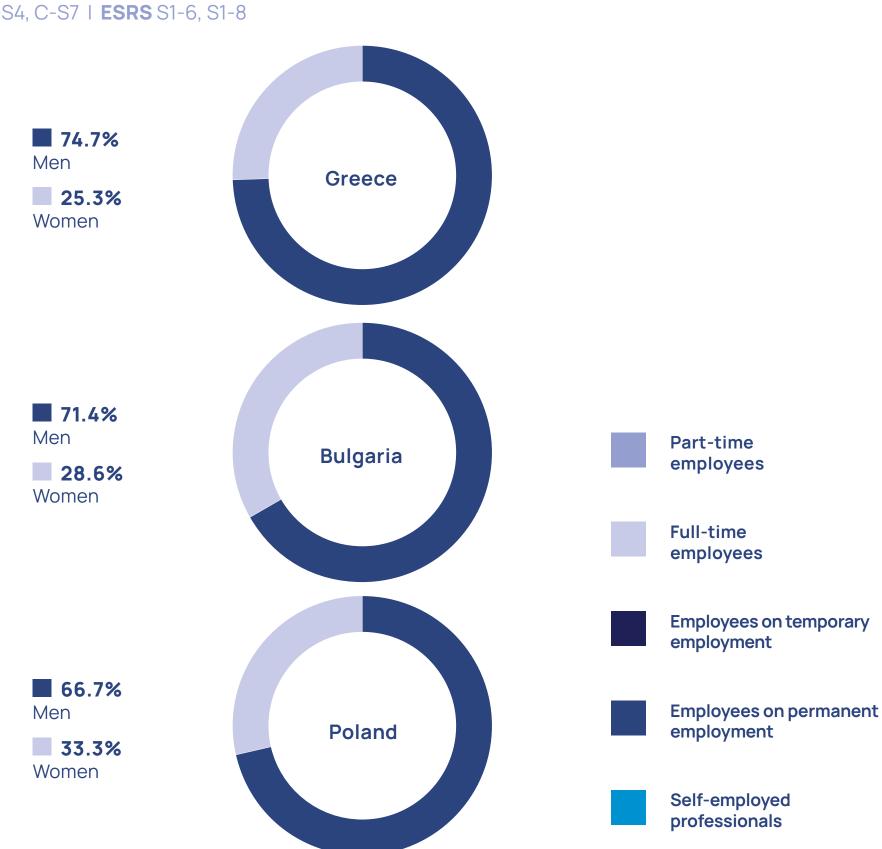
GRI 2-7, 2-8, 2-20, 2-30, 3-3, 401-1b | ATHEX ESG C-S2, C-S3, C-S4, C-S7 | ESRS S1-6, S1-8

The Group's primary goal is the continuous strengthening and development of its human capital, thereby ensuring its ability to maintain a leading position in the energy sector.

Fostering a resilient and strong corporate culture, centered on Health and Safety and respect for employees, is a critical factor in sustaining the Group's growth trajectory and achievements. This culture is a key driver in attracting and retaining talent, creating an environment where every team member contributes meaningfully to the Group's progress. This is achieved through development, active engagement, training, and employee well-being-fundamental pillars that support and empower the workforce.

In 2024, the Group operated in Greece, Bulgaria, and Poland, with a total workforce of 300 employees, and female representation reaching 25.7%.





2024	2023		

Total	Men	Women	Total	Men	Women
7	4	3	8	2	6
293	219	74	445	349	96
3	2	1	19	15	4
174	118	56	443	343	100
123	103	20	132	111	21

Employment at TERNA ENERGY Group → **Continued**

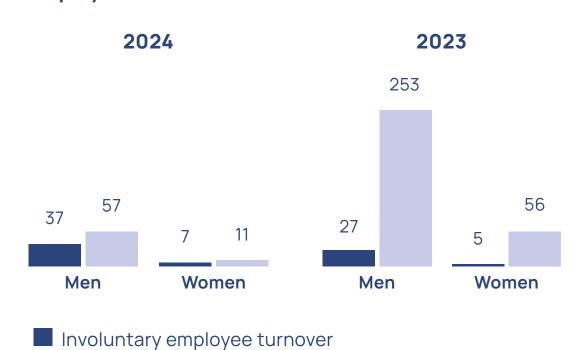
Employee attraction and turnover

The Group's strategic focus is on attracting, developing, and retaining professionals who embody its values and vision. In a constantly evolving and competitive work environment, success is driven by the quality and dedication of its people. To this end, the Group invests in cultivating a dynamic and supportive workplace that nurtures creativity, innovation, and continuous professional growth.

As part of this approach, a Recruitment Policy has been established and is actively implemented. This Policy is grounded in transparency and meritocracy, with selection criteria that are based on educational background, professional experience, and both technical and interpersonal skills. All recruitment processes are conducted in alignment with the principles of equality and non-discrimination, regardless of gender, nationality, language, religion, disability, age, sexual orientation, or any other aspect of diversity. This approach reinforces the Group's commitment to a work environment that promotes inclusion, equal opportunities, and career advancement, contributing meaningfully to the cultivation of a culture of respect, trust, and responsibility.

Employee turnover 2023-2024

Voluntary employee turnover



The Group also records and monitors employee retention indicators. In 2024, a total of 341 employees left the Group, of whom 18% were women. A percentage equal to 91% of turnover was voluntary, while non-voluntary turnover decreased by 27% compared to 2023.

The Group actively supports youth integration into the market by establishing partnerships with leading academic institutions in Greece, including the National Technical University of Athens, the National and Kapodistrian University of Athens, the Athens University of Economics and Business, the University of Piraeus, the Aristotle University of Thessaloniki, and the University of Macedonia. These collaborations strengthen internship programs and provide valuable opportunities for gaining professional experience.

The aim of these partnerships is to facilitate young people's transition into the workforce and enhance their potential for employment within the Group. In 2024, 12 students successfully completed internships with the Group.

Equality, inclusion, and fair treatment of employees

GRI 2-30, 2-23, 2-24, 401-2, 405-1 **ATHEX ESG** C-S2, C-S3, C-S7 **ESRS** S1-8, S1-9, S1-16

The Group recognizes that creating a fair, safe, and supportive work environment is a foundation for sustainable development and operational resilience. Human capital is at the core of the Group's strategy, serving as a key driver of innovation, performance, and long-term success. In this context:

• Employment Contracts: All employment contracts fully comply with the applicable legal and regulatory framework. In Greece, employees are covered by the National General Collective Bargaining Agreement, while the local collective agreements apply to the Group's international activities.

- Rights & Non-Discrimination: The Group enforces a zero-tolerance policy against all forms of discrimination and is committed to promoting equal employment opportunities, regardless of gender, age, nationality, religion, disability, or other characteristics. In 2024, no incidents of discrimination were recorded.
- Remuneration & Benefits Policy: A policy has been established to ensure internal equity and external competitiveness, supporting the attraction and retention of talent. This policy is aligned with the principles of equality and meritocracy.
- Meritocracy & Development: All decisions related to human resources are based on objective and merit-based criteria, such as performance, skills, and professional achievements. At the same time, opportunities for training and development are provided, reinforcing the continuous growth of employees.
- Corporate Culture: The Group fosters a work environment that encourages collaboration, innovation, and respect, strengthening employee trust and engagement.

Enhancing accessibility

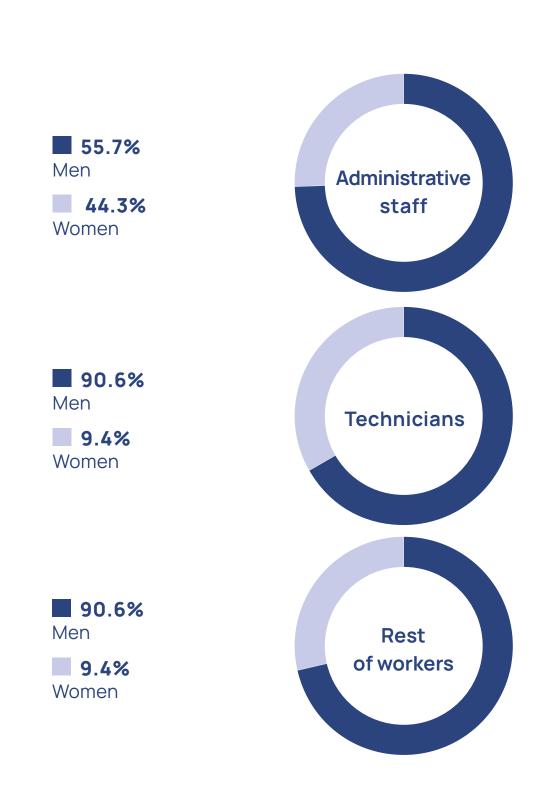
As part of promoting equal access and use of the workplace by all employees, the Group has conducted extensive audits to ensure compliance with the requirements of the ELOT 1439:2013 standard. Guided by this standard, the Group has adopted specific guidelines and recommendations aimed at eliminating exclusion and enhancing accessibility. Through this process, the Group demonstrates its commitment to fostering an inclusive work environment where all employees have equal opportunities to realize their potential, regardless of physical limitations, cultivating a culture of respect and inclusion.





Percentage of women at top management level within the Group





³The employee voluntary turnover rate takes into account the post-acquisition carve-out of TERNA ENERGY Assets and the personnel's integration into the GEK TERNA Group, following the sale of the TERNA Energy Group.

