



Environmental, Social, and Governance (ESG) Policy

FARIA Renewables S.A.

1. Vision & Commitment

At FARIA Renewables S.A., we don't just participate in the renewable energy transition — we lead it. Our vision is to set new global benchmarks for sustainable business practices by embedding innovation, equity, and climate resilience into every facet of our operations. We are committed to generating measurable positive impacts on the environment, society, and governance standards, driving systemic change across the energy sector and beyond.

Guided by the United Nations Sustainable Development Goals (SDGs), the Science Based Targets initiative (SBTi), the Global Reporting Initiative (GRI), and the Task Force on Climate-Related Financial Disclosures (TCFD), we continuously strive to be a catalyst for a just and thriving green future.

2. Environmental Stewardship

Protecting our planet is non-negotiable. FARIA Renewables commits to:

- **Science-Based Carbon Targets:** Achieve net-zero greenhouse gas emissions (Scope 1, 2, and 3) by 2040, with interim targets of 50% reduction by 2030 verified by the SBTi.
- **Renewable Energy Expansion:** Lead in deploying wind, solar, and energy storage technologies that accelerate the global clean energy transition.
- **Energy Efficiency & Digital Innovation:** Utilize cutting-edge AI, IoT, and data analytics for predictive maintenance, smart grid integration, and maximizing energy output while minimizing losses.
- **Circular Economy Leadership:** Embed circularity at every stage — from design for disassembly to reuse and recycling of materials, aiming for zero operational waste by 2030.
- **Water Stewardship & Biodiversity Protection:** Implement water-saving technologies and promote biodiversity through comprehensive impact assessments, habitat restoration, and conservation partnerships.
- **Climate Adaptation & Resilience:** Integrate climate risk modeling and business continuity planning to safeguard assets, communities, and supply chains against evolving climate impacts.



3. People & Communities

We believe that true sustainability thrives on empowered people and resilient communities. Our commitments include:

- **Diversity, Equity & Inclusion (DEI):** Cultivate a workforce and leadership that mirror the rich diversity of our society, supported by inclusive policies, employee resource groups, and zero tolerance for discrimination.
- **Talent Development & Wellbeing:** Invest in continuous learning, leadership coaching, mental health programs, and flexible working models that promote work-life harmony.
- **Fair Labor & Ethical Supply Chains:** Ensure living wages, respect labor rights, and partner exclusively with suppliers who meet rigorous ethical and social standards.
- **Community Partnership & Social Impact:** Drive local empowerment through education initiatives, renewable energy access projects, and collaboration with NGOs targeting vulnerable populations.
- **Human Rights Commitment:** Uphold and advance international human rights standards across all operations with transparent due diligence and remediation mechanisms.

4. Governance & Ethical Leadership

Robust governance underpins all we do. We commit to:

- **Board Diversity & Accountability:** Ensure diverse representation at the Board and executive levels with dedicated ESG oversight and transparent accountability mechanisms.
- **ESG-Linked Incentives:** Align executive compensation with measurable ESG performance targets to drive commitment and results.
- **Ethical Business Practices:** Enforce zero tolerance policies on corruption, bribery, and conflicts of interest, supported by strong whistleblower protections.
- **Data Privacy & Cybersecurity:** Protect stakeholder data with industry-leading cybersecurity frameworks and continuous risk assessments.
- **Transparent Reporting & Stakeholder Engagement:** Deliver integrated financial and ESG disclosures annually, audited by third parties, and maintain active dialogues with all stakeholders to inform strategic decisions.



5. Implementation, Measurement & Continuous Improvement

To embed our ESG commitments effectively, we deploy:

- **Cross-Functional ESG Committee:** Leading policy execution, tracking KPIs, and identifying continuous improvement areas.
- **Comprehensive ESG Training:** Regular programs for all employees and leadership to foster an ESG-minded culture.
- **SMART KPIs & Public Accountability:** Define clear, measurable goals with timelines and publish progress through dynamic dashboards and sustainability reports.
- **Supplier ESG Compliance:** Mandate adherence to FARIA's ESG standards, backed by audits and capacity-building initiatives.
- **Third-Party Assurance & Benchmarking:** Engage independent verifiers and benchmark performance against industry leaders to uphold integrity and strive for excellence.
- **Materiality & Stakeholder Feedback:** Conduct ongoing materiality analyses and integrate stakeholder inputs to prioritize efforts where they matter most.

6. Climate Risk Management & Opportunity Seizing

We proactively identify and manage climate-related risks and opportunities by:

- **Physical & Transition Risk Stress Testing:** Simulating climate scenarios to safeguard assets and operations.
- **Resilience Planning:** Developing contingency and adaptation strategies for extreme weather and regulatory shifts.
- **Innovating for the Future:** Pursuing breakthrough clean technologies and business models that capitalize on the green transition.

7. Collaborative Leadership & Advocacy

We recognize that systemic change requires partnership and advocacy:

- **Strategic Partnerships:** Collaborate with governments, academia, startups, NGOs, and industry groups to scale impact and innovation.



- **Policy Advocacy:** Actively engage in shaping sustainable energy policies and regulatory frameworks globally and locally.

8. Policy Review & Evolution

We commit to annual review and dynamic evolution of this policy, ensuring it remains aligned with the latest science, stakeholder expectations, and global best practices, reaffirming our position as leaders in sustainable renewables.

Approved and signed by

Efthalia Valkouma
President and CEO

A handwritten signature in blue ink, appearing to read "Efthalia Valkouma", with a long horizontal stroke extending to the right.

Dimitrios Kintsakis
Vice President and CEO

A handwritten signature in blue ink, appearing to read "Dimitrios Kintsakis", written in a cursive style.