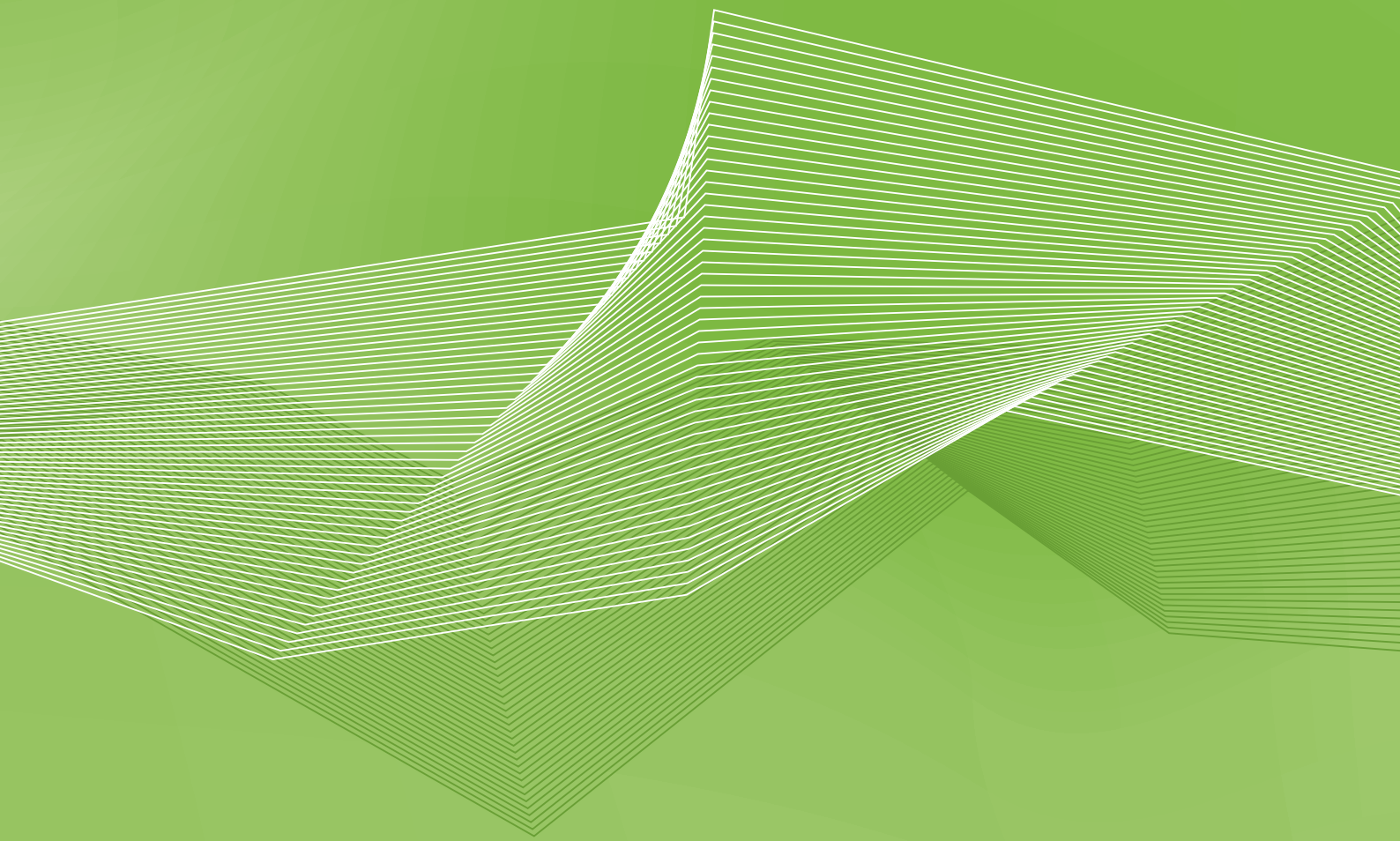
2024

ESG indicator **tables**



Terna
Driving Energy

Terna
Driving Energy

MISSION

“Terna is investing in Italy’s development

We guarantee energy security and balance electricity supply and demand 24 hours a day, ensuring that the system is reliable, efficient and accessible to all.

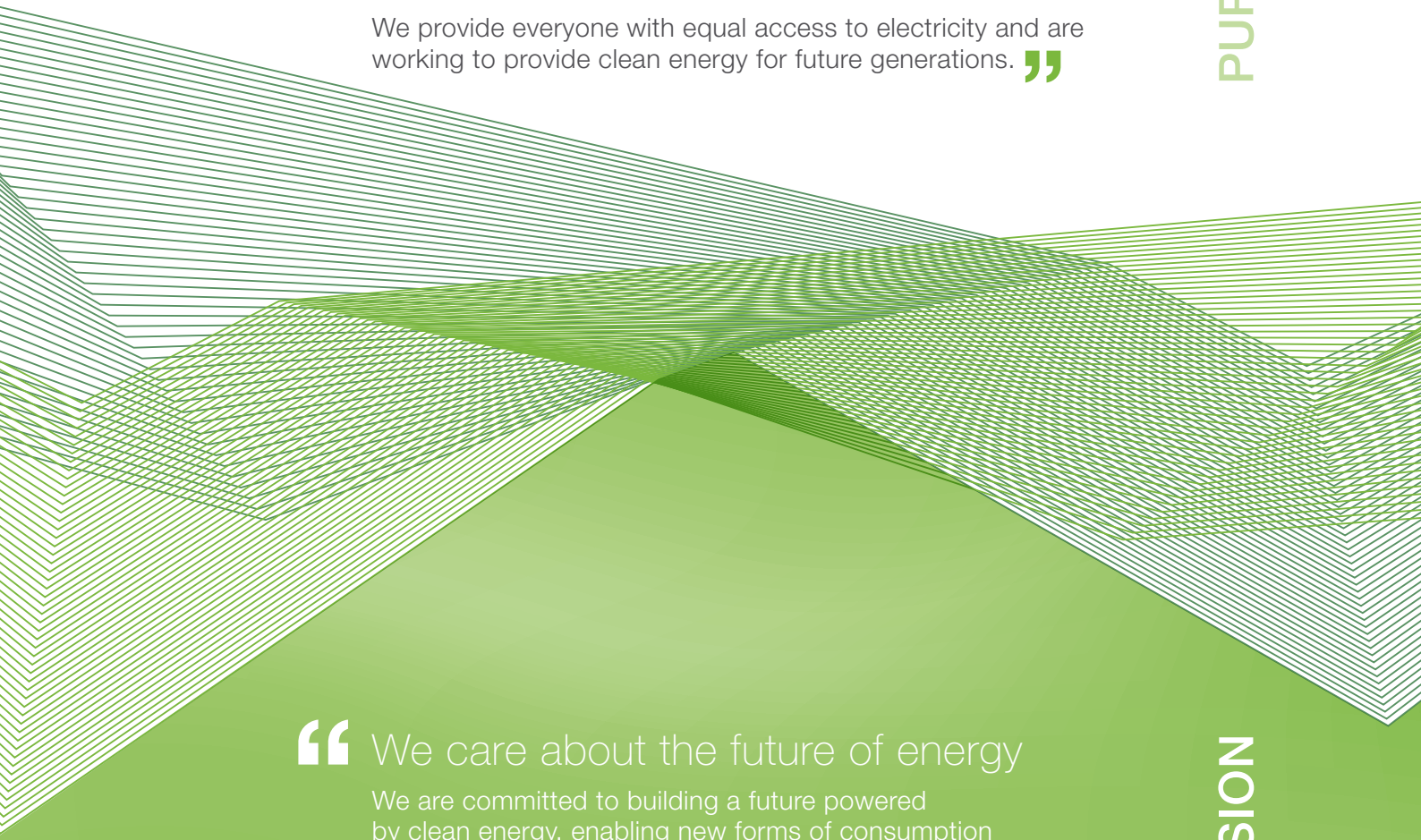
We invest and innovate every day in the development of an electricity grid capable of integrating the energy produced from renewable sources, improving links between the different areas of the country and strengthening cross-border interconnections, applying a sustainable approach that takes into account the needs of the communities and people we work with.”