Occupational Health and Safety

GRI 3-3, 403-1, 403-2, 403-3, 403-4, 403-5, 403-7, 403-8, 403-9 | ATHEX ESG SS-S6 | SASB IF-EU-320a,1 | ESRS S1-4, S1-14

The protection of employees' health and safety is a top priority for the Group, reflecting its ongoing commitment to fostering a safe and supportive working environment. Through strategic actions, the Group ensures the well-being of its workforce by adhering to the highest standards and maintaining full compliance with the regulatory framework.

Occupational health and safety management system & additional actions

The implementation of an occupational health and safety management system in accordance with the international standard ISO 45001:2018 is a key initiative of the Group. The Group's objective is to foster a culture of prevention and accountability, ensuring full compliance with national and international regulatory requirements and promoting the continuous improvement of its performance on health and safety aspects.

The Group designs, monitors, and evaluates targeted initiatives aimed at strengthening employee protection, with a focus on:

- Proactively identifying occupational risks
- Implementing comprehensive prevention methods
- · Reducing the likelihood of injuries, occupational illnesses, and other harmful incidents

At the same time, emergency response plans are implemented to ensure business continuity and immediate reaction to unforeseen events, which include:

- Employee training
- Regular preparedness drills
- · Collaboration with specialized crisis management en-

Furthermore, measurements of workplace environmental factors (e.g., noise, airborne particles) are regularly conducted. Training and informational sessions are provided to all employees, suppliers, subcontractors, partners, and visitors, reinforcing awareness and encouraging active engagement in health and safety matters.

Management of Health & Safety risks

The Group acknowledges that full compliance with health and safety procedures begins with the effective identification of related risks. For every accident or incident, immediate and thorough investigations are conducted to assess the causes, and preventive measures are taken to avoid similar events in the future. Special emphasis is placed on the identification and assessment of occupational hazards from the initial phase of each activity, through the execution of Occupational Risk Assessment Studies. These studies ensure that potential risks are addressed proactively and methodically.

Additionally, the Group collaborates with occupational physicians, who are responsible for the regular monitoring of all employees' health and for issuing medical fitness certificates for each employee, in relation to the tasks they perform. At the same time, the presence of Safety Technicians ensures the provision of advisory services regarding employee health and safety, as well as the prevention of workplace accidents.

The Group encourages the active participation of employees and stakeholders in the process of optimizing its health and safety management system. Employees are encouraged to promptly report any hazardous conditions and to propose improvements and corrective actions.

Consultation mechanisms include regular meetings between Management, Safety Officers, facility managers, and employees to identify risks, assess opportunities, and ensure understanding and compliance with legal requirements. Additionally, management system forms are used to record and analyze incidents, while discussions with the Safety Officer during the update of the Occupational Risk Assessment Studies along with training sessions, reinforce safe work practices. Internal communication is also ensured through channels such as correspondence, and further discussions are held during regular site inspections.

Training on H&S issues

The Group offers extensive training programs to both employees and subcontractors, focusing on occupational hazards and their prevention. Training begins at the start of each engagement through dedicated induction training and continues throughout the construction or operation phases of the facilities. These sessions are conducted during working hours to ensure that all participants have the opportunity to be thoroughly informed. Health and safety specialists, such as the Safety Officer or other certified trainers, provide guidance and training on critical issues.

These seminars enhance awareness and understanding, encouraging all participants to adopt safe working practices and contribute to a safer work environment. With this approach, the Group not only ensures compliance with safety standards but also fosters a culture of prevention and safety awareness in the workplace.

In 2024, 875 hours were dedicated to Health & Safety issues



Occupational Health and Safety → Continued

Key areas of Health & Safety training



Occupational Health and Safety System



Requirements of the Occupational Risk Assessment Study



Workplace behavior



Orderliness of premises / Cleanliness / Waste management



Emergency drills



Evacuation exercises



Rescue exercises from wind turbines



Use of Personal Protective Equipment (PPE)



Fire protection



Use of tools and equipment



First Aid (Basic Principles of First Aid)



Work at height



Prevention of heat stress



Measures to deal with the pandemic

Monitoring of Health & Safety indicators

The Group implements a comprehensive system for monitoring key performance indicators related to occupational health and safety, aiming at the continuous improvement of working conditions and the prevention of occupational risks.

Emphasis is placed on universal coverage through the Health & Safety System, which applies to 100% of employees, as well as to all individuals working under the Group's control, regardless of their employment relationship.

On an annual basis, both quantitative and qualitative data are systematically recorded and monitored, such as:

- Number/rate of fatalities as a result of work-related in-
- Number/rate of recordable work-related injuries
- Accident severity rate

This approach enhances transparency, accountability, and the effectiveness of the Group's health and safety policy, contributing to the creation of a safe and sustainable working environment.

The Group's strong commitment to health and safety is clearly demonstrated by the fact that all the aforementioned indicators remained at zero throughout 2024. This outcome reaffirms the effectiveness of the policies and preventive mechanisms that have been implemented.

For further information on Health & Safety performance indicators, please refer to the 2024 ESG Performance Indicators.



Employee development and advancement

GRI 404-1, 404-2 | **ATHEX ESG** C-S5, A-S2 | **ESRS** S1-13

TERNA ENERGY's corporate mindset is shaped by the belief that employees should perceive the workplace as a space for continuous growth and improvement. Therefore, the Group's workforce is systematically supported in its professional and personal development, as its people are the key drivers of its growth and progress.

Training programs for employees

With a strong commitment to human capital development, the Group makes substantial investments in creating learning opportunities that enhance not only employees' technical and professional skills but also their personal growth. Through regular assessment and identification of training needs, targeted development programs are designed to meet the specific requirements of each position, strengthening both performance and adaptability in complex work environments or emergency situations.

The Group's Training Plan Includes the Following Categories of Educational Activities:

- In-house training programs
- Inter-company training programs by third parties
- Conferences / Seminars / Lectures / Exhibitions
- Foreign language courses
- Postgraduate programs

Trainings are delivered either on a scheduled annual basis or on an ad hoc basis and are provided both by supervisors and specialized colleagues. They cover essential and critical areas such as:

- Occupational health and safety
- Environmental compliance
- Personal data protection
- Cybersecurity
- Adherence to and implementation of the Code of Conduct

As part of its ongoing investment in employee development, the Group, for the second consecutive year, offered remote learning opportunities through an e-learning platform that includes a series of important thematic modules.

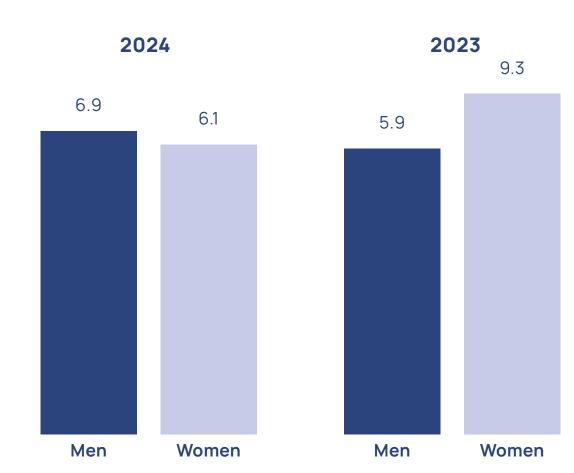
Group

In addition, the Group implements a Training Policy that defines the framework of internal training procedures. Emphasis is placed on the latest developments concerning the Divisions of Internal Audit, Risk Management, Regulatory Compliance, Information Systems, Information Security, and Personal Data Protection. Through these initiatives, the Group ensures that all employees are well-informed and equipped to respond to the challenges of the modern professional and technological environment, promoting excellence and development at every level.

In 2024, the Group recorded 1,996 training hours, with the average training hour per employee amounting to 6.5 hours.

The average training hours by gender for the years 2024 and 2023 is presented below.

Average annual training hours per employee



Employee evaluation process

The Group is committed to continuously supporting the professional development of its employees by implementing an annual performance evaluation system. This system aims not only to highlight each employee's contribution but also to provide guidance for their further advancement. It serves as a tool for recording the Group's overall performance while also offering advisory support and insights to help improve individual performance.

The purpose of this approach is to strengthen employee skills through the achievement of personal goals and fair reward based on evaluation results. Through this practice, the Group promotes excellence and transparency, fostering a work environment where every employee has the opportunity to grow, while simultaneously enhancing the company's overall performance.





Protection of human rights

GRI 2-23, 2-24, 406-1, 408-1, 409-1 | ATHEX ESG C-S6 | ESRS S1-1, S2-1

The Group recognizes that the protection of human rights is a fundamental principle of responsible business conduct and remains particularly vigilant against the risk of violations across its entire value chain. Preventing such incidents is not only a moral obligation but also a critical factor in maintaining business continuity and stakeholder trust.

In this context, TERNA ENERGY grounds its responsible business operations in the absolute respect for human and labor rights, as well as in the active promotion of diversity, equity, and inclusion at all levels of its organizational structure. This approach is embedded in all operational processes and extends throughout the value chain, ensuring that the principles of dignity, non-discrimination, and equal treatment are applied consistently and transparently.

