



Sustainability Report 2024

ABO Energy Suomi

in Brief



Renewables are our DNA

The world sustainably balanced

Dear Stakeholders,

Our business has always been about doing business responsibly. In 1996, our founders Jochen and Matthias became disillusioned with the energy policy at that time and wanted to do more to combat climate change. Today, we are still united by the same drive to solve the climate crisis, with more than 1,400 employees in 16 countries. Even though this is a good starting point, in the 2020s it will not be enough: we need to consider the social, environmental, administrative and economic sustainability of our actions at the same time.

Here in the Finnish subsidiary, we have identified biodiversity conservation and the rights of local communities as cornerstones of our sustainability work, alongside the mitigation of climate change. Our local regulations and applicable guidelines direct wind power project development to take all of these into account, but we aim to do more and better. This is why we have started piloting voluntary biodiversity footprint measurements and exploring a range of compensatory wildlife measures to support biodiversity. Steps have been taken to achieve a deeper interaction and understanding of local needs with local

communities, such as holding project-specific workshops, which have so far taken place in our Northern Savonian projects.

At the same time, we want to look carefully at our own activities. We have worked long and hard to create an equal and humane working community. We strive to ensure that our policies and agreements are not only fair, but also understandable and transparent. We choose our partners carefully and require them to share our values.

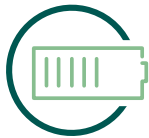
Despite all our best efforts, it is clear that increasing renewable energy impacts the local environment, as does all industrial construction. In autumn 2024, we published our new strategy, in which our vision is The world in sustainable balance. Balance is what sustainability work is all about: we need renewable, green energy, but we also need to respect what has come before us in equal measure.

Aapo Koivuniemi
Managing director
ABO Energy Suomi Oy



Who we are

- We are part of the international ABO Energy Group.
- We develop and build wind and solar farms as well as battery and hydrogen projects.
- Subsidiary operations in Finland since 2013 – ABO Energy Group was founded in 1996 in Germany.
- The core of our business in Finland is still onshore wind power, with the new addition of battery, solar and hydrogen projects related to wind power.
- We are one of the largest developers of onshore wind power in Finland.
- In 2024, our company name was changed from ABO Wind to ABO Energy.



Read more about who we are on our website [ABO Energy Suomi](#)

Key figures in Finland



457.3 MW

of developed wind power capacity



5 600 MW

of wind power projects under development



48 +11 employees

(ABO Energy Suomi Oy and ABO Energy O&M Suomi Oy)



Expertise

Our expertise covers the various phases of project development including project acquisition, land leasing, environmental impact assessments, permitting, wind speed assessments, technical planning, financing and construction. In Finland, we also offer services during operation.

As one of the largest onshore wind power developers in Finland, we strive to follow sustainability principles in everything we do.



Land leasing

- Landowners' tendering/Identifying suitable area
- Lease agreements
- Preliminary investigations



Project development

- Placement of turbines
- Wind measurements
- Environmental impact assessment
- Land use planning
- Permitting



Financing

- Loan arrangements
- Determining the purchase price
- Contacting investors



Construction

- Grid contract
- Earthworks and foundations
- Erection of turbines
- Commissioning



Transfer of ownership

- Sale of wind farm
- Transferring the ownership of the project company



Services (ABO Energy O&M Suomi Oy)

- Operative management
- Maintenance
- Technical assessments


Project development and planning about 5–8 years

Construction 1–2 years


Operation about 30 years

ABO Energy Suomi - over 10 years in renewables

2013	2015	2016-2020	2020	2021	2022	2023	2024
ABO Energy established in Finland	Construction of the first project - Sauviinmäki 6.6 MW (7 employees)	2020 Construction of 5 wind farms, with a total capacity of 127.5 MW	1 st PPA contract	Construction of the largest wind farm, Välikangas, with a capacity of 103.2 MW (in cooperation with Luxcara)	Drafting the first strategy for the Finnish subsidiary (37 employees)	<div>New strategy drafted for the international ABO Energy Group</div> <div>Construction of the largest turnkey wind farm, Pajuperänkangas, with a capacity of 86.8 MW</div> <div>Pilot project in Finland: Biodiversity footprint measurements for the Tornimäki wind power project</div> <div>First Sustainability Day for the ABO Energy employees in Finland</div>	<div>First Sustainability Program for the Finnish subsidiary is published</div> <div>First carbon footprint calculation (Scope 1, 2 and 3) for 2023 is published</div> <div>ABO Energy - 10 Years in Finland Gala for ABO Energy employees, alumni and key stakeholders</div> <div>First Summer Event Tour organised to meet with local people in project municipalities all over Finland</div> <div>Development of solar, storage and hydrogen projects begins</div> <div>Localized strategy drafted for the subsidiary (48 employees)</div> <div>Participation in creating a Biodiversity Target for renewables industry in Finland</div>




2015



2022

Executive Summary

Our ESG performance in 2024

<div>Environmental</div> <div></div>	<ul style="list-style-type: none">• Biodiversity roadmap, action plan and commitments• Carbon footprint calculation for Scope 1, 2 and 3• Local climate units which support climate work in Finland (units produced in Pihtipudas and Reisjärvi) purchased to correspond with the impact of ABO Energy's business trips in Finland during 2024 (72 tons)• 100% new electricity purchase contracts with zero emissions• First biodiversity footprint measurements for the Tornimäki, Kuivanto, Iso-Petäjämäki and Kiiskineva pilot projects
<div>Social</div> <div></div>	<ul style="list-style-type: none">• Commitments to Local Communities published• Improvements in transparent project communication: website updates, launching project newsletter concept, communication plan for every project• Summer Event Tour in project municipalities and local workshops in project development• Safe space principles at all events and in our workplace• We published an equality and non-discrimination plan• 100% of our employees have completed DEI training• We launched a new employee training platform called Vuolearning• Resident and land owner survey for people living next to developed and built wind farms in Kokkoneva
<div>Governance</div> <div></div>	<ul style="list-style-type: none">• Sustainability program based on a double materiality assessment was published• First Stakeholder survey was conducted and analyzed• The Code of Conduct course was completed by 100% of our employees• Supplier Code of Conduct was developed• Whistleblowing channel in Finnish/English was launched for all stakeholders• Cyber Security review by external auditor• Risk review and PESTEL analyses for the Finnish market• Crisis communication training for steering group• The Finnish Transparency Register in use for transparent lobbying• Launching new version of project management system

ABO Energy Suomi in 2024 at a Glance

Construction portfolio

457.3 MW

Project development portfolio

5600 MW

Experience in renewable
energy market

**over
10 years**

Carbon footprint

166.129
t CO₂e

Total employees

48

Turnover

26.1 MEUR

Tax footprint

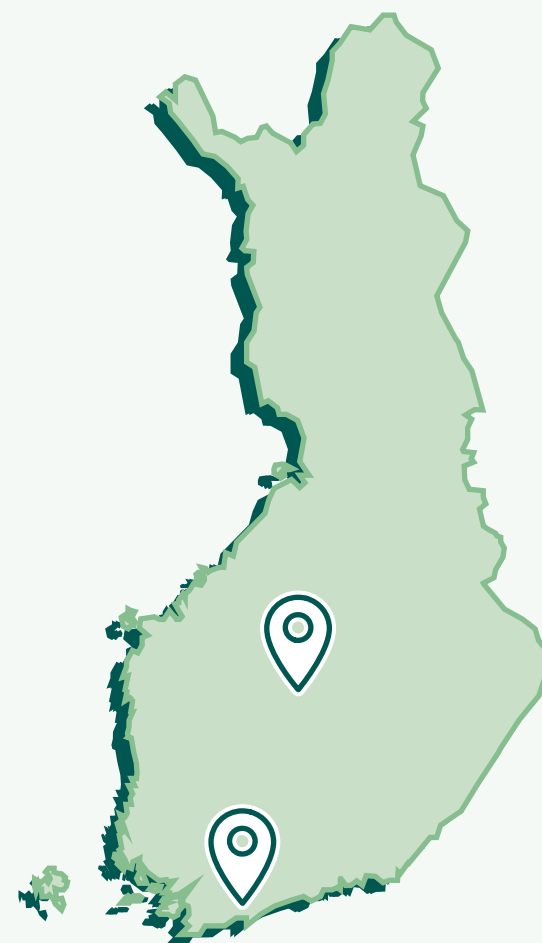
2.4 MEUR

Avoided emissions

160 303* tCO₂e

Offices

Helsinki, Jyväskylä



* from the wind farms (Illeevaara and Pajuperänpangas), the residual mix emission factor and actual electricity production in 2024 were used for measuring

Strategy, Business Model and Value Chain

Our company is a leading player in Finland's wind energy market, with over 10 years of success in carrying out wind projects and supplying renewable electricity to society. ABO Energy's strategy is based on our values and business principles, which allow us to focus on our mission.

We develop renewable energy and strive to maximise positive impacts by prioritising sustainability in project development and decision-making.

Strategy building blocks:

ABO Energy Suomi Vision

The world in sustainable balance



ABO Energy Suomi Mission

We are making the green transition a reality and building a future that will last from generation to generation








ABO Energy International Vision

Net Zero World

ABO Energy International Mission

Achieving energy transition

ABO Energy Values

Responsibility:	Community:	Appreciation:	Courage:	Results-Orientation:
				
<p>For the Big Picture: Shaping a Future Worth Living</p> <p>For Successful Projects: Competent Employees with Creative Freedom</p> <p>For Good Decisions: Transparent Flow of Information</p>	<p>Authenticity: Everyone Can be Their True Self</p> <p>Helpfulness: Knowledge Sharing and Learning from Each Other</p> <p>Strong Together: Project Groups Make Decisions as a Team</p>	<p>Respectful Cooperation: Mutual Trust across all Positions</p> <p>Cultural Diversity: Internationality as a Strength</p> <p>Clear Communication: Transparency and Openness in all Processes</p>	<p>Forward-Thinking: Recognition of Trends and Agile Development</p> <p>Bold, Creative Solutions: Breaking New Ground with a Sense of Optimism</p> <p>Constructive Error Culture: Overcoming Challenges Together</p>	<p>Entrepreneurial Thinking: For the Good of the Company</p> <p>Pragmatism: Measurable Results for a Solid Business</p> <p>Continuous Improvement: Constant Optimisation for Efficient Processes</p>

Finnish Market Year 2024

Summary:

- The Confederation of Finnish Industries (EK) has identified a potential of €270 billion in green investments in Finland, while Fingrid predicts a future consumption of 25 GW for future green projects.
- The wind power industry has grown rapidly in Finland, despite the fact that investment decisions have not been made due to economic uncertainty and the high costs of construction.
- Rapid growth has an impact: citizens and officials worry about biodiversity and social issues at the local and regional level.
- Fairness in the green transition has become topical, and it covers land use (including production areas and overhead lines), biodiversity and species protection, residents' rights, etc.
- The renewable energy sector has invested in mapping its ecological footprint and finding new approaches, such as compensation measures.
- Political support is still strong: 80-82% of decision makers in Finland support more wind power and 94-96% support more solar power*. Citizen support is also high: 71% of citizens support more wind power**.
- High awareness of Finland's opportunities and capabilities to be a leading country in green energy production and green energy-based industries, having a positive regional economic impact.

Our response:

ABO Energy Suomi conducts a six-month analysis of the operational environment, taking into account political, economic, social, technological, environmental and legal trends and uncertainties. We use analysis to stay ahead of changes in the external environment by minimizing risks and seizing opportunities. Our understanding of the market enables us to monitor industry trends, changes in regulatory and market conditions and respond in a timely manner. Our strategic direction allows us to respond to changes in external factors, such as economic fluctuations, market forces and geopolitical influences. In everyday operations, we do our work by interacting with business partners and local people and trying to earn their trust with every action we take.



*Source: Decision Maker Survey by Renewables Finland 2024

** Source: Energy attitudes in Finland 2024 survey by Finnish Energy 2024

Business model

"Towards a new, sustainable energy system"

2024 was a year of renewal for us. Until now, our focus has been on onshore wind power. Going forward, we will also develop battery projects and solar power, as well as explore the potential of green hydrogen and its down-stream processing in Finland. This shift also presents a challenge for us in terms of sustainability: while we learn about these technologies, we must also understand their production chains and how to implement them sustainably. For example, in the case of solar power, our goal has always been to develop open spaces rather

than forested land.

In 2024, the impact of our activities on nature, habitats and species has taken on a new level of importance. We are therefore proud to have welcomed a biologist to the team at ABO Energy and to be part of defining the renewable energy sector's common goal for biodiversity. It's easy to say that nature and the surrounding environment have always been central to our operations, as environmental impact has been the main guiding factor in project development. However, we are now being challenged in a new way. That is why transparency in our actions and open dialogue with local communities is perhaps more important now than ever before.

Amanda Cardwell
Head of Project Development
Department



Our strong core business:



Onshore wind power

is the cornerstone of ABO Energy Suomi's business. Onshore wind power is the strongest driver of Finland's green transition, with other technologies and industries following in its wake.

New growth perspectives:

Battery storage

Energy storage will be essential in the new energy system, as weather-dependent generation plays an increasingly central role. We will develop and build battery solutions for our wind and solar farms, as well as stand-alone projects.



Green hydrogen production and derivatives

We need the production of green hydrogen and its derivatives to fully leverage renewable energy across various industrial sectors. We are actively researching and developing the business model and entering into cooperation agreements.



Solar power

Leveraging our international expertise, we are carefully expanding to the highest quality solar power projects.



Our business model

				
Turnkey projects	Sale of project rights	Providing construction services to a new owner	Sale of planning and purchasing services (new)	Portfolio sales (new)
A business model where a renewable energy project is developed, built and sold ready-made.	The projects are sold pre-licensed individually or in bundles, depending on the buyer's interest.	As an addition to project rights, construction is offered as a service.	Can be provided as an additional service for the technical aspects of a project: engineering services and turbine procurement.	Projects can also be sold as a large portfolio of projects at different stages.

Strategic Focus Areas



Goal-orientation

Our business delivers the most attractive and competitive projects in the industry.