PURPOSE

“We are behind the energy you use every day

We are responsible for guaranteeing the continuity of power supply, essential in making sure that electricity reaches Italian homes and businesses at all times.

We provide everyone with equal access to electricity and are working to provide clean energy for future generations.”



VISION

“We care about the future of energy

We are committed to building a future powered by clean energy, enabling new forms of consumption and production increasingly based on renewable sources. This will allow us to achieve the goal of delivering an energy transition that is fair and inclusive, whilst also lowering costs.

Thanks to our overall vision of the electricity system and new digital technologies, we are leading the country’s drive to get to net zero by 2050, in line with European climate goals.”

Contents

Introduction

Following the coming into force of the European directive on corporate sustainability reporting (CSRD) which governs mandatory sustainability reporting, this year, the Terna Group has prepared its first Consolidated Sustainability Statement in line with the new European Sustainability Reporting Standards (ESRS)[1]. The "Indicator tables" are a disclosure document prepared not pursuant to any legal requirements which supplements CSRD-compliant reporting with additional information - mainly of a quantitative nature - about the Group's sustainability performance.

This voluntary disclosure about sustainability has been organised in line with the structure of the disclosure provided in the Terna Group's Consolidated Sustainability Statement 2024, i.e. General Disclosures; Environmental information; Social information; Governance information.

For each indicator, the tables show:

- the unit of measurement;
- the figures for 2024 (the reporting year) and, usually, for the past two years (2023 and 2022);
- where present, the reference reporting standards: **GRI** - Global Reporting Initiative and **ESRS** - European Sustainability Reporting Standards. In some instances, if no reference standard is available, the company has developed **internal indicators** in order to better describe its performance.

In general, the figures are calculated at 31 December of each year and refer to the full year in the case of flow indicators.

For easy of reading, definitions of the units of measurement used to report the indicators are provided below.

Key to units of measurement

#	Category
%	Percentage
€	Euro
€/000	Thousands of euros
€/m	Millions of euros
GJ	Gigajoule
GWh/year	Gigawatt hours per year
GWh	Gigawatt hours
H	Hours
Kg	Kilograms
Km	Kilometres
M^3	Cubic metres
Min	Minutes
ML	Megaliters
MW	Megawatts
MWh	Megawatt hours
MVA	MegaVoltAmpere
n°	Number
Tonnes	Tonnes
Tonnes of CO_2	Carbon dioxide in tonnes
Y	Year

[1] The Consolidated Sustainability Statement is available at https://download.terna.it/terna/Terna_Relazione_Finanziaria_Annuale_2024_8dd8711c398e55b.pdf

Reporting boundary

The figures and information included in the Indicator tables, as also provided for by the CSRD, normally refer to the Terna Group, i.e. the reporting boundary that includes Terna S.p.A. and the companies included in the consolidated financial statements at 31 December in accordance with the line-by-line method. Similarly to the previous sustainability reporting cycles, where possible, the indicators covering the "Electricity sector" have also been provided.

Over the years, the Electricity sector has included those group companies for which, given the characteristics of their business and, in some cases, the regulatory frameworks and applicable legislation, the aggregate presentation of environmental and social data is meaningful[2].

Furthermore:

- the figures included in the "supply chain" normally refer to the Electricity sector;
- the data included in the 'Environmental Information' (except for the table 'Main materials provided by suppliers'), when referring to the Electrical Perimeter, also take into account the company Terna Crna Gora;
- even though they refer to the Group, in addition to all companies included in the Electricity sector, the figures for 2022 also include the Brugg Group and the Tamini Group (e.g., the figures relating to LT, from March 2025, Altenia Group, have not been consolidated).

[2] The "Electricity sector" includes Terna S.p.A., Rete S.r.l., Terna Rete Italia S.p.A., Terna Plus S.r.l., Terna Energy Solutions S.r.l. and accounts for 83% both in terms of employees and Group revenues.

2024 ESG indicator tables

General disclosures

Corporate governance

Board of Directors

405-1 > GOV-1 >

Composition of the Board of Directors [1]

	UNIT	2024	2023	2022
Men	%	53.85	53.85	50.00
Women	%	46.15	46.15	50.00
Under 30 years of age	%	-	-	-
Between 30 and 50 years of age	%	23.08	23.08	41.67
Over 50 years of age	%	76.92	76.92	58.33

[1] The table shows the composition of the Board of Directors at 31 December 2024. For 2023 and 2022, the composition of the Board of Directors at the approval date of the Annual Report (19 March 2024 and 22 March 2023), respectively, is shown.

Shareholders

Shareholder composition

	UNIT	2024	2023	2022
CDP Reti S.p.A. [1]	%	29.85	29.85	29.85
Institutional + Retail investors + Own shares	%	70.15	70.15	70.15

[1] A subsidiary of Cassa Depositi e Prestiti S.p.A.

Socially responsible investors (*)

	UNIT	2024	2023	2022
Percentage of share capital held by identifiable institutional investors owned by SRIs.	%	31	30	26

[*] Investments made in accordance with both traditional and ethical / ESG (Environmental, Social, Governance) criteria.

Electricity system

Changes to the dimensions of the NTG

Electricity substations

< EU-4

	UNIT	2024	2023	2022
380 kV				
Substations	n°	172	171	168
Power transformed	MVA	129,547	128,447	123,288
220 kV				
Substations	n°	151	152	150
Power transformed	MVA	35,576	34,530	34,503
Lower voltages (≤ 150 kV)				
Substations	n°	592	587	583
Power transformed	MVA	4,633	4,573	4,489
Total				
Substations	n°	915	910	901
Power transformed	MVA	169,756	167,550	162,80

Power lines

	UNITÀ	2024	2023	2022
380 kV				
Length of circuits	km	13,101	13,029	12,911
Length of lines	km	11,895	11,848	11,730
220 kV				
Length of circuits	km	11,898	11,936	11,871
Length of lines	km	9,495	9,525	9,496
Lower voltages (≤ 150 kV)				
Length of circuits	km	50,237	50,176	50,128
Length of lines	km	46,984	46,948	46,880
Total				
Length of circuits	**km**	**75,236**	**75,140**	**74,910**
underground cables	km	2,577	2,479*	2,317
submarine cables	km	1,796	1,796*	1,762
direct current power (200, 400 and 500 kV)	km	2,573	2,535	2,440
Length of lines	**km**	**68,374**	**68,321**	**68,105**
underground cables	km	2,577	2,510	2,317
submarine cables	km	1,796	1,765	1,762
direct current power (200, 400 and 500 kV)	km	2,253	2,215	2,120

(*) *The figures have been restated following the performance of the cable type, without changing the overall value of the assets.*

Quality of service

Electricity grid

	UNIT	2024	2023	2022
Energy output (*)	GWh/year	312,285	305,616	315,008

(*) The figure for the 2024 energy output is provisional. The figures for 2023 and 2022 have been recalculated on a final basis. Therefore, they differ from those previously published.

