

SUSTAINABILITY REPORT

2025



fariarenewables.com

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2025



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1.

Introduction, CEOs' Messages



1.1 CEO MESSAGE – THALIA VALKOUMA

At **FARIA Renewables**, we believe that energy creates lasting value only when it protects the environment, supports communities, and contributes to a more resilient future. Sustainability is not simply embedded in our strategy—it is the principle that guides every decision we make. We are committed to making renewable energy a force for protecting the environment and supporting sustainable development.

As Greece advances its energy transition, it has a unique opportunity to become one of Europe's leading green energy hubs. We see this transformation not only as an investment opportunity but as a responsibility to accelerate decarbonization while preserving the country's rich natural heritage. Through the development of a diversified renewable energy portfolio, we are investing with transparency, innovation, and a long-term perspective that balances environmental, social, and economic value.

We recognize that the success of the energy transition depends on protecting ecosystems, conserving biodiversity, and using natural resources responsibly. Environmental considerations are therefore integrated throughout the entire lifecycle of our projects—from planning and design to construction, operation, and long-term management. We work to minimize environmental impacts, safeguard landscapes and cultural heritage, and continuously improve our environmental performance through responsible practices and innovation.

Equally important is ensuring that renewable energy delivers lasting benefits to the communities that host our projects. We actively promote the harmonious coexistence of renewable energy with agriculture and livestock activities, respect archaeological and cultural assets, support local employment, contribute to reducing energy costs for municipalities, and strengthen regional economic development. These objectives are achieved through open dialogue, transparency, and meaningful collaboration with local communities, authorities, landowners, and all our stakeholders.

Looking ahead, we remain committed to building an energy system that restores more than it consumes, creates shared prosperity, and contributes to a climate-resilient future. With deep respect for nature and people, we will continue to develop renewable energy projects that generate clean power while protecting the environment for future generations.

At **FARIA Renewables**, **we create energy that empowers people and protects our planet.**



1.2 CEO MESSAGE – DIMITRIS KINTSAKIS

At **FARIA Renewables**, we believe that energy is a driving force for progress—one that fosters development and creates opportunities for future generations. This belief guides every decision we make and is clearly reflected in our sustainability strategy, built on the reliability of Omnes Capital and the expertise of the Faria Group.

Our strategic planning—and our overall business operations—are firmly grounded in a commitment to sustainability. We invest in energy storage technologies, smart production management, and solutions that enhance the stability of the energy system, recognizing the challenges arising from the increasing penetration of renewable energy into the grid. At the same time, we ensure that our projects serve as hubs of innovation and drivers of local economic and social development.

A characteristic example is the flagship “FARIA AENAOI” project in the Domokos region. There, across twenty photovoltaic plants, we implement targeted interventions that enhance biodiversity, demonstrating in practice that clean energy can coexist harmoniously with nature. Through practices that go beyond regulatory requirements, we create a positive environmental footprint and long-term value for the region.

Above all, we believe that the true value of energy multiplies when it is shared. With respect for the environment and meaningful engagement with local communities, we continue to work towards a sustainable future—one where progress is a shared benefit for all.

Because for us, green energy is synonymous with progress, responsibility, and collective value.

At **FARIA Renewables**, **we share the energy.**

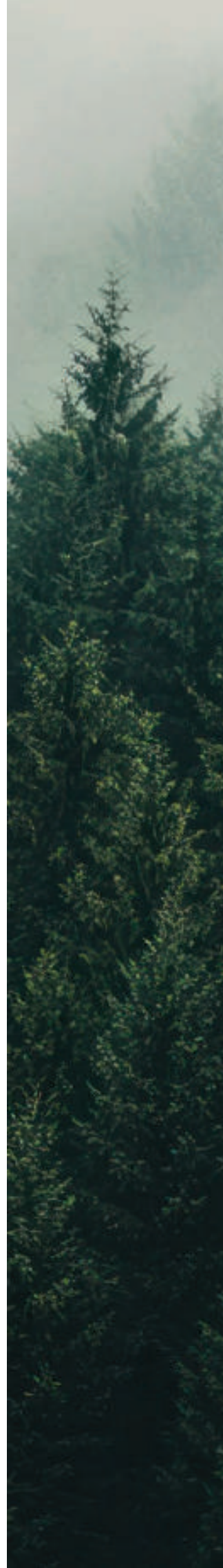


1.3

Commitment to clean energy and climate neutrality

Our vision

Our goal is not only to be an Independent Power Producer (IPP) but also a provider of innovative and sustainable energy solutions, actively contributing to a sustainable, green future by facilitating the transition to renewable energy through efficient and environmentally friendly energy solutions and applications.





01 Integrity

We act with full transparency and stay true to our values.

02 Innovation

We develop pioneering technologies for a sustainable future.

03 Empowerment

We uplift people, communities, and the country through our work.

04 Cooperation

We build strong partnerships to amplify our positive impact.

Our commitment

To be a model for the energy transition in Greece by developing innovative energy solutions that harmoniously combine corporate growth with the balanced development of the environment and local communities.



1.4

2025 at a glance

- Key achievements

FARIA Renewables in numbers

2.000+ MW	21.3 MW From Faria Renoci 12 MW From Faria Aiolos Navarino	32.470 MWh	+700 MW	+600 MW	+700 MW
Total Portfolio	Installed Capacity	Total energy production	Photovoltaics	Onshore Wind	BESS

Environmental Performance

212,9 tCO2e	41,845.94 tCO2e	5,897.23 tones	42,686 kWh	6.08
Scope 1 & 2 Emissions (location based)	Scope 3 Emissions	Waste generated	Electricity Consumption	Scope 1,2 emissions tCO2e / Employee

Social Performance

35%	0	35.5%	9.7%	+25,8%	100%
Female Employees	Lost Time Injury Frequency Rate (LTIFR)	Hiring Rate	Turnover Rate	Net headcount growth	Full-time Employees



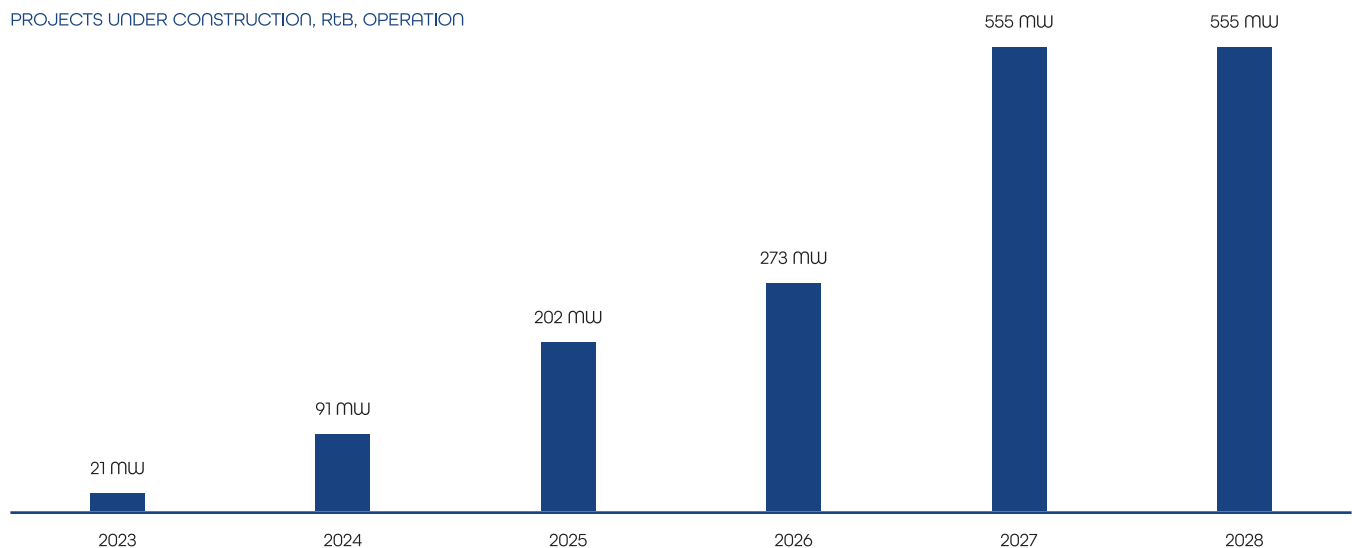
1.5

Challenges and strategy for the coming year

Having successfully delivered on the strategic objectives set in previous years, **FARIA Renewables** enters the upcoming period with a strong growth trajectory and a clear Forward-looking strategy. The company maintains a highly positive outlook toward 2026 and beyond, supported by both its expanding project portfolio and the strength of its experienced and highly skilled team.

FARIA Renewables' overall portfolio demonstrates steady and consistent growth. At the same time, projects in R&B phase, under construction and in operation are expected to accelerate significantly, rising from 21 MW in 2023 to 555 MW by 2028, corresponding to an exceptional CAGR of approximately 93%. This growth highlights the company's ability to effectively translate strategy into tangible assets.

PROJECTS UNDER CONSTRUCTION, R&B, OPERATION



Despite this positive trajectory, the renewable energy sector continues to face a range of structural and operational challenges. These include grid capacity constraints, permitting delays, supply chain disruptions, and evolving regulatory frameworks. **FARIA Renewables** actively addresses these challenges through proactive planning, continuous stakeholder engagement, and the implementation of flexible and resilient project development strategies.

Looking ahead, the company's strategic priorities focus on:

- accelerating the maturation of its project pipeline into operational assets,
- strengthening execution capabilities across development, construction, and operations,
- enhancing risk management practices in response to regulatory and market uncertainties, and
- contributing to national energy transition targets through scalable and sustainable investments.

With a clear commitment to timely and effective solutions, **FARIA Renewables** remains confident that Greece can meet its ambitious energy transition goals and that the renewable energy sector will sustain its strong upward momentum.



2.

About Faria Renewables – Who We Are

2.1.A AREAS OF ACTIVITY: WIND FARMS, SOLAR PARKS,
ENERGY STORAGE PROJECTS.

WHAT WE DO

Full coverage of the RES lifecycle

RENEWABLE ENERGY PRODUCTION

We generate clean energy that powers tomorrow.



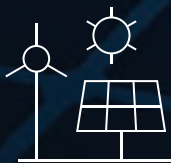
DESIGN

We design bankable,
future-ready projects.



DEVELOPMENT

We turn opportunity
into pipeline.



CONSTRUCTION

We build with quality
and safety.



OPERATION & MAINTENANCE

We optimize performance
over the long term.

Our specialized energy solutions

A diverse portfolio of technologies. A single goal: a sustainable future.



Projects under Construction and Operation



Projects under Development



faria
renewables



ENERGY STORAGE

Storing energy. Stabilizing grids. Enabling future.



PHOTOVOLTAIC

Proven, scalable and efficient solar solutions.



FLOATING PHOTOVOLTAIC

Harnessing sunlight where land is limited.



ONSHORE WIND

Mature technology. Strong results.



OFFSHORE WIND

Capturing stronger winds for greater output.



