

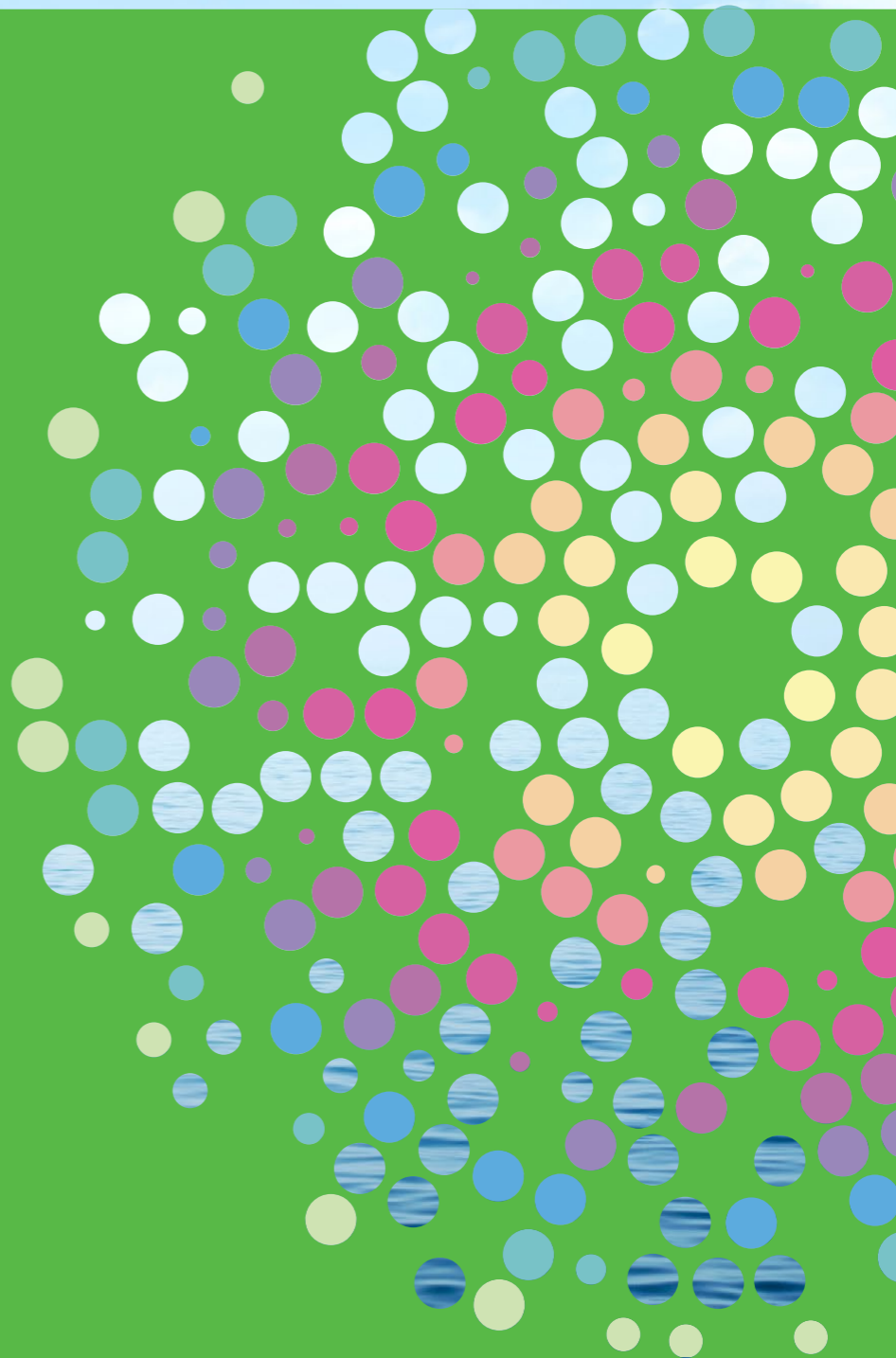


ESG Key Performance Index 2023

COORDINATOR

Division of Corporate Social Responsibility
and Sustainable Development

www.terna-energy.com





Material topic: Value creation

GRI, ATHEX ESG, SASB	ESG Performance indicators	Unit	2023	2022
	Direct economic value generated			
GRI 201-1	Revenues	thousand €	346,436	314,747
	Direct economic value distributed			
GRI 201-1	Operating costs	thousand €	139,098	156,958 ¹
GRI 201-1	Employee wages and benefits	thousand €	17,150	15,216
GRI 201-1	Payments to providers of capital	thousand €	114,081	79,304
GRI 201-1	Payments/Contributions to the State (total)	thousand €	28,946	35,008
GRI 201-1	Greece	thousand €	27,631	31,217
GRI 201-1	Cyprus	thousand €	85	298
GRI 201-1	North Macedonia	thousand €	0	4
GRI 201-1	Bulgaria	thousand €	91	133
GRI 201-1	Serbia	thousand €	0	5
GRI 201-1	Poland	thousand €	1,169	2,212
GRI 201-1	USA	thousand €	-31	1,139
GRI 201-1	Community investments	thousand €	4,318	3,661
GRI 201-1	Total	thousand €	303,593	290,147²
GRI 201-1	Economic value retained	thousand €	42,843	24,600³

^{1,2,3} Restatement of published 2022 value due to recalculation.



Material topic: Value creation

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



Material topic: Corporate culture

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



Material topic: Climate change mitigation

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

⁴Restatement of published 2022 value due to recalculation.



Material topic: Energy

GRI, ATHEX ESG, SASB	ESG Performance indicators	Unit	2023	2022
Energy consumption within the organization⁵				
GRI 302-1	Total energy consumption within the Group	MWh	30,483.4	29,158
GRI 302-1	Fuel consumption from RES within the Group	MWh	21,710.5	21,243
GRI 302-1	Fuel consumption from non-renewable sources within the Group	MWh	1,614.6	1,542.6