Foresight

We have a clear view and understanding of the future, which we use to anticipate skill needs and business operations.



Quality and competence

Meaningful and ambitious goals guide our daily activities, and we are proudly committed to achieving them.



Sustainability

All employees operate in a sustainable, people-oriented, and transparent way.



Case: Pajuperänkangas Wind Farm, Haapajärvi (87.5 MW)

Building Bridges Between the Local Community and the New Owner

Our business partner Infinergies Finland Oy launched the project in 2012 by securing land lease agreements, initiating permitting, and conducting initial nature surveys. ABO Wind (now ABO Energy) joined in 2017, driving the project forward with the publication of the master plan draft and Environmental Impact Assessment (EIA) in autumn 2017. A wind measurement mast gathered data from 2017 to 2019, supporting the project's development. The master plan was opened for public review in summer 2018 and approved by the Haapajärvi city council in spring 2019. With building permits granted in summer 2020, construction began in 2022, and in 2024, we proudly celebrated the inauguration of the wind farm.

We take a responsible approach to project development, ensuring that each phase is carried out with careful consideration to maintain balance and respect for both people and nature. For example, during the EIA process for the Pajuperänkangas wind project, its proximity to a sensitive Natura 2000 area was identified. To minimize potential impacts on biodiversity, we relocated one turbine that was originally planned near the protected area. This is our standard practice.

For over a decade, ABO Energy Suomi has been deeply rooted in Haapajärvi, supporting local associations and sports clubs and fostering a strong community connection. In 2024, as we transferred ownership of our last Haapajärvi wind farm to NTR & LNG Investment, our priority was ensuring a seamless transition for the local

community. This collaboration has already yielded positive results. One of our first joint initiatives was co-funding a new lodge for the local hunting association. Looking ahead, the new owner has committed to launching a community fund, empowering Haapajärvi-based associations to apply for annual financial support for their local projects. Our role remains advisory, ensuring lasting collaboration and shared success.

We will continue supporting local initiatives for now, but more importantly, we trust that the community will continue to thrive and benefit from wind power for generations to come. The journey of clean energy is not just about turbines—it's about people, progress, and a sustainable future we build together.

Annika Rossi,
the project developer
for Pajuperänkangas
wind farm



Facts:

- Located in **Haapajärvi**, Northern Ostrobothnia
- 14 turbines, total **capacity 86.8 MW**
- In operation since **December 2023**
- Developed and constructed by **ABO Energy Suomi Oy** in co-operation with **Infinergies Finland Oy**
- Owner **NTR & LNG Investment** since 2023
- Operation & maintenance services **ABO Energy O&M Suomi Oy**

ABO Energy expertise:



Development



Financing

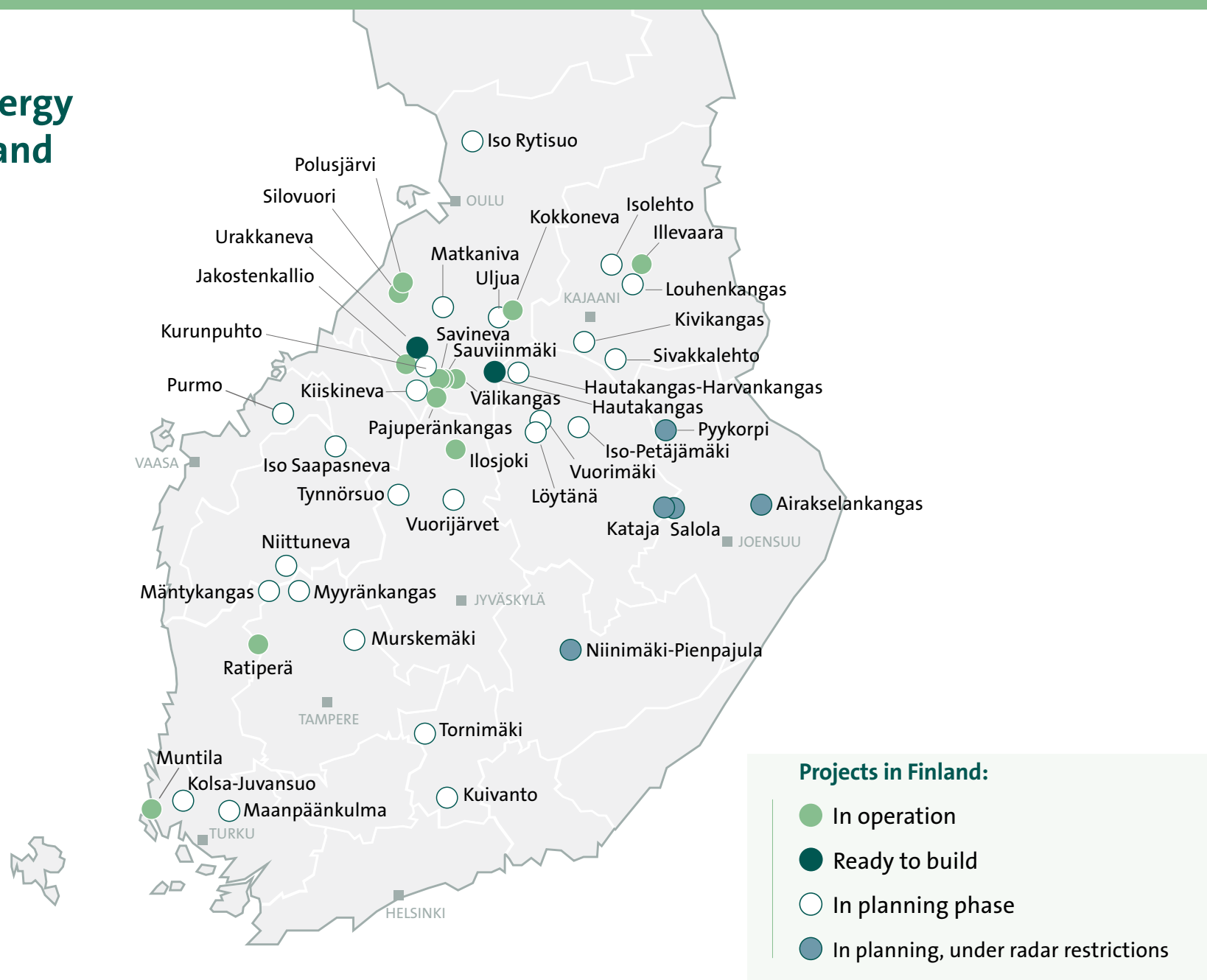


Construction

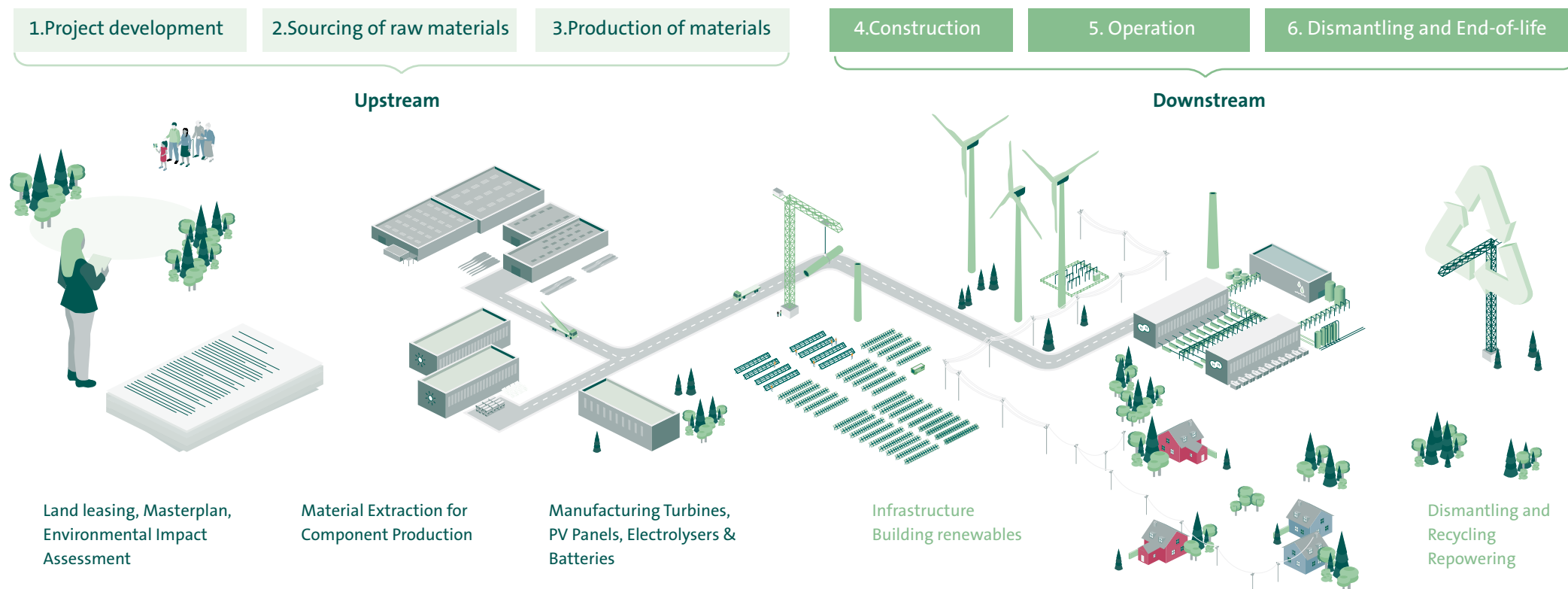


Operation &
Maintenance Services

Map of ABO Energy Projects in Finland



Value Chain



Across the entire Value Chain:



Sustainability in ABO Energy

Sustainability comprises an integral part of the ABO Energy business strategy, which we observe in our daily operations and the development of corporate responsibility. We strive to strike a balance by creating maximum value for society, nature and business.

“Very good” in global sustainability ranking

Global ABO Energy Group’s sustainability performance in 2024 was rated as “very good” by Imug rating. The Imug rating was commissioned to prepare an external, independent sustainability rating for ABO Energy. The methodology applied and areas examined in this sustainability rating follow an approach commonly used for assessing the sustainability performance of companies. It is based on the three guiding ideas for sustainable management discussed in the context of sustainable finance, according to which companies should manage their operations responsibly and ensure a positive impact in terms of sustainability as well as prevent any risky or controversial conduct of business. The company received the full 100-point score in two out of three categories (“products and services” and “controversies”). The category “ESG management” was given a score of 49 out of 100 points. The report shows room for improvement in this area.

Our sustainability principles

ABO Energy’s sustainability principles are the core values and guidelines that shape our approach to sustainability, focusing on environmental, social, and governance factors. In this report, we have added an economic dimension.

Environmental

The climate crisis is the greatest threat to life as we know it on Earth. Our mission is to combat climate change through technology, but we also recognise that our work impacts the environment and nature. In our operations, we strive to minimise harmful environmental effects and aim to leave a positive footprint wherever we operate.



Social

Our work becomes reality through people. The acceptance of local communities is the foundation of our projects, and our responsibility is to ensure the protection of human rights across the entire value chain. For our employees, we are committed to providing a safe working environment and meaningful work. For our stakeholders, we strive to be a trusted and reliable partner.



Governance

Ethical business practices and good governance play a critical role in successful business operations. We are committed to transparency and accountability, as they strengthen the sustainability of our business and help us mitigate unnecessary risks.



Economic

Our goal is to leave a positive economic footprint on the world. We allocate profits and taxes to where value is created. In practice, project companies are established in the host municipality, and revenues are recorded by the Finnish subsidiary in line with actual operations. As an employer, we ensure that our employees and partners receive fair compensation for their work.



Global Goals

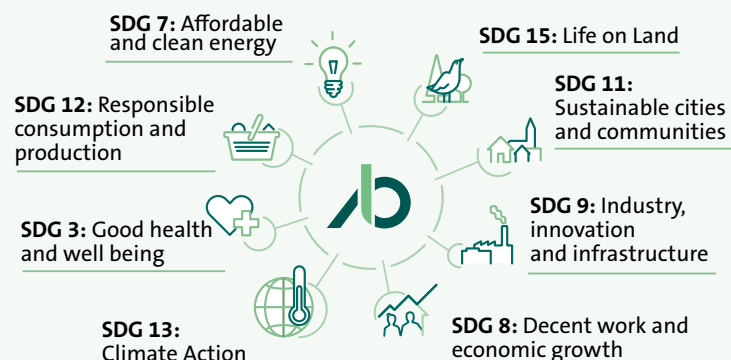
Business can play a critical role in supporting the achievement of the Sustainable Development Goals (SDGs).

First section: General commitment

ABO Energy recognizes the importance of all 17 Sustainable Development Goals and aspires to contribute to all of them.



Second section : ABO Energy Group level focus



Third section: ABO Energy Suomi level focus

In Finland, based on our materiality assessment, we prioritize five of the Sustainable Development Goals that are closely aligned with our business activities, operations and values.

Highlighted Finnish subsidiary targets



7: ABO Energy Suomi contributes through the development of its renewable energy projects. The cornerstone of our business is onshore wind power, which is the cheapest form of electricity production in Finland. It plays a major role in our energy self-sufficiency and in achieving our national net-zero carbon emission target by 2035.



13 & 15: Wind energy is a critical tool in combating climate change as it reduces carbon emissions and provides a clean energy source. By reducing carbon emissions, ABO Energy Suomi helps protect ecosystems from the effects of climate change. We develop our wind projects by avoiding construction in protected and sensitive areas and minimizing our impact on wildlife and landscapes. ABO Energy Suomi conducts comprehensive environmental impact assessments before wind farm construction to minimize damage to local ecosystems, wildlife and biodiversity.



11 & 8: ABO Energy Suomi collaborates with local communities to preserve natural heritage and promote economic well-being in rural areas impacted by urbanization and aging populations.