FARIA AENAOI

PROJECT TECHNOLOGY: Fixed-tilt Ground-Mounted PV Installation

INSTALLED CAPACITY: 21,30 mW

ANNUAL ELECTRICITY GENERATION: 30.000 mWh





ATHAMAS

PROJECT TECHNOLOGY: Fixed-tilt Ground-mounted PV installation (30%) and Ground-mounted PV installation with single-axis trackers (70%)

INSTALLED CAPACITY: 45,00 MW

ANNUAL ELECTRICITY GENERATION: 78.000 MWh





NESSON

PROJECT TECHNOLOGY: Fixed-tilt Ground-Mounted PV Installation

INSTALLED CAPACITY: 19,80 mW

ANNUAL ELECTRICITY GENERATION: 30,000 mWh





FARIA GALANI

PROJECT TECHNOLOGY: Standalone BESS
INSTALLED CAPACITY: 49,90 MW / 134 MWh





FARIA
AIOLOS NAVARINO

PROJECT TECHNOLOGY: Wind Farm (6 wind turbines)
INSTALLED CAPACITY: 12,00 MW
ANNUAL ELECTRICITY GENERATION: 24.000 MWh





FARIA
AIOLOS LARYMNA

PROJECT TECHNOLOGY: Wind Farm (4 wind turbines)
INSTALLED CAPACITY: 18,80 mW
ANNUAL ELECTRICITY GENERATION: 42.000 mWh





**INTERCONNECTION
SUBSTATION**

Efxinoupoli
150/33kV - 61/75 MVA ONAN/ONAF





**INTERCONNECTION
SUBSTATION**

Makrychori II
150/33kV - 40/50MVA ONAN/ONAF (new substation next to Makrixori I)





**INTERCONNECTION
SUBSTATION**

Tsoritsani
150/20kV - 50/70 MVA ONAN/ONAF





**INTERCONNECTION
SUBSTATION**

Martino
150/33kV - 40/50MVA ONAN/ONAF





2.2

Infrastructure and geographical coverage



OPERATION AREAS



ELASSONA
50 mW [UC]



TEMPI
20 mW [UC]



FARSALA
45 mW [RtB]



ALMYROS
45 mW [UC]



DOMOKOS
21.3 mW [IO]



LARYMNA
19.2 mW [UC]



NAVARINO
12 mW [IO]



PROJECTS

IN OPERATION [IO]
READY TO BUILD [RtB]
UNDER CONSTRUCTION [UC]



2.3

Strategic objective:

TRANSITION TO 100% CLEAN ENERGY
AND STRENGTHENING
ENERGY INDEPENDENCE



At Faria Renewables, we are driven by respect and love for the communities we serve.

We strive to unlock the country's potential and bring it closer to the future we envision together.

We move forward by harnessing the power of energy.

Energy that powers growth, that puts life into motion, that connects nature with human activity.

Our goal is to be part of a better world.

A world full of possibilities and opportunities for all.

For us, energy is power to be shared.





2.4

Our business goal

To become a leader in Greek and international market as a top Independent Power Producer (IPP), with a 2GW+ portfolio by 2028, through:

01

Expanding the portfolio:

through the acquisition, development, and operation of additional renewable energy (RES) projects.

02

Deployment of new technologies:

offshore wind and hybrid projects, energy storage projects, green hydrogen projects, and digital infrastructure.

03

Vertically integrated operations:

in-house development covering the design, construction, operation, and monitoring of projects.



3.

Sustainable Development Strategy

3.1

STAKEHOLDER ENGAGEMENT

Stakeholder engagement is a key pillar of the Company's governance and sustainability approach, ensuring that decisions reflect the needs and expectations of all relevant stakeholders. Through structured mapping and targeted engagement, the Company promotes transparency, trust, and effective communication, supporting informed decision-making and long-term value creation.

The governance framework integrates stakeholder perspectives into strategic and operational oversight, while dedicated ESG mechanisms ensure the consistent incorporation of sustainability considerations across all business activities. Clear policies and procedures are in place to promote ethical conduct, prevent conflicts of interest, and ensure transparency in all interactions.

The Company engages with a wide range of stakeholders, including shareholders and investors, employees, customers, suppliers, partners, regulatory and governmental bodies, local communities, and NGOs. Each group plays a distinct role in shaping and influencing the Company's activities and sustainability performance.

Engagement is carried out through structured processes, using tailored communication channels such as meetings, consultations, and feedback mechanisms. Stakeholder input is systematically evaluated and integrated into decision-making, enhancing accountability and supporting the continuous improvement of the Company's sustainability strategy.



Stakeholders & Investors



Employees



Customers



Government, state & other agencies



Local Communities



NGOs



Regulatory Bodies



Suppliers



Partners



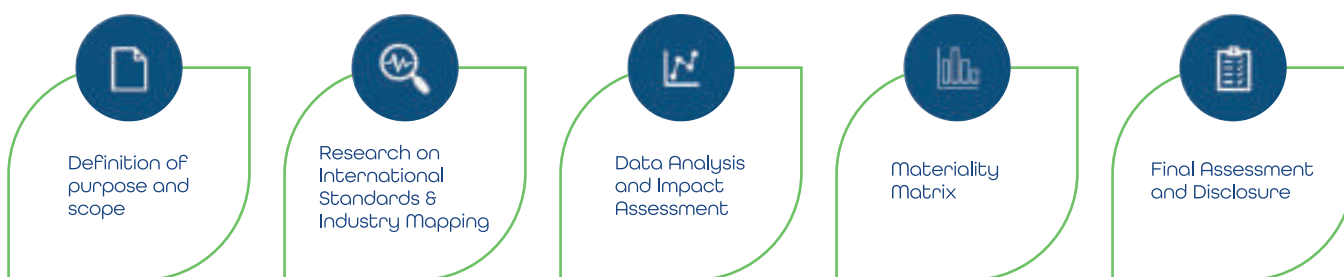
3.2

Double Materiality Analysis

3.2.1 MATERIALITY ASSESSMENT PROCESS

The materiality assessment is a critical tool for the Company, as it seeks to integrate sustainability principles into its business strategy. This analysis enables the identification and prioritization of issues that are crucial for both the business and its stakeholders, ensuring a long-term approach to development.

Recognizing the importance of Double Materiality, **FARIA Renewables** has adopted a methodology aligned with international standards (CSRD, ESRS). Within this context, specific steps were followed to gather and evaluate data from both the internal and external environments of the Company, aiming to highlight the material issues. The Double Materiality Analysis was structured around the following steps:



Defining the Purpose and Scope

The Company initiated its materiality assessment by clearly defining its purpose and scope, aligning the process with internationally recognized ESG frameworks and best practices. The objective was to identify both the impact of its activities on society and the environment (impact materiality) and how sustainability issues could influence financial performance (financial materiality).

Research on International Standards

To support this alignment, the Company reviewed global ESG standards, including MSCI and SASB, to identify sector-based key sustainability risks and opportunities that align with Faria's operations.

Industry Sector Mapping

The Company reviewed ESG disclosures and practices within the renewable energy sector to benchmark against industry peers. This enabled the identification of material topics, strategic comparisons and recognition of best practices supporting adaptation to market trends and regulatory developments.

Data Analysis and Impact Assessment

Data from stakeholder engagement and external sources such as ESG standards, regulatory frameworks, and industry publications were analyzed to identify critical sustainability issues. The process supported both dimensions of double materiality:

- ✓ **Impact Materiality Focused** on how the Company's operations affected society and the environment, evaluating both direct and indirect impacts. To assess impact materiality, the following three main criteria were examined: the Scope of Impact, the Magnitude of Impact and the Ability to Remedy.
- ✓ **Financial Materiality** assessed how ESG-related risks and opportunities could influence the Company's financial performance, business model, and long-term value.

To assess financial materiality two main criteria were used: **Magnitude** (the potential financial impact of a risk or opportunity on the Company's value or business model) and **Likelihood** (the probability of the risk materializing or the opportunity being realized, affecting aspects such as costs, revenue, or operational continuity).



3.2.2

Prioritization of Materiality Topics and Double Materiality

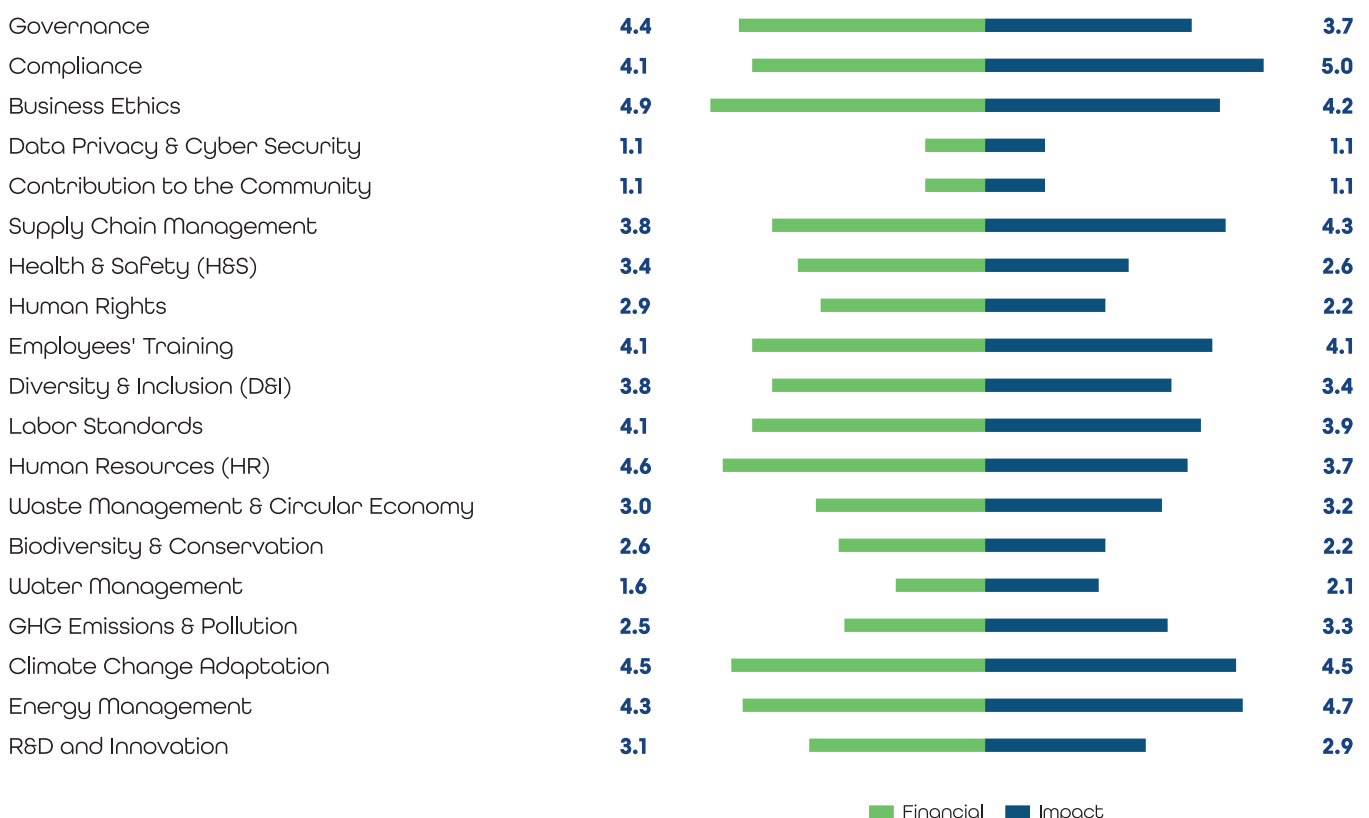
Prioritization of the results is summarized in the following Materiality Matrix, providing an overview ranking of all material issues. The graph displays results on two axes: Economic Materiality (X-axis) and Impact Materiality (Y-axis).

The materiality assessment identified the most critical topics for the Company's operations, reflecting its commitment to sustainable development and responsible business practices. Key priorities include **Energy Management**, **Climate Change**, and **Waste Management & Circular Economy**, highlighting the Company's focus on environmental protection and efficient resource use.

At the social level, **Human Resources (HR)**, **Labor Standards**, **Employees' Training**, and **Diversity & Inclusion (D&I)** emphasize the Company's commitment to employee wellbeing, equal opportunities, and continuous development.

From a governance perspective, **Business Ethics**, **Compliance**, and **Corporate Governance** underline the importance of transparency, accountability, and adherence to regulatory requirements.

Following the completion of the analysis and the development of the Materiality Matrix, the Company integrated the results into its overall strategy and ESG Framework. The identified material topics have been incorporated into its sustainability strategy, ensuring a structured approach to managing ESG priorities.





4.

Environmental Performance



5,897.23 tones

Non-hazardous waste generated



42,686 kWh

Total electricity consumption



42,058.84 tCO2e

Total Emissions (Scope 1, 2, 3)



591.025 m3

Water consumption



4.1.A

Installed / Portfolio Capacity by RES Type (MW)

FARIA Renewables maintains a diversified and technology-balanced renewable energy portfolio, exceeding 2,000 MW, spanning photovoltaic (PV), onshore wind and battery energy storage systems (BESS). The portfolio reflects the company's strategic positioning as a vertically integrated Independent Power Producer (IPP), with activities covering the full lifecycle of renewable energy projects, from development and construction to operation and optimization.