GRI 302-1	Electricity consumption within the Group from the grid	MWh	7,158.3	6,371.7
GRI 302-1	Electricity consumption within the Group from RES from the grid – with GOs	MWh	7,158.3	6,371.7
GRI 302-1	Electricity consumption within the Group from the grid– without GOs	MWh	0	0
ATHEX C-E3	Percentage of electricity consumed as a proportion of the Group's total energy consumption	%	23.5	22
GRI 302-1	Percentage of energy consumed within the Group from RES	%	95	95
GRI 302-1	Total Installed Capacity: Wind Energy	MW	1,193.4	876.4
GRI 302-1	Total Installed Capacity: Hydropower Energy	MW	17.8	17.8
GRI 302-1	Total Installed Capacity: Solar Energy	MW	8.5	8.5
GRI 302-1	Total Installed Capacity: Waste Management and Energy Utilization from waste	MW	4.1	2.6
ATHEX C-E3	Total amount of energy produced	GWh	2,596.7	2,416
ATHEX C-E3	Percentage of energy produced from RES	%	100	100
	Energy consumption from non-renewable sources for the Group's facilities excluding offices	MWh	1,711.1	1,542.6
	Energy consumption from RES for the Group's facilities, excluding offices	MWh	28,229.1	27,169.7
	Electricity consumption for the Group's facilities, excluding offices	MWh	6,615.1	5,926.4
	Electricity consumption from RES for the Group's facilities, excluding offices	MWh	6,615.1	5,926.4
	Percentage of electricity consumed from non-renewable sources as a proportion of the Group's total electricity consumption	%	0	0
	Percentage of electricity consumed from RES as a proportion of the Group's total electricity consumption	%	100	100
	Total electricity consumption within the Group from RES	MWh	7,158.3	6,371.7
	RES of electricity consumed			
	<i>Photovoltaic parks</i>	%	15.7	96.0
	<i>Wind Energy</i>	%	35.8	3.5
	<i>Hydroelectric Energy</i>	%	48.5	0

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



Material topic: Waste

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

^{6,7,8,9,10} Restatement of published 2022 value due to recalculation.