Double materiality

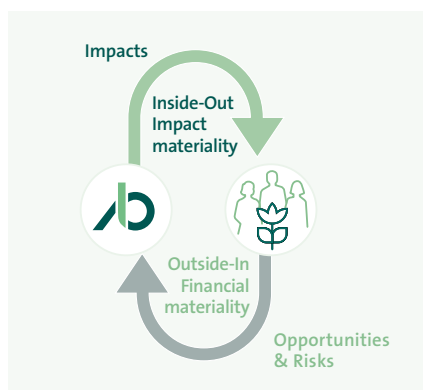
Purpose

For us

Our double materiality assessment process takes an in-depth look at our role in society, specifically the impact we have on stakeholders, local communities, and the environment, as well as their impact on our own business activities. The result is a list of topics that matter most to our stakeholders and our business. A holistic view based on the double materiality assessment allows our company to focus on the most material issues today in order to maximize the positive impact on society and environment tomorrow.

In general

A double materiality assessment is important to set the right boundaries between the essential and non-essential topics in sustainability. This is a requirement in the CSRD directive. The assessment should be based on an analysis of the severity, scale and likelihood of impacts, risks, and opportunities.



Process used at ABO Energy Suomi in 2024

At the end of 2023, a materiality assessment was conducted with third-party support at ABO Energy Suomi for the first time, in accordance with the double materiality principle stated in the Corporate Sustainability Reporting Directive (CSRD). The assessment was based on a comprehensive process including:

- **External interviews** with stakeholders, landowners, officials, business partners and the supply chain.
- **Internal workshops** at which management and employees shared their insights and views on prioritizing focus in sustainability activities.

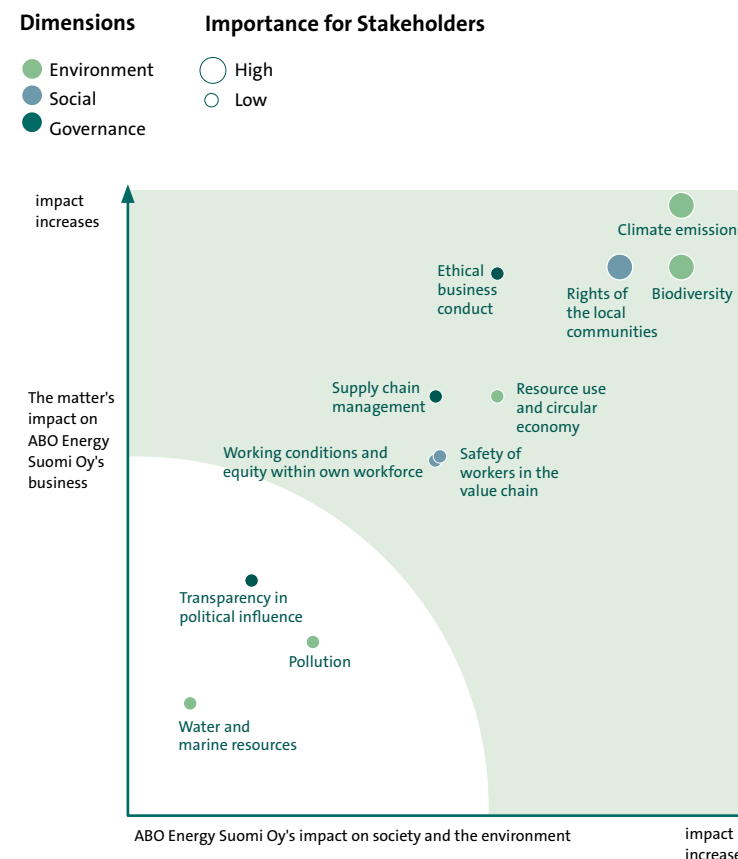
Interview Method described briefly:

The interviews aimed to understand how stakeholders perceive ABO Energy Suomi as a company and what expectations and hopes they have for us. The interviews asked separately about the three main sustainability impacts of the planning and construction phases. This is to ensure that stakeholders remember to consider both activities. The interviewees were then asked how they felt ABO Energy performed with regard to the themes. The responses were thematized, and the recurrence of the themes was assessed using the following scoring system: the themes mentioned in the interviews were graded by compiling a score, with the first theme receiving 3 points, the second 2 points and the third 1 point. Finally, the scores for the design phase and construction phase were combined.

Material topics

The most relevant impacts for ABO Energy Suomi operations are climate, biodiversity and ecosystems, and the rights of local communities¹. These were also considered to be the most relevant issues by us and our stakeholders. Based on the identified key material topics, some key initiatives were taken in preparing this Sustainability Report.

ABO Energy materiality matrix 2023

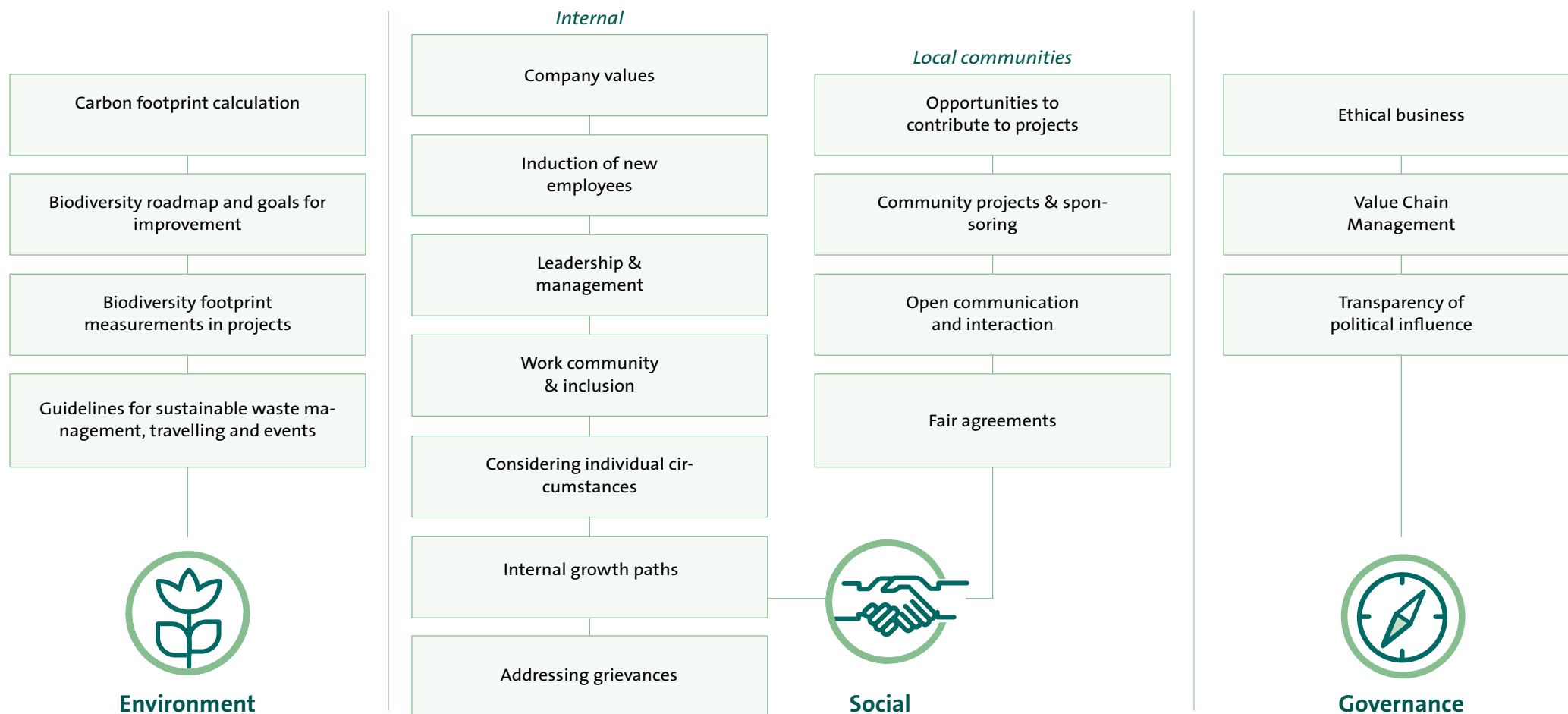


¹ ABO Energy's stakeholder research and double materiality analysis by KASKAS

Sustainability Program – the starting point for sustainability

- Based on the double materiality assessment matrix, ABO Energy Suomi published a Sustainability Program in early 2024.
- The Program combines environmental, social and governance factors with ethical business management. The goal of the Sustainability Program is to reduce our negative impact on the planet and society, while improving the sustainability of our company's business operations.
- This Sustainability Program is our first concrete step towards achieving a sustainable future for the company and reducing our impact on nature and society.

The key actions defined in Sustainability Program:



Environmental Sustainability

- **Climate Change**
- **Biodiversity**
- **Resources and Circular Economy**

Through our business activities we are contributing to the transition into a low-carbon future. Recognizing the importance of climate change and biodiversity loss, we strive to make environmentally conscious thinking a part of our daily work, where these issues are taken into consideration in every aspect of our operating environment. We strictly comply with laws, standards and regulations, even going beyond the legal requirements, for example by voluntarily conducting additional environmental impact assessments on our projects. We also do this with voluntary biodiversity footprint measurements, which we piloted in 2023-2024 on four projects. We actively look for methods and models that allow us to take nature, residents and wildlife more effectively into account in our projects.

We understand that reducing negative impacts and promoting sustainable development requires not only a clear understanding of our own environmental footprint but also a commitment to taking action. Climate change and biodiversity loss are significant issues for us and our stakeholders.

We are committed to



Calculating our carbon footprint each year and reducing our negative impact.



Finding ways to be nature-neutral by 2030 in our projects and nature-positive by 2035.



Using discretion in the purchasing of goods and recycling.



Climate Change

ABO Energy was founded out of a strong determination to do more to combat climate change. Driving the energy transition is at the heart of what we do — we develop renewable energy with the goal of building a future that endures for generations to come.

However, like all forms of construction, our business operations and project development come with emissions and environmental impacts. In 2023, we calculated ABO Energy Finland's carbon footprint for the first time. Based on this, we are committed to reducing the carbon footprint of our operations.



From Gifts to Good

We have moved away from material gifts to employees to alternatives, such as donating funds to projects that support the achievement of sustainability goals². Thus, at the beginning of 2024, each employee was invited to contribute to a sustainability project of their choice. In the reporting year, the proposed projects were Taimiteko by 4H and the Donate a Hobby to a [Child project by the Guides and Scouts of Finland](#). The Taimiteko project takes concrete measures to sequester carbon dioxide from the atmosphere and promotes the increase of carbon sinks in Finland. The goal is to plant 10,000 hectares of new forest by 2030. The Guides and Scouts of Finland project enables children from low-income families to join the Guides and Scouts and acquire needed equipment for hobby activities.

Donations chosen by staff

4H: Taimiteko

2200 €

Scouts:

Donate a hobby

3600 €

GHG Accounting

The company has set 2023 as the baseline year for calculating its carbon footprint and measuring progress over time. In 2024, we are continuing to track and calculate our carbon footprint to monitor our improvements.

Carbon footprint in 2024

166.129 t CO₂

Avoided emissions in 2024

160 303 t CO₂ *



Our wind farms are more than just energy producers—they are catalysts for change, preventing emissions that would have otherwise been generated by fossil fuel-based electricity. In 2024, the avoided emissions amounted to **160 303 tons of CO₂e**.

SCOPE 1 0 tCO ₂ e	SCOPE 2 8.53 tCO ₂ e	SCOPE 3 157.59 tCO ₂ e
Emission intensity: 3.46 tCO₂e/employee		6.36 tCO₂e/M Euro

² ABO Energy Suomi Sustainability program

* To calculate the avoided emissions from the wind stations (Illevaara and Pajuperänkangas), the residual mix emission factor and actual electricity production in 2024 were used.

Greenhouse gas (GHG) emissions

GHG emissions	2024	2023
Total GHG emissions, tCO ₂ e	166.12	50,976.2
Scope 1 (direct), tCO ₂ e	0	0
Scope 2 (indirect), tCO ₂ e market-based location-based	8.53 8.48 0.05	22.44 22.32 0.12
Scope 3 (indirect), tCO ₂ e	157.59	50,953.82
Category 1 Purchased goods and services, tCO ₂ e	3.82	50,821.37 (*included emissions from two wind farms, Illevaraara and Pajuperänkangas)
Category 3 Fuel and energy, tCO ₂ e	67.34	37.61
Category 5 Waste generation, tCO ₂ e	0.01	0.182
Category 6 Business travel, tCO ₂ e	71.24	76.42
Category 7 Employee commuting, tCO ₂ e	15.18	18.22

Additional details about our carbon footprint can be found below.

0%

Scope 1

Indirect emissions from Scope 2 and Scope 3 are included in our carbon footprint, while Scope 1 emissions are entirely excluded as our business does not directly generate emissions in this category. Our operations and decision-making processes consistently prioritize environmental considerations.

5.14%

Scope 2

Scope 2 emissions include those generated from the electricity used by our offices and construction sites. We are committed to sourcing 100% of our electricity from renewable energy sources in the future.

100% renewable electricity in offices

94.86 %

Scope 3

Scope 3 emissions encompass all indirect emissions that occur throughout our value chain. These emissions come from activities such as supply chain operations, business travel, employee commuting, waste generation, fuel and energy, and purchased goods and services. Addressing Scope 3 emissions is a key component of our sustainability strategy as they often represent the largest portion of our carbon footprint.

Category 1: Purchased goods and services

Purchased goods and services

2.3%

The main activities that contribute to emissions are the purchase of goods and services. During the construction phase of the wind farm, this is the most significant contribution to our carbon footprint. Emissions from the construction of the two wind farms, Illevara and Pajuperänkangas, have been calculated and included in the baseline calculation in 2023. This reporting year, a large percentage of our projects are under development, so the emissions in this category differ significantly from the base year.

Category 3: Fuel and energy

Fuel and energy

40.53%

Emissions in this category primarily come from the purchased fuel used in the met mast process. The company is committed to minimizing the use of fossil fuels and prioritizing the substitution of certified biofuels or renewable electricity wherever possible. These alternatives serve as effective tools to reduce emissions in this category.

Category 5: Waste generation

Waste

0.005%

Emissions in this category are associated with waste generated during the construction of the wind farm. Since the active construction phase of the projects concluded in 2024, the amount of waste produced is significantly lower compared to the baseline year. Notably, ABO Energy Suomi is committed to applying the waste hierarchy tool in its operations. This tool plays a crucial role in preventing waste generation and minimizing the amount of waste sent to landfills.