The Group's Human Rights Policy clearly outlines its commitments and is available on the official website for review by all stakeholders. The scope of the Policy extends to all countries where the Group operates, identifying human rights issues based on stakeholder group categories and taking into account international standards, decisions, and guidelines issued by recognized bodies. Furthermore, the Group has adopted a Policy against Violence and Harassment in the workplace, aiming to create a work environment that upholds the dignity of every employee and ensures freedom from violence and harassment. This policy declares the Group's zero tolerance toward such behaviors, taking active measures to prevent and address

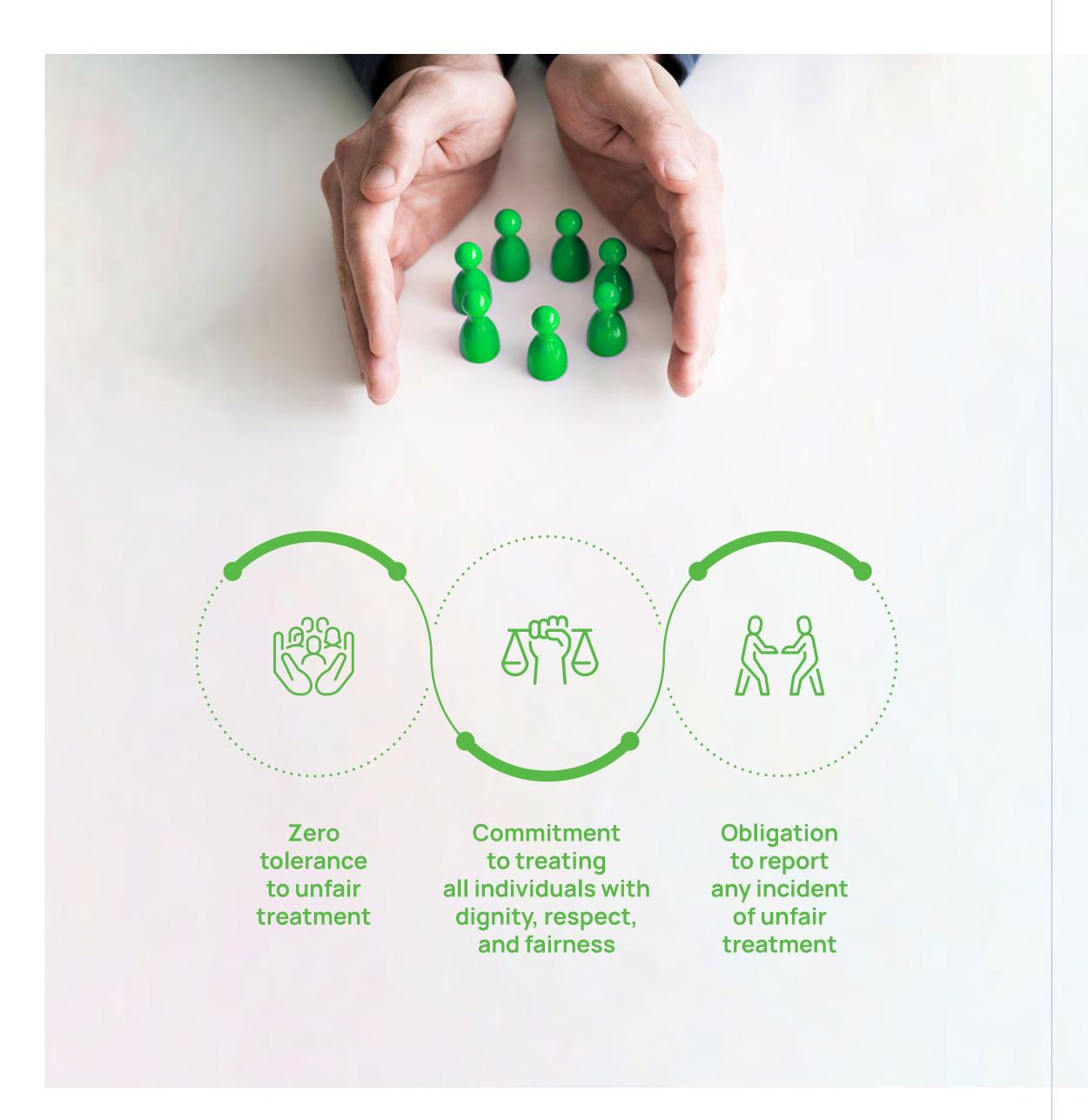
The Group actively encourages employee participation in shaping an ethical, fair, and safe working environment, in which every voice is heard, and every concern is addressed with seriousness and discretion.

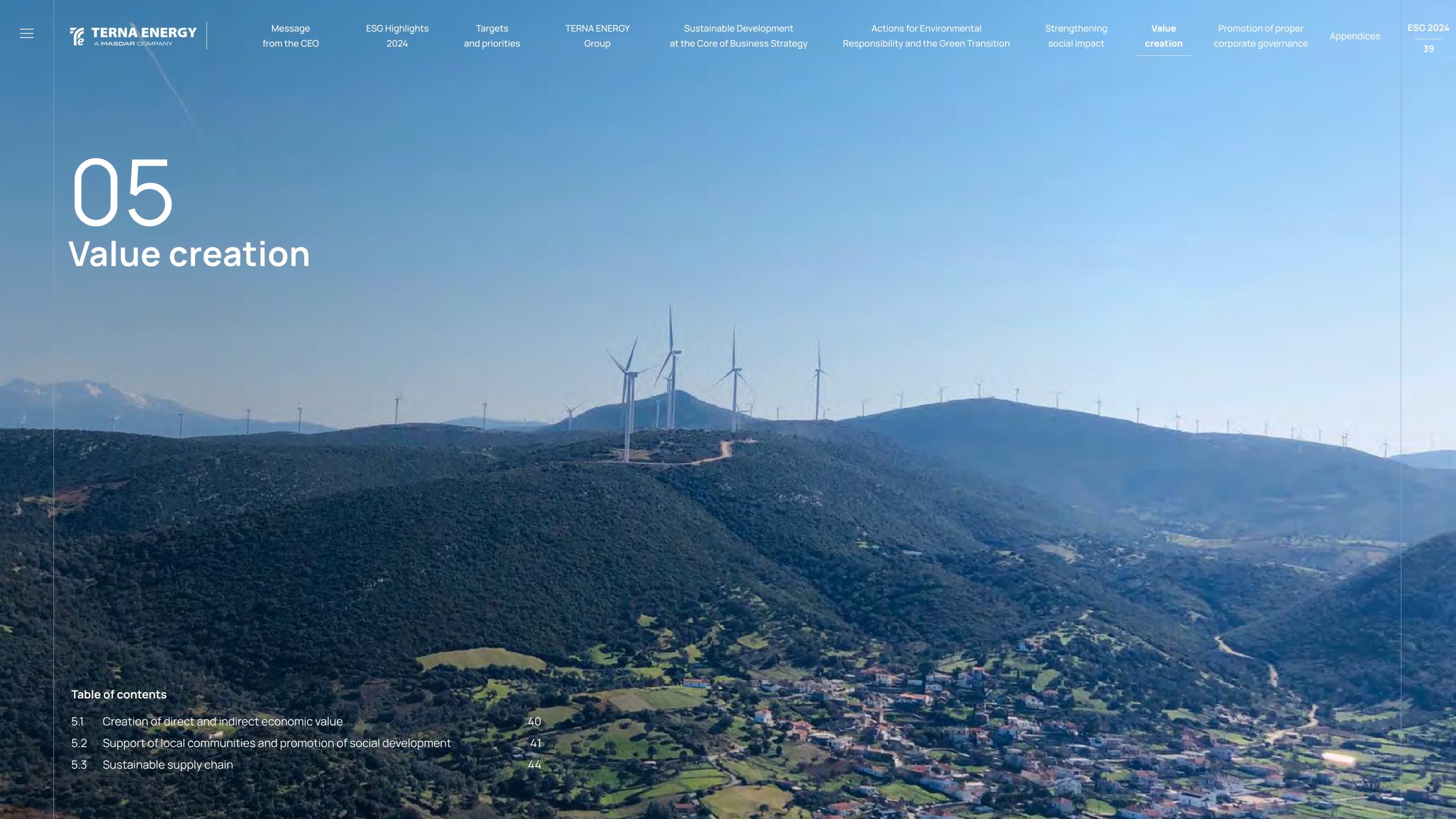
In accordance with the <u>Code of Conduct</u>, all employees have the ability to report, either anonymously or by name, any incident of violation, discrimination, or non-compliance with the Group's principles. To facilitate this process, multiple and accessible communication channels are available, such as:

- The Group's platform https://ternaenergy.integrityline. com/frontpage
- Email to compliance@terna-energy.com
- Sending a letter to "TERNA ENERGY S.A." 85, Mesogeion Ave., Athens 115 26, Greece, for the attention of the «Person Responsible for the Receipt and Followup of Reports» of the Company, with the indication "Confidential"
- Orally after a meeting with the Person Responsible for the Receipt and Follow-up of Reports

In 2024, no incidents of human rights violations were recorded within the Group.

The existence of these mechanisms reinforces a culture of transparency, trust, and accountability, while ensuring that every report is reviewed with objectivity, confidentiality, and without the risk of retaliation.





Creation of direct and indirect economic value



GRI 3-3, 201-1 | **ATHEX ESG** SS-E6

The Group's success is directly linked to the economic and social value it creates and distributes, significantly strengthening its footprint in the market and society. Through targeted investments, responsible business practices, and transparent collaborations with stakeholders, the Group enhances its positive impact on society and the environment. This approach goes beyond compliance with regulatory standards and seeks to create long-term value for all stakeholders, strengthening resilience, innovation, and trust.

Engagement with local communities is a key component of the Group's operations, enabling us not only to understand their needs but also to build relationships of mutual trust and cooperation.