The current portfolio allocation demonstrates a strong emphasis on both renewable generation and system flexibility, with photovoltaic projects (including standalone and co-located BESS) accounting for 32,19% of total capacity, onshore wind projects representing 30,14%, and energy storage systems contributing an additional 37,67%. This balanced distribution enhances the resilience of the portfolio and supports the integration of renewable energy into the grid.

	RES Technology	Capacity (MW)	Share of Portfolio (%)
	Photovoltaic (standalone & with BESS)	617 MW	32.19%
	Onshore Wind (standalone & with BESS)	578 MW	30.14%
	Battery Energy Storage Systems (BESS)	723 MW	37.67%

In terms of project maturity, **Faria Renewables** manages a dynamic pipeline across multiple development stages, from early-stage development to construction and operation. During the reporting period, a number of projects are either under construction or already operational, with confirmed capacities of 35 MW, 33.3 MW and 133.5 MW.



The company continues to strengthen its near-term execution pipeline through Ready-to-Build projects, including a 35 MW photovoltaic installation (FARIA MYKONOS), while simultaneously advancing a broader pipeline of projects across all core technologies.

At project level, the company's portfolio includes a range of assets across technologies and geographies, such as photovoltaic parks, wind farms and standalone battery storage systems. Indicative projects currently under construction or operation include PV installations (e.g. FARIA AENAOI - 21.30 MW, NESSON - 19.80 MW, ATHAMAS - 45.00 MW), wind farms (e.g. FARIA AIOLOS NAVARINO - 12.00 MW, FARIA AIOLOS LARYMNA 18.80 MW), and a standalone BESS project (FARIA GALANI - 49.90 MW), highlighting the company's capability to deploy diverse renewable energy solutions.

Overall, the company's diversified portfolio structure, combined with its multi-stage project pipeline, enables Faria Renewables to scale its renewable energy production capacity, enhance grid flexibility through storage integration, and contribute to the transition towards a low-carbon energy system.



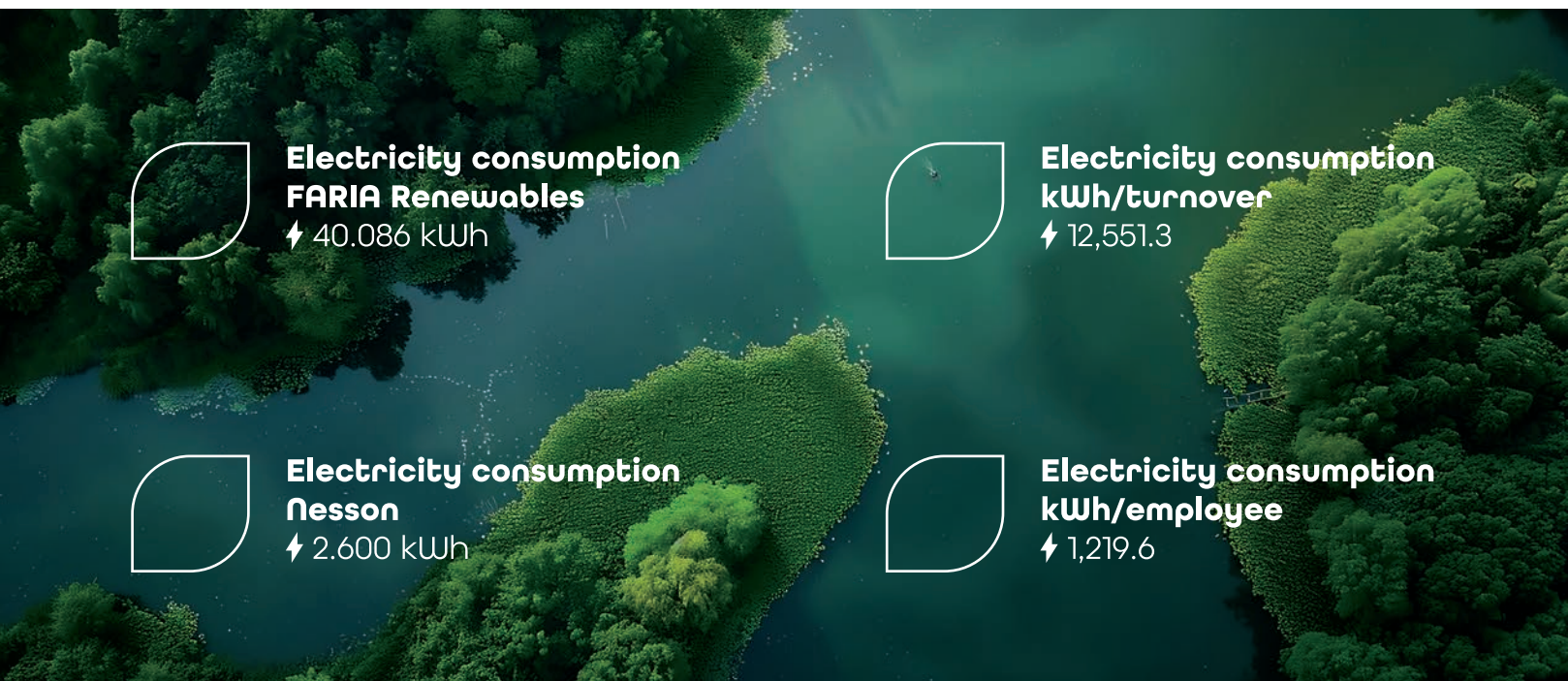
4.2

Energy Consumption & GHG Emissions

4.2.1 ENERGY CONSUMPTION

The Company's total energy consumption encompasses activities at both its headquarters and its project operations. During the reporting period, recorded electricity consumption amounted to 40,086 kWh at the Company's central offices and 2,600 kWh associated with one active project.

No electricity consumption was recorded for the remaining projects implemented during the reporting year. This is primarily due to the fact that these projects were at the construction or development stages and had not yet entered the operational phase. As such, they did not generate electricity nor require measurable energy inputs related to power production activities.



Furthermore, in certain cases, the absence of recorded consumption may also be attributed to project-specific conditions, such as the use of temporary or non-grid energy solutions during construction or the lack of material electricity demand during early development phases.

The energy consumption profile is primarily driven by headquarters operations, while project-related consumption remains dependent on the specific characteristics and requirements of each project. This reflects the Company's operational model and its alignment with renewable energy practices. Faria systematically monitors its energy use and seeks to enhance energy efficiency across its activities, supporting the reduction of its environmental footprint and the achievement of its sustainability objectives.



4.2

Energy Consumption & GHG Emissions

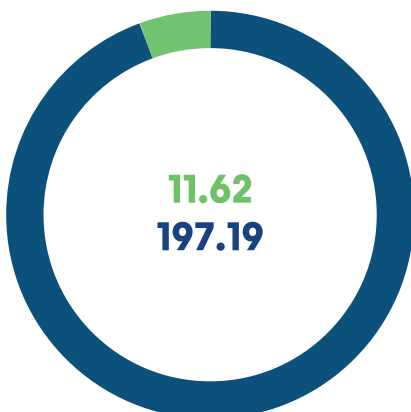
4.2.2 GHG EMISSIONS

Faria's total Scope 1 and Scope 2 greenhouse gas emissions reflect its operational footprint across both its headquarters and the projects it develops and implements. Emissions from fuel consumption (Scope 1) constitute the largest share, amounting to 197.19 tn CO₂eq, primarily associated with transportation and on-site activities.

Indirect emissions from electricity consumption (Scope 2) remain comparatively low, reaching 11.62 tn CO₂eq under the market-based approach and 15.71 tn CO₂eq under the location-based approach. This difference reflects the impact of energy sourcing and grid emission factors on the Company's overall carbon footprint.

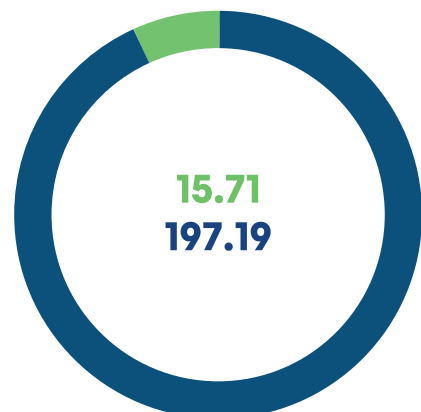
The emissions profile indicates that the Company's environmental impact is predominantly driven by direct operational activities related to project implementation, rather than electricity consumption. This is consistent with the nature of its operations, which extends beyond office-based activities to include fieldwork and infrastructure development. The Company systematically monitors and evaluates its emissions, aiming to identify opportunities for reduction through improved energy efficiency, optimized logistics, and the gradual transition to lower-carbon energy sources.

SCOPE 1 & 2 EMISSIONS (tn CO₂eq)
MARKET-BASED



■ TOTAL SCOPE 1 EMISSIONS
■ TOTAL SCOPE 2 EMISSIONS (MARKET BASED)

SCOPE 1 & 2 EMISSIONS (tn CO₂eq)
LOCATION-BASED



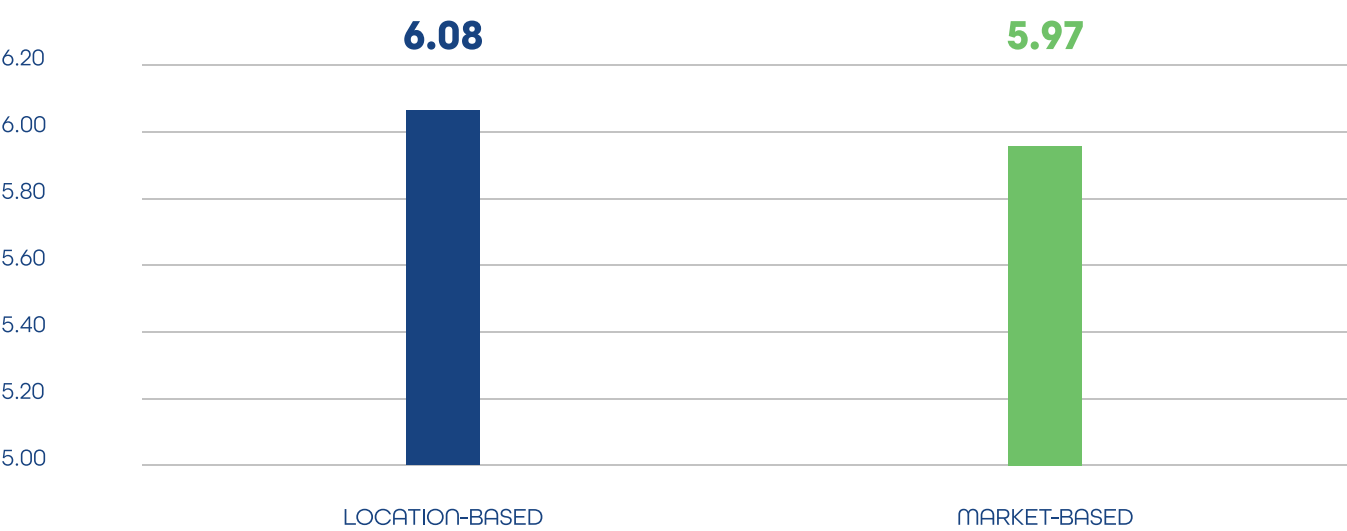
■ TOTAL SCOPE 1 EMISSIONS
■ TOTAL SCOPE 2 EMISSIONS (LOCATION-BASED)

The Company's Scope 1 and Scope 2 emissions intensity indicators reflect a stable and controlled emissions profile, both in relation to its workforce and its economic activity.