Material topic: Waste

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

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

¹²Waste from oil retention tank are collected when there is a risk of overflow

*Hazardous waste according to the European Waste List



Material topic: Waste

GRI, ATHEX ESG, SASB	ESG Performance indicators	Unit	2023			2022		
			Onsite	Offsite	Total	Onsite	Offsite	Total
Waste directed to disposal								
Hazardous waste								
GRI 306-4	Preparation for reuse	t	0	0	0	0	0	0
GRI 306-4	Recycling	t	0	0	0	0	44.6 ¹³	44.6 ¹⁴
GRI 306-4	Other recovery procedures ²¹	t	0	66.5	66.5	0	0	0
GRI 306-4	Total	t	0	66.5	66.5	0	44.6¹⁵	44.6¹⁶
Non-hazardous waste								
GRI 306-4	Preparation for reuse	t	0	0	0	0	0	0
GRI 306-4	Recycling	t	0	5.96	5.96	0	52.97 ¹⁷	52.97 ¹⁸
GRI 306-4	Total	t	0	5.96	5.96	0	52.97¹⁹	52.97²⁰

^{13,14,15,16,17,18,19,20} Restatement of published 2022 value due to recalculation.

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



Material topic: Waste

GRI, ATHEX ESG, SASB	ESG Performance indicators	Unit	2023			2022		
			Onsite	Offsite	Total	Onsite	Offsite	Total
Waste directed to disposal								
Hazardous waste								
GRI 306-5	Incineration (with energy recovery)	t	0.0	0.0	0.0	0.0	0.0	0.0
GRI 306-5	Incineration (without energy recovery)	t	0.0	0.0	0.0	0.0	0.0	0.0
GRI 306-5	Landfilling	t	0.0	0.0	0.0	0.0	0.0	0.0
GRI 306-5	Total	t	0.0	0.0	0.0	0.0	0.0	0.0
Non-hazardous waste								
GRI 306-5	Incineration (with energy recovery)	t	0	0	0	0	0	0
GRI 306-5	Incineration (without energy recovery)	t	0	0	0	0	0	0
GRI 306-5	Landfilling	t	0	165.1	165.1	0	51.2 ²²	51.2 ²³
GRI 306-5	Total	t	0	165.1	165.1	0	51.2²⁴	51.2²⁵

^{22,23,24,25} Restatement of published 2022 value due to recalculation.



Material topic: Waste

GRI, ATHEX ESG, SASB	ESG Performance indicators	Unit	2023	2022
Percentage of waste by type of treatment				
ATHEX A-E3	Hazardous waste	t	66.5	44.6²⁶
ATHEX A-E3	Landfilling	%	0	0
ATHEX A-E3	Incineration (with energy recovery)	%	0	0
ATHEX A-E3	Incineration (without energy recovery)	%	0	0
ATHEX A-E3	Recycling	%	0	100
ATHEX A-E3	Preparation for reuse	%	0	0
ATHEX A-E3	Other recovery procedures ²⁷	%	100	0
ATHEX A-E3	Non-hazardous waste	t	171.1	104.2²⁸
ATHEX A-E3	Landfilling	%	96.5	49 ²⁹
ATHEX A-E3	Incineration (with energy recovery)	%	0	0
ATHEX A-E3	Incineration (without energy recovery)	%	0	0
ATHEX A-E3	Recycling	%	3.5	51 ³⁰
ATHEX A-E3	Preparation for reuse	%	0	0
ATHEX A-E3	Other recovery procedures	%	0	0

^{26,28,29,30} Restatement of published 2022 value due to recalculation.

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



Material topic: Water Withdrawal – Consumption - Use³¹

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

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

The following data has been calculated:

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

^{32,33}Restatement of published 2022 value due to recalculation.



Material topic: Water Withdrawal – Consumption - Use

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



Material topic: Water Withdrawal – Consumption - Use

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

^{34,35} Restatement of published 2022 value due to recalculation



Material topic: Working conditions for the workforce

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



Material topic: Working conditions for the workforce

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

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

^{36,37,38,39,40,41,42,43} Restatement of published 2022 value due to recalculation.



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

GRI 403-8: Workers covered by an occupational health and safety management system	2023	2022
Employees and workers who are not employees but whose work and/or workplace is controlled by the organization⁴⁴		
Total	745	683
Number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system		
Number	745	683
Percentage	100%	100%
Number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been internally audited		
Number	745	683
Percentage	100%	100%
Number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party⁴⁵		
Number	726	661
Percentage	98%	97%

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

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



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

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

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

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

⁴⁷They refer to minor injuries.

⁴⁸Accident frequency index based on the terminology of the Athens Exchange ESG Disclosure Guide.



Material topic: Equal treatment and opportunities for all

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

TERNA ENERGY S.A.

85, Mesogeion Ave., Athens, 11526, Greece
info@terna-energy.com
+30 210 6968000

Follow Us