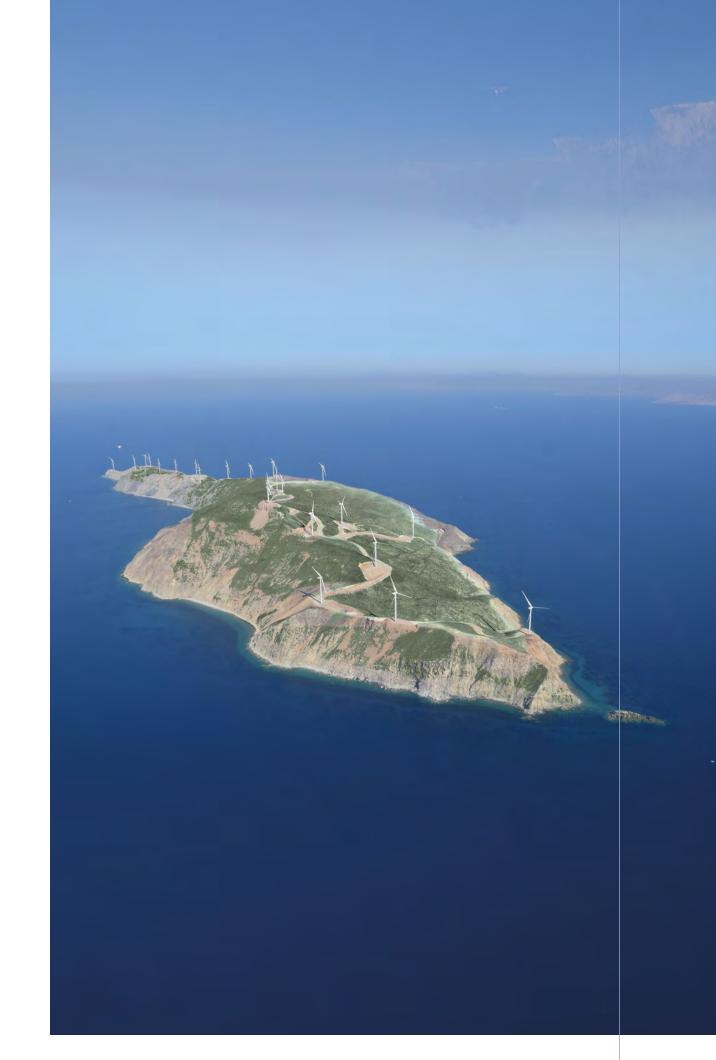
Contribution to energy transition

Renewable energy projects play a pivotal role in reducing the cost of electricity production and in decreasing dependence on imported fuels. In this context, TERNA ENERGY Group prioritizes enhancing access to green energy as a strategic objective and is fully aligned with its investment plan to increase the installed capacity of its portfolio to 6GW by 2029.

The development and operation of renewable energy projects reduce the need for electricity generation from conventional energy sources and the associated greenhouse gas emissions, while also assisting in addressing energy

deficit issues identified in certain regions of the country. TERNA ENERGY Group's activity in developing renewable energy projects also generates additional social benefits, both directly, in the form of contributions, and indirectly, through electricity bill discounts for residents of local communities. At the same time, the compensatory benefits to the municipalities hosting the Group's projects reached approximately €8.34 million, an amount corresponding to 3% of the gross revenues from the operation of the projects.

Direct economic value generated and distributed	Unit	2024	20234
	Direct economic value generated		
Revenues	thousand€	351,022	254,659
	Direct economic value distributed		
Operating costs	thousand €	66,416	21,473
Employee wages and benefits	thousand€	11,625	10,263
Payments to providers of capital	thousand€	117,240	107,351
Payments to the State (Total)	thousand€	25,098	28,468
Greece	thousand €	22,202	27,101
Bulgaria	thousand €	66	91
Cyprus	thousand €	92	106
Poland	thousand €	2,739	1,169
Community investments	thousand €	1,164	4,318
Total	thousand €	221,543	171,873
Economic value retained	thousand €	129,479	82,786



⁴Data referring to 2023 have been updated.

Support of local communities and promotion of social development









GRI 3-3, 203-1, 413-1

TERNA ENERGY Group considers the support of local communities a top priority, recognizing that their empowerment and growth are crucial for achieving a sustainable future. With responsibility and consideration toward social issues, the Group strives to enhance its positive impact on local communities, actively contributing to their progress.

The Group's commitment to local communities is demonstrated through the implementation of a framework of social contribution initiatives, which aim to:

- · Strengthen the operation of social services and collaboration with local authorities
- Improve the quality of life for residents in local areas
- · Promote the education and training of younger generations
- Highlight and protect the cultural heritage of various regions
- Foster environmental awareness among citizens
- · Promote the development of literature, the arts, and athletic activities

During 2024, TERNA ENERGY Group's social contribution through sponsorships, donations, and infrastructure projects in the areas where it operates amounted to €1.2 million.

Indicative actions for 2024

For another consecutive year, TERNA ENERGY Group continued to make meaningful investments by supporting university and school innovation teams participating in global robotics competitions. Notably, the Group provided support to the TUcer team (Technical University of Crete eco racing) and the NROBOGEN school robotics team from Amfilochia.

In parallel, the Group maintained its consistent support for sports clubs in the regions where it operates. These include, among others, the Nautical Clubs of Karystos and Aliveri, the Rethymno Volleyball Team, the sports clubs "Asteras Aliveriou," "Ellopiakos" in Boeotia, the Athletic Club "Iniochos" in Amfissa, EAS Aliveriou, and the Aegean Sports Team in Petries. Additionally, the Group sponsored the global 5x5 SOCCA Champions League held in Rethymno and continued to support alpine skiing champion Giannis Antoniou.

As part of its efforts to enhance the cultural life of local communities, the Group supported initiatives by the municipalities of Hydra, Alexandroupolis, Amfilochia, Dodoni, Pogoni, Sofades, Karystos, Argithea, and Livadia, as well as cultural associations in areas such as Avlaki, Karditsa, Fthiotida, Aetolia-Acarnania, and Kilkis.

The Group also contributed to the improvement of educational infrastructure by covering the cost of studies for the creation of a multipurpose hall at the 1st Primary School of Amarynthos in Evia, the construction of the courtyard at the 2nd Primary School of Neapoli in Agrinio, and the development of a playground in the community of Eleftherochori in the Municipality of Dodoni.

Finally, TERNA ENERGY continued to support the valuable work of volunteer firefighting units, local police departments, forestry services, and the military, reinforcing civil protection and safety in local communi-





During 2024, there were no project cancellations or delays due to social impacts.





social impact

creation

corporate governance

Support of local communities and promotion of social development → Continued

Support for Archaeological Research and **Monument Preservation**

In line with its commitment to protecting and promoting cultural heritage, the Group supports initiatives that foster knowledge, preserve historical memory, and strengthen the connection between local communities and their cultural identity.

In 2024, the Group continued to support the systematic excavation of the Mycenaean acropolis of Gla in Boeotia, contributing to the understanding of its role in shaping the region's prehistoric social organization. It also supported archaeological research at the Gourimadi site in Karystos, Southern Evia, where the Norwegian Institute at Athens is excavating one of the oldest prehistoric settlements in the Aegean (5th-3rd millennium BC).

Following the successful completion of the underwater archaeological research in the marine area of Kasos in 2023, TERNA ENERGY undertook the sponsorship of a three-year research program in the marine area north of Karpathos. Led by the Institute of Historical Research of the National Hellenic Research Foundation and the Ephorate of Underwater Antiquities of the Ministry of Culture, the program utilizes innovative technologies to document archaeological findings in a previously unexplored area.



Additionally, the Group supported the creation of a digital database to record findings on the island of Agios Georgios, following its funding of a significant excavation project. This initiative, in collaboration with the University of West Attica, aims to preserve, scientifically document, and publicly showcase the archaeological material.





At the local level, the Group supported historical awareness and educational activities in the Municipality of Livadeia through the initiative "In the Footsteps of Our Local History." This included a roundtable, and educational workshops designed to highlight the cultural journey of the region and encourage active community participation in preserving its historical identity.

















Sustainable supply chain

GRI 204-1 | **ATHEX ESG** C-S8. SS-S10

TERNA ENERGY

With the aim of maximizing its positive impact, TERNA ENERGY Group systematically evaluates the environmental, social, and economic effects across all stages of its supply chain. In response to modern challenges, it continuously revises supplier management criteria and incorporates new terms of collaboration, placing emphasis on strengthening domestic partnerships. Strengthening relationships with local suppliers is a key priority, as it fosters trust and significantly contributes to the socio-economic development of the areas where the Group operates.

Purchasing policy

TERNA ENERGY Group recognizes its critical role in promoting core principles and values related to corporate culture and business ethics across the supply chain. The dissemination of these principles and best practices is essential for responsible business conduct. In this context, the Group implements its **Purchasing Policy** that defines the values and framework for the professional conduct of its partners in Greece and abroad, while also acknowledging the risks associated with potential violations of international standards.

The Purchasing Policy aims to establish partnerships based on principles such as transparency, integrity, and equal treatment, ensuring a responsible framework of action throughout our supply chain.

The key principles of the policy include:



Respect for human rights



Environmental protection



Promotion of Occupational Health and Safety



Meritocracy and transparency



Prohibition of child and forced labor



Equality and diversity



Confidentiality



Promotion of fair competition



Addressing climate change

Suppliers' evaluation

The supplier evaluation process is a key component of TERNA ENERGY Group's supply chain management, ensuring the procurement of resources and services with a focus on high quality as well as environmental and social responsibility. The Group seeks partners who are fully aligned with its established policies and procedures, applying strict environmental and social compliance criteria. This approach underscores our vision of building a sustainable supply chain that positively impacts both the environment and society.