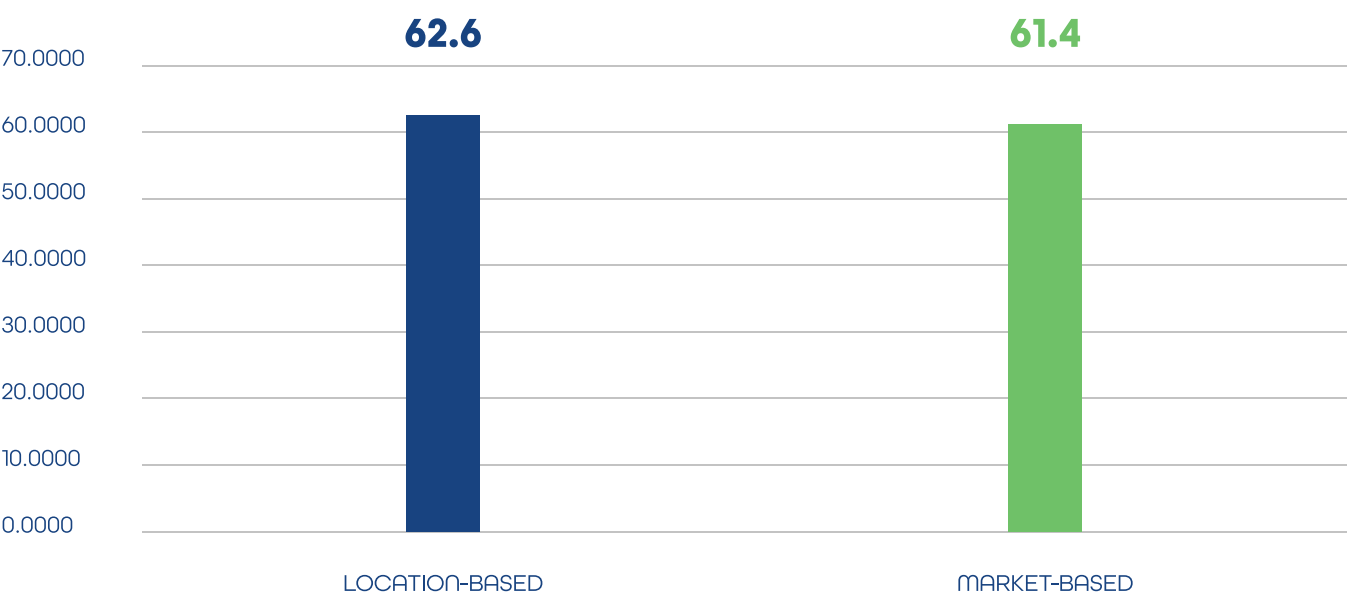
Emissions per employee amounted to 6.08 tn CO₂eq (location-based) and 5.97 tn CO₂eq (market-based), indicating minimal variation between the two methodologies. Similarly, emissions per million euros of turnover reached 0.0626 tn CO₂eq (location-based) and 0.0614 tn CO₂eq (market-based), demonstrating consistent energy efficiency relative to the Company's Financial performance.

These results reflect the Company's low operational emissions intensity, which is primarily attributed to the fact that the majority of its project portfolio remains under development or construction and has not yet transitioned into full operational energy generation.

SCOPE 1 & 2 EMISSIONS / EMPLOYEE



SCOPE 1 & 2 EMISSIONS / MIL. EUROS (TURNOVER)



For the calculation of Scope 3 emissions, a preliminary screening assessment was conducted in accordance with the GHG Protocol – Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011). The objective was to identify the categories with the highest expected contribution to the carbon footprint, the greatest emission reduction potential, the strongest operational relevance, and sufficient data availability for the 2025 reporting year.



4.2.2 GHG EMISSIONS

Based on the results, Categories 1 (Purchased Goods and Services), 2 (Capital Goods), 3 (Fuel- and Energy-Related Activities not included in Scope 1 and 2), 5 (Waste Generated in Operations), 6 (Business Travel), and 7 (Employee Commuting) were identified as relevant and material for 2025. These categories primarily relate to the upstream value chain, while the remaining (downstream) categories were considered either not relevant or not material.

For the quantification of emissions, a spend-based methodology was applied for Categories 1, 2, 3, and 6, using appropriate emission factors. For the remaining categories, activity-based data and specialized approaches were used, including the average data method for Category 3, the waste-type specific method for Category 5, and the distance-based method for Category 7. Relevant emission factors, expressed in kg CO₂e per unit of activity, were applied to capture the total greenhouse gas emissions in carbon dioxide equivalent terms.

The Company's Scope 3 emissions reflect indirect impacts across its value chain, primarily associated with procurement, capital investments, and operational support activities. The most significant contribution arises from Capital Goods (41,398.539 tn CO₂e), highlighting the carbon intensity of infrastructure, equipment, and project-related investments required for the development and implementation of its activities. Purchased Goods and Services also represent a notable share (238.664 tn CO₂e), reflecting emissions embedded in materials, services, and external inputs supporting both headquarters operations and project execution. Business travel contributes 146.444 tn CO₂e, associated with employee mobility and project-related travel requirements. Additional contributions include Fuel and Energy-Related Activities (56.31 tn CO₂e), which capture upstream emissions not included in Scope 1 and 2, as well as Waste Generated in Operations (5.946 tn CO₂e) and Employee Commuting (0.038 tn CO₂e), both of which have a relatively limited impact on the overall footprint.

The Scope 3 profile indicates that the Company's indirect emissions are largely driven by investment activities and supply chain dependencies, which is consistent with its project-based operational model. The Company aims to progressively enhance transparency across its value chain and explore opportunities to reduce emissions through sustainable procurement practices, supplier engagement, and the integration of low-carbon criteria in investment decisions.

SCOPE 3 EMISSIONS CATEGORY

EMISSIONS (tn CO₂eq)

CAT. 1 - PURCHASED GOODS AND SERVICES

238.664

CAT.2 - CAPITAL GOODS

41,398.539

CAT. 3 - FUEL AND ENERGY RELATED ACTIVITIES

56.31

CAT. 5 - WASTE GENERATED IN OPERATIONS

5.946

CAT.6 - BUSINESS TRAVEL

146.444

CAT.7 - EMPLOYEE COMMUTING

0.038

TOTAL EMISSIONS

41,845.94



4.3

Waste Management

Faria Renewables approaches waste management as an integral part of responsible project development and operation. Given the nature of its activities, waste arisings are primarily associated with construction works, ancillary site activities and, to a more limited extent, maintenance-related interventions during operation. The Company's approach focuses on prevention, controlled collection, temporary safe storage where required, and delivery to authorized third-party operators for lawful treatment, recovery or final disposal.

During the construction phase, particular attention is given to preventing leakages and uncontrolled disposal of both liquid and solid waste streams. Small quantities of liquid waste, including mineral oils and waste arising from consumables such as lubricants, are collected in dedicated sealed containers, temporarily stored in protected areas within the construction sites and subsequently transferred off-site for lawful management through approved systems. In parallel, sanitary waste generated from workforce hygiene needs is managed through chemical toilets installed at critical site locations, with emptying performed by licensed treatment providers.

With regard to solid waste generated during construction, the Company applies measures intended to prevent any illegal deposition or uncontrolled disposal from construction sites. Municipal-type solid waste is collected in dedicated bins and transferred, according to its composition, to the relevant municipal waste collection system following coordination with the competent municipal cleaning authorities. Recyclable solid waste streams generated during construction are collected under the responsibility of the contractor and delivered to licensed collectors for recycling or, where feasible, reuse. This includes, for example, packaging materials and items such as wooden pallets that may be diverted from disposal where practical. Waste Electrical and Electronic Equipment (WEEE), when generated, is also separately collected and directed to authorized recipients under the applicable alternative management scheme. In addition, any surplus excavation materials remaining after reuse are delivered exclusively to legally operating companies authorized for the collection, transport and management of construction and demolition waste.

During the operational phase, waste generation is expected to remain comparatively limited and is linked mainly to maintenance activities and the routine presence of technical personnel and visitors at project sites. Domestic wastewater from personnel is managed through sealed tanks, which are emptied at regular intervals by tanker vehicles and transferred to legally operating wastewater treatment facilities; no untreated wastewater is discharged to the environment. Similarly, any mineral oils or similar liquid waste that may arise as a result of maintenance, emergency work or accidental incidents are collected in sealed containers and handed over to specially licensed operators, in accordance with the applicable legal framework. For solid waste streams, emphasis is placed on recording generated quantities, maintaining dispatch documentation, verifying delivery routes and monitoring final treatment through the permits of the respective subcontractors. This process supports correct declaration and management of waste quantities through the Electronic Waste Registry of the Ministry of Environment and Energy.



The Company's waste management system is therefore based not only on operational controls at site level, but also on the use of authorized external partners for downstream management. This is particularly important given the project-based nature of the Company's portfolio and the need to ensure full traceability of waste streams generated across different assets and project phases. According to the documentation provided, waste data entered into the reporting platform are derived from estimates included in the relevant Environmental Impact Assessments published in the Electronic Environmental Registry, while actual waste quantities generated during construction and operation arise from dispatch notes recorded in the Electronic Waste Registry. This distinction is important for transparency, as it clarifies the difference between projected waste streams at planning stage and actual waste generation data at implementation stage.

Significant adverse waste-related impacts are not expected, provided that the prescribed management measures are implemented. The Company therefore places emphasis on preventive controls, segregation where relevant, licensed collection and treatment, and documentary traceability. This approach supports compliance with environmental permitting requirements and reduces the risk of soil contamination, uncontrolled disposal and wider environmental disturbance associated with construction and maintenance waste streams.

Based on the available data, no hazardous waste generation was recorded for the sites presented. Non-hazardous waste was reported mainly in relation to surplus excavation materials and recyclable materials arising from construction activities.

MAIN WASTE STREAM	HAZARDOUS WASTE GENERATED (TONES)	NON-HAZARDOUS WASTE GENERATED (TONES)
RECYCLABLE MATERIALS FROM SURPLUS EXCAVATION DURING CONSTRUCTION	0	2.5
CONSTRUCTION AND DEMOLITION WASTE FROM SURPLUS EXCAVATIONS	0	1,992.84
CONSTRUCTION AND DEMOLITION WASTE FROM SURPLUS EXCAVATIONS	0	1,209.84
RECYCLABLE MATERIALS FROM SUBSTATION SURPLUS EXCAVATIONS	0	884.13
RECYCLABLE MATERIALS FROM INTERCONNECTION SURPLUS EXCAVATIONS	0	1,807.92
SUM	0	5,897.23

Overall, the waste profile indicates that the Company's most material waste streams are not linked to routine operational waste generation, but rather to construction-phase activities, and in particular to excavation surplus and associated inert or recyclable materials. This is consistent with the Company's current development profile, under which a significant part of the portfolio remains under construction or development. In that context, waste management performance depends primarily on effective contractor oversight, lawful third-party handling and robust documentation rather than on high volumes of ongoing operational waste.

Overall, no hazardous waste generation was reported in the available dataset, while non-hazardous waste arose predominantly from excavation-related construction activities. This indicates that the Company's principal waste management priorities currently relate to construction waste traceability, contractor control and lawful recovery or disposal through authorized third parties, rather than to complex operational waste streams.



4.4

Case study: Faria Aenaoi

– INFOGRAPHIC INCLUDING ALL KEY FIGURES

A model project of Green Energy and Biodiversity enhancement in the region of Domokos

In the heart of the Thessalian plain, FARIA Renewables implemented a flagship project that combines clean energy production with the restoration and sustainable management of the natural environment. The project focuses on strengthening local biodiversity across **twenty solar parks in the Domokos area**, where **targeted environmental interventions** are being implemented to improve ecosystem services and deliver ecological value.

The selection of these specific interventions is not mandated by regulation but stems from **FARIA Renewables' intention to adopt innovative practices with a positive environmental footprint**. The solar stations have already been constructed and are in operation, offering an opportunity to design interventions that mitigate any negative environmental impacts and create conditions for a positive effect on key species of flora and fauna in the area. The overarching goal is to ensure that the development of renewable energy does not conflict with nature conservation but rather **achieves a net gain for biodiversity**.

A FORWARD-THINKING SUSTAINABILITY STRATEGY

The company's intervention aims to improve habitats for important species and pollinators, with an emphasis on enhancing habitat connectivity and the ecological functionality of the agricultural mosaic.

Solar energy production can be combined with soil restoration, the enhancement of species in rural landscapes, and active engagement with the local community, generating long-term benefits for both people and nature.

This is a forward-thinking **sustainability strategy** that **unlocks value across multiple dimensions**:

- **ENVIRONMENTAL IMPACT:** A nature-positive development model aligned with global Biodiversity Net Gain principles, enhancing habitat connectivity and ecosystem functionality.
- **COMMUNITY INTEGRATION:** Integration of local stakeholders (e.g. shepherds, farmers, academic institutions) in a way that builds community support and creates shared value.
- **REPUTATION AND REGULATORY ALIGNMENT:** Recognition by national conservation authorities and environmental associations as a case study in best practice for the green transition.
- **SCALABILITY AND OPERATIONAL MATURITY:** A fully operational, cost-efficient model with replicable potential across similar landscapes in Greece and beyond.