EU-28 >

Technical quality(*)

EU-29 >

	UNIT	2024	2023	2022
ASA (Average Service Availability) [1]	%	99.99988	99.99960	99.99990
SAIFI + MAIFI (System Average Interruption Frequency Index) Terna [2]	n°	0.22	0.21	0.22
AIT (Average Interruption Time) Terna [3]	min	0.61	2.10	0.40
RENS (Unregulated Unserved Energy) Terna [4]	MWh	224	380	234
SAIDI (System Average Interruption Duration Index) [5]	h	0.01	0.04	0.01

(*) It is noted that the data reported in the table has been updated and therefore differs from that published in previous indicator tables. It should also be noted that the data for 2024 are provisional, pending further validation by ARERA next November 30th.

[1] The ASA indicator measures the availability of the NTG service. It is calculated as the ratio of the sum of energy not supplied to users connected to the NTG (ENS) and the energy fed into the grid. At the time of writing this report, the figures for 2024 are not yet final and have not been approved by the regulator (ARERA) and are therefore to be considered provisional.

[2] Average number of short and long outages. It is calculated as the ratio of the number of users connected directly to the NTG involved in the outages and the number of users of the NTG. At the time of writing this report, the figures for 2024 are not yet final and have not been approved by the regulator (ARERA) and are therefore to be considered provisional.

[3] Average outage time of the electricity system (NTG) in one year. It is calculated as the ratio of the energy not supplied in a certain period (ENS) and the average power absorbed by the electricity system in the relevant period. At the time of writing this report, the figures for 2024 are not yet final and have not been approved by the regulator (ARERA) and are therefore to be considered provisional.

[4] The indicator also includes energy not supplied to directly connected users due to events on other grids not forming part of the NTG and a share of the energy not supplied due to events of force majeure or major incidents (a "major incident" is any outage where the energy not supplied exceeds 250 MWh). The share included in the RENS indicator is a percentage that declines as the amount of energy not supplied in the individual major incident increases. The lower the indicator, the better the service performance. At the time of writing this report, the figures for 2024 are not yet final and have not been approved by the regulator (ARERA) and are therefore to be considered provisional.

*[5] The SAIDI indicator measures, on an annual basis, the average duration of disruptions for each user served. It is calculated as the ratio between the total duration of disruptions for all users and the total number of users served. It can also be calculated based on ASA, using the formula SAIDI = 8760 - (ASA [as a %] / 100 * 8760).*

Electricity service operators

Regulated market customer portfolio

	UNIT	2024	2023	2022
Interruptible users	n°	141	146	152
Distributors directly connected with the NTG [1]	n°	52	54	53
Supply-side dispatching service users (producers and traders)	n°	156	141	133
Demand-side dispatching service users (traders and end users, including the Single Buyer)	n°	251	259	226

[1] In addition to the licensed Distribution Companies, the figure includes the Closed-distribution-system Operators for Internal User Grids (IUG) and Other Closed Distribution Systems (OCDS) directly connected to the NTG and, from 2019, the Azienda Autonoma di Stato per i Servizi Pubblici of the Republic of San Marino.

Environmental information

Climate change

Direct CO_2 emissions (scope 1)

Total direct greenhouse gas emissions - tonnes of CO_2 equivalent

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< E1-6

	GROUP			ELECTRICITY SECTOR		
	2024	2023	2022(*)	2024	2023	2022
Direct emissions	79,421.8	77,588.9	76,505.6	73,864.5	71,724.8	72,477.1

(*) The figures in the 2022 column refer to Terna, the Tamini Group and the Brugg Group.

Total direct greenhouse gas emissions - tonnes of CO_2 equivalent (*)

< 305-1

	GROUP			ELECTRICITY SECTOR		
	2024	2023	2022	2024	2023	2022
Direct emissions						
SF_6 leaks	67,290.2	65,829.1	64,793.6	66,154.4	63,956.2	64,732.5
Diesel for motor vehicles	4,531.2	4,676.7	6,484.9	3,634.1	4,039.6	6,198.7
Petrol for motor vehicles	2,309.7	1,774.0	112.7	1,886.7	1,615.2	103.2
Jet fuel for helicopters	1,051.7	1,192.8	595.9	1,051.7	1,192.8	595.9
Fuel oil and other fossil sources for heating and generators (1)	396.4	422.1	497.0	329.8	233.3	336.5
Natural gas for heating and production processes (2)	3,332.7	3,194.3	3,802.3	297.9	200.7	291.1
Refrigerant gas leaks (R407C, R410A, R32 and R134A) (3)	509.9	500.0	219.2	509.9	487.0	219.2
Total direct emissions	**79,421.8**	**77,588.9**	**76,505.6**	**73,864.5**	**71,724.8**	**72,477.1**

(*) The conversion of direct energy consumption and leakages of sulphur hexafluoride (SF_6) and refrigerant gases into equivalent CO_2 emissions has been carried out using the parameters indicated in the IPCC Fifth Assessment Report (AR5) and the Greenhouse Gas Protocol (GHG) Initiative.

(1) It is noted that from 2024 this item also includes LPG consumption used for heating.

(2) The data includes the methane consumption used in the production process for manufacturing transformers by the Tamini Group and cables by the Brugg Group. It also includes methane emissions generated during the cable processing activities of Brugg.

(3) It is noted that starting from 2023 the figure also includes for the first-time leakages of R32 and R134A gases. For a better understanding of these figures, it is noted that, in addition to those included in the table, in 2022, leakages of R32 and R134 gases were recorded, amounting to 117 tonnes of CO_2 equivalent for the Electricity sector only.

Management of SF_6 gas and of other gases

Amount and emissions of SF_6 (*)

		GROUP			ELECTRICITY SECTOR		
	UNIT	2024	2023	2022	2024	2023	2022
Amount of SF_6	kg	688,247.3	683,908.0	665,026.0	685,370.0	683,045.0	664,192.2
- in equipment installed	kg	634,638.7	630,128.8	616,867.7	632,632.0	629,840.8	616,579.6
- in cylinders	kg	53,608.6	53,779.2	48,158.4	52,738.0	53,204.2	47,612.6
SF_6 leakage %	%	0.42	0.41	0.41	0.41	0.40	0.41
SF_6 greenhouse gas emissions	kg	2,863.4	2,801.2	2,757.2	2,815.1	2,721.5	2,754.6

(*) Emissions are calculated as the amount of gas refilled in equipment in service containing SF_6 gas during the reporting year; the data source is MAGO (an acronym for Monitoraggio Apparecchiature Gas Operativo), the application developed internally by Terna to support the management of equipment containing SF_6 gas.