In addition, supplier selection is based on ESG criteria, ensuring that collaborating suppliers are chosen not only for the superior quality of their services but also for their sustainable and ethical business practices. The evaluation process is repeated annually, allowing the Group to stay informed about its partners' compliance and contributing to the continuous improvement and development of its supply chain. Indicative evaluation criteria, as outlined in the Purchasing Policy, include:

- Certification according to international standards such as ISO 14001 and ISO 50001
- · Implementation of policies and procedures for the protection of the environment and society
- Supply and use of materials and equipment, which apart from their suitability and usability, meet high health and safety standards, are environmentally friendly, and belong to high energy efficiency classes with low energy consumption

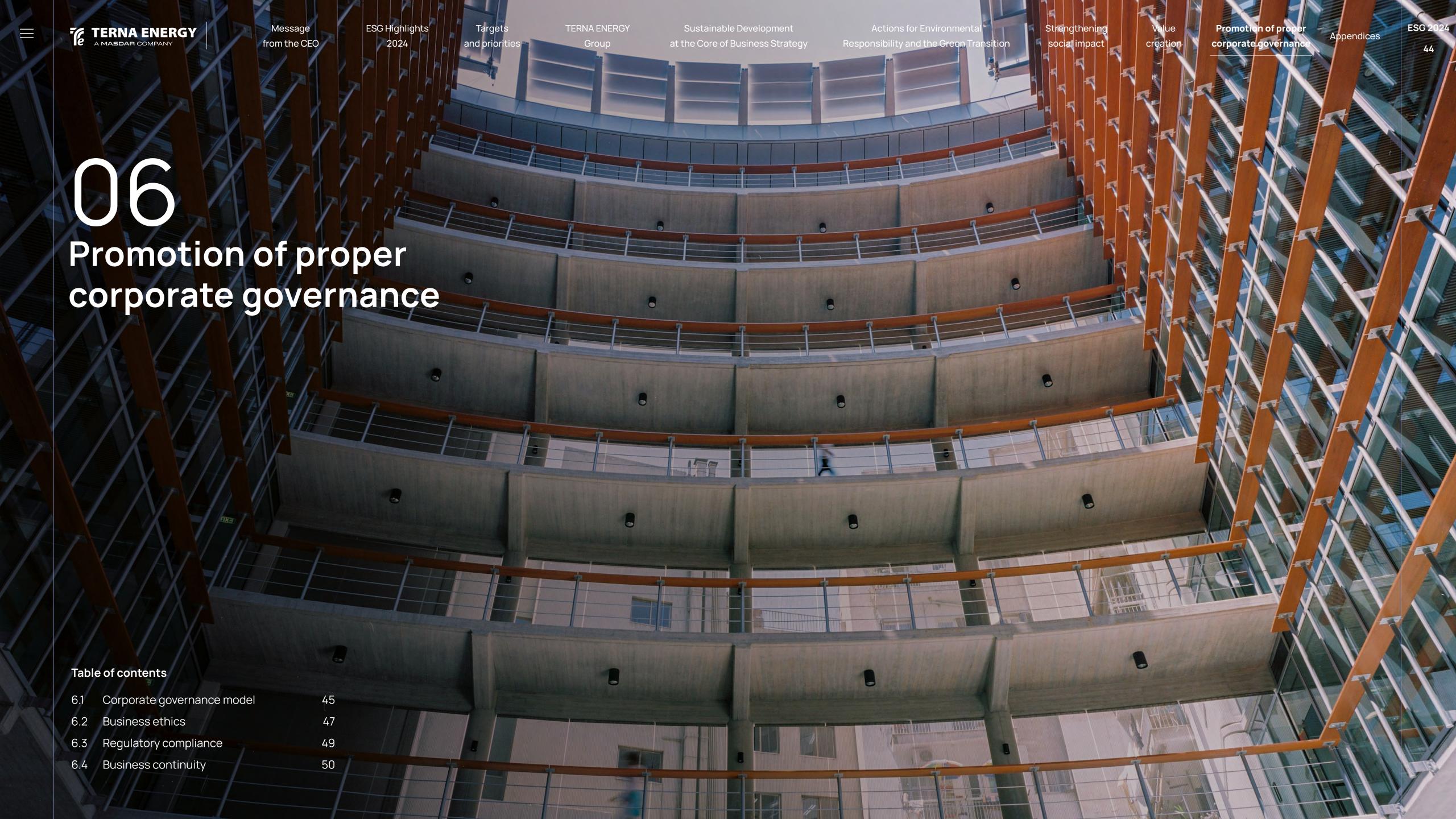
Finally, essential conditions for cooperation with any supplier, subcontractor, or partner include full compliance with the regulatory framework for Health and Safety, proper environmental management, and adherence to the Group's Code of Conduct.

Health and Safety in business relationships

TERNA ENERGY Group, recognizing that health protection concerns not only employees but also stakeholders across the supply chain, ensures that contracts with suppliers and partners include terms mandating compliance with applicable laws and regulations. All of the Group's partners are required to follow its policies, procedures, standards, and management systems. In addition, subcontractor employees must participate in health and safety training sessions organized by the Group, which are specifically tailored to their work activities.

Furthermore, the Group systematically reviews its contracts with partners, taking into account criteria such as the number of trained and specialized personnel, the risks associated with their activities, and compliance with legal requirements. If these criteria are not met, the Group does not hesitate to terminate the collaboration, demonstrating its unwavering commitment to promoting a safe and compliant working environment. Through this strategy, responsibility is reinforced in our approach to health and safety, ensuring that all business operations are conducted with the well-being of workers as a priority.





In 2024, TERNA ENERGY further strengthened its commitment to responsible corporate governance, recognizing that reliability, business ethics, and transparency are fundamental elements of sustainable business development. In an environment of increasing complexity and evolving social and economic conditions, the Group maintains a stable framework of principles that ensures consistency, adaptability, and long-term operational resilience.

The Group's governance strategy is based on the continuous integration of social and environmental responsibility principles into every business decision. Through open communication and transparent information sharing with all stakeholders, trust is reinforced, and a culture of accountability is fostered. At the same time, governance policies aim to create long-term value with respect for society and the environment, fully acknowledging the impacts of business activities.

Corporate governance model

GRI 2-9⁵, 2-10a, 2-11, 2-12, 2-13, 2-17, 2-18, 2-19, 2-20, 405-1a | ATHEX ESG C-G1 | ESRS 2 GOV-1

Corporate governance is a cornerstone of TERNA ENER-GY Group's operations, ensuring transparency, accountability, and consistency in every business decision. The governance system in place is continuously evolving to meet the expectations of society, the market, and regulatory authorities. Through the adoption of the Hellenic Corporate Governance Code (CGC) and its implementation across all operational levels, the Group strengthens compliance with international best practices and fosters a culture of ethics and accountability.

The Group's approach is broad-based, incorporating mechanisms that enhance adaptability to the changing needs of stakeholders. The Internal Rules of Operation (IRO), fully aligned with the applicable legal framework (L. 4706/2020), is applied across all subsidiaries and is supervised by the Board of Directors. Through this structure, the Group ensures the sustainability of its activities, reinforces trust, and creates long-term value for society and the environment.

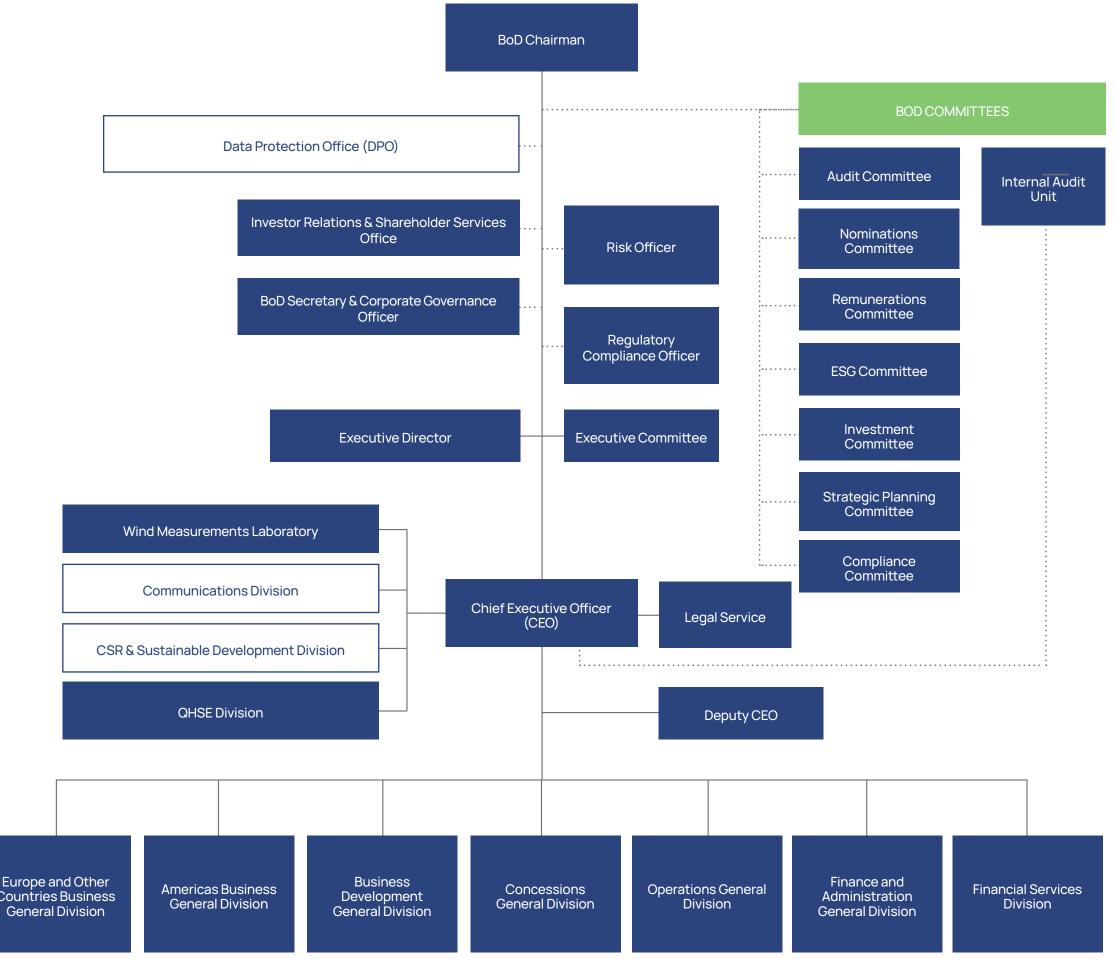
Corporate governance structure

The Board of Directors (BoD) of TERNA ENERGY Group consists of five (5) to eleven (11) members, elected by the General Assembly of shareholders. The tenure of the Board members is five (5) years.