FARIA's actions in Domokos prove that sustainability excellence is a strategic advantage.

In an industry often challenged by ecological trade-offs, FARIA positions itself as a proactive leader in responsible clean energy development.

FARIA'S KEY ENVIRONMENTAL INTERVENTIONS IN DOMOKOS REGION

The project is designed based on the principle of **Biodiversity Net Gain (BNG)**, an internationally recognized approach that ensures any development activity leaves the natural environment in a better state than before. FARIA Renewables chose to implement a sustainability strategy that aspires to actively contribute to the conservation of nature and the ecosystem services of the area.

The proposed environmental interventions align with the company's objective of achieving biodiversity net gain and include:

1. VEGETATION MANAGEMENT WITHOUT AGROCHEMICALS

The use of native plants, instead of chemical applications, supports the natural balance of ecosystems. These practices help preserve high biodiversity levels while protecting soil and water resources from harmful residues.

2. MANAGED GRAZING

Vegetation is managed through controlled grazing by local sheep herds, instead of mechanical or chemical methods. This helps maintain ground cover, reduces fire risk, promotes natural regeneration, and creates microhabitats for fauna and pollinators.

3. NATIVE SPECIES PLANTING AND RE-SEEDING

To support pollinators and increase vegetation diversity, native shrubs, trees, and wildflowers will be planted across 20 sites, with a focus on the four most ecologically suitable areas. This habitat enhances plant diversity and provides additional ecosystem services to both natural habitats and nearby agricultural crops.

4. ARTIFICIAL NESTING BOXES FOR IMPORTANT SPECIES

To support threatened species -typical of the Thessalian rural landscape- artificial nesting boxes will be installed in suitable locations, helping facilitate breeding and survival. These boxes mimic natural cavities, and combined with other interventions, provide ideal nesting and foraging habitats.

5. "INSECT HOTELS"

Specially designed structures will be installed to support pollinators such as bees and butterflies, addressing the lack of natural nesting sites. The planting of melliferous species increases pollinator abundance and diversity, providing year-round food sources and boosting pollinator visitation to crops by 25%. These "insect hotels" replicate natural nesting environments, offering safe refuges for key species.

6. CREATION OF A POND

A new artificial wetland is being established in the photovoltaic agricultural plot, which will serve as a habitat for amphibians, insects, and birds.

BEYOND CARBON: "COEXISTENCE" OF NATURE, ENERGY, AND SCIENCE

FARIA's approach signals a shift from sustainability as mandatory, to sustainability as an opportunity, leveraging nature-positive strategies as a core component of **business resilience, operational excellence, and brand differentiation**.

In Domokos, the company doesn't just mitigate environmental impact. It creates ecological and social value on a scale. This is what sustainability excellence looks like in action.

The **FARIA Renewables** project in Domokos has the potential to serve as a model for similar applications across the country. The project is designed to ensure **compatibility between clean energy production, nature conservation, and scientific rigor**.

FARIA Renewables demonstrates that green energy and nature protection can go hand in hand. Through scientifically designed and socially responsible actions, the solar parks in Domokos are becoming biodiversity havens, supporting not just clean energy generation but also the local community, the environment, and the long-term sustainability of the energy transition. The company is in contact with the country's Regulatory agency (OFYPEKA) to document the project's interventions as a national best practice, enhancing Greece's green transition framework through environmental responsibility.



TESTIMONIALS FROM SCIENTIFIC EXPERTS AND LOCAL COMMUNITIES ON OUR COLLABORATION

ncc

Modern methodological approaches to the sustainable development of renewable energy, as a key pillar in addressing the climate crisis, require alignment with tackling the second major global crisis: biodiversity degradation. The preservation of natural ecosystems and the protection of threatened species require the management of natural spaces—often the same areas used for the development of renewable energy projects.

Until recently, efforts to address these two crises often operated in competition over land use. Today, integrated approaches are being promoted internationally, aiming to address both challenges simultaneously within the same space, based on the principle of coexistence through multifunctional solutions. These approaches are known as Nature Inclusive Design (NiD) and involve planning renewable energy developments from the outset with biodiversity requirements fully integrated. The goal is not merely to minimize impacts on nature, but to achieve a net positive outcome (net gain).

FARIA embraces this approach and, within the framework of its corporate sustainability strategy, collaborates with the specialized ecological consultancy Nature Conservation Consultants (NCC) to design biodiversity-supporting solutions for its photovoltaic parks. Through this partnership, the environmental characteristics surrounding specific solar parks have been assessed, opportunities for enhancing biodiversity have been identified through the adoption of best practices, and solutions have been proposed to create habitats both within and around the parks, as well as opportunities for environmental education and recreation for local communities.

In this way, by leveraging international experience and expertise, solar energy production sites acquire multiple functions, coexisting sustainably with the local natural capital. At the same time, targeted Biodiversity Action Plans help shape the future design of larger-scale infrastructure projects, following the Nature Inclusive Design approach. Through this collaboration, **FARIA** and NCC provide tangible examples of the potential of innovative and sustainable energy production design that respects nature.



SHARING ENERGY

“

I've been a shepherd in Domokos for many years. When FARIA Renewables arrived, they proved that things could truly change for the better. Today, my sheep graze among the solar panels, the grass is maintained without chemicals or machines, and so we all benefit – both nature and the local people.

”

Giannis K., local livestock Farmer, Domokos



We constantly strive to transform the world around us, to bring it closer to the future we envision – harnessing the power of energy as a driving force for change.

In the region of Domokos, we developed a 21.3 MW photovoltaic project that unites clean energy production with the preservation of biodiversity.

We generate energy that originates from nature and returns to it. Energy that powers growth, sustains life, that connects people with nature.

Our goal is to help shape a better world.
A world full of possibilities. For everyone.
Because for us, **energy is power to be shared.**





5.

Social Responsibility



35%

Female Employees



11

New Hires



0

Fatality Rate



9.7%

Employee Turnover



+34.8%

Net Headcount growth



5.1

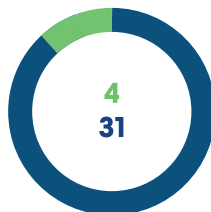
Our company in 2025

5.1.1 WORKFORCE COMPOSITION

Faria Renewables recognizes its workforce as a key driver of its operational performance and long-term value creation. Given the nature of its activities in renewable energy project development, engineering and site supervision, the Company relies on a highly skilled and technically oriented workforce, capable of supporting both office-based and field operations.

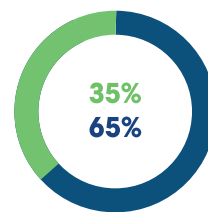
During the reporting period, the Company employed a total of 31 employees, complemented by 4 non-employee workers (e.g. external collaborators), reflecting the project-based nature of its activities and the need for flexibility in resource allocation.

TOTAL EMPLOYEES & WORKERS



■ EMPLOYEES ■ WORKERS WHO ARE NOT EMPLOYEES

TOTAL EMPLOYEES BY GENDER (%)



■ MALE ■ FEMALE

The Company's workforce is characterized by a balanced structure in terms of employment type and a predominantly technical profile. The majority of employees are engaged on a permanent basis, ensuring continuity of expertise and organizational stability.

The Company's workforce demonstrates a gender distribution of approximately 65% (20) male and 35% (11) female employees, which reflects the technical nature of the sector while maintaining a notable level of female participation.

In terms of employment type, all employees are employed on a full-time basis, while the majority are engaged on a permanent basis. In addition to its direct workforce, the Company engages 4 non-employee workers, supporting its operational activities through external expertise. These individuals are included in workforce disclosures based on headcount, ensuring a transparent representation of all human resources involved in the Company's operations.

EMPLOYMENT OVERVIEW			
CATEGORY	MALE	FEMALE	TOTAL
Permanent employees	20	11	31
Full-time employees	24	11	35*

*INCLUDES BOTH PERMANENT AND CONTRACT EMPLOYEES

Workforce data are compiled based on internal administrative records and human resources systems, which are regularly maintained and updated. The methodology includes the collection, verification and consolidation of employee data covering key characteristics such as gender, employment type and contractual status.

Data are reported on an annual basis, reflecting the workforce composition as of the reporting date. The following principles are applied:

- Use of consistent definitions and classifications across all employees
- Inclusion of only individuals with an active employment relationship during the reporting period
- Aggregation of data to ensure compliance with personal data protection requirements

Workforce figures are reported on a headcount basis, ensuring clarity and comparability of disclosures.

For non-employee workers, data are compiled based on the number of individuals engaged by the Company during the reporting period, providing a transparent view of the broader workforce contributing to its operations.



5.1.2

Workforce Inflows and Employee Turnover

During the reporting period, Faria Renewables recorded a total of 11 new hires, reflecting the Company's growth and evolving operational needs, particularly in relation to the development and execution of renewable energy projects.

The hiring activity was primarily concentrated in the 30-50 age group, indicating a focus on experienced professionals with technical expertise relevant to the Company's core activities. At the same time, limited hiring was observed in younger age groups, while a smaller share of hires included senior professionals, contributing to the transfer of knowledge and experience within the organization.

HIRING BREAKDOWN BY GENDER AND AGE GROUP			
AGE GROUP	 MALE	 FEMALE	 TOTAL
Under 30 years old	1	0	1
30-50 years old	5	2	7
Over 50 years old	3	0	3
TOTAL	9	2	11



9.7%
Employee Turnover



+34.8%
Net Headcount
growth

During the reporting period, Faria Renewables recorded a total of 3 employee departures, compared to 11 new hires, reflecting a net increase in workforce capacity in line with the Company's growth and project development activities. The relatively low number of departures indicates a stable workforce and supports the Company's ability to retain talent in a competitive and technically demanding sector. This is particularly important given the specialized skills required in renewable energy project development and engineering activities. At the same time, the higher number of hires compared to departures reflects the expansion of the Company's operations and the strengthening of its human capital to support its growing project pipeline.

The Company's employee turnover rate for the reporting period amounted to 9.7%, indicating a relatively stable workforce. This level of turnover is considered moderate and reflects the Company's ability to retain talent, while simultaneously expanding its workforce to support its growing renewable energy project portfolio.

Faria Renewables supports employees in balancing their professional and personal responsibilities, including through the provision of parental leave in line with applicable legal requirements.

During the reporting period, a total of 2 male employees were entitled to and made use of parental leave, while no female employees were recorded as eligible or taking parental leave during the same period.

All employees who took parental leave returned to work, while retention following parental leave remained strong. Specifically, employees who had returned from parental leave in previous reporting periods remained employed 12 months after their return, indicating a high level of workforce stability and successful reintegration.

PARENTAL LEAVE, RETURN TO WORK & RETENTION			
CATEGORY	 MALE	 FEMALE	 TOTAL
Employees entitled to parental leave	2	0	2
Employees who took parental leave	2	0	2
Employees that returned to work after parental leave ended	2	0	2
Employees returning from prior periods	2	0	2
Employees retained 12 months after return	2	0	2



5.2

Occupational health and safety in RES projects

Faria Renewables considers occupational health and safety (OHS) a fundamental pillar of its social performance, particularly given the nature of its activities in renewable energy project development, construction supervision and field operations. The Company is exposed to a combination of office-based and site-related risks and therefore adopts a proactive and risk-based approach to ensuring safe and healthy working conditions across all its activities.

The Company has established an Occupational Health and Safety Management System as part of its integrated QHSE (Quality, Health, Safety and Environment) Framework, aligned with internationally recognized standards, including ISO 45001:2018, ISO 9001:2015 and ISO 14001:2015. The system is externally certified and provides a structured framework for risk management, regulatory compliance and continuous improvement of OHS performance.

The scope of the system covers all employees, as well as non-employee workers such as contractors and external partners, across both office environments and project sites. This ensures a consistent approach to health and safety, addressing risks associated with administrative functions as well as higher-risk field activities linked to renewable energy projects.

HEALTH AND SAFETY RISK MANAGEMENT

The Company applies structured processes for the identification and management of occupational risks, including Hazard Identification and Risk Assessment (HIRA), task-based risk assessments and workplace inspections. These processes are applied both to routine activities and to non-routine operations, such as site visits or specialized field work.