Refrigerant gases: amounts and leaks

		GROUP			ELECTRICITY SECTOR		
	UNITÀ	2024	2023	2022	2024	2023	2022
Amount of R22	kg	30.8	26.1	17.5	25.3	20.6	17.5
R22 leakage	kg	0	0	0	0	0	0
Amount of R407C	kg	1,948.9	2,376.8	1,817.7	1,834.6	2,259.9	1,712.6
R407C leakage	kg	91.9	8.0	4.0	91.9	0	4.0
Amount of R410A	kg	10,676.2	11,048.3	10,802.0	10,371.5	10,781.7	10,587.5
R410A leakage	kg	180.5	112.9	101.6	180.5	112.9	97.6
Amount of other refrigerant gases [1]	kg	4,397.5	3,995.4	2,901.6	4,101.3	3,884.5	2,787.4

[1] With respect to the Electricity sector, compared with the figure shown, 73% was identified as R32 and 27% as R134A. The leakage for these gases is 20 kg for the R32 gas. Furthermore, the 2023 figure for the leakage of R22 is different from that published in the "2023 Key Indicator Tables". With reference to the Group, compared to the value reported in 2024, 68% was identified as R32 and 32% as R134A. These gases correspond to a loss of 20 kg for R32 gas.

Indirect CO_2 emissions (scope 2)

305-2 >

Total indirect greenhouse gas emissions - tonnes of CO_2 equivalent

E1-6 >

	GROUP			ELECTRICITY SECTOR		
	2024	2023	2022(*)	2024	2023	2022
Indirect emissions [1]	1,271,789.8	1,534,836.9	1,739,906.5	1,270,200.2	1,530,657.7	1,735,046.6

(*) The figures in the 2022 column refer to the Electricity sector, the Tamini Group and the Brugg Group.

[1] These emissions are calculated using the location-based method. With respect to market-based emissions, contracts with sustainable option choice were identified for Brugg Kabel Services AG and some LT Group plants (from March 2025, Altenia Group). In this respect, it is noted that companies in the electricity sector (providing electricity transmission and dispatching services) are unable to select a specific operator due to regulatory issues. Consequently, for all companies operating in the electricity transmission and dispatching sector, the market-based emissions coincide with the location-based emissions. The Group's market-based emissions amount to 1,272,065.3 tCO_2e and, in order to ensure comparability with location-based emissions, they include emissions related to grid losses, even though these are specific to the electricity system and cannot, in any way, be considered in the same way as electricity consumption.

Total indirect greenhouse gas emissions - tonnes of CO_2 equivalent

	GROUP			ELECTRICITY SECTOR		
	2024	2023	2022	2024	2023	2022
Electricity [1]	47,054.7	59,799.9	69,240.5	45,465.1	55,620.7	64,380.6
Grid losses	1,224,735.1	1,475,037.0	1,670,666.0	1,224,735.1	1,475,037.0	1,670,666.0

[1] The conversion of indirect electricity consumption was carried out taking into account the share of thermoelectric production in total Italian electricity production in 2024. The reference for the breakdown of the production mix is the December 2024 issue of the Monthly Report on the Electricity System, available on the website www.terna.it. Furthermore, approximately 5% of the electricity consumption in the Electricity sector is based on an estimate. This percentage is approximately 4% for the Group.

EU12 >

Grid losses – Terna Group

	2024		2023		2022	
	% COMPARED WITH ENERGY DEMAND	GWH	% COMPARED WITH ENERGY DEMAND	GWH	% COMPARED WITH ENERGY DEMAND	GWH
VHV and HV grid	1.82	5,696	1.66	5,096	1.60	5,068

Other indirect CO_2 emissions (scope 3)

Other indirect emissions[1] (scope 3) - tonnes of CO_2 equivalent

< E1-6
< 305-3

	GROUP			ELECTRICITY SECTOR		
	2024	2023	2022(*)	2024	2023	2022
Purchase of goods and services	200,220.2	152,730.8	122,650.7	19,215.3	24,041.4	4,120.1
Capital goods	148,623.0	355,647.2	81,294.8	148,623.0	355,647.2	81,294.8
Energy and fuel related activities	524,536.4	470,898.1	468,983.8	522,890.8	468,777.2	466,686.0
Upstream transport and distribution	3,674.5	6,833.7	1,142.9	3,114.3	6,833.7	1,142.9
Waste generated in operations	15,000.4	16,511.7	3,945.9	13,350.7	16,511.7	3,945.9
Travelling for work purposes	5,880.1	1,137.6	985.8	1,180.9	885.5	712.0
Employee commuting	10,914.0	10,075.9	9,321.1	10,914.0	8,275.60	7,690.8
Downstream transport and distribution	1,068.8	274.1	233.2	n.a.	n.a.	n.a.
Use of sold products	859,960.8	1,166,872.1	965,738.9	n.a.	n.a.	n.a.
End of life treatment of the products sold	109.9	141.0	105.4	n.a.	n.a.	n.a.
Capital expenditure	457.9	-	-	457.9		
Total indirect scope 3 emissions	**1,770,446.2**	**2,181,122.2**	**1,654.402.5**	**719,746.8**	**880,972.3**	**565,592.5**

[1] For the categories related to "Purchase of goods and services," "Capital goods," "Upstream transportation and distribution," and "Waste generated in operations," the LCA method was adopted. For the remaining categories, emissions were estimated, where necessary, using average-data, spend-based, distance-based, and waste-type-specific approaches, employing emission factors from recognized databases such as Ecoinvent, EPA, Defra, and Enerdata. In 2024, for the first time, category 15 was included, referring to corporate venture capital investments by Terna Forward, applying the average-data method based on the revenues of the investee companies. For further details on the scope 3 methodology, please refer to page 245 of the 2024 Annual Report.
(*) The figures shown in the Group column of this table refer to Electricity sector, the Tamini Group and Brugg.

Total direct and indirect emissions

Total direct and indirect greenhouse gas emissions - tonnes of CO_2 equivalent

< E1-6
< 305-1
< 305-2
< 305-3

	GROUP			ELECTRICITY SECTOR		
	2024	2023	2022(*)	2024	2023	2022
Direct emissions	79,421.8	77,588.9	76,505.6	73,864.5	71,724.8	72,477.1
Indirect emissions scope 2	1,271,789.8	1,534,836.9	1,739,906.5	1,270,200.2	1,530,657.7	1,735,046.6
Indirect emissions scope 3	1,770,446.2	2,181,122.2	1,654,402.5	719,746.8	880,972.3	565,592.5
Total emissions	**3,121,657.8**	**3,793,548.0**	**3,470,814.6**	**2,063,811.5**	**2,483,354.8**	**2,373,116.2**

(*) The figures refer to the Electricity sector, the Tamini Group and the Brugg Group.