Business travel

42.88 %

Category 6: Business travel

Emissions in this category are attributed to employee business travel. To reduce our carbon footprint in this area, we promote the use of public transportation. In line with our travel policy, we encourage employees to prioritise traveling by train instead of flying and to share cars during business trips. When renting cars or using taxis, we advocate for the use of electric vehicles whenever available.³

ABO Energy Suomi is dedicated to reducing the impact of our operations on climate change. We focus on minimizing our carbon footprint by implementing sustainable best practices and enhancing our processes in daily operations.

Category 7: Employee commuting

Employee commuting

9.14 %

Our company provides all employees with the option to work in a hybrid model, either full-time or part-time. To minimize our carbon footprint, we actively encourage the use of public transportation for commuting between home and the office³. Employees are also entitled to an annual benefit of €500 for local public transport within the Helsinki region. We are committed to developing pathways to further reduce our carbon footprint and will continue to prioritise sustainability in our supply chain and promote sustainable travel practices.

³ Travel policy – domestic and international business trips

Climate Units

Carbon sequestration – 72 t CO₂e

We are committed to supporting domestic carbon sequestration. This is the approach we have chosen to address the 72 tonnes of emissions caused by our business travel in 2024. Carbon sequestration by forests is increased by fertilisation. The project follows the certification system to which the forest owner belongs (PEFC or FSC). The project's carbon sequestration simultaneously contributes to Finland's goal of carbon neutrality by 2035.

Project Location:

Petäjävesi, Pihtipudas (Central Finland), Reisjärvi (Northern Ostrobothnia)

Forest Type:

Commercial Forest predominantly consisting of coniferous trees.

Type of Fertilizer:

Ash or nitrogen-based fertilizer.

Carbon sequestration through the projects:

940.81 t CO₂e.

VERIFIOIDUT ILMASTOYKSIKÖT

Abo Energy Suomi Oy on lunastanut käyttöönsä HiiliPlus* ilmastoyksiköitä


72 t CO₂e

joita kohdistuvat yrityksen vuoden 2024 suoritettuihin liikematkojen päästöihin.

Yksiköt on tuotettu Suomessa hankkeissa, joissa kasvatetaan metsien hiilensidontakykyä ja ne edistävät Suomen 2035 hiilineutraaliustavoitetta.

Ilmastoyksiköiden sarjanumerot:
23100001 - 23100072

- Ilmastoyksiköinä kaupallistettava hiilensidonta on jo tapahtunut.
- Vain puuston perusradan ylittävä kasvu lasketaan ilmastoyksiköiksi.
- Riskien hallitsemiseksi vain puolet aikaansaadusta hiilensidonnasta kaupallistetaan.



Hankkeiden sijainnit:
Petäjävesi, Pihtipudas (Keski-Suomi), Reisjärvi (Pohjois-Pohjanmaa)

Metsätyyppi:
Havupuuvaltainen talousmetsä


Lannoituksen tyyppi:
Tuhka- tai typpilannoite

Hiilensidonta hankkeiden aikana: 940,81 t CO₂e



Yksiköt rekisteröity: 2023

HiiliPlus* hiilineluhankkeet ovat ISO 14064 -2 -standardin mukaisia. Hankkeiden toteuttamista ja raportointia on auditoinut riippumaton toimija DNV GL.

- Metsien hiilensidontaa lisätään kasvatuslannoituksella.
- Hiilikorvaus tekee hankekohteiden lannoittamisesta taloudellisesti houkuttelevaa.
- Hankkeessa noudatetaan sertifiointijärjestelmää, johon metsänomistaja kuuluu (PEFC tai FSC).



GreenCarbon



Biodiversity

The purpose of renewable energy is to combat the climate crisis, which is the greatest threat to biodiversity. At the same time, building renewable energy infrastructure inevitably impacts the environment and biodiversity. That's why safeguarding biodiversity is a fundamental part of our projects.

We are committed to preserving biodiversity and minimizing negative impacts at every stage of our projects. Our value chain — from raw material extraction and wind turbine component manufacturing to land use during construction and, ultimately, decommissioning — has effects on various species and habitats.

In project planning, we apply the mitigation hierarchy: we prioritize avoiding impacts, then minimizing them, and, when necessary, restoring or offsetting them. Inspired by the 2023 reform of Finland's Nature Conservation Act, we have begun exploring biodiversity accounting and ecological compensation solutions. Our goal is to establish a unified approach to biodiversity across all our projects by 2025.

Landscaping measures

Aligned with our commitment to protecting nature, we plan to undertake land restoration for the areas affected by our Illevara and Pajuperäncangas projects in 2025.

Pajuperäncangas

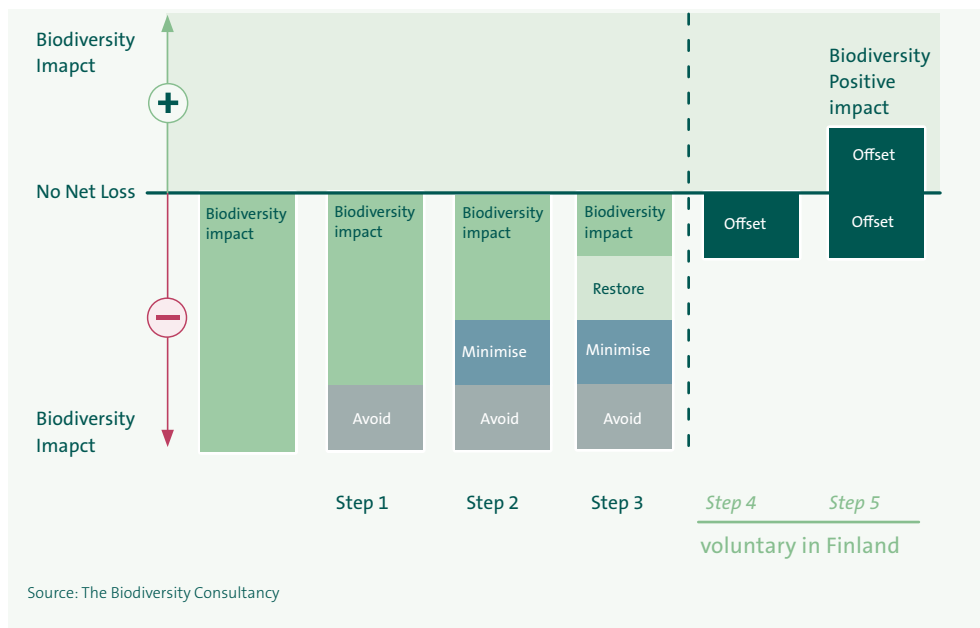
~5000 m²

Illevara

~2500 m²



Mitigation Hierarchy



Each project begins with meticulous site selection, prioritizing the criticality and ecological value of the area. A unique characteristic of project development in Finland is the abundance of pristine forested regions.

We deliberately avoid nature reserves and areas with high biodiversity value. During the project development phase, we carry out an Environmental Impact Assessment (EIA) or equivalent surveys in instances where the official EIA process is not mandated.

Contribution to EIA in 2024

~2,6 MEuros*

* Development services, various studies, fieldwork, surveys and other activities related to Environmental impact assessments and projects

Environmental impact assessment – a basis for wind energy planning

An environmental impact assessment (EIA) is a key tool aimed at the timely identification and effective prevention of project impacts on the environment and biodiversity. An EIA is a mandatory requirement for every wind energy project with ten or more turbines or with a total capacity of at least 45 megawatts. In addition to nature surveys and several other factors, it takes the impact on groundwater, noise and shadow flicker into consideration. All of these considerations are part of an EIA.

The initial plan layout is typically not the final one—in most cases, some wind turbines are removed from the plan if the buildable area contains valuable natural features. Often, this might be a mating area for grouse or an important habitat for other protected species. Valuable areas—such as those included in nature conservation programs, protected areas, wilderness areas, nationally valuable landscape areas, flood risk zones, and peatland conservation areas—are excluded from project plans already in the early stages of planning.

Working together with the local community

Our projects are fundamentally linked to local communities. At the project development stage, consultants collect information from relevant local organisations and communities in order to obtain as much useful information as possible about animal species, their migrations, nesting, wintering and breeding sites, in order to prevent negative impacts on biodiversity in the initial stage of planning. In the environmental impact assessment process, we organise more meetings than is required by law with the involvement of local communities such as local hunting associations and environmental organisations in order to stimulate more interaction and ensure effective joint planning.

Internal control

Current projects are monitored through our own task management tool. We conduct a biweekly review of the most urgent projects and situations across the entire company, as well as weekly check-ins with the team. The progress of the zoning process is also monitored at a monthly meeting. Other renewable energy projects are also evaluated and analyzed for their impact on nature.

Solar power, hydrogen and battery projects

ABO Energy Suomi started building a model for solar development at the end of 2024. The development process differs from wind energy development, but we have decided to obtain sustainability principles and guidelines from the very beginning for solar development. The first principle for our solar projects is that we will avoid using forested areas and focus on already open areas.

Sustainability principles will be applied in battery and hydrogen projects and will be defined more precisely when the projects for these technologies are launched.

Piloting Nature Value Calculation in Wind Projects

During the reporting period, we continued the efforts initiated at the end of 2023 to assess the biodiversity footprint and calculate the ecological compensation of our projects. These actions aim to balance the ecological impact of our projects on biodiversity and work towards achieving a positive impact in the future.

Tornimäki, Kuivanto, Kiiskineva and Iso-Petäjämäki projects have been selected for this initiative to calculate their biodiversity footprint and figure out possibilities for ecological compensation. As part of this process, the ecological condition of habitats in the affected areas was assessed through field studies. The calculation takes into account the area directly impacted by turbines and construction activities, such as road building.

Calculation of the biodiversity footprint and ecological compensation makes the cost of ecological harm more transparent and can guide efforts to create a positive impact. For the first time, we have calculated the biodiversity footprint and ecological offsets for four pilot projects. Final results for Kiiskineva and Iso-Petäjämäki are expected in 2025, enabling us to explore further opportunities to generate positive impacts on biodiversity.

Contribution to biodiversity footprint calculation
in 2023 - 2024

~ 46 000 Euros

Biodiversity Footprint of the Kuivanto Project

The project area is located in Orimattila, within the Päijät-Häme region, in the southern boreal forest vegetation zone of Finland.

- The total project area covers 647 hectares. The wind turbines and new access roads will occupy only a small portion of this area, while the remaining land will continue to be used for forestry.
- Field surveys were conducted in August 2024 by Green Carbon Finland Ltd, a company specialised in climate and biodiversity assessments.
- For the footprint calculation, it is assumed that three wind turbines will require six hectares of land (2 ha/turbine), and new roads will require 2.0 hectares (1,317 × 15 m), all of which are considered to cause full ecological impact.
- The average ecological value of the surveyed forest areas was 0.45 nature value hectares per hectare. The total biodiversity footprint of the constructed elements of the wind power project is estimated at 4.33 nature value hectares.

Result:

By relocating the turbines according to the provided recommendations, the project's biodiversity footprint could potentially be reduced by approximately 20%.





Joining forces for nature

In 2024 ABO Energy Suomi has actively participated in working groups hosted by Renewables Finland (Suomen Uusiutuivat ry). The working group for sustainability aims to create industry-level recommendations for sustainability.

We have also taken part in the network and workshops, where the industry maps the current situation of its impacts, sets the targets for biodiversity and creates the roadmap for achieving them. The work is hosted by external consultant agency One Planet by Kari & Pantsar and it is funded by the Relux Foundation.

New hires: sustainability expert and environmental specialist

During 2024 ABO Energy Suomi hired two experts to support our internal expertise on environmental issues. First, we hired a sustainability expert who is responsible for calculating the carbon footprint, promoting sustainability and reporting it. Then, we hired an environmental specialist for project development. Her task is to support project managers in controlling and improving the quality of project EIAs and measures for biodiversity, at both the project and general level.

Resources and Circular Economy

Purchasing in the subsidiary focuses on intangible assets, such as professional services. In addition to this, we purchase goods, such as IT equipment and Branded merchandise. We also serve food and drinks at our events.

IT equipment is purchased centrally. The purchases must be justified for professional needs. Outdated or broken IT equipment is recycled in proper way via Inrego and/or reused through the Computer for Everyone (Kaikille kone) campaign.

Branded merchandise and materials are mainly purchased through the marketing product agency Framme which is B-certified and committed to use only verified sustainable producers.

In food and beverage purchases, we follow our event guidelines, in which we are committed to climate-friendly options. In practice, this means avoiding beef and pork at our internal and external events and prioritising vegetarian options.

Sustainable Catering at ABO10 Gala

At the **ABO10 Gala**, we prioritized sustainability in our catering choices by offering a pesco-vegetarian three-course meal. The served fish, Finnish lake rainbow trout, was selected as the Best Choice according to the WWF Fish Guide. We consciously excluded meat-based dishes and appetizers to minimize our environmental impact.

The total carbon footprint of ABO10 Gala was 1,108 kg CO₂e. To address the emissions generated by ABO Gala, we have committed to supporting carbon sequestration projects, which have neutralized 10 tons of CO₂e.

The carbon footprint of consuming beef (per person) is approximately **10 times higher** than that of consuming rainbow trout.



Waste management

In 2024, employees received training in office waste management, supported by on-site guidance materials. Cleaning and maintenance staff have been instructed to follow these practices ⁴.

At construction sites, waste management is an essential part of sustainable building. We focus on minimizing waste, reusing materials, and recycling whenever possible. Our approach includes careful planning, waste sorting, and collaboration with recycling partners. Contractors and subcontractors are expected to follow the same principles, supported by site-specific waste management guidelines outlined in our "Safety Instructions for Construction Sites".