Risks are evaluated based on their likelihood and severity, and appropriate control measures are defined and regularly reviewed. The Company also implements management of change procedures to ensure that new projects, modifications or operational changes are assessed from a health and safety perspective prior to implementation.

Employees are encouraged to actively participate in the identification and management of risks through established reporting channels. Hazards, unsafe conditions and incidents can be reported without fear of retaliation, supporting early identification of risks and continuous improvement of the system.

All incidents, including near misses, are formally investigated, with emphasis on identifying root causes and implementing corrective and preventive actions.

KEY OCCUPATIONAL RISKS IN RES PROJECTS

Due to the nature of renewable energy projects, the most significant occupational risks are primarily associated with field activities and include working at height, electrical hazards, vehicle-related risks, lifting operations and interaction with machinery and equipment. Additional risks arise from environmental conditions, such as exposure to high temperatures during fieldwork.

In parallel, potential risks to employee health include musculoskeletal strain, minor physical injuries and psychosocial factors such as stress and fatigue. These risks are systematically assessed and managed through the Company's OHS processes.

PREVENTIVE MEASURES AND TRAINING

Faria Renewables applies the hierarchy of controls to eliminate or reduce risks, prioritizing elimination and substitution where feasible, followed by engineering and administrative controls and the use of personal protective equipment. Preventive measures are embedded in operational procedures, including work permits for critical activities, safety instructions and regular inspections.

Training plays a key role in strengthening the Company's safety culture. Employees receive targeted training on occupational health and safety topics, including first aid and defensive driving, ensuring that they are equipped to perform their duties safely. In addition, the Company supports employee wellbeing through the provision of private healthcare insurance and initiatives that promote a safe and healthy working environment.

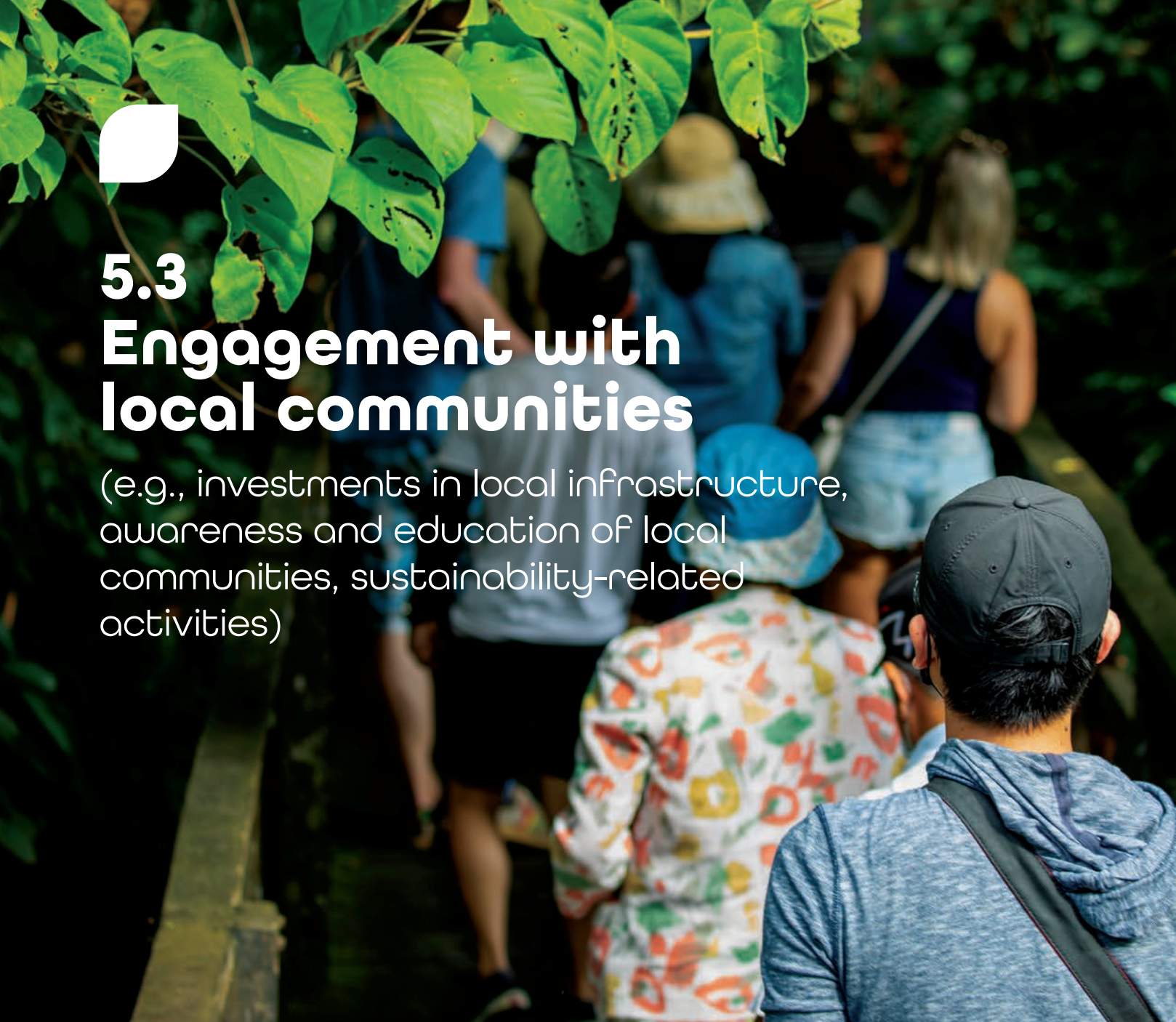
The Company also extends its OHS approach to its value chain, integrating health and safety requirements into its collaboration with contractors and partners and monitoring compliance through inspections and performance evaluation processes.

HEALTH AND SAFETY PERFORMANCE

During the reporting period, the Company maintained a strong health and safety performance, with no recorded fatalities, high-consequence injuries or recordable work-related injuries for both employees and non-employee workers.

KEY OHS INDICATORS		
INDICATOR		VALUE
 Employees covered by OHS system	31	
 Non-employees covered (contract employees)	4	
 Fatalities	0	
 High-consequence injuries	0	
 Recordable injuries	0	
 Work-related ill health cases	0	

Faria Renewables continues to strengthen its health and safety culture through prevention, employee engagement and continuous improvement, aiming to maintain zero-incident performance across all its activities.



5.3

Engagement with local communities

(e.g., investments in local infrastructure, awareness and education of local communities, sustainability-related activities)

COMMUNITY ENGAGEMENT

FARIA Renewables' ESG strategy is grounded in a place-based methodology that prioritizes local research and early stakeholder engagement. We begin with local-level assessment to identify the distinct characteristics of each area and to understand community context, priorities, and potential sensitivities.

We then initiate dialogue with local stakeholders and community members from the earliest project stages, with the objective of gathering insights directly from the people most affected and enabling participation from the outset. This process supports transparency, trust-building, and responsive project design.

Recognizing that local needs frequently differ between regions, we subsequently develop a tailored Community Engagement Plan. The plan outlines targeted activities designed to strengthen each community across relevant dimensions—social, environmental, and economic—ensuring that ESG initiatives are locally appropriate, inclusive, and impact-driven.

Before implementation begins, we meet with mayors and key local stakeholders to provide regular updates, ensure alignment with community expectations, and maintain an open feedback channel throughout project execution.



PROJECT NESSON IN THE REGION OF TEMPI (PV 19.8MW)

In the region of Tempi, our consultation with local stakeholders—supported by meetings with local authorities—highlighted persistent accessibility challenges and an urgent need for preventive interventions to support fire protection, particularly around community infrastructure such as schools and public spaces. In response, we implemented a set of practical actions focused on improving safety, access, and resilience ahead of the high-risk season.

Key activities included:

- **CREATION AND MAINTENANCE OF FIREBREAKS:** clearing vegetation (grass, weeds, etc.) around the school and the local sports field to reduce fuel load and establish a firebreak where our project is.
- **SITE-ADJACENT RISK REDUCTION WORKS:** vegetation clearance around a water tank near the the area where the photovoltaic site is located, combined with gravel laying/spreading to improve access and reduce fire risk.
- **ROAD SAFETY AND ACCESSIBILITY IMPROVEMENTS:** cleaning and debris removal on various roads to improve passability and reduce hazards.
- **FLOOD PREVENTION AND ROAD PROTECTION:** excavation of an approximately 30 m roadside drainage ditch using a hydraulic breaker, to prevent water from crossing the road and causing progressive deterioration.

These actions were selected based on locally expressed needs and were designed to deliver immediate community benefit, while also strengthening the region's preparedness and overall safety.

In addition to the immediate accessibility and fire-prevention actions, we also initiated targeted studies aligned with locally identified community priorities. Specifically, we commissioned a study on **improving/enhancing pollination** in the area, aiming to strengthen biodiversity while also supporting **local beekeepers** and related livelihoods. In parallel, we launched a **needs and feasibility study for a playground**, responding to the limited availability of safe and accessible play spaces for young children in the region. These studies will guide the design of appropriate, locally tailored interventions and help ensure that future community investments are evidence-based and impactful.

FARIA AIOLOS LARYMNA PROJECT: LARYMNA-MARTINO REGION (WIND 18.8MW)

In the area where the project is located, **FARIA Renewables** has implemented a series of electrical, mechanical, and construction works aimed at improving essential public infrastructure and community facilities. These interventions include upgrades in primary education facilities, early childhood education infrastructure, and local sports amenities, as well as restoration works on community recreational spaces.

In addition, targeted electrical and building works have been carried out in educational and healthcare facilities, contributing to improved functionality, safety, and overall service quality for local residents. Through these initiatives, the project supports the enhancement of public infrastructure and reinforces the long-term well-being of the local community.

FARIA AIOLOS NAVARINO PROJECT: NAVARINO REGION (WIND 12MW)

In the area where the project is located, FARIA Renewables has implemented a broad set of social, cultural, and infrastructure-oriented initiatives aimed at strengthening local community development and improving quality of life.

These actions include the provision of sports equipment to local football clubs, donations and support to cultural associations, as well as interventions in public infrastructure such as the restoration of communal roads and shared gathering spaces. In addition, the project has supported the upgrading of educational facilities through the provision of school equipment, contributing to improved learning conditions.

Further initiatives include the restoration and enhancement of cultural and historical assets, such as local museums, monuments, and places of worship, as well as improvements to public lighting infrastructure. Through these activities, the project contributes to the preservation of cultural heritage, the strengthening of social cohesion, and the overall sustainable development of the local community.

5.4

Our ESG Commitments

Faria Renewables is committed to creating long-term value not only through its renewable energy activities, but also through initiatives that support its people, strengthen team cohesion and contribute positively to society. The Company's ESG commitments extend beyond regulatory compliance, focusing on continuous development, employee engagement and meaningful social contribution.



CONTINUOUS TRAINING & DEVELOPMENT

First Aid Training for All Employees: Conducted in line with the mandatory 2026 legislation.

The Company invests in the continuous development of its workforce, recognizing that employee skills and preparedness are critical for both operational excellence and safety.

In this context, First aid training is provided to all employees, in line with upcoming mandatory legislative requirements, strengthening the Company's safety culture and ensuring readiness to respond to emergency situations.

EMPLOYEE ENGAGEMENT & TEAM COHESION

Faria Renewables promotes a collaborative and inclusive working environment through initiatives that strengthen team spirit and engagement.

Annual company trips and site visits combine team-building activities with visits to operational projects, enhancing both internal collaboration and employees' understanding of the Company's activities.





SOCIAL CONTRIBUTION & COMMUNITY ENGAGEMENT

Faria Renewables actively supports society through participation in initiatives that promote health, inclusion and community wellbeing.

The Company participates in Race for the Cure and the ALMA ZOIS Pink Ribbon campaign, while also taking part in major sporting events such as the Thessaloniki Half Marathon and the “Alexander the Great” Marathon, contributing to causes of social importance.

SUPPORTING INCLUSION AND EQUAL OPPORTUNITIES

The Company supports initiatives that promote accessibility and inclusion in sports and society.

Faria Renewables has supported the A.S.A.T.H. Aris basketball team through the donation of a specialized sports wheelchair, as well as the wheelchair basketball team of Megas Alexandros during their participation in the Greek Cup Final.