Direct and indirect energy consumption

Total energy consumption within the organisation - gigajoule

< 302-1

	GROUP			ELECTRICITY SECTOR		
	2024	2023	2022(*)	2024	2023	2022
Direct consumption in GJ	171,287.8	164,432.1	172,124.2	100,963.3	101,301.6	103,319.0
Indirect consumption in GJ [1]	795,216.9	743,754.3	756,153.2	745,064.6	691,776.0	703,080.0
Total consumption in GJ	**966,504.7**	**908,186.3**	**928,277.4**	**846,027.9**	**793,077.6**	**806,399.0**

(*) The figures refer to the Electricity sector, the Tamini Group and the Brugg Group.
[1] In 2024, indirect consumption includes self-generated renewable energy for own consumption. Net of this consumption, the Group figure is 794,647.0 GJ while that for the Electricity sector is 744,614.7 GJ

Total energy consumption within the organisation by primary source - gigajoules (*)

	GROUP			ELECTRICITY SECTOR		
	2024	2023	2022	2024	2023	2022
Direct consumption in GJ						
Diesel for motor vehicles (1)	61,149.9	63,189.9	87,622.0	49,043.0	54,582.0	83,755.1
Petrol for motor vehicles (1)	33,329.6	25,598.7	1,627.4	27,224.9	23,307.6	1,491.0
Jet fuel for helicopters	14,709.2	16,682.1	8,333.7	14,709.2	16,682.1	8,333.7
Fuel oil and other fossil sources for heating and generators (2)	5,574.2	5,702.7	6,715.9	4,675.8	3,152.3	4,547.2
Natural gas for heating and production processes (3)	56,524.8	53,258.6	67,825.4	5,310.4	3,577.7	5,192.0
Total direct consumption	**171,287.8**	**164,432.1**	**172,124.2**	**100,963.3**	**101,301.6**	**103,319.0**
Indirect consumption in GJ						
Electricity to power substations and offices(4)	795,216.9	743,754.3	756,153.2	745,064.6	691,776.0	703,080.0

(*) To convert the volumes of the primary resources into gigajoules, the parameters set out in the Global Reporting Initiative (GRI) protocols were used (Reference Indicators IP Protocols).

(1) Only the consumption of operating vehicles is taken into account and not the vehicles used by management.

(2) It is noted that from 2024 this item also includes LPG consumption used for heating.

(3) The data includes the methane consumption used in the production process for manufacturing transformers by the Tamini Group and cables by the Brugg Group.

(4) In 2024, indirect consumption includes self-generated renewable energy for own consumption equal to 450 GJ, to the extent of the Electricity sector, and equal to 570 GJ to the extent of the Group. The conversion of indirect electricity consumption was carried out taking into account the share of thermoelectric production in total Italian electricity production in 2024. Indeed, due to regulatory issues, the companies operating in the electricity sector are unable to select a specific operator. The reference for the breakdown of the production mix is the December 2024 issue of the 'Monthly Report on the Electricity System', available on the website www.terna.it. In line with this approach the share of electricity from renewable sources for the three-year period is as follows: 364,642 GJ in 2024, 262,875 GJ in 2023, 208,129 GJ in 2022, to the extent of the Electricity sector; and 367,073 GJ in 2024; 269,413 GJ in 2023 and 213,002 GJ in 2022, to the extent of the Group.

Total energy consumption within the organisation by primary source

		GROUP			ELECTRICITY SECTOR		
	UNITÀ	2024	2023	2022	2024	2023	2022
Direct consumption							
Petrol for motor vehicles (1)	tonnes	744.0	571.4	36.3	607.7	520.3	33.3
Diesel for motor vehicles (1)	tonnes	1,411.3	1,458.3	2,022.2	1,131.8	1,259.7	1,933
Jet fuel for helicopters	tonnes	329.9	374.1	186.9	329.9	374.1	186.9
Natural gas for heating and production processes (2)	thousands of m^3	1,413.1	1,331.5	1,695.6	132.8	89.4	129.8
Fuel oil and other fossil sources for heating and generators (3)	tonnes	82.9	131.6	155.0	62.2	72.8	104.9
Indirect consumption							
Electricity to power substations and offices (4)	GWh	220.9	206.6	210.0	207.0	192.2	195.3

(1) Only the consumption of operating vehicles is taken into account and not the vehicles used by management.

(2) The data includes the methane consumption used in the production process for manufacturing transformers by the Tamini Group and cables by the Brugg Group. Please note that the methane generated from the cable processing activities at Brugg in Switzerland amounts to 5,772 kg.

(3) It is noted that in 2024 LPG consumption for heating is equal to 86,608 litres.

(4) In 2024, indirect consumption includes self-generated renewable energy for own consumption (0.125 GWh). Given Electricity sector's companies (operating in trasmission and dispatching activities) inability to select a specific operator for regulatory issues, the conversion of indirect electricity consumption was carried out taking into account the share of thermoelectric production in total Italian electricity production. The reference for the breakdown of the production mix is the December 2024 issue of the Monthly Report on the Electricity System, available on the website www.terna.it. In line with this approach, the share of electricity from renewable sources for the three-year period is as follows: 101.3 GWh in 2024, 73 GWh in 2023 and 57.8 GWh in 2022, to the extent of the Electricity sector; 102.0 GWh in 2024 74.8 GWh GWh in 2023 and 59.2 GWh in 2022, to the extent of the Group. Furthermore, approximately 5% of Electricity sector's electricity consumption is based on an estimate. Considering the Group, this percentage amounts at almost 4%.

Total energy consumption within the organisation by primary source

< E1-5

		GROUP			ELECTRICITY SECTOR		
	UNIT	2024	2023	2022	2024	2023	2022
Direct consumption							
Petrol for motor vehicles (1)	MWh	9,258.2	7,110.7	452.0	7,562.5	6,474.3	414.2
Diesel for motor vehicles (1)	MWh	16,986.1	17,552.7	24,339.4	13,623.1	15,161.7	23,265.3
Jet fuel for helicopters	MWh	4,085.9	4,633.9	2,314.9	4,085.9	4,633.9	2,314.9
Natural gas for heating and production processes (2)	MWh	15,701.3	14,794.1	18,840.4	1,475.1	993.8	1,442.2
Fuel oil and other fossil sources for heating and generators (3)	MWh	1,548.4	1,584.0	1,865.5	1,298.8	875.6	1,263.1
Total direct consumption	**MWh**	**47,580.0**	**45,675.5**	**47,812.3**	**28,045.4**	**28,139.3**	**28,699.7**
Indirect consumption							
Electricity to power substations and offices(4)	MWh	220,893.6	206,598.4	210,042.6	206,962.4	192,160.0	195,300.0