⁴ABO Wind Waste sort guide

Wind and solar power have less of an impact on nature than other forms of energy production

The main impacts	Solar and CSP	Onshore wind	Offshore wind	Hydropower	Bio energy	Geothermal energy	Nuclear power	Oil and gas	Coal
Marine and land use changes	▼▼	▼	▼	▼▼▼	▼▼▼▼	▼▼	▼▼	▼▼	▼▼▼
Overexploitation of species	▼	▼	▼	▼▼	▼▼▼	▼▼	▼▼	▼▼	▼▼
Invasive species and diseases	▼	▼	▼▼	▼▼	▼▼	▼▼	▼▼	▼▼▼	▼▼
Pollution	▼	▼	▼	▼▼	▼▼	▼▼▼	▼▼	▼▼▼	▼▼▼▼
Climate change	▼	▼	▼	▼▼	▼▼	▼	▼▼	▼▼▼▼	▼▼▼▼
Comparable life cycle results – changes in natural land	●	●	●	●	●	●	●	●	●
Comparable life cycle results - ecotoxicology	●	●	●	●	●		●	●	●



Relative scale effect

Relative impact

▼ Small impact

▼▼ Medium impact

▼▼▼ High impact

▼▼▼▼ Very high impact

Social sustainability

"Our goal is to be trust-worthy"

Social acceptance is a prerequisite for our work. If we have not earned the trust of the local community, we will not build wind or solar power. That is why social responsibility is present in our work every day and why we at ABO Energy take it seriously.

For us, "seriously" means face-to-face encounters, presence in project locations and transparent interaction. Each of our projects has a designated contact person, whose face and contact details can be found on our website and in each of our advertisements.

In our projects, this means listening and taking notice, which in turn often leads to adapting plans - for example, building a road that takes trotting horses into account or relocating a wind turbine site. Engagement means bus trips to wind farms, so that decision-makers and local residents can hear and experience what the turbines are like up close. Social responsibility for us has also meant dozens and dozens of presentations, hours on duty at the information desk in libraries, rigorous consultations with villagers, local summer events,

newsletters, phone calls and email exchanges.

Last summer's highlight was the opening of the Pajuperänkangas wind farm. The celebrations were organised with great professionalism by the local village association and the cultural association. 400 village residents joined us for an enjoyable summer day as well as to celebrate the construction of our fourth wind farm in Haapajärvi. Local performers provided entertainment for everyone in attendance.

In its opening speech, NTR, our partner and the new owner of the wind farm, announced that they are setting up a community fund to continue our work in the community by supporting various clubs and associations. After the opening ceremony, we visited the local hunting association's new lodge together with its members. The hut was built with the support of ABO Energy and our partners.

The opening ceremony embodied a decade of cooperation with the people of Haapajärvi. Our projects ran into some degree of opposition, and

compromises were needed from both sides, but ultimately, on that sunny day, we came together beneath the soaring turbines to celebrate renewable energy and the local prosperity it brings.

Our journey with the people of Haapajärvi reminds us that renewable energy is not just about turbines or solar panels—it is about building and earning trust, adapting together, and celebrating shared progress. We look forward to continuing this journey with communities across Finland, powering a more sustainable future for new municipalities.



Reetta Nurmo
Director of Communications
and Public Affairs

Together with local communities

in 2024:



Number of local events and meetings

>80



Working time spent out of office
in 2024

~ 16 days per
employee



Sponsored projects

8

Local communities

- Local empowerment
- Supporting local entrepreneurship
- Transparent communication and interaction
- Community projects

Commitment for local communities:

- We commit to creating a communication plan for each project, updating it regularly and communicating about our projects in local media and other relevant channels.
- We will create a dedicated website for each renewable energy project, where we will update the information.
- We will hold at least three public meetings and two voluntary events to inform the public about the wind power project and actively participate in local events.
- We will produce a range of materials and commit to supporting at least one local community project in line with our criteria.
- Finally, once the wind farms are completed, we will carry out a satisfaction survey for residents and landowners.

Local empowerment

The specifics of our business activities are inextricably linked to interaction with local communities, and that is why we pay particular attention to this issue in our daily activities and at the decision-making stage.

Our activities are directly linked to building a sustainable future for the planet and society. We choose our project sites responsibly and recognize the importance and impact of our activities on nature and society. That is why we strive to create a positive impact for local communities in every region where we operate.

We talk openly about ourselves and our plans and projects at meetings we organise for local communities. The involvement of local communities allows us to develop our projects more efficiently and minimize the impact on nature at the initial stage. Our goal is to build strong, reliable and trusting relationships with our local communities over the long term.

Every project has a name and a face. There is always contact information for the project manager on the project website for sharing concerns and suggestions. All interested parties can directly express their opinions and wishes at different stages of the project. We strive to make every voice heard.



Sponsorship of the Uljua Veto&Fest Fishing event, Siikalatva

Transparent Communication and Interaction

Transparency is one of ABO Energy's business principles. In practice, it means open communication and interaction. In 2024, the following are concrete actions taken to ensure transparency:

- **Improving project websites:** all public projects have a website with information about current news and facts about the projects.
- **Summer Event Tour:** in the summer of 2024, we visited or organised 11 events in project municipalities
- **360° Landscape Visualizations:** In 2024, video simulations were produced to showcase the visual impact of wind turbines on the surrounding landscape in four of our projects.
- **Fair model in public meetings:** at the public meetings, we offer as many local people as possible the opportunity to speak with experts about the progress of the wind project
- **Wind farm trips and opponent meetings:** We have arranged site visits and roundtable discussions with residents concerned about ongoing wind projects.
- **Newsletters:** the first wind power projects have launched newsletters that regularly provide information on what is happening in the project
- **Press releases and local media coverage of the projects:** We provide information about the projects in the local newspapers regularly. Our project managers were mentioned in 74 news articles during 2024.
- **Local events:** in total, we have organised over 80 events and meetings concerning our wind power projects around Finland

Supporting Local Entrepreneurship

Increasing local employment and supporting economic development in the areas where we have an impact can make a positive contribution to communities in both the short and long term. We aim to maximize the benefits that renewable assets can bring to local communities.

In 2024, we organised events for local entrepreneurs about the possibilities that a wind power construction site in the municipality can bring and what kind of expertise is needed. The aim of the events has been to increase people's knowledge of economic impacts and encourage local entrepreneurs to offer their services.

Entrepreneur events 2024:

- **Iisalmi 16 April 2024**
- **Lapinlahti 17 April 2024**
- **Pielavesi 18 April 2024**
- **Ylivieska 13 November 2024**

In our recently localised Supplier Code of Conduct, we pledge to favor local entrepreneurs. It covers all the services available from hospitality services to logistics and civil engineering works. That is why our Supplier Code of Conduct also places importance on developing and sustaining local communities and aims to encourage our partners to help local communities thrive by creating new jobs and supporting local providers of goods and services.

In addition, we have created connections to local entrepreneur associations and chambers of commerce in Kainuu, North Savo, North Karelia and Oulu region.



Community projects

By supporting local associations and clubs, we can strengthen our connection with residents, demonstrate long-term commitment to the development of the municipality and its villages, and build trust in both our company and our projects. In our experience, even small contributions can have a significant impact for local organisations.

We are committed to providing annual support for local initiatives and organisations as part of every project we undertake. We have established clear criteria for applying for support, which all funded projects must meet. Applicants must also demonstrate that the collaboration does not create any conflicts of interest in the project development process or decision-making.

Some projects we supported in 2024:

Kiiskilä village association's grilling hut project - €4,000

- Kiiskineva wind project

To finance the construction of a new hut in Kiiskilä, which previously burned down, near the Kiiskineva wind power project area.

Jyllinkoski Power Station Museum - €1,000

- Mäntykangas wind project

We sponsored the museum and produced a poster about renewable electricity for their exhibition.

Sponsorship of the Floorball Iisalmi (FBI) boys '13 floorball team €800/year

- Vuorimäki wind project

ABO Energy Suomi is the main sponsor of the team for the time being.

Sponsorship of a village history publication €400

- Hautakangas wind project

Support for the production and publication of the village history: "*Kylät vedenjakajalla – Lohvan ja Liittoperän kylähistoria*"

Ylipää hunting club's grill hut - €1,750

- Pajuperänkangas wind farm

Support for the construction of a grilling hut in the yard of the new meeting place of the Ylipää hunting club in Hessunkangas.



Construction of new grilling hut, Ylipää hunting association, Haapajärvi



Sponsorship of the Sotkamo Jymy baseball team



Sponsorship of the Finnish Championship Ice Track Race, Pihtipudas

Sponsorship of the Finnish Championship Ice Track Race and compensation for emissions produced by the event €2,000 + €1,500

- Ilosjoki wind farm

A Finnish championship ice motorcycling event was held on the ice of Lake Alva, near the Ilosjoki wind farm built by ABO Energy Suomi. We sponsored the event, which made free entry possible. As part of the partnership, we assessed the carbon emissions of the event, doubled the number and purchased a corresponding number of carbon sink units. The carbon sink units will be implemented by increasing the carbon sequestration capacity of existing forests. The forest areas targeted for event credits are located in Hyrnsalmi, Reisjärvi and Virolahti.

Restoration of the Väisälänmäki Culture and Nature Trail, restoration of traditional biotopes and control of invasive species €5,000

- Iso-Petäjämäki wind project

The Lapinlahti 4H association is active in the Lapinlahti area. Among other things, it runs a café in the Väisälänmäki area, known for its national landscape, and participates in various nature projects. Väisälänmäki is a very popular local hiking destination, and through this cooperation the people of Lapinlahti benefit widely.

ABO Energy Suomi and the 4H association signed a two-year cooperation agreement, which will help the association, among other things, to combat the spread of the invasive species giant balsam, maintain and clear trails, improve the year-round maintenance of the trails in Väisälänmäki and provide firewood for the campfire site.

Energy efficiency project for Lahnanen Mäkipirtti village house €2,700

- Hautakangas-Harvankangas wind project

Together with two other wind energy project partners, we are supporting a heat pump project to install three heat pumps in the village hall to improve energy efficiency.

Building Belonging: Our Commitment to an Inclusive Workplace

I am delighted to highlight the progress we have made this year in fostering a workplace that embodies our dedication to sustainability, inclusivity, and the well-being of our employees. Our people are the heart of our company, and by nurturing a positive work environment where everyone feels respected and valued, we enhance the overall success of our organisation.

In 2024, we took significant steps to strengthen our social responsibility initiatives with a focus on diversity, equity, inclusion, and employee well-being. We have implemented targeted plans and initiatives to ensure these values are fully integrated into our daily operations.

As part of our commitment to sustainability efforts, we have prioritized transparent communication and ethical practices. To support this, we developed a comprehensive communication guide and conducted training programs to empower our teams to use communication effectively as a key engagement tool. Additionally, we introduced a whistleblowing channel accessible to all stakeholders, which will allow us to respond promptly to any violations of our principles and ethical standards.

We have also placed considerable emphasis on the safety, health, and overall well-being of our employees, including mental health initiatives.

Our annual employee satisfaction survey reflected a positive outcome, reinforcing that we are on the right path toward fostering a supportive and thriving workplace.

To further enhance our efforts, we are committed to engaging our employees in the development of our operations by fostering active dialogue with employee representatives. We believe that listening to their voices and ideas is essential for continuous improvement. To support this, we regularly conduct various surveys, providing all employees the opportunity to give anonymous feedback on a wide range of topics.

Looking forward, we remain dedicated to listening to the voices of our employees, stakeholders, and partners. By tackling challenges and seizing opportunities for shared success, we will continue to drive positive change within our organisation.

Sanna Havukainen
HR Director



Social Sustainability in Value Chain

- Human and labour rights
- People and culture
- Diversity and equal opportunity
- Health & safety
- Well-being



Human and Labor Rights

At ABO Energy Suomi, we see human rights not only as a moral obligation, but also as fundamental to every business that seeks to operate in a competitive, fair and sustainable environment. It is our responsibility to promote equity and human rights throughout our entire value chain⁵. We respect all internationally recognised human rights including International Labour Organization (ILO) Standards.

As an employer we not only strictly adhere to legal requirements and international standards, but we also strive to offer our employees attractive and guaranteed terms and conditions. As a result, we offer comprehensive occupational health care for all employees (more than legally required). We comply with collective agreements when it comes to paid sickness leave and parental leaves and, in addition, we pay salary for, for example, parental leave or family related absences for longer than required in the collective bargaining agreement.

ABO Energy Suomi ensures that everyone in our organization is treated with dignity, respect and equality. Our commitment to human rights is reflected in our Code of Conduct, which protects these fundamental principles. In 2024, we presented an updated version to our employees and held a training session to familiarise everyone with our fundamental principles.

We have committed to addressing any harassment or inappropriate behavior, also for harassment occurring outside of our organisation. In early 2024, we launched our whistleblower channel, where employees can report harassment and find out how to handle these cases. The tool is available in Finnish, English, German and Spanish.

As a business partner we do not tolerate violations of human rights or the principle of equity from our service providers or other partners. ABO Energy Suomi strives to integrate our values into our business processes. Ensuring and protecting human rights in our company covers not only our employees, but also all suppliers with whom we work. This is why our Supplier Code of Conduct has a special focus on the protection of human rights. We want to make sure that all our business partners respect and value human rights as much as we do.

Our grievance and remediation approach includes addressing any adverse human rights impacts on individuals, workers, and communities that we have caused or contributed to.

⁵Code of Conduct

People and culture

- Recruiting & orientation
- Leadership & values
- Work community & inclusion
- Internal growth paths
- Work-life balance
- Intervention in inappropriate behaviour
- Ethical termination of employment

ABO Energy Suomi recognises that people are a company's most important asset and the driving force behind its success, sustainability and growth. We provide a comfortable and safe environment for every employee. We invest in our employees through engagement and well-being, which gives us a competitive advantage and leads to growth in the company. In our positive corporate culture, every employee feels valued, respected and supported, and the environment created motivates them to contribute to the overall success of the company.