SUPPORTING LOCAL COMMUNITIES

Faria Renewables demonstrates its social responsibility through targeted actions that support vulnerable groups.

During the summer months, the Company provided a protected space at its premises for elderly vendors of the street magazine “Shedia”, contributing to social inclusion and dignity.



6.

Corporate Governance



40%

Women of the highest governance body



5

Board members



3

ISO Systems



9

Policies



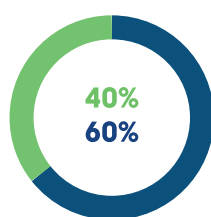
6.1

Governance & Organizational Structure

Faria Renewables has established a governance framework designed to support effective decision-making, accountability, and the integration of sustainability principles across all business activities. The Company operates under a structured organizational model, with clearly defined roles and responsibilities at Board and executive level, ensuring alignment between strategic objectives, operational execution and ESG commitments.

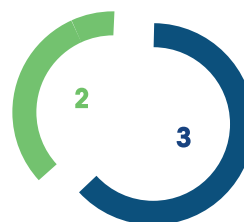
At the highest level of governance, the Board of Directors is responsible for overseeing the overall direction of the Company, including the approval of strategic priorities, business plans and sustainability-related disclosures. The Board is composed of five members, demonstrating a balanced composition in terms of expertise and diversity, with 60% male and 40% female representation.

PERCENTAGE OF GENDER PARTICIPATION
ON THE BOARD MEMBERS



■ MALE ■ FEMALE

INDIVIDUALS WITHIN THE ORGANIZATION'S
GOVERNANCE BODIES PER AGE



■ 30-50 YEARS OLD ■ OVER 50 YEARS OLD

The Board includes the President & Chief Executive Officer, Vice President & Chief Executive Officer, and additional non-executive members, ensuring a combination of executive oversight and independent perspective in decision-making processes.

MEMBER	ROLE
THALIA VALKOUMA	PRESIDENT & CEO
KINTSAKIS DIMITRIOS	VICE PRESIDENT & CEO
STREMSDOERFER BENJAMIN	BOARD MEMBER
ZIMMERMANN CAMILLE	BOARD MEMBER
POLLAN MICHAEL	BOARD MEMBER

Executive management, led by the CEO, is responsible for the implementation of the Company's strategy, including sustainability-related policies and initiatives. The CEO represents the most senior level accountable for the implementation of corporate policies across the organization. These policies apply across the full spectrum of the Company's activities, including operations, project development and the supply chain, ensuring consistency in governance practices throughout the value chain.

Sustainability considerations are embedded within the governance structure through dedicated roles and internal coordination mechanisms. Members of senior management actively participate in sustainability-related governance processes, including the ESG Committee, ensuring that environmental, social and governance aspects are integrated into strategic planning and operational decision-making.

The Company also ensures transparency and accountability in relation to sustainability reporting. The highest governance body retains responsibility for reviewing and approving reported sustainability information, reinforcing the credibility and integrity of disclosed data.



6.1.1 ESG Committee



KATERINA KALANTZI
ESG MANAGER &
HUMAN RESOURCES OFFICER



NENA POLYCHRONIDOU
HEAD OF OPERATIONS &
CORPORATE BUSINESS DEVELOPMENT



LAMBRINI KOLETSI
LEGAL COUNSEL



ILIAS TEKIDIS
ENVIRONMENTAL PROJECT MANAGER



THALIA VALKOUMA
PRESIDENT & CEO



ROLES AND RESPONSIBILITIES

The ESG Committee plays a central role in the governance of sustainability within the Company. It is responsible for overseeing the implementation of the Company's sustainability strategy and corporate responsibility policies, ensuring that ESG principles are systematically embedded across all operations.

The Committee monitors performance against ESG objectives, evaluates sustainability-related risks and opportunities, and provides guidance to management on best practices in environmental, social and governance matters. In doing so, it supports informed decision-making and strengthens the Company's ability to respond to evolving regulatory and market expectations.

In addition, the ESG Committee promotes transparency, accountability and continuous improvement across all sustainability initiatives, contributing to the development of a robust and forward-looking ESG framework.

MISSION STATEMENT

"To embed ESG principles across all operations, ensuring sustainable growth, accountability, and positive impact for our people, communities, and the environment."

STATEMENT FROM THE COMMITTEE

"Our ESG governance framework ensures that sustainability is embedded across all levels of the organization, guiding our decisions and reinforcing accountability, transparency, and long-term value creation." - **Ilias Tekidis**



6.2

Corporate Governance Policies for Sustainable Development

Faria Renewables has established a comprehensive framework of corporate governance policies that support the integration of sustainability principles across its operations, projects and value chain. These policies define the Company's commitments in key environmental, social and governance areas, ensure compliance with applicable legislation and international standards, and provide clear guidance for responsible business conduct.

In terms of policy communication, the Company adopts a structured approach to ensuring awareness and implementation across stakeholders. Corporate policies are communicated externally through the Company's website, while internally they are introduced from the first day of employment, ensuring that all employees are aligned with the Company's governance principles and commitments. The following corporate governance policies outline the Company's approach across key ESG areas and form the foundation of its responsible and sustainable business practices:

CODE OF CONDUCT AND CODE OF ETHICS

The Company's Code of Conduct & Ethics establishes the fundamental principles and standards that guide responsible business behavior across all levels of the organization. It sets clear expectations regarding integrity, transparency, accountability and respect, while ensuring compliance with applicable laws and regulations. The Code applies to all employees, management, contractors and partners, covering key areas such as business ethics and anti-corruption, human rights and fair labor practices, health, safety and environmental responsibility, data protection, conflicts of interest and stakeholder relations. Through this framework, the Company promotes a culture of ethical conduct, responsible decision-making and zero tolerance towards misconduct or non-compliance.

DIVERSITY & INCLUSION POLICY

The Company's Diversity & Inclusion Policy outlines its commitment to fostering an inclusive, respectful and equitable workplace, where all individuals are valued and empowered to contribute to their full potential. The policy establishes principles for equal opportunities across recruitment, career development, training and remuneration, while promoting a zero-tolerance approach to discrimination, harassment and exclusionary behavior. It applies to all employees, contractors and business partners, and is supported by actions such as inclusive hiring practices, diversity training, leadership accountability and external engagement.

ESG POLICY

The Company's ESG Policy defines its overarching framework for integrating environmental, social and governance principles into its strategy, operations and decision-making processes. It sets out clear commitments across key areas such as climate change mitigation, resource efficiency, biodiversity protection, employee wellbeing, human rights, ethical business conduct and transparent governance. The policy is aligned with internationally recognized frameworks and standards, including the UN Sustainable Development Goals (SDGs), SBTi, GRI and TCFD, and establishes measurable targets, such as the achievement of net-zero emissions by 2040. It is supported by structured implementation mechanisms, including ESG governance structures, performance monitoring through KPIs, stakeholder engagement and continuous improvement processes.

HUMAN RIGHTS POLICY

The Company's Human Rights Policy establishes its commitment to respecting and promoting internationally recognized human rights across its operations, projects and supply chain. It defines the principles and processes for identifying, preventing, mitigating and addressing potential human rights impacts, in alignment with global frameworks such as the UN Guiding Principles on Business and Human Rights, ILO Conventions and OECD Guidelines. The policy covers key areas including non-discrimination, fair labor practices, health and safety, freedom of association, community and land rights, and data protection. It is supported by due diligence mechanisms, such as Human Rights Impact Assessments and supplier evaluations, as well as monitoring, reporting and grievance procedures, ensuring accountability and continuous improvement.

QUALITY, ENVIRONMENTAL MANAGEMENT, AND HEALTH & SAFETY POLICY

The Company's Policy on Quality, Environmental Management and Health and Safety at Work defines its commitment to delivering high-quality services while ensuring environmental protection and safeguarding the health and safety of employees, partners and third parties. The policy establishes an integrated management approach, aligned with internationally recognized standards (ISO 9001, ISO 14001 and ISO 45001), focusing on regulatory compliance, continuous improvement, resource efficiency and stakeholder satisfaction. It promotes the prevention of environmental impacts, the reduction of workplace risks and accidents, and the development of a strong safety culture, supported by ongoing training, employee participation and systematic monitoring of performance across all activities.

WORKPLACE VIOLENCE AND HARASSMENT PREVENTION POLICY

The Company's Policy to Combat Violence and Harassment in the Workplace establishes a comprehensive framework for the prevention, identification and effective management of all forms of violence, harassment and discrimination, including gender-based and sexual harassment. It reflects a zero-tolerance approach and promotes a work environment based on respect, dignity and equal opportunities for all employees and stakeholders. The policy defines acceptable and unacceptable behaviors, outlines clear reporting and investigation procedures, and ensures the protection of individuals through confidentiality, non-retaliation and access to support mechanisms. It is supported by structured responsibilities, training and awareness actions, as well as monitoring and disciplinary processes.

TRAVEL POLICY

The Company's Corporate Travel Policy establishes a structured framework governing all business travel undertaken by employees and partners, ensuring consistency, transparency and cost control. It defines the procedures for travel approval, booking arrangements and expense management, including clear financial limits, eligible expense categories and reimbursement requirements. The policy also incorporates provisions related to health and safety, documentation and reporting, promoting responsible travel practices and compliance with internal controls. Through this framework, the Company ensures that business travel is conducted efficiently, safely and in alignment with its operational and financial objectives.

REMOTE WORK POLICY

The Company's Remote Work Policy establishes a structured framework for the implementation of remote working arrangements, enabling flexibility while ensuring operational efficiency and equal treatment of employees. It defines the conditions, procedures and limits under which remote work may be approved, including eligibility criteria, working time requirements, performance expectations and communication obligations. The policy ensures that remote work does not affect employees' rights, career development or access to company resources, while promoting work-life balance and supporting employee wellbeing. It also incorporates safeguards related to productivity, availability, business continuity and the right to disconnect, ensuring that remote work is conducted in a controlled, fair and transparent manner.

EDUCATION POLICY

The Company's Education Policy establishes a structured framework for the continuous development of employees' skills and competencies, recognizing training as a key driver of performance, innovation and long-term organizational growth. The policy defines the principles and processes for both induction and ongoing training, ensuring that employees are equipped with the knowledge required to understand the Company's operations, roles and responsibilities, as well as to comply with corporate policies and standards. It includes provisions for training needs assessment, tailored learning programs, evaluation mechanisms and knowledge sharing, while also offering financial support for external education and professional development. Through this policy, the Company promotes a culture of continuous learning, employee engagement and capability building, aligned with its strategic objectives.



6.3

Transparency and Certifications

Faria Renewables is committed to maintaining high standards of transparency, accountability and compliance across its operations, supported by internationally recognized management systems and governance practices. The Company has implemented certified management systems that ensure quality, environmental performance and continuous improvement of its activities.

In particular, the Company holds certification in accordance with **ISO 9001:2015** for its Quality Management System, covering activities such as the development, design, licensing, construction management and operation of energy projects. In parallel, Faria Renewables has implemented an Environmental Management System certified under **ISO 14001:2015**, demonstrating its commitment to environmental protection, regulatory compliance and the systematic management of environmental impacts associated with its operations.

Furthermore, the Company has established an Occupational Health and Safety Management System certified under ISO 45001:2018, reinforcing its commitment to providing a safe and healthy working environment and to the prevention of occupational risks across its activities.

These certifications are issued by accredited external bodies and are subject to periodic audits and reassessments, ensuring ongoing compliance with international standards and reinforcing the reliability of the Company's processes and disclosures.

Beyond certifications, the Company operates under a structured compliance framework aligned with national and international best practices in corporate governance, business ethics and corporate social responsibility. This framework supports transparency in operations and decision-making, while strengthening trust-based relationships with stakeholders.