(1) *Only the consumption of vehicles is taken into account and not the vehicles used by management.*
(2) *The data includes the methane consumption used in the production process for manufacturing transformers by the Tamini Group and cables by the Brugg Group.*
(3) *It is noted that from 2024 this item also includes LPG consumption used for heating.*
(4) *In 2024, indirect consumption includes self-generated renewable energy for own consumption (125 MWh). Given Terna's inability to select a specific operator for technical reasons, the conversion of indirect electricity consumption was carried out taking into account the share of thermoelectric production in total Italian electricity production. The reference for the breakdown of the production mix is the December 2024 issue of the Monthly Report on the Electricity System, available on the website www.terna.it. In line with this approach, the share of electricity from renewable sources for the three-year period is as follows: 101,289.5 MWh in 2024, 73,021 MWh in 2023 and 57,813 MWh in 2022, to the extent of the Electricity sector; 101,964.6 MWh in 2024, 74,836.8 MWh in 2023 and 59,166.5 MWh in 2022, to the extent of the Group. Furthermore, approximately 5% of the Electricity sector's electricity consumption is based on an estimate.*

Fleet vehicles

No. of motor vehicles and emissions (*)

		GROUP			ELECTRICITY SECTOR		
	UNIT	2024	2023 (**)	2022	2024	2023 (**)	2022
Total motor vehicles	n°	1,783	1,665	1,469	1,546	1,532	1,469
Emissions of NOx (1)	kg	4,200	5,316	7,526	4,098	5,099	7,526

(*) *The table shows the motor vehicles in Terna's fleet that were refuelled at least once in the reporting period as per the fuel sheet. See the tables below for consumption figures for the fleet vehicles. It is noted that Group's figures for 2022 refer to Electricity sector.*
(**) *The figures for 2023 have been recalculated; therefore, they are different from those included in the previous indicator tables.*
(1) *The figure is calculated based on the data provided by car manufacturers in car registration documents and on the estimated mileage of the vehicles. The figure shown in the table for 2024 accounts for 73% of operating vehicles (in 2023, the figures referred to 72% of operating vehicles; in 2022, it was 87% of the fleet vehicles).*

Resource inflows and resource outflows

Use of resources and waste management

Main materials provided by suppliers - tonnes (*)

< E5-4
< 301-1

		ELECTRICITY SECTOR		
	U.M.	2024	2023	2022 (1)
Steel	tonnes	16,519	15,134	32,527
Copper	tonnes	7,639	8,010	10,226
Aluminium	tonnes	9,657	4,264	8,695
Glass	tonnes	2,079	1,693	3,805
Dielectric oil	tonnes	1,310	1,253	1,096
of which: vegetable oil	*tonnes*	*182*	*376*	*304*
Porcelain	tonnes	277	533	466
Polymers	tonnes	413	471	293

(*) *The main materials supplied to companies in the Electricity sector are non-renewable or cannot be regenerated quickly. For this reason, the company is committed to ensuring that its supply chain is as circular as possible.*
(1) *In 2022, the increase in steel and copper was due to the purchase of larger quantities of tubular supports for substations and structural steel components, as well as copper ropes.*

306-3 >

Waste type and management – tonnes

		GROUP			ELECTRICITY SECTOR		
	UNIT	2024	2023	2022(*)	2024	2023	2022
Waste generated [1]	**tonnes**	**16,391**	**11,365.9**	**12,356.8**	**6,225.9**	**7,671.6**	**9,078.7**
Waste sent for recovery		**14,875**	**9,977.2**	**10,948.3**	**5,650.4**	**6,685.1**	**8,281.3**
Waste recovered	**%**	**91**	**81**	**89**	**91**	**87**	**91**
Waste sent for disposal [2]		**1,523**	**1,465.6**	**1,338.6**	**582.5**	**1,063.4**	**823.0**
of which hazardous		*364*	*824.6*	*583.1*	*143.8*	*769.9*	*517.9*
of which non-hazardous		*1,159*	*641.0*	*755.5*	*438.6*	*293.5*	*305.1*
Non-hazardous special waste							
Machinery, equipment, supports, cables and conductors							
- quantity generated	tonnes	7,820.0	3,615.2	3,826.6	1,672.7	1,627.1	2,020.8
- quantity sent for recovery	tonnes	7,816.5	3,609.9	3,776.3	1,669.3	1,677.9	1,970.5
Packaging							
- quantity generated	tonnes	1,479.8	1,082.1	1,319.5	605.1	520.4	537.9
- quantity sent for recovery	tonnes	1,479.8	1,012.8	950.2	606.3	520.4	518.5
Other							
- quantity generated	tonnes	3,521.6	1,864.3	1,093.3	677.0	823.6	633.7
- quantity sent for recovery	tonnes	2,367.9	1,349.3	632.7	242.8	530.6	369.0
Total non-hazardous special waste							
- quantity generated	tonnes	12,821.3	6,561.6	6,239.5	2,954.9	2,971.0	3,192.5
- quantity sent for recovery [3]	tonnes	11,664.2	5,971.9	5,359.2	2,518.4	2,728.9	2,858.0
Hazardous special waste							
Machinery, equipment, supports, cables and conductors							
- quantity generated	tonnes	2,022.6	2,857.8	4,133.0	2,007.6	2,850.0	4,104.3
- quantity sent for recovery	tonnes	2,026.5	2,877.4	3,998.6	2,012.7	2,870.3	3,970.1
Oils							
- quantity generated	tonnes	726.0	1,371.8	1,740.7	647.2	1,315.9	1,589.9
- quantity sent for recovery	tonnes	698.0	1,051.2	1,521.7	646.8	1,011.9	1,401.2
Batteries							
- quantity generated	tonnes	12.3	31.1	16.0	12.3	31.1	15.4
- quantity sent for recovery	tonnes	12.3	31.1	16.4	12.3	31.1	15.8
Waste consisting of materials containing asbestos							
- quantity generated	tonnes	00.0	00.0	00.0	00.0	00.0	00.0
Other							
- quantity generated	tonnes	809.2	543.6	227.6	603.9	503.6	176.6
- quantity sent for recovery	tonnes	474.2	45.7	52.5	460.3	42.9	36.2
Total hazardous special waste							
- quantity generated	tonnes	3,570.1	4,804.3	6,117.3	3,271.0	4,700.6	5,886.2
- quantity sent for recovery	tonnes	3,210.9	4,005.3	5,589.2	3,132.0	3,956.3	5,423.3

(*) *The figures in the Group column refer to the Electricity sector, the Tamini Group and the Brugg Group in 2022.*

(1) *Only special waste produced during the production processes is included, not waste produced by services (urban waste). In 2023 and 2022, waste from excavation soil and rocks, produced sewage and waste from septic tanks from substations not connected to the sewage system were not included; this waste was 235 tonnes in 2023 and 184 tonnes in 2022..*