The current Board of Directors was elected by the decision of the Regular General Assembly of the Group's shareholders. The BoD comprises of ten (10) members, of which two (2) executive and eight (8) non-executive. Among the non-executive members, three (3) are independent in accordance with Law 4706/2020 on Corporate Governance. It is noted that women constitute 20% of the Board's composition, with two female members currently serving.

The Board of Directors (BoD) constitutes the highest governing body of TERNA ENERGY Group, playing a pivotal role in shaping the Group's strategy and overall strategic outlook. Its composition is determined through election by the General Assembly of Shareholders, ensuring democratic representation and investor confidence.





2024

ESG 2024

Corporate governance model → Continued

TERNA ENERGY

At the same time, the BoD ensures alignment with the Group's principles and sustainability objectives, while making all critical corporate decisions, excluding those falling under the authority of the General Assembly, thus reinforcing effective and responsible governance.

Further information on the **Group's BoD members is available** on the Group's website.

For the optimal operation of TERNA ENERGY Group, the BoD is supported by a set of Committees with an advisory role, which carry significant weight in the decision-making process.



Audit Committee



Nominations Committee



Remuneration Committee



Strategic Planning Committee



Investment Committee



ESG Committee

Further information on the BoD's Committees is available on the Group's website.

Aiming to strengthen the oversight of the Group's Sustainable Development issues, the ESG Committee convenes at least four (4) times a year or when required, discussing the Group's ESG performance and objectives. The ESG Committee consists of four (4) members, three (3) of which are Independent Non-Executive BoD Members.

Further information on the **ESG Committee and its members is** available on the Group's website.

Suitability Policy for BoD members

Ensuring the effectiveness of the BoD is a strategic priority for the Group, aligned with its broader commitment to responsible corporate governance. The adoption of the Suitability Policy for members of the BoD, in accordance with the provisions of Law 4706/2020, enhances transparency and credibility in governance processes, establishing a framework that supports sustainable development and business continuity.

This Policy aims to form a BoD with the appropriate attributes, capable of supporting the Group's strategic direction over both the medium and long term. The evaluation of members is based on predefined, transparent criteria concerning experience, skills, integrity, and the ability to make a meaningful contribution to the Board's functioning, strengthening accountability and governance effectiveness.

Training Policy for BoD members & Senior Executives

The development and enhancement of the skills of BoD Members and Senior Executives are directly linked to the Group's success and sustainable growth. To ensure competitiveness in an ever-evolving business environment, a training strategy is implemented that is focused on aligning capabilities with emerging market demands.

This strategy covers a broad range of topics, including the organizational structure of the business model, the identification and management of business risks, and financial and regulatory developments at both national and international levels. The training program strengthens the ability of senior executives to respond to the organization's and market's constantly changing needs. It also enhances competencies in areas such as cybersecurity and business continuity, preparing executives to effectively address challenges in a dynamic business landscape.

Performance evaluation process for **Senior Executives**

To ensure the effectiveness and continuous development of the BoD and senior executive leadership, the Group has established a dedicated performance evaluation process. This process ensures the optimal operation of both the Bod and the Group. The evaluation process includes:



CEO evaluation process

The evaluation process of CEOs is conducted on an annual basis and concerns the effective fulfillment of their duties, as defined by applicable legislation, the article of association and the Group's operational regulation, as well as the suitability policy. The evaluation is carried out by BoD members and is chaired by the Independent non-executive Vice-President and the Nominations Committee. The Nominations Committee conducts the evaluation with the support of an external consultant.



Bod members evaluation process

The self-evaluation process of the BoD members is conducted once a year and examines the effective performance of their duties based on specific individual suitability criteria in accordance with the Suitability Policy and obligations arising from applicable legislation in force. Supported by an external consultant, the Nominations Committee conducts the assessment of the BoD members. Additionally, the operation of the BoD's committees, including the ESG Committee, is also evaluated.



Senior executives' evaluation process

The evaluation process of Senior Executives is conducted once a year and examines the effective fulfillment of their duties based on specific quantitative as well as qualitative criteria defined in the Group's Evaluation System.

Remuneration Policy for BoD members

Establishing a fair remuneration framework is a priority for the Group, as part of its commitment to responsible corporate governance. Through the implemented Remuneration Policy, the core principles and conditions under which compensation is granted to BoD members and Senior Executives are defined. This policy is fully aligned with applicable legislation and regulatory requirements, enhancing transparency in the remuneration determination process.

The guiding principles of the Remuneration Policy are presented below:

- Transparency
- Compliance
- Competitiveness
- Group and Shareholder interests
- Meritocracy

The Remuneration Committee is responsible for the formulation of the Remuneration Policy, taking into consideration market trends, the competitive landscape, and the need to retain capable executives in key positions. At the same time, the Committee aims to attract new talent that can strengthen the Group's strategic direction. The Committee collaborates with external consultant to assess compensation levels, conducting market analyses and benchmarking studies to ensure the policy remains aligned with emerging trends.

Further information on remuneration and additional benefits is available in the Remuneration Policy on the Group's website.

Business ethics

GRI 3-3, 2-15, 2-16, 2-23, 2-24, 2-25, 2-26, 205-2, 205-3 | ATHEX ESG C-G5, A-G2, SS-S9, SS-G1 | ESRS S1-17, G1-1

For TERNA ENERGY Group, business integrity and diligent adherence to regulatory frameworks are key priorities within its growth strategy. Recognizing the critical role, the Group plays across its operational ecosystem, from its workforce to partners and regulatory authorities, it continuously invests in strengthening a culture of responsibility that underpins all business activities.

In 2024, the Group reinforced its commitment to integrity and transparency by consistently implementing a certified Anti-Bribery and Anti-Corruption Management System, in accordance with the requirements of the international standard ISO 37001. Additionally, a Regulatory Compliance Management System is in place aligned with the international standard ISO 37301:2021 and certified by an accredited third party.

This approach is embedded within the Group's broader framework of responsible corporate governance, ensuring that every business activity is governed by clear rules of ethics and compliance. Through regular monitoring, evaluation, and updating of relevant policies, the Group strengthens the resilience of its operations and fosters a culture of accountability at all levels of its organizational structure.

Specific policies and procedures are also implemented ensuring the Group's effective operation and providing a defined framework for achieving its objectives:



Code of Conduct (CoC)

The Code of Conduct outlines the Group's core principles, values, corporate culture, business ethics, and voluntary ethical commitments, which collectively shape the operational model applied across all its activities. By establishing a transparent and commonly agreed framework for conduct and operations, applicable to all employees, customers, partners, subcontractors, suppliers, and local community, the Code reinforces the principles of business ethics that govern the Group's operations, cultivating a strong corporate culture.

The Code is implemented across all subsidiaries and in every region and country where the Group operates. It is also taken into account in Partnerships and Joint Ventures in which the Group participates, setting the minimum requirements for managing its people. The provisions of the Code are supported by a broader set of binding policies, procedures, and internal regulations applicable to all relevant stakeholders.

Its alignment with international conventions, recognized standards, and institutionalized rules ensures full harmonization with global best practices. To strengthen its corporate governance framework, the Group undergoes regular audits by accredited bodies, which provide the necessary certifications to confirm compliance with the Code. The Code functions as a comprehensive framework addressing labor and human rights issues.

Our commitment is clear: we maintain the highest ethical standards, continuously strengthening control mechanisms, and promoting a business environment free from practices that undermine trust.

Business ethics → Continued

Reporting Violations of the Code of Ethics and Conduct

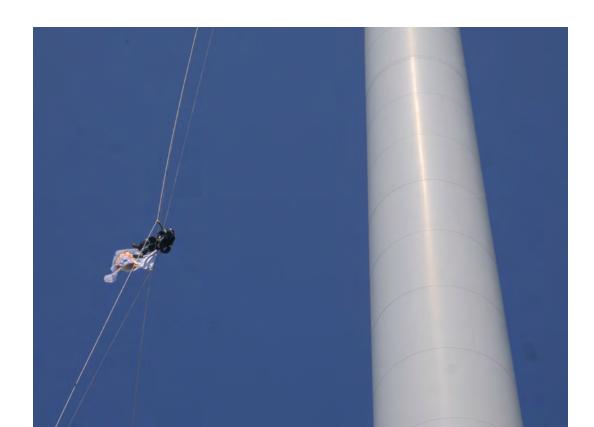
TERNA ENERGY Group places strong emphasis on integrity, transparency, and ethical professional conduct, with zero tolerance for corruption, bribery, or any form of unlawful or unethical behavior, as outlined in its Code of Conduct.