9001

QUALITY
MANAGEMENT
SYSTEM

14001

ENVIRONMENTAL
MANAGEMENT
SYSTEM

45001

OCCUPATIONAL
HEALTH & SAFETY
MANAGEMENT
SYSTEM



7. Alignment table

7.1 PERFORMANCE TABLE

ENVIRONMENT		
KPI	2025	UNIT
DIRECT GHG EMISSIONS (SCOPE 1)	197.19	tCO ₂ eq
INDIRECT GHG EMISSIONS (SCOPE 2) (LOCATION BASED)	15.71	tCO ₂ eq
OTHER INDIRECT GHG EMISSIONS (SCOPE 3)	41,845.94	tCO ₂ eq
GHG EMISSIONS INTENSITY (SCOPE 1)	58	tCO ₂ eq / € million in turnover
GHG EMISSIONS INTENSITY (SCOPE 2)	4.62	tCO ₂ eq / € million in turnover
GHG EMISSIONS INTENSITY (SCOPE 3)	12,303.9	tCO ₂ eq / € million in turnover
TOTAL EMISSIONS (SCOPE 1 & 2 & 3) (LOCATION BASED)	4,058.84	tnCO ₂ eq
TOTAL AMOUNT OF HAZARDOUS WASTE PRODUCED	0	tn
TOTAL AMOUNT OF NON-HAZARDOUS WASTE PRODUCED	5,897.23	tn
PERCENTAGE OF WASTE BY TREATMENT TYPE - RECYCLED	100	%
PERCENTAGE OF WASTE BY TREATMENT TYPE - COMPOSTED	0	%
PERCENTAGE OF WASTE BY TREATMENT TYPE - INCINERATED	0	%
PERCENTAGE OF WASTE BY TREATMENT TYPE - LANDFILLED	0	%
TOTAL AMOUNT OF EFFLUENT DISCHARGES CONTAINING POLLUTANTS	0	m ³
TOTAL ELECTRICITY CONSUMPTION	42,686	KWh
TOTAL ANNUAL WATER CONSUMPTION	591.025	m ³

SOCIAL		
KPI	2025	UNIT
TOTAL NUMBER OF EMPLOYEES	31	No.
TOTAL NUMBER OF WORKERS WHO ARE NOT EMPLOYEES	4	No.
NUMBER OF WORKING WOMEN	11	No.
PERCENTAGE OF FEMALE EMPLOYEES	35	%
PERCENTAGE OF MALE EMPLOYEES	65	%
PERCENTAGE OF FEMALE EMPLOYEE HIRES	18	%
PERCENTAGE OF MALE EMPLOYEE HIRES	82	%
EMPLOYEE TURNOVER	11	%
FATALITY RATE FOR CONTRACT EMPLOYEES	0	No.
FATALITY RATE FOR DIRECT EMPLOYEES	0	No.

GOVERNANCE		
KPI	2025	UNIT
NUMBER OF BOARD MEMBERS	5	NO
PERCENTAGE OF FEMALE MEMBERS OF THE HIGHEST GOVERNANCE BODY	40	%
TOTAL NUMBER OF BUSINESS ETHICS VIOLATIONS	0	NO
CODE OF CONDUCT & CODE OF ETHICS	YES	YES/NO
DIVERSITY & INCLUSION POLICY	YES	YES/NO
ESG POLICY	YES	YES/NO
HUMAN RIGHTS POLICY	YES	YES/NO
QUALITY, ENVIRONMENTAL MANAGEMENT AND HEALTH & SAFETY POLICY	YES	YES/NO
WORKPLACE VIOLENCE AND HARASSMENT PREVENTION POLICY	YES	YES/NO
TRAVEL POLICY	YES	YES/NO
REMOTE WORK POLICY	YES	YES/NO
EDUCATION POLICY	YES	YES/NO
ISO 9001	YES	YES/NO
ISO 45001	YES	YES/NO
ISO 14001	YES	YES/NO

7.2 GRI ALIGNMENT TABLE

GRI content index		
STATEMENT OF USE		FARIA Renewables has reported the inFormation cited in this GRI content index for the period 01/01/2025 - 31/12/2025 with reference to the GRI Standards.
GRI 1 USED		GRI 1: FOUNDATION 2021
GRI STANDARD	GOVERNANCE	LOCATION
GRI 2: GENERAL DISCLOSURES 2021	2-1 ORGANIZATIONAL DETAILS	9-34
	2-2 ENTITIES INCLUDED IN THE ORGANIZATION'S SUSTAINABILITY REPORTING	70
	2-3 REPORTING PERIOD, FREQUENCY AND CONTACT POINT	70
	2-4 RESTATEMENTS OF INFORMATION	-
	2-5 EXTERNAL ASSURANCE	-
	2-6 ACTIVITIES, VALUE CHAIN AND OTHER BUSINESS RELATIONSHIPS	9-34
	2-7 EMPLOYEES	52-55, 69
	2-8 WORKERS WHO ARE NOT EMPLOYEES	52, 57, 69
	2-9 GOVERNANCE STRUCTURE AND COMPOSITION	61-64, 70
	2-10 NOMINATION AND SELECTION OF THE HIGHEST GOVERNANCE BODY	61-64
	2-11 CHAIR OF THE HIGHEST GOVERNANCE BODY	61-64
	2-12 ROLE OF THE HIGHEST GOVERNANCE BODY IN OVERSEEING THE MANAGEMENT OF IMPACTS	61-64
	2-13 DELEGATION OF RESPONSIBILITY FOR MANAGING IMPACTS	61-64
	2-14 ROLE OF THE HIGHEST GOVERNANCE BODY IN SUSTAINABILITY REPORTING	61-64, 70
	2-15 CONFLICTS OF INTEREST	65-66
	2-16 COMMUNICATION OF CRITICAL CONCERNS	35, 65-66
	2-17 COLLECTIVE KNOWLEDGE OF THE HIGHEST GOVERNANCE BODY	61-64
	2-18 EVALUATION OF THE PERFORMANCE OF THE HIGHEST GOVERNANCE BODY	-
	2-19 REMUNERATION POLICIES	-
	2-20 PROCESS TO DETERMINE REMUNERATION	-
	2-21 ANNUAL TOTAL COMPENSATION RATIO	-
	2-22 STATEMENT ON SUSTAINABLE DEVELOPMENT STRATEGY	3-8, 33-34, 35-37
	2-23 POLICY COMMITMENTS	63-66, 70
	2-24 EMBEDDING POLICY COMMITMENTS	63-66
	2-25 PROCESSES TO REMEDIATE NEGATIVE IMPACTS	36-37, 45-47, 65-66
	2-26 MECHANISMS FOR SEEKING ADVICE AND RAISING CONCERNS	35, 56, 65-66
	2-27 COMPLIANCE WITH LAWS AND REGULATIONS	65-67, 70
	2-28 MEMBERSHIP ASSOCIATIONS	-
	2-29 APPROACH TO STAKEHOLDER ENGAGEMENT	35, 57-59
	2-30 COLLECTIVE BARGAINING AGREEMENTS	-
GRI 3: MATERIAL TOPICS 2021	3-1 PROCESS TO DETERMINE MATERIAL TOPICS	36-37
	3-2 LIST OF MATERIAL TOPICS	37
	3-3 MANAGEMENT OF MATERIAL TOPICS	36-37
GRI 203: INDIRECT ECONOMIC IMPACTS 2016	203-1 INFRASTRUCTURE INVESTMENTS AND SERVICES SUPPORTED	31-34, 57-59
	203-2 SIGNIFICANT INDIRECT ECONOMIC IMPACTS	33-34, 57-59
GRI 205: ANTI-CORRUPTION 2016	205-1 OPERATIONS ASSESSED FOR RISKS RELATED TO CORRUPTION	65-67, 70
	205-2 COMMUNICATION AND TRAINING ABOUT ANTI-CORRUPTION POLICIES AND PROCEDURES	65-67, 70
	205-3 CONFIRMED INCIDENTS OF CORRUPTION AND ACTIONS TAKEN	70

GRI STANDARD	GOVERNANCE	LOCATION
GRI 301: MATERIALS 2016	301-1 MATERIALS USED BY WEIGHT OR VOLUME	44-47
	301-2 RECYCLED INPUT MATERIALS USED	46-47, 69
	301-3 RECLAIMED PRODUCTS AND THEIR PACKAGING MATERIALS	46-47
GRI 302: ENERGY 2016	302-1 ENERGY CONSUMPTION WITHIN THE ORGANIZATION	40, 69
	302-2 ENERGY CONSUMPTION OUTSIDE OF THE ORGANIZATION	40
	302-3 ENERGY INTENSITY	40, 42-43, 69
	302-4 REDUCTION OF ENERGY CONSUMPTION	40-43
GRI 303: WATER AND EFFLUENTS 2018	303-1 INTERACTIONS WITH WATER AS A SHARED RESOURCE	44-47
	303-4 WATER DISCHARGE	69
	303-5 WATER CONSUMPTION	38, 69
GRI 304: BIODIVERSITY 2016	304-1 OPERATIONAL SITES OWNED, LEASED, MANAGED IN, OR ADJACENT TO, PROTECTED AREAS AND AREAS OF HIGH BIODIVERSITY VALUE OUTSIDE PROTECTED AREAS	31-37
	304-2 SIGNIFICANT IMPACTS OF ACTIVITIES, PRODUCTS AND SERVICES ON BIODIVERSITY	37
GRI 305: EMISSIONS 2016	305-1 DIRECT (SCOPE 1) GHG EMISSIONS	41-42, 69
	305-2 ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS	41-42, 69
	305-3 OTHER INDIRECT (SCOPE 3) GHG EMISSIONS	43-44, 69
	305-4 GHG EMISSIONS INTENSITY	42-43, 69
	305-5 REDUCTION OF GHG EMISSIONS	42-44
GRI 306: WASTE 2020	306-1 WASTE GENERATION AND SIGNIFICANT WASTE-RELATED IMPACTS	45-47, 69
	306-2 MANAGEMENT OF SIGNIFICANT WASTE-RELATED IMPACTS	45-47
	306-3 WASTE GENERATED	46-47, 69
	306-4 WASTE DIVERTED FROM DISPOSAL	46-47, 69
	306-5 WASTE DIRECTED TO DISPOSAL	46-47, 69
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016	308-1 NEW SUPPLIERS THAT WERE SCREENED USING ENVIRONMENTAL CRITERIA	45-47, 65-67
	308-2 NEGATIVE ENVIRONMENTAL IMPACTS IN THE SUPPLY CHAIN AND ACTIONS TAKEN	45-47
GRI 401: EMPLOYMENT 2016	401-1 NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER	53-54
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	401-3 PARENTAL LEAVE	54

7.2 GRI ALIGNMENT TABLE

GRI STANDARD	GOVERNANCE	LOCATION
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	403-1 OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM	55-56
	403-2 HAZARD IDENTIFICATION, RISK ASSESSMENT, AND INCIDENT INVESTIGATION	55-56
	403-3 OCCUPATIONAL HEALTH SERVICES	55-56
	403-4 WORKER PARTICIPATION, CONSULTATION, AND COMMUNICATION ON OCCUPATIONAL HEALTH AND SAFETY	55-56, 59
	403-5 WORKER TRAINING ON OCCUPATIONAL HEALTH AND SAFETY	56, 59
	403-6 PROMOTION OF WORKER HEALTH	55-56
	403-7 PREVENTION AND MITIGATION OF OCCUPATIONAL HEALTH AND SAFETY IMPACTS DIRECTLY LINKED BY BUSINESS RELATIONSHIPS	57
	403-8 WORKERS COVERED BY AN OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM	57
	403-9 WORK-RELATED INJURIES	56
	403-10 WORK-RELATED ILL HEALTH	56
GRI 404: TRAINING AND EDUCATION 2016	404-1 AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE	59-60
	404-2 PROGRAMS FOR UPGRADING EMPLOYEE SKILLS AND TRANSITION ASSISTANCE PROGRAMS	59-60
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016	405-1 DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES	52-53, 70
GRI 406: NON- DISCRIMINATION 2016	406-1 INCIDENTS OF DISCRIMINATION AND CORRECTIVE ACTIONS TAKEN	65-66, 70
GRI 413: LOCAL COMMUNITIES 2016	413-1 OPERATIONS WITH LOCAL COMMUNITY ENGAGEMENT, IMPACT ASSESSMENTS, AND DEVELOPMENT PROGRAMS	35, 57-59
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GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016	414-1 NEW SUPPLIERS THAT WERE SCREENED USING SOCIAL CRITERIA	65-67
	414-2 NEGATIVE SOCIAL IMPACTS IN THE SUPPLY CHAIN AND ACTIONS TAKEN	44-47, 65-67





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