(2) *Waste sent for disposal may differ from the simple difference between waste generated and waste recovered due to the temporary storage of waste. With respect to the **Electricity sector**, in response to requests from certain categories of stakeholders, it was deemed appropriate to estimate the main disposal methods starting from the latest publicly available data in the 2023 edition of the "Special waste report", published by the Italian Institute for Environmental Protection and Research (ISPRA): as for hazardous waste, 21% is sent to landfill (29.8 tonnes in 2024), 2% is incinerated to produce energy (3.4 tonnes in 2024), 8% is incinerated without producing energy (12.2 tonnes in 2024), 68% is disposed of in other ways – such as through biological and chemical-physical treatment, and through reconditioning/grouping before being disposed of in other ways - (98.5 tonnes in 2024). With respect to non-hazardous waste 32% is sent to landfill (141.7 tonnes in 2024), 7% is incinerated to produce energy (31.2 tonnes in 2024), 3% is incinerated without producing energy (12.5 tonnes in 2024), 58% is disposed of in other ways – such as through biological and chemical-physical treatment, and through reconditioning before being disposed of in other ways (253.2 tonnes in 2024). With respect to the **Terna Group**, as for hazardous waste 20% is sent to landfill (72.0 tonnes in 2024), 2% is incinerated to produce energy (8.1 tonnes in 2024), 12% is incinerated without producing energy (43.0 tonnes in 2024), 66% is disposed of in other ways – such as through biological and chemical-physical treatment, and through reconditioning/grouping before being disposed of in other ways (240.9 tonnes in 2024). With respect to non-hazardous waste 28% is sent to landfill (320.3 tonnes in 2024), 6% is incinerated to produce energy (70.3 tonnes in 2024), 3% is incinerated without producing energy (30.5 tonnes in 2024), 64% is disposed of in other ways – such as through biological and chemical-physical treatment, and through reconditioning before being disposed of in other ways (737.4 tonnes in 2024).*

(3) *This comprises uncontaminated metal waste deriving from the decommissioning of out-of-service transformers, electrical equipment and machinery (e.g., generators) with an average recovery rate of 100%.*

Water consumption

< 303-3 a.

		GROUP			ELECTRICITY SECTOR		
	UNIT	2024	2023	2022	2024	2023	2022
Water withdrawal [1]	m^3	201,550	232,087	221,395	177,655	201,892	190,950
	ML	201.55	232.09	221.39	177.66	201.89	190.95

[1] With respect to water consumption, the environmental and materiality assessments indicate that this topic is not material. This is because water does not usually form part of the production cycle for electricity transmission and dispatching. Water is mainly used for washing, office cleaning and cooling systems and derives from connection to water systems for civil use. Please note that the water consumption of the Brugg sites in Saudi Arabia, the United Arab Emirates, Italy, Germany, and India has been estimated based on 2023 per capita consumption figures. The Group's water intensity in 2024 is 0,06 ML/€mln (59.4 m^3/€mln). The net revenue used to calculate water intensity amounts to 3,616.2 €/m. This amount matches the balance of "Revenue from sales and services" in the consolidated financial statements.

Biodiversity Protection

Electrical lines, biodiversity and birdlife

Bird deterrents present on the NTG

< 304-1

	UNIT	2023	2022	2021
Lines affected	no.	92	88	81
Total deterrents present	no.	17,638	17,445	16,977

Power lines in protected areas [*]

	UNIT	2024	2023	2022
Power lines affecting protected areas	km	7,276	7,253	6,830
Substations in protected areas	no.	34	35	37

(*) The data shown in the table were obtained by cross-referencing the information on the assets extrapolated from the SisNet system with the Ministry's Official List of Protected Natural Areas, extracted in 2024. For a breakdown by geographical area, please refer to the Terna Group's Annual Financial Report. The total figure shown in the table for kilometres of lines affecting protected areas also includes kilometres of undersea cables.

Georeferenced artificial nests as at 31/12/2024

LOCATION	NESTS		
	NUMBER OF NESTS	OF WHICH IN PROTECTED AREAS	NEST BOX TYPES
Abruzzo	30	1	Passeriformes, Strigiformes, Upupiformes, Coraciiformes
Calabria	30	23	Passeriformes, Strigiformes, Upupiformes, Coraciiformes
Campania	31	0	Strigiformes, Upupiformes, Coraciiformes, Ciconiidae
Emilia-Romagna	95	33	
Tuscany	8	0	Birds of prey, Passeriformes, Ciconiidae
Friuli-Venezia Giulia	39	9	Strigiformes, Upupiformes, Coraciiformes, Birds of prey
Lazio	42	11	Strigiformes, Upupiformes, Coraciiformes
Lombardy	20	0	Birds of prey, Strigiformes, Upupiformes, Coraciiformes
Piedmont	74	29	
Apulia	73	0	
Sicily	30	10	Strigiformes, Upupiformes, Coraciiformes, Passeriformes
Trentino-Alto Adige	8	0	Birds of prey, Passeriformes
Veneto	14	1	Birds of prey, Strigiformes, Upupiformes, Coraciiformes
Grand total	**494**	**117**	

Social information

Own Workforce

Employees

S1-6 >
2-7 >
405-1 >

Breakdown of employees

	GROUP			ELECTRICITY SECTOR		
	2024	2023	2022(*)	2024	2023	2022
Total	**6,420**	**5,927**	**5,324**	**5,311**	**4,868**	**4,524**
- of which men	5,246	4,913	4,468	4,283	3,990	3,757
- of which women	1,174	1,014	856	1,028	878	767
By category						
Managers	99	102	91	86	89	78
Middle managers	951	896	827	875	827	781
Office staff	3,735	3,349	2,980	3,241	2,858	2,645
Blue-collar workers	1,635	1,580	1,426	1,109	1,094	1,020
By type of contract						
- permanent contracts [1]	6,376	5,860	5,305	5,305	4,864	4,520
- of which men	5,213	4,860	4,456	4,278	3,988	3,755
- of which women	1,163	1,000	849	1,027	876	765
- temporary employees	44	67	19	6	4	4
- of which men	33	53	12	5	2	2
- of which women	11	14	7	1	2	2
By type of employment						
- full-time	6,360	5,864	5,271	5,294	4,854	4,512
- of which men	5,231	4,893	4,453	4,279	3,986	3,754
- of which women	1,129	971	818	1,015	868	758
- part-time	60	63	53	17	14	12
- of which men	15	20	15	4	4	3
- of which women	45	43	38	13	10	9
By age [2]						
- under 30 years of age	1,172	1,094	1,229	1,035	974	1,156
- between 30 and 50 years of age	3,718	3,293	2,618	3,078	2,702	2,182
- over 50 years of age	1,530	1,540	1,477	1,198	1,192	1,186
Average age of personnel (years)						
Average age	40.8	40.9	41.2	40.1	40.3	40.6
Composition - %						
By gender						
- of which men	81.7	82.9	83.9	80.6	82.0	83.0
- of which women	18.3	17.1	16.1	19.4	18.0	17.0
By category						
Managers (excl. Blue-collar workers)	1.5	2.4	2.3	2.0	2.4	2.2
Middle managers	14.8	15.1	15.5	16.5	17.0	17.3
Office staff	58.2	56.5	55.9	61.0	58.7	58.5
Blue-collar workers	25.5	26.7	26.8	20.9	22.5	22.6
By age						
- under 30 years of age	18.3	18.5	23.1	19.5	20.0	25.6
- between 30 and 50 years of age	57.9	55.6	49.2	58.0	55.5	48.2
- over 50 years of age	23.8	25.9	27.7	22.6	24.5	26.2

(*) *The figures for 2022 refer to Electricity sector, the Tamini Group and the Brugg Group (97% of all Group employees).*
(1) *Permanent contracts also include apprenticeships.*
(2) *In 2024, the methodology for calculating employees by age group was changed in order to bring it into line with the actual age criterion instead of the year of birth.*