In this context, and in compliance with the requirements of Law 4990/2022, which transposes Directive (EU) 2019/1937 of the European Parliament and Council (EU Whistleblowing Directive), we implement the Whistleblowing Policy. This policy ensures a reliable and confidential framework for submitting reports, reinforcing a culture of transparency and accountability at every level of operation.

Sendinganemailtothefollowingaddresscompliance@ terna-energy.com

Using the online platform https://ternaenergy. integrityline.com/

- Sending a letter to the address TERNA ENERGY S.A. 85, Mesogeion Ave., Athens 115 26, Greece, to the attention of the «Compliance Unit» of the Company, marked as «Confidential»
- Communicating verbally after a consultation with the Compliance Officer.



Ongoing awareness and training

TERNA ENERGY Group continuously strengthens compliance with its Code of Conduct through targeted training initiatives, delivered both in person and via an online platform. Each year, and whenever necessary, the Group conducts a dedicated e-learning program titled:

«Regulatory Compliance, Code of Conduct, Corruption and Bribery Control».

This session is designed to offer:

- · A detailed overview of the requirements of the Anti-Corruption and Anti-Bribery Management System.
- Aclear understanding of concepts related to regulatory compliance and the Code of Conduct (CoC)
- · Realistic case studies and scenarios addressing misconduct, irregularities, or actions falling within the scope of corruption and bribery.

	2024	2023
Number (or percentage) of management executives who have been informed and trained on anticorruption policy/procedures	100%	100%
Number (or percentage) of department directors who have been informed and trained on the anti-corruption policy/procedures	100%	100%
Number (or percentage) of employees who have been informed and trained on anti-corruption policy/procedures	100%	100%

Safeguardingagainst conflicts of interest

Avoiding conflicts of interest is directly linked to transparency, trust, and integrity in our operations. The relevant principles and guidelines are thoroughly outlined in the Group's Code of Conduct.

In addition, a dedicated Conflict of Interest Policy has been developed and implemented, establishing a clear and binding framework for all employees. This policy aims to:

- Identify potential or actual conflict of interest situations between employees and the Group
- Define clear rules for their prevention and management
- Establish specific roles and responsibilities for the implementation of the policy
- Ensure full compliance with the institutional and regulatory framework governing the operations of the Group and its affiliated companies, customers, and suppliers

To achieve the above objectives, the Group implements appropriate preventive measures and commits to the following:

- Raising awareness and conducting trainings to employees and BoD members on the Code of Conduct and applicable Policies and Procedures to safeguard the reputation, prestige and transparency of the Group.
- Establishing control mechanisms and prevention measures to promptly identify and manage conflict of interest issues. These mechanisms aim to ensure that all employees and BoD members act without prejudice regarding the Group's interests.
- Implementing information security mechanisms to protect and properly manage confidential and classified information. Access to this type of information must be given in a controlled manner and only to specific individuals who, following an evaluation process, have been considered eligible to require such information to perform their duties.

 Monitoring transactions through the Internal Audit Unit (IAU). The IAU monitors on a regular basis the transactions of covered persons in financial instruments of the Group, in order to identify potential transactions that are in contradict the Group's interests, and/or incidents of possible abuse of privileged information.

Insights 2024:

No confirmed incidents of corruption, either through reported complaints or through the Group's internal audits as part of its corruption prevention and mitigation approach.

No financial losses due to breaches/ violations of business ethics.

No legal actions related to anticompetitive behavior or violations of antitrust law.

Regulatory compliance

GRI 2-25, 2-27

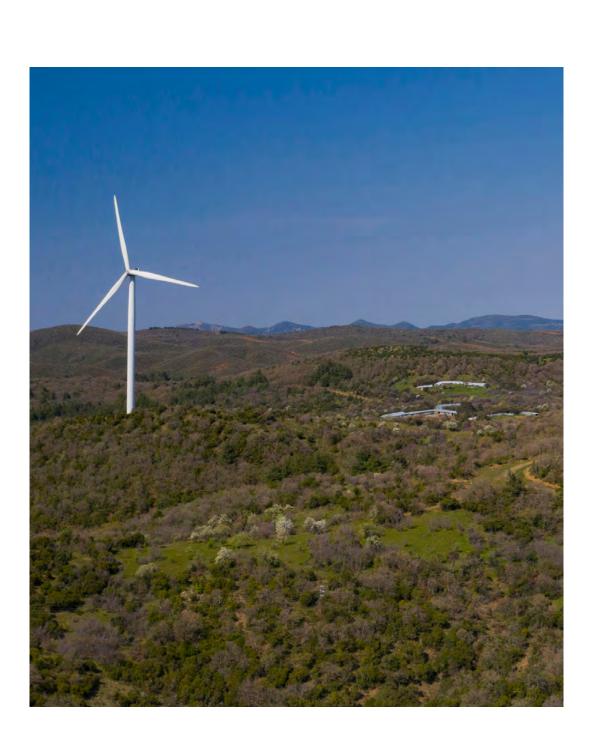
Regulatory compliance and the prevention of corruption and bribery incidents are integral components of the Group's corporate governance framework. These principles form part of the Group's voluntary commitments and guide its operations at all levels.

The Regulatory Compliance, Corruption and Bribery Policy outlines the Group's goals for the effective management of these issues through a comprehensive prevention and control system, which includes:

- Clear definition of principles and rules through the Code of Conduct and relevant Policies.
- Clear allocation of roles and responsibilities through the Internal Regulation of Operation.
- Different levels of approval clearly defined in the Internal Regulation of Operation and in the decisions of the Board of Directors.
- Application of the four-eye principle and double signatures in the Group's procedures.
- · Continuous staff training and awareness.
- Due diligence actions in the selection of partners, suppliers, staff, subcontractors and customers.
- Scheduled and random audits conducted by the Group's Internal Audit Unit.
- Internal audits conducted by the Regulatory Compliance Officer.
- Reporting and Managing Complaints/Reports.
- Independence of the Regulatory Compliance Officer.
- Implementation of procedures for managing conflicts of interest.
- Continuous improvement of Management System efficiency.
- Operation of a mechanism for evaluating incidents of non-compliance with obligations.

- Specific Policies such as:
- Unfair Competition Policy,
- Travel and Travel Expenses Policy,
- Gifts Policy,
- Sponsorship and Donations Policy.

This system enhances transparency across all Group's operations levels and plays a vital role in fostering a culture of integrity, strengthening trust and consistency in every business activity.





Business continuity

GRI 3-3 | **ATHEX ESG** SS-G2, SS-G3 | **SASB** | F-EU-550a.1

Ensuring business continuity is a strategic priority for TERNA ENERGY Group, aligned with its broader commitment to sustainable and responsible operations. Recognizing the need for immediate and effective response to unforeseen events, the Group has adopted a structured approach that enhances its operational resilience and safeguards the stability of its critical activities.

Through its Business Continuity Policy, the Group implements a cohesive framework for prevention, preparedness, and recovery, enabling the rapid restoration of operations to acceptable levels, even during times of crisis. This approach is integrated into the Group's broader ESG planning, reinforcing stakeholder trust and ensuring the long-term sustainability of its business activities.

TERNA ENERGY Group has developed and implements a certified Business Continuity Management System (BCMS), in accordance with the International Standard ISO 22301:2019, ensuring the necessary organizational readiness and resources to address major disruptions or emergency situations.



The Business Continuity Plan:

- Defines clear procedures and protocols for each critical function
- It is actively implemented and overseen on a daily basis by dedicated task forces composed of Group executives and expert collaborators
- Includes specific provisions for remote work
- Accounts for employees with family or other care responsibilities, such as parents of minors and individuals requiring special support
- Establishes consistent operating rules for all facilities in Greece and abroad

Its active implementation and continuous improvement strengthen the Group's operational resilience and supports its broader sustainability and responsibility strateav.

Emergency response plan

The protection of human life and the minimization of impacts from emergency situations are non-negotiable priorities for TERNA ENERGY Group. For every project or facility, both during the construction and operational phases, a detailed emergency response plan is developed, which includes:

- A detailed identification of potential risks
- Definition of the required prevention and response actions
- Documentation of the necessary tools and resources for immediate incident management

Special attention is given to facilities located in remote or hard-to access areas, where additional planning is required to ensure timely emergency response.

Indicatively:

- At the wind farm on Agios Georgios island, a partnership has been established with a private helicopter service, which remains on standby for immediate emergency response due to the island's limited accessibility.
- During the construction of the wind farms in the Kafireas area, the Group deployed a private ambulance on-site, to ensure rapid intervention in case of emergencies.

Through these actions, the Group strengthens the safety framework for employees and partners, while also enhancing the overall resilience and accountability of its projects.



Business continuity → Continued

Emergency drills

TERNA ENERGY
A MASDAR COMPANY

At the same time, TERNA ENERGY Group places strong emphasis on enhancing the preparedness of its employees and partners in the event of emergencies. To this end, regular emergency drills are conducted, simulating realistic scenarios such as:

- Workplace accidents
- Outbreaks of fires
- Earthquakes or other natural disasters

The drills are conducted within the Group's facilities and sites, aiming to familiarize all involved parties with the response plans and to strengthen their ability to respond promptly and in a coordinated manner under real emergency conditions. This approach fosters a culture of prevention and preparedness, while also serving as a mechanism for evaluating the effectiveness of the safety procedures and systems in place. In 2024, a total of 13 emergency drills were carried out.

Through the emergency drill excercises, the Group checks and evaluates:

The adequacy of plans and procedures that should be implemented.

The level of cooperation andresponsiveness of involved Departments, Authorities, other entities and employees.

The need to fill gaps in roles and responsibilities of those involved.

The availability of necessary resources.

Employee training

The Group is committed to continuously raising awareness and empowering its workforce, ensuring that every employee is equipped to identify, prevent, and respond to potential workplace risks. Through targeted training programs, critical prevention and preparedness skills are cultivated, enhancing their ability to recognize, anticipate, and manage hazards in their working environment. These initiatives are grounded in real-life incidents, which are analyzed to extract valuable insights and drive the ongoing improvement of procedures. This approach strengthens technical competence and enhances the Group's ability to prevent or mitigate the recurrence of similar events in the future.

Risk management

Risk identification and management is a fundamental pillar of the Group's operational performance and decision-making process. Ongoing collaboration between management and senior management ensures the timely identification of risks and the prompt implementation of appropriate prevention and mitigation measures.

As part of its commitment to resilience and responsible operations, the Group applies a structured and certified risk assessment process that spans across its ISO Management Systems ISO 9001, 14001, 45001, 50001, 27001, 37001, and 37301. This process includes the identification and analysis of potential risks for each activity and function, documentation of existing controls, and calculation of risk levels based on severity and likelihood.

This proactive approach promotes transparency and effective risk mitigation, while safeguarding business continuity and operational stability even under challenging conditions. The implementation of this process is an integral part of the Group's sustainability strategy and reinforces stakeholder trust.

Personal Data Policy

GRI 418-1 | **ATHEX ESG** C-G6, SS-S5

Effective information management and the protection of personal data are strategic priorities for the Group, reinforcing compliance with regulatory requirements and strengthening stakeholder trust. This commitment is embedded in the Group's Code of Conduct and is integrated across all operations and partnerships. To uphold high security standards, the Group has developed and certified an Information Security Management System (ISMS) in accordance with ISO/IEC 27001:2013, with the transition to the updated ISO/IEC 27001:2022 version currently in progress.

At the same time, the Personal Data Policy is consistently enforced under the supervision of the Information Security Management System Officer and the Chief Information Security Officer (CISO), in collaboration with the Personal Data Protection Unit and the Data Protection Officer (DPO). Through appropriate organizational and technical measures, the Group ensures compliance with European and national standards, while also enhancing its readiness to prevent and manage data breach incidents, safeguarding the integrity, confidentiality, and availability of information.

Further information on the Personal Data Policy is available on the Group's website.

In 2024, no complaints were recorded regarding violations of customer privacy or data loss. Additionally, there were no reported incidents of identified data leaks, theft, or loss involving customer information.





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About this report

GRI 2-2, 2-3, 2-4, 2-5 | ATHEX ESG A-G5 | ESRS 2 BP-1

This Report constitutes the 10th Sustainability Report of TERNA ENERGY Group. The Group publishes its financial statements for the same reporting period along with interim semi-annual financial statements.

The Report refers to the full range of the Group's business activities related to sustainable development and corporate responsibility, reaffirming our commitment to continuous progress and value creation for all stakeholders.

The purpose of the Report is to provide accurate and consistent information regarding the actions, performance, and commitments of TERNA ENERGY Group on environmental, social, and governance (ESG) issues covering the period from 01/01/2024 to 31/12/2024.

TERNA ENERGY Group is responsible for the assessment, collection, and completeness of all data included in this report.

Scope and range

The data of the Report refers to TERNA ENERGY Group and more specifically its offices, facilities and subsidiaries in Greece, Bulgaria, and Poland. No material restatements or changes have been made compared to the previous report published in 2024, which covered the period 01/01/2023 to 31/12/2023.

Content definition

This report has been prepared "In Accordance with" the GRI Universal Standards (GRI 1, GRI 2, GRI 3) and relevant GRI Topic Standards, aiming to meet the needs and expectations of stakeholders and to showcase the Group's contribution to sustainable development.

In defining the content, internationally recognized reporting frameworks were considered, including the Sustainability Accounting Standards Board (SASB Standards) and the Athens Stock Exchange ESG Reporting Guide (ATHEX ESG). The chapters of the report are also aligned with the 17 United Nations Sustainable Development Goals (SDGs). The analysis of material sustainability topics, based on the Double Materiality approach, played a key role in shaping the content of this report. It focuses on the most significant issues for the Group's stakeholders and those with substantial environmental, social, and economic impact.

For the 2024 Sustainability Report, the Group has proceeded with external assurance of its carbon footprint indicators. The external assurance does not extend to cover all indicators included in this Report.

TERNA ENERGY Group values every reader's feedback on the content of this Report, as it contributes to meaningful dialogue and continuous improvement. For this purpose, you are invited to share your comments and/or questions using the contact details provided below:

CONTACT PERSON FOR THE **SUSTAINABILITY REPORT**

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COORDINATORS

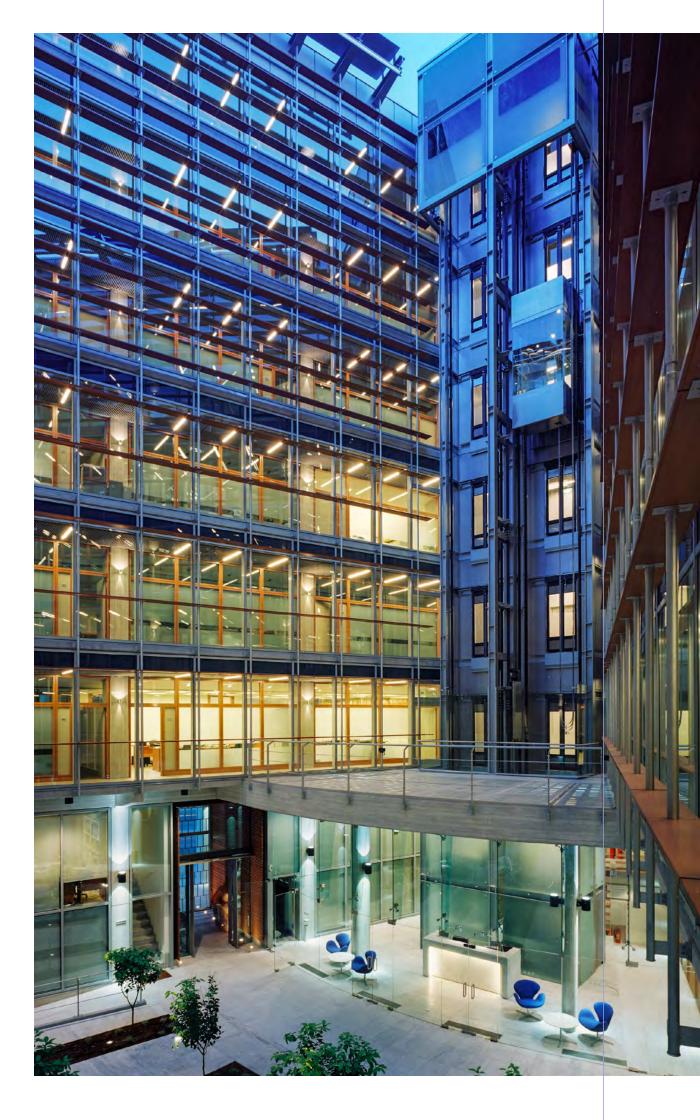
Division of Corporate Social Responsibility and Sustainable Development

DIVISIONS / DEPARTMENTS

- Quality, Health & Safety, Environment and Standards
- Human Resources
- Financial Department

ART DIRECTOR

George Charitos



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Participation in associations and industry bodies

GRI 2-28

The Group actively participates in national and international bodies, organizations, and associations. Through dialogue and knowledge exchange, it expands its network of partnerships and promotes responsible entrepreneurship. Specifically, the Group is a member of and collaborates with the following organizations:



ΕΛΑΗΝΙΚΟΣ ΣΥΝΛΕΣΜΟΣ

ΑΠΟ ΑΝΑΝΕΩΣΙΜΕΣ ΠΗΓΕΣ ΕΝΕΡΓΕΙΑΣ

Memberships

























- Hellenic Federation of Enterprises
- Greek Association of RES electricity producers
- European Renewable Energies Federation
- HWEA Hellenic Wind Energy Association
- Wind Europe
- AITCG Association of Industries of Thessaly & Central Greece
- Institute of Energy for South-East Europe
- International Hydropower Association
- Eurelectric
- PASEPPE Hellenic Association of Environmental Protection Companies
- Global Wind Energy Council
- HSWMA Hellenic Solid Waste Management Association
- Hellenic Small Hydro Association

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STATEMENT OF USE: TERNA ENERGY has reported in accordance with the GRI Standard for the period 01/01/2024 - 31/12/2024

GR1 USED: GRI 1: FOUNDATION 2021

APPLICABLE GRI SECTOR STANDARDS: N/A

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Topic	Code	Metric	Section/Reference	Page
Core Metrics				
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	Climate change mitigation and adaptation (Greenhouse gas emissions)	27
Air Quality	IF-EU-120a.1	Air emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx,	Climate change mitigation and adaptation (Air pollutants)	28
Water Management	IF-EU-140a.1	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extreme- ly High Baseline Water Stress	Proper management of water resources	30
Workforce Health & Safety	IF-EU-320a.1	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR)	Occupational Health and Safety	35-36
Grid Resiliency	IF-EU-550a.1	Number of incidents of non-compliance with physical or cybersecurity standards or regulations	Business continuity	50-51