What we have achieved in 2024:

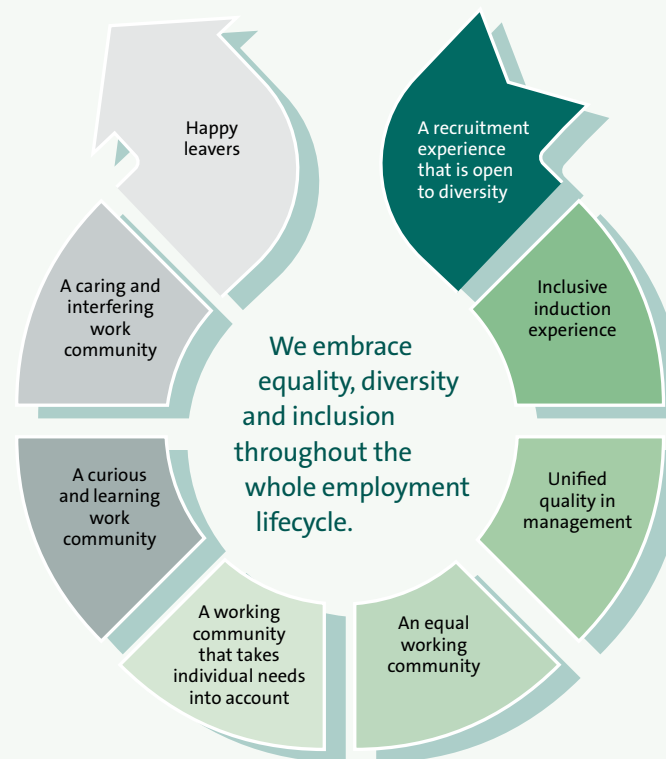
- DEI training for all employees – 100 % of employees have successfully completed the training
- Company values & strategy workshops – 100 % of employees included in the process
- Orientation process improvements – first pilots done, e.g. inquiry for new employees after trial period
- Individual needs at work inquiry, including working equipment and personal preferences, for all employees
- Internal communication guidelines & training – 100 % of employees have successfully completed the training
- Career webpages and employee interview videos were published: showcasing authenticity and giving voice to our employees
- Training for cultural interaction in a global company – Conducted during Strategy Day in April 2024
- Safe space principles at all ABO Energy events
- Whistleblower channel – launched in March 2024 in Finnish
- Celebrating 10 years in Finland: ABO10 Gala for our employees, alumni and business partners to tighten connection to our community

Diversity and Equal Opportunity

At ABO Energy Suomi, we are committed to building a diverse and inclusive work community and fostering partnerships where everyone feels accepted and respected, regardless of their background.

We firmly believe that cultivating an environment rooted in diversity, inclusion, and anti-discrimination is a vital aspect of our mission. Promoting diversity in all its forms is not only essential for the prosperity of the company but also enriches our workforce by bringing a variety of skills, knowledge, experiences, and ideas. By embracing diverse perspectives and encouraging a culture of open dialogue, we can drive the success of our entire organisation.

Inclusion at ABO Energy Suomi means that everyone can authentically be themselves, diversity is embraced, everyone has the opportunity to contribute to policies, and all employees feel valued as integral members of the company. In 2024, we developed an Equality and Non-Discrimination Plan, outlining specific actions to achieve and sustain equity, inclusion, and anti-discrimination in our workplace. This plan applies to all employees at ABO Energy Suomi, and we are committed to continuously monitoring and enhancing our efforts to promote equal opportunities and a fair working environment.



What do we aim to achieve through our work on equality and non-discrimination?

We ensure and develop equality and equity in terms of pay, working conditions, development opportunities, well-being at work and management. We have an internal DEI team that meets regularly. Its purpose is to harmonise and develop our diversity work and to bring to the table the ideas and views of our staff on the subject.

The recruitment process aims to ensure that vacancies are filled by people from a variety of backgrounds and genders. The energy sector and related fields of education are stereotypically strongly masculine and gendered. For example, we recruit people from different educational backgrounds, so a more even gender

balance is also possible. In 2024, four new employees joined ABO Energy Suomi – three women and one man.

Diverse representation in management is also important. The gender balance among supervisors is equal, with 50% women and 50% men in the steering group. The average age of the team is 47 years. ABO Energy Suomi does not discriminate on the basis of age, gender, origin, religion or other characteristics. This principle is upheld throughout the entire employment relationship – from recruitment to the end of employment. We actively seek to identify and address unconscious biases in particularly in recruitment and management situations.

Our People at a Glance in 2024



Total employee
turnover rate

8.7%



Women in
management

5

(50% of management)



Employee satisfaction

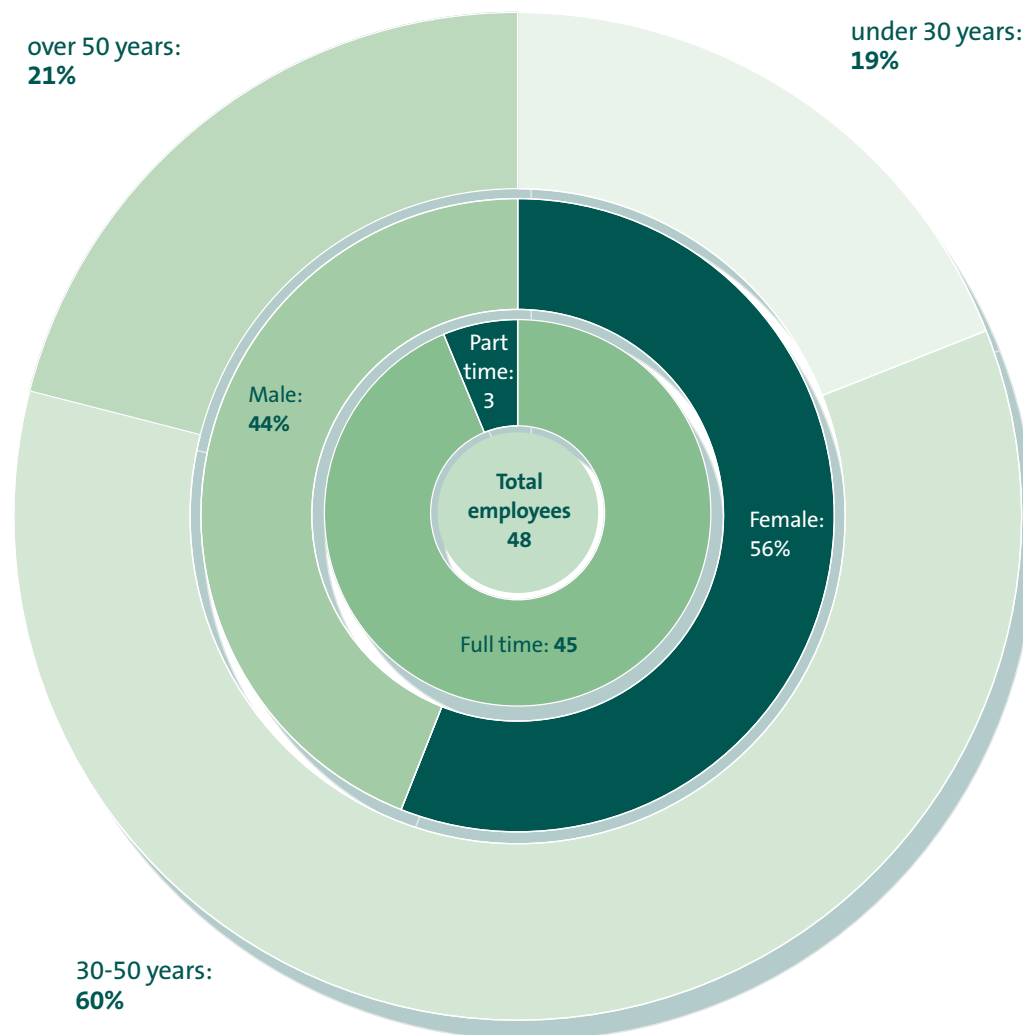
eNPS 64

with **96%**
survey response rate



Total Recordable Incident
Rate (TRIR)

0



as of 31 December 2024

Health & Safety

ABO Energy Suomi is confident that safety is of the utmost importance and prioritise it in its activities. We are convinced that there are no jobs and tasks for which safety can be neglected.

We are passionate about safety. The way that we approach safety engagement is that every person, on every level, has stop-work authority when they see a safety concern or something that is not in line with the safety standards of the jobsite. We strongly believe in the approach of having employees engaged at all levels to help lift the bar on safety and prevent any incidents from occurring during work hours or commuting. This, combined with management's commitment and embracing the tools that are readily available to our staff,

sets the foundation for our goal to provide a safe and healthy place of employment, with each team member going home safely at the end of the day.

We follow the health and safety principles⁶ developed by ABO Energy for all its subsidiaries and apply them in all our operational, technical and organisational processes. We use our workplace safety and health action plan⁷ actively, which outlines the main directions and recommendations for maintaining and improving the health and safety culture in our company.

Our approach to safety is based on conducting and assessing risks, which are determined through risk assessment, staff interviews, and workplace surveys. We also use a tool (Near

miss and incident report⁸) that allows us to report accidents quickly and easily both in the office and at construction sites, and we focus on the preconditions for accidents in order to prevent them in advance.

In order to raise awareness, we provide in-house training in occupational health and safety. In addition, our internal requirements include mandatory external training on occupational health and safety for people in our operations who are required to visit construction sites.



All supervisors have completed training on occupational safety responsibilities.

What we have done in 2024:



We organise office safety tours and provide guidance on what to do in emergencies, such as in the event of a fire.



We actively monitor workload and working hours to ensure a good work-life balance and to reduce work-related stress.



We offer all employees the opportunity to complete a workplace safety card and a first aid course. A large number of our employees are trained in first aid.



We have extended our occupational health service agreement

⁷ Principles of the occupational health and safety protection

⁸ Työsuojelun toimintaohjelma 2024

⁹ Läheltä piti -tilanteiden ja tapahtumien raportointi

"Construction site provides work for local entrepreneurs"

I am proud to share our commitment to safety and local employment opportunities during the construction of our wind farms.

Safety remains our top priority on-site. We ensure strict adherence to health and safety requirements, provide continuous training, and foster a culture of awareness to prevent accidents. Protecting our employees, subcontractors, and the community is at the core of our operations.

Additionally, wind farm construction brings valuable opportunities to local entrepreneurs. Our projects create jobs for local businesses, including machinery operators, transport services, and construction firms. In 2024, we introduced informational events to help local companies prepare for upcoming work opportunities, strengthening regional economic growth.

We also engage with the community through public events, offering insights into the project and fostering transparency. Once completed, we celebrate our collaboration with a community event, allowing residents to experience the operational wind farm firsthand.

Our commitment remains focused on sustainability, safety, and strong community partnerships.

Arto Pyhtinen
Team Manager Construction



We take a responsible approach to occupational health and safety during the construction of wind farms. We develop safety instructions for construction sites that familiarise all contractors and subcontractors with our requirements and guidelines in order to protect the health and safety of employees, contractors and third parties and prevent incidents and injuries.¹⁰ We place great emphasis on conducting thorough initial briefings on health and safety matters.

During the construction of wind farms, we ensure compliance by becoming well-acquainted with occupational health and safety requirements and recommendations:

Workers and visitors

Pajuperänkangas

575

Illevaara

126

Recordable Work-Related Accidents (TRIR)

0

¹⁰ Safety Instructions for Construction Site

Well-being

ABO Energy Suomi is absolutely convinced that creating healthy and safe conditions for its employees and maintaining their wellbeing have a positive impact on the success of the company and the achievement of its goals.

Family-friendly workplace

A well-planned and successful family and work environment ensures that employees can achieve their goals and allows for a smooth-running and safe work environment. Balancing work, family and other aspects of life concerns all our employees. Through a range of working time arrangements, such as flexible working hours and remote working, we aim to provide equal and better opportunities for everyone and for people from different backgrounds to organise their working time to suit their life situation.

It's fun to work at ABO Energy!

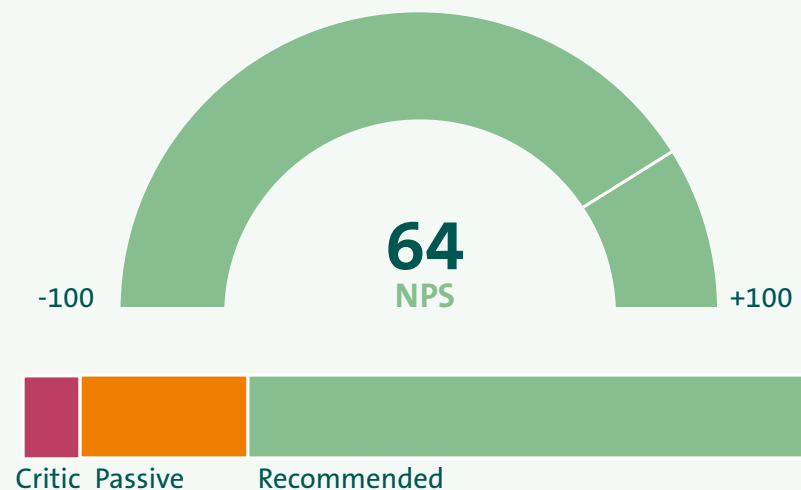
We constantly maintain our company spirit and create conditions to ensure that each and every employee feels comfortable. That is why we regularly organise company-wide events: bi-weekly Monday meetings, monthly breakfast events, Team Days (2 per year + Christmas lunch/team) and annual Sports Day, Sustainability Day and Strategy Day for all employees in addition to traditional

celebrations such as the Pre Christmas-Party and Summer Party. By creating a positive environment, we actively implement new ideas and plans to achieve our goals.

A healthy mind is the expert's most important tool

This year we have also focused on mental health. In addition to occupational health services, we offer free use of Auntie, a low-threshold mental health-related service. Auntie provides support for employees suffering from stress, overwork or lost motivation. In 2024, 19% of the employees used personal Auntie support services. Auntie held a webinar for ABO Energy Suomi employees about methods for coping with stress. During the mental wellness week in November 2024 we shared extra information on our mental healthcare services, leadership principles and daily measures for supporting motivation in an internal newsletter.

Employee satisfaction (eNPS) - 64/100 with response rate to the survey- 96%



Governance

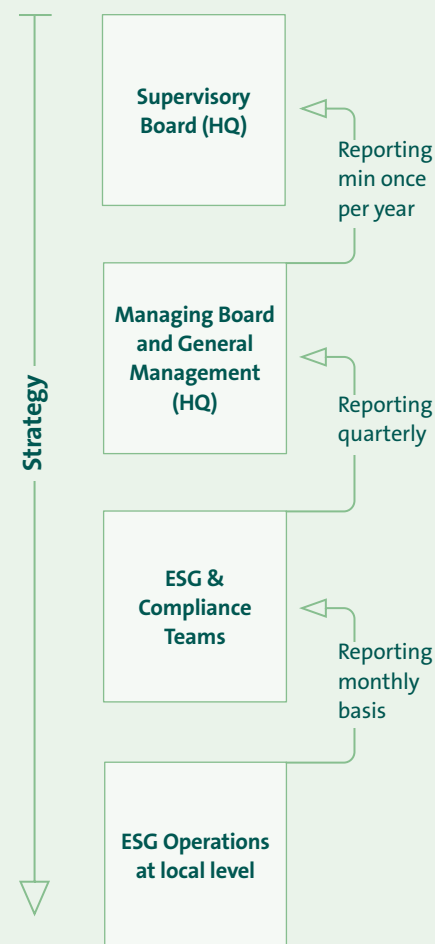
- Ethical Business
- Value Chain Management
- Transparency in political lobbying

Ethical Business

Recognising the value of good corporate governance, we strive to build a strong and effective foundation by applying best management practices. We conduct our business based on fairness and transparency towards our stakeholders. Business ethics is the key to a company's success in the short and long term, which is why it is important to adhere to moral and ethical considerations both in decision making and in stakeholder relationships.

Our corporate governance is part of the corporate governance of the parent company ABO Energy. To ensure a coherent approach at the local and global level, we maintain a regular dialogue with our parent company.

The ESG Management in ABO Energy Group



Sustainability in the management system

At ABO Energy Suomi, many employees work on sustainability topics, but the overall responsibility lies with the Director of Communications and Public Affairs and Sustainability. However, the responsibilities for dealing with environmental, social and governance factors are shared among steering group members.

In 2024, ABO Energy Suomi hired a sustainability expert and an environmental specialist, both of whom support sustainability in the company full-time. The company hired a project trainee for the summer to organise a Summer Event Tour in the project municipalities to enable encounters with local communities in the summer of 2024.

Published in March 2024, ABO Energy Suomi's Sustainability Program sets sustainability targets and tasks for the coming years. The Sustainability Program will be monitored and updated yearly by the steering group. The new strategy for the Finnish subsidiary was given a soft launch in April 2024 and confirmed in December 2024 in the Country Group (Finland). Sustainability is strongly present in all areas of our strategy. Systematic meetings of the steering group allow for effective analysis, finding solutions and determining further ways of implementing the company's strategy and Sustainability Program.

Our approach to good governance

Our approach to building good governance is based on the creation of fundamental ethical standards, risk assessments, and internal controls to ensure responsible and ethical governance.

We have defined the company's core values in our country-level strategy and summarised the legal regulations and the company's requirements for ethical business practices in our Code of Conduct. The Code of Conduct is our ethical and value-based foundation and expresses what our company stands for today and in the future. The Code of Conduct outlines clear principles and rules with regard to key compliance and areas where integrity needs to be maintained, such as anticorruption and anti-bribery, facilitation payments, conflicts of interest, gifts and hospitality, human rights and labor rights, fair competition, anti-money laundering, sanctions, etc.

Our Code of Conduct provides employees, management, and stakeholders with a clear understanding of our expectations in terms of responsible business practices.

100%
of the employees at ABO Energy Suomi
successfully completed the Code of
Conduct training in 2024

Risk Management

ABO Energy Group and its subsidiaries are exposed to many risks in the course of their operations. Timely identification of risk and taking measures to eliminate or mitigate its consequences is critical to the success of any business because it allows us to proactively respond to potential threats before they cause damage to the company.

We consider risk assessment to be a natural part of all business processes and therefore regularly work to identify and manage them. Functional managers are responsible for day-to-day risk management.

Based on the conducted risk assessment, the company determined the most significant and notable risks for us. We aim to continue to establish documented risk management with regular review and updating of the risk map.

New Strategy:

A broader analysis of the business environment and risk assessment will be updated twice a year.

Foresight has been identified as one of the key development areas.

Strengthening Risk Competence:

The Steering Group and a selected group of employees participated in a crisis communication training led by an external expert. The training enhanced the company's preparedness to respond effectively in disruptive and crisis situations.

Professional Stakeholder Engagement

At ABO Energy Suomi, we engage actively and consistently with the people and organisations who influence or are affected by our operations. Their input helps us make better decisions, navigate change, and build long-term trust.

We have identified our key stakeholders and work closely with them throughout our project development. This includes both internal and external groups, each with a specific role in shaping our work.

Stakeholder Engagement and Communication

Effective communication is a key part of our daily operations. We engage with external stakeholders through scheduled meetings, face-to-face interactions, and digital channels like Teams and email. In 2024, we also launched a newsletter platform that has allowed us to send targeted messages to different audiences.

Internally, we maintain clear communication with employees through weekly informational meetings, weekly newsletter, and digital platforms. Regular surveys and feedback monitoring ensure employee satisfaction and engagement.



Key Stakeholders to Finnish Subsidiary

Landowners:

private and institutional landowners of the renewable energy project areas

Municipal authorities:

local key authorities who are responsible for planning and permitting

Municipal decision-makers:

municipal council and board who make decisions on renewable energy projects

Residents and summer residents:

people who are potentially impacted by the renewable energy projects

Professional partners:

planning consults and subcontractors

Stakeholder Surveys and Double Materiality Assessment

In the beginning of 2024, we published our first stakeholder survey to develop a Double Materiality Matrix and better understand the expectations of our stakeholders.

This process enables us to:

- identify and assess risks and opportunities for the company
- highlight areas where we can make a greater positive impact on society and the environment
- align our activities with stakeholder expectations

The company is committed to doing the stakeholder survey yearly and the next will be conducted in the beginning of the year 2025.

Key Stakeholders

Landowners

Municipal authorities

Municipal decision-makers

Residents and summer residents

Professional partners

External

Professional networks and collaboration partners

Authorities and political stakeholders

Local communities and land use stakeholders

Advocacy and stakeholders

Internal

Employees

Global colleagues



Contributing to Studies and Sector Development

ABO Energy actively participates in projects that align with our company's vision and goals.

Forest Industry & Wind Power by Metsäkeskus Forest Centre

In 2023, we initiated our support for the Forest Industry & Wind Power project by Metsäkeskus for the period 2023-2026, which aims to:

- strengthen collaboration between wind energy developers and the forestry sector
- reduce the environmental and social impacts of power line construction
- promote positive attitudes toward renewable energy by increasing awareness of key aspects of wind power



The gH2ADDVA Project by the Jyväskylä University of Applied Sciences (JAMK) and the University of Jyväskylä

In 2024, we began supporting the multidisciplinary research project gH2ADDVA – Added Value through New Green Hydrogen Technologies in Energy Production, Transfer and Use. The total project budget is €1.8 million.

Project aims to:

- develop clean, environmentally friendly, and alternative energy production methods

- advance hydrogen technologies for energy production, storage, and utilisation
- strengthen Finland's energy self-sufficiency

The project focuses on strengthening green hydrogen expertise in Central Finland. By fostering collaboration between companies, higher education institutions and local communities, the initiative creates a foundation for innovation and regional growth.

Through experimental and computational research, local companies can assess the potential of green hydrogen in their energy solutions, supporting the adoption of sustainable practices and the transition toward a low-carbon economy.

Through experimental and computational research, local businesses are empowered to evaluate the possible role of green hydrogen in their energy solutions, enabling them to adopt sustainable energy practices and adapt to the demands of the green transition.



WINDLIFE by Natural Resources Institute Finland LUKE

In collaboration with 14 wind energy companies, we are supporting the WINDLIFE Project, led by the Natural Resources Institute Finland (Luke). This initiative focuses on studying the impact of

wind power development on wildlife and their habitats, specifically on:

- directive species such as wolves, wild forest reindeer and golden eagles
- reindeer herding and its associated costs
- hunters' perceptions and experiences regarding the effects of wind power on hunting

Wind power's effects on wildlife in Finland have not been adequately studied, and no domestic research has yet been conducted on the species targeted in this project. The WINDLIFE Project fills this gap by investigating how wildlife interacts with wind farms and surrounding environments.

The goal of the project is to develop guidelines that account for the habitat requirements of these species, enabling better planning and placement of wind farms in harmony with local ecosystems.



ABO Energy Suomi's confirmed investments for studies and sector development (years 2023-2027)

€70,500



Community projects and partnerships with citizens

During the year 2024 we committed the following steps and implemented activities such as:

- new guidelines for community projects and sponsorships
- new website about community partnerships, guidelines, and sponsorships
- reporting community projects on our website (description of every project, euros, results)
- making communication plans for every project in the planning phase

This work has been an important basis for the development of our communication policy in the future. ABO Energy plans to further improve its communications and stakeholder engagement approach for example by improving interaction at a local level by utilising geoinformation methods.

Whistleblowing channel

We are committed to promoting transparency and accountability in all our business activities. As an employer, we strive to provide good working conditions for all employees and ensure a physically and psychologically safe environment.

At the beginning of 2024, we launched our corporate whistleblowing channel, with a localised Finnish version introduced during Q2. This channel is available 24/7 and serves not only internal stakeholders but also external parties. It is accessible to all employees, suppliers, partners, and customers via internal communication channels and our corporate website.

The whistleblowing channel is managed by an independent third party to ensure impartiality. Every report is promptly reviewed, followed by an internal investigation, and appropriate corrective actions are taken. All cases are reported directly to the HR Director for oversight. Our goal is to utilise the whistleblowing mechanism to address potential abuses or grievances at an early stage. All reports are handled with the utmost care and confidentiality, and there are no sanctions against whistleblowers. During the reporting period, no cases of unethical behavior or violations were reported.

More detailed information on [Whistleblowing channel](#) can be found on our company website.

Data protection and privacy

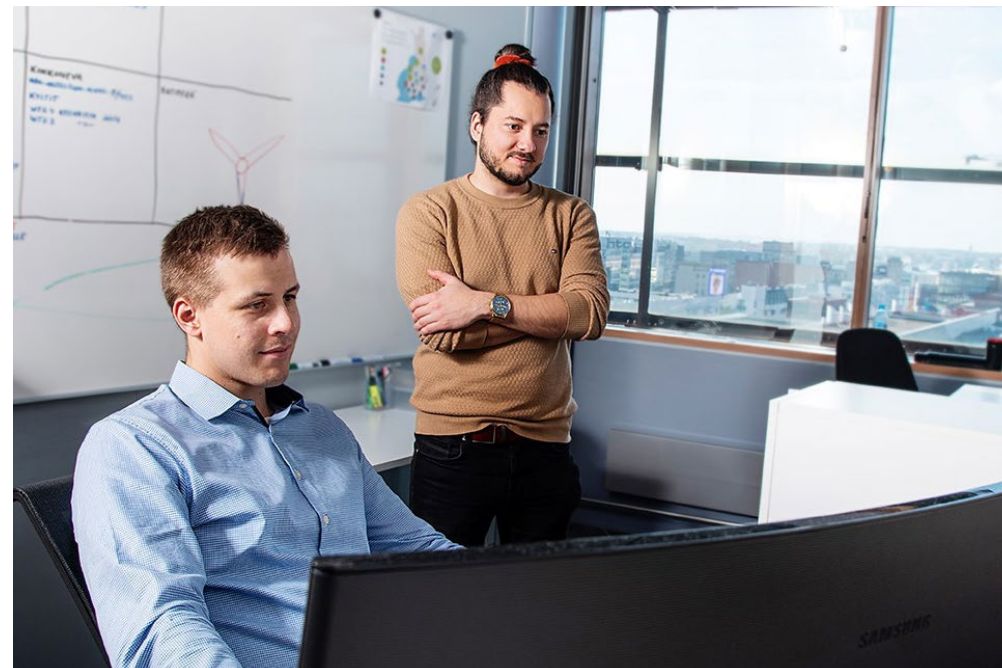
According to our business environment analysis, cyber risks are identified as a significant risk for ABO Energy Suomi. This risk is managed by IT specialists at the parent company level.

In September–October 2024, we conducted an external security audit in collaboration with Netox to evaluate the company's practices against NIS2 compliance standards. The audit results indicated a solid foundational level of security and protection in practice. However, the assessment also highlighted key areas for improving cybersecurity risk management practices and enhancing existing best practices in day-to-day business operations. To further address this risk, we plan to continue raising employee awareness of cybersecurity and information protection. In early 2025, we aim to conduct an external training session to deepen employees' knowledge and provide valuable insights to strengthen their capabilities in security and data protection.

To ensure data protection, we have a documentation policy¹¹ in place that includes processes for data storage, retrieval and deletion. The policy is based on the Data Protection Regulation and is monitored internally.

Artificial intelligence

The integration of artificial intelligence into everyday life and the company's business activities as a tool to enhance employee productivity may also introduce risks related to confidentiality, security, and ethics. To address this, we have developed a manual for employees on working with artificial intelligence, offering clear recommendations and guidelines¹². Providing employees with such guidance establishes a foundation for the safe and responsible implementation of AI within the corporate environment. In the coming year, all employees will also undergo mandatory training in the use of AI.



¹¹ Dokumentointiohje ja poistoprosessi ABO Energy Suomi Oy

¹² Guideline: Generative Artificial Intelligence

Value Chain Management

Supplier Code of Conduct

The behavior of third parties can harm a business if that behavior violates business standards and human rights. We therefore expect our suppliers to respect business ethics, human rights and freedoms when conducting business with us. At the end of 2024, ABO Energy Suomi developed the Supplier Code of Conduct (SCoC) to emphasize our values and to promote fair and mutually beneficial cooperation with our suppliers. Our SCoC is based on national laws and regulations as well as international declarations, such as the United Nations (UN) Universal Declaration of Human Rights (UDHR), UN Guidelines on Children's Rights and Business Principles, the UN Guiding Principles on Business and Human Rights (UNGPs), the International Labor Standards of the International Labor Organization (ILO) and Organisation for Economic Co-operation and Development (OECD) Guidelines on Multinational Enterprises. We will continue to work in this direction and aim to integrate our SCoC into our business operations in the near future.