Percentage composition by education (*)

	GROUP			ELECTRICITY SECTOR		
	2024	2023	2022 (**)	2024	2023	2022
University degree	44.7	40.9	38.9	49.0	45.1	43.2
High-school leaving certificate	44.6	46.6	47.2	43.1	45.9	46.7
Professional certificate	7.2	8.7	9.1	6.0	6.8	7.7
Primary/middle school	3.5	3.8	4.8	1.9	2.1	3.0

(*) *The qualifications of foreign companies have been reconciled with the Italian ones.*
(**) *The figures for 2022 refer to Terna (Electricity sector), the Tamini Group and the Brugg Group (97% of all Group employees).*

Personnel development

Personnel development

< 401-1

	GROUP			ELECTRICITY SECTOR		
	2024	2023	2022(*)	2024	2023	2022
Total employees	**6,420**	**5,927**	**5,324**	**5,311**	**4,868**	**4,524**
New hires	**817**	**698**	**546**	**605**	**484**	**460**
- men	601	525	402	425	350	329
- women	216	173	144	180	134	131
- under 30 years of age	369	308	244	301	247	216
- between 30 and 50 years of age	405	338	271	283	218	225
- over 50 years of age	43	52	31	21	19	19
New hires as a % (1)						
Total	**13.8**	**12.7**	**10.9**	**12.4**	**10.7**	**10.9**
- men	10.1	9.6	8.0	8.7	7.7	7.8
- women	3.6	3.1	2.9	3.7	3.0	3.1
- under 30 years of age	6.2	5.6	4.9	6.2	5.5	5.1
- between 30 and 50 years of age	6.8	6.1	5.4	5.8	4.8	5.3
- over 50 years of age	0.7	0.9	0.6	0.4	0.4	0.5
Employee turnover	**324**	**268**	**219**	**162**	**140**	**160**
- men	267	224	192	131	117	139
- women	57	44	27	31	23	21
- under 30 years of age	61	43	44	27	18	31
- between 30 and 50 years of age	155	113	77	60	47	49
- over 50 years of age	108	112	98	75	75	80
Turnover rates % (2)						
Total	**5.5**	**4.9**	**4.4**	**3.3**	**3.1**	**3.8**
- men	4.5	4.1	3.8	2.7	2.6	3.3
- women	1.0	0.8	0.5	0.6	0.5	0.5
- under 30 years of age	1.0	0.8	0.9	0.6	0.4	0.7
- between 30 and 50 years of age	2.6	2.1	1.5	1.2	1.0	1.2
- over 50 years of age	1.8	2.0	2.0	1.5	1.7	1.9

(*) *The figures for 2022 refer to Electricity sector, the Tamini Group and the Brugg Group (97% of all Group employees).*
(1) *New hires as a % compare employee inflows against the number of employees at 31 December of the previous year.*
(2) *Turnover rates compare employee outflows against the number of employees at 31 December of the previous year.*

Company climate

	UNIT	GROUP 2024	GROUP 2023	GROUP 2022(**)	ELECTRICITY SECTOR 2024	ELECTRICITY SECTOR 2023	ELECTRICITY SECTOR 2022
Total voluntary resignations	No.	153	153	110	79	69	76
Turnover rate for voluntary resignations [1]	%	2.6	2.9	2.3	1.6	1.5	1.8
Absences per employee [2]	No.	51	52	73	48	49	69
Rate of absenteeism [3]		6,212.6	6,478.6	9,077.7	6,082.8	6,264.3	8,626.1
Vacant positions filled by internal candidates [4]	%	86.4	72.1	93.7	89.1	87.0	95.2

(1) This is the ratio between the total number of voluntary resignations and the total workforce on 31 December of the previous year.
(2) This refers to non-contractual forms of absence (illness, injury, leave of absence, strikes, unpaid leave) during the year.
(3) This is the number of hours of absence due to illness, injury, leave of absence, strikes, unpaid leave out of the number of hours worked during the same period, multiplied by 200,000. To enable comparison with other sources, this indicator has also been calculated as a percentage of the days worked. When calculated in this way, the rate for the electricity sector is 3.0% in 2024 (3.1% in 2023 and 4.3% in 2022); considering the whole Group, it is 3.1% in 2024 (3.2% in 2023 and 4.5% in 2022). The grounds for absence taken into consideration do not include maternity leave, marriage leave, study leave, trade union activities, other forms of paid leave and suspensions. The absenteeism rate for 2022 was affected by the Covid-19 pandemic.
(4) This percentage represents the vacant roles of responsibility filled by internal candidates during the year being reporting upon.

Diversity, inclusion and equal opportunities

405-1 > 405-2 >

Equal opportunities for men and women (*) (%)

	GROUP 2024	GROUP 2023	GROUP 2022(**)	ELECTRICITY SECTOR 2024	ELECTRICITY SECTOR 2023	ELECTRICITY SECTOR 2022
Women out of total employees						
- women out of total	18.3	17.1	16.1	19.4	18.0	17.0
- women out of total, net of blue-collar workers	24.5	23.3	22.0	24.5	23.3	21.9
- women in management roles out of total managers [1]	18.2	19.6	17.6	20.9	22.5	19.2
- women in management and junior management roles out of total managers and junior managers	21.9	20.8	20.4	22.9	21.9	21.3
- women in junior management roles out of total junior managers	22.3	21.0	20.7	23.1	21.9	21.5
Job growth						
- annual change: women	15.8	18.5	16.9	17.1	14.5	16.7
- annual change: men	6.8	10.0	8.2	7.3	6.2	5.3
Employee outflows [2]						
- women	5.6	5.1	3.7	3.5	3.0	3.2
- men	5.4	5.0	4.4	3.3	3.1	3.9
Employee inflows [3]						
- women	21.3	20.1	19.4	20.5	17.5	19.9
- men	12.2	11.7	9.6	10.7	9.3	12.9
Managerial positions						
- female managers out of total women (excluding blue-collar workers)	1.5	2.0	1.9	1.8	2.3	2.0
- male managers out of total men (excluding blue-collar workers)	2.2	2.5	2.5	2.1	2.4	2.3
Other indicators - Equal opportunities %						
- % of total management positions in revenue-generating operations held by women	7.8	7.4	9.3	8.0	4.8	6.0
- % of total STEM positions held by women	20.9	22.9	18.0	21.4	23.8	18.2

*(*) The **Pay differential women/men**, with reference to the electricity perimeter, is as follows: Managers 98.4% (99.0% in 2023 and 80.7% in 2022); Middle Managers 94.9% (94.7% in 2023 and 94.7% in 2022); Office staff 100.2% (100.5% in 2023 and 100.5% in 2022).This figure represents the percentage ratio between the annual base salary of women and that of men within the same job category.The data was not calculated for blue-collar workers, as it is not representative due to the very low number of female employees in this category (2 women compared to 1,107 men). The **Remuneration differential women/men**, with reference to the electricity perimeter, is as follows: Managers 104.4% (87.4% in 2023 and 78.0% in 2022); Middle Managers 93