Due diligence and sanction screening

We believe that following ethical standards, business practices and assessing the reputation of potential business partners and suppliers before entering formal relationships with them is as important as traditional financial or operational due diligence. ABO Energy Suomi's due diligence is part of a company-wide due diligence system. For example, our company complies with economic sanctions imposed by

the UN, the EU and the US on certain target countries, groups and individuals and all new partners are checked for sanctions before entering a contract¹³.

Anti-corruption and bribery

ABO Energy Group operates in 16 countries, some of which are classified as high-risk areas for corruption according to internationally recognized indices. In Finland, the risk of corruption is considered low. Nevertheless, we acknowledge that corruption-related risks may also exist in our Finnish operations.

We are committed to strengthening staff training on anti-corruption and anti-bribery practices and will continue to exchange knowledge and share best practices with our international colleagues. Through these efforts, we promote transparent and ethically responsible business conduct across the entire organisation.

Criteria for partners and procurement

ABO Energy Suomi is part of the Group-wide procurement system, where major purchases are made at the Group level. The Group's operating model includes systematic monitoring of risks related to business partners, including financial and sustainability audits conducted through D&B's global database. Although ABO Energy Suomi's own procurement volume is limited, we are committed to developing responsible local procurement practices. As part of this work, we are creating transparent supplier selection criteria that take sustainability into account. This work will continue throughout 2025.

Transparency in Political Lobbying

ABO Energy Suomi is active in promoting a favourable business environment for the development and construction of renewable energy in Finland. We operate primarily through the Renewables Finland ry and Voimaa Tuulesta coalition which is a partnership of five renewable energy project developers.

Memberships in associations:

- Suomen Uusiutuvat ry, Renewables Finland ry
- Energiategollisuus ry
- Suomen Vetylaakso ry
- BotH2nia ry
- Keskuskauppakamari ry
- Saksalais-Suomalainen Kauppakamari
- Veronmaksajain Keskusliitto ry
- Vetyklusteri



Transparency register

We are active in the political lobbying of renewable energy in Finland. We openly highlight ABO Energy Suomi's lobbying interests through the Transparency Register by National Audit Office of Finland.

Conflicts of interest

A conflict of interest arises when a person holds two roles or interests simultaneously, which may compromise their impartiality. The greatest risks of conflicts of interest in our operations relate to interactions with the public sector, particularly with government and municipal authorities, as well as in sponsorship cooperation with local communities.

We take this issue seriously and focus on prevention. All our sponsorship agreements include a requirement that the beneficiary ensures that neither they nor their close relatives are involved in decision-making regarding ABO Energy's projects in the relevant municipality. If such a connection exists, it must be disclosed to ABO Energy Suomi at the beginning of the cooperation, and the individual in question must recuse themselves from any related decisions. To prevent conflicts of interest, we instruct our employees to proactively identify and assess potential risks. If a risk is identified, employees are expected to follow our internal guidelines, which require full disclosure of relevant affiliations. If needed, representatives will be replaced in their duties, and they will be excluded from any direct decision-making in situations where a conflict of interest is present.

¹³ Sanction screening guideline at ABO

Taxes and economic handprint

A Reliable Partner with Uncompromising Responsibility

Our commitment to the mission of making the green transition a reality is a priority for us. In addition to fulfilling our mission, we are committed to acting responsibly and respecting local communities in all decision-making. We aim to develop sustainable solutions that are accepted by communities and fully comply with all legal and regulatory requirements. We want to be a trusted partner to all our stakeholders, always standing by our words and delivering on our agreements and commitments.



Antti Tervapalo
Financial Director

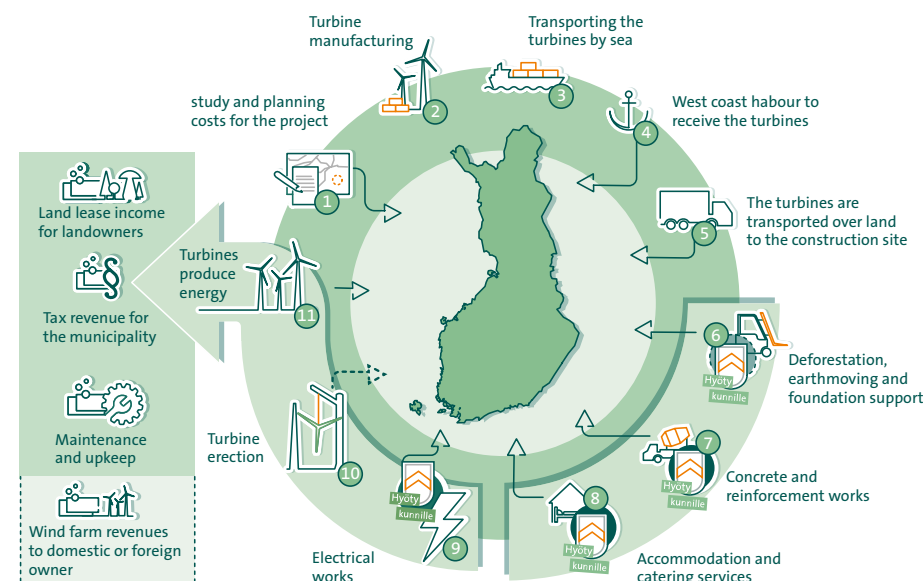
Economic impact of ABO Energy Suomi in Finland

- Products and services purchased in Finland: **€11 million**
- Wages and salaries paid: **€3.9 million**
- Taxes: **€2.4 million**
- Land leases and payments: **€486k**
- Turnover of ABO Energy Suomi: **€26.1 million**
- Net profit - **€132k**

In 2024, ABO Energy Suomi paid a total of **€2.4 million in taxes**.

We recognize the importance of our role in supporting local and national economies through transparent tax practices and economic contributions. Our commitment extends beyond meeting fiscal obligations to creating positive, long-term impacts for the communities where we operate.

Meanwhile, we support local public services and foster economic development in the regions where we operate. Wind power construction projects hold significant regional economic importance, and we strive to provide the most accurate estimates of their economic impacts to project communities as early as the planning stage. Where applicable, we organise events for local entrepreneurs to explore the business opportunities that wind power projects can bring.



All stages of wind farm implementation undoubtedly bring economic benefits to Finland, starting with research and project development involving local consultants and experts, and culminating in tax payments to municipalities.

We ensure that wind farm companies are registered in the municipality where the wind farm is located. In the long term, wind power projects generate various tax revenues for the municipality, with property tax revenue being the most significant contribution.

Although individual tax amounts cannot be disclosed, we have included a list of municipalities where we are registered and contribute through tax payments:

- Illevaaran Tuulivoima Oy (Hyrnsalmi)
- Haapajärven Pajuperänkankaan Tuulivoima Oy (Haapajärvi)

- Kestilän Kokkonevan Tuulivoima Oy (Siikalatva)
- Sievi Jakostenkallion Tuulivoima Oy (Sievi)
- Tuulipuisto Pihtipudas Oy (Pihtipudas)
- Haapajärven Välikankaan Tuulivoima Oy (Haapajärvi)
- Muntilan Tuulivoima Oy (Uusikaupunki)
- FP Lux Wind Ratiperä Oy (Jämsä)
- Haapajärven Savinevan Tuulivoima Oy (Haapajärvi)
- Tuulipuisto Oy Pyhäjoki (Pyhäjoki)
- Haapajärvi Sauvinmäki Tuulivoima Oy (Haapajärvi)

Our approach to tax compliance is guided by the principles of transparency, fairness, and alignment with local regulations. We believe that paying taxes is not just a legal obligation but a responsibility that underscores our role as a good corporate citizen.

Basis for reporting preparation

ABO Energy Suomi Oy, hereinafter “ABO Energy Suomi”, is a company that develops renewable energy projects in Finland and is part of ABO Energy GmbH & Co. KGaA (hereinafter “ABO Energy” or “ABO Energy Group”). Our activities are focused on making the green transition a reality by creating value for stakeholders and society. ABO Energy O&M Suomi Oy is part of the ABO Energy Group and specializes in delivering service and maintenance support during the operational phase of wind farms constructed in Finland.

This inaugural Sustainability Report focuses exclusively on ABO Energy Suomi Oy, outlining the company’s environmental, social, and governance (ESG) performance for the reporting period from **1 January 2024 to 31 December 2024**.

Materiality topics

The report emphasizes topics that are material to ABO Energy Suomi, as identified through our **Double Materiality Assessment** conducted at the end of 2023. This assessment was conducted in accordance with the recommendations of the Corporate Sustainability Reporting Directive (CSRD) by Kaskas.

The report highlights three overarching topics that our stakeholders deemed most important and relevant:

1. **Climate Change**
2. **Biodiversity**
3. **Local Community Rights**

In addition to these priority areas, the report provides:

- Selected information about the company's sustainable development initiatives.
- A detailed look into the company's operations, strategy, and business model.
- Insights into the company's governance framework.

GRI

Our Sustainability Report has been prepared with reference to the Global Reporting Initiative (GRI) Standards (2021). Selected disclosures have been included to ensure transparency and alignment with internationally recognized sustainability reporting practices. While the report follows the GRI framework, not all standards and indicators are fully reflected.

Carbon footprint

To calculate greenhouse gas (GHG) emissions, the company employed the widely recognized Greenhouse Gas Protocol. The calculation includes emissions across **Scope 1, Scope 2 and Scope 3**, offering a comprehensive view of the company's carbon footprint.

• Calculation carbon footprint of ABO10 Gala: Calculation method

To calculate the ABO10 Gala's carbon footprint, we used the following resources:

1. My Emissions Food Carbon Footprint Calculator – to assess emissions based on the number of servings, alcoholic and non-alcoholic beverages.
2. Hotel Footprints – to estimate emissions from the event venue.

These tools provided a comprehensive assessment of the event's environmental impact, ensuring accurate and transparent calculations.

• Avoided emissions – Calculation method and assumptions

The avoided emissions calculation quantifies the reductions in greenhouse gas (GHG) emissions achieved by replacing high-emitting activities or energy sources with low-emitting alternatives. The baseline represents the emissions that would have occurred if the renewable energy source (e.g., wind power) had not been available. The amount of electricity that would have been generated by the baseline source is actual data of electricity production during 2024 by Illevara and Pajuperänkangas. For calculation was used residual emission factors in Finland (Etusivu | Energiavirasto). The residual mix represents the carbon intensity of electricity available to consumers who do not purchase electricity with guarantees of origin (renewable energy certificates). It includes contributions from fossil fuels, renewable sources, and nuclear energy in the electricity grid.

Below is a method for calculating avoided emissions:

Avoided Emissions (tCO₂) = Electricity Generated (MWh) × (Emission Factor_{Baseline} – Emission Factor_{Alternative})

Since wind energy typically has Emission Factor_{Alternative} = 0

Emission Factor_{Baseline} = 554,9 gCO₂/KWh

GRI context

GRI Standards	Disclosure	Page Number/Section
General Disclosures 2021	Organisational Profile	
General Disclosures 2-1	Organisational details	"Who we are" pages 3-4 "ABO Energy Suomi at Glance in 2024" page 7
General Disclosures 2-3	Reporting period, frequency and contact point	"Basis for reporting preparation" page 50
General Disclosures 2-6	Activities, value chain and other business relationships	"Strategy, Business Model and Value Chain" pages 8, 10, 11-14 "Value chain" page 16
General Disclosures 2-7	Employees	"Social sustainability" page 31-40, "Our people at glance in 2024" page 40
General Disclosures 2-15	Conflicts of interest	"Conflicts of interest" page 48
General Disclosures 2021	Strategy	
General Disclosures 2-22	Statement on sustainable development strategy	"Sustainability in ABO Energy" pages 17-18 "Double materiality" page 19
General Disclosures 2021	Stakeholder Engagement	
General Disclosures 2-29	Approach to stakeholder engagement	"Professional Stakeholder Engagement" page 45-46
General Disclosures 2021	Material topics	
General Disclosures 3-1	Process to determine material topics	"Process used at ABO Energy Suomi in 2024" page 19
General Disclosures 3-2	List of material topics	"Material topics" page 19 "Double materiality" page 19
General Disclosures 2021	Environmental	
GRI 3: Material Topics 2021	Management of material topics	"Biodiversity" pages 26-28
GRI 305-2: Emissions	Energy indirect (Scope 2) GHG emissions	"GHG Accounting" pages 22-24
GRI 305-3: Emissions	Other indirect (Scope 3) GHG emissions	"GHG Accounting" pages 22-24
GRI 305-4: Emissions	GHG emissions intensity	"GHG Accounting" pages 22
General Disclosures 2021	Economic	
GRI 201: Economic Performance 2016	Economic Performance	"Taxes and economic handprint" page 49
General Disclosures 2021	Social	
GRI 401-1: Employee	New employee hires and employee turnover	"Our people at glance in 2024" page 40
	Occupational Health and Safety	
GRI 3: Material Topics 2021	Management of material topics	"Social sustainability" pages 37-39
GRI 403-2: Occupational Health and Safety 2018	Hazard identification, risk assessment, and incident investigation	"Our people at glance in 2024" page 40 "Health & safety" page 41
GRI 403-9: Occupational Health and Safety 2018	Work-related injuries	"Our people at glance in 2024" page 40
	Diversity and Equal Opportunities	
GRI 3: Material Topics 2021	Management of material topics	"Diversity and Equal Opportunity" page 39
GRI 405-1: Diversity and Equal Opportunity 2016	Diversity of governance bodies and employees	"Our people at glance in 2024" page 40
	Local Communities	
GRI 3: Material Topics 2021	Management of material topics	"Social sustainability" page 31-33 "Local communities" pages 32
GRI 413-1: Local Communities 2016	Operations with local community engagement, impact assessments and development programs	"Local communities" pages 32-35
	Supplier Social Assessment	
GRI 3: Material Topics 2021	Management of material topics	"Value Chain Management" page 48



Renewables are our DNA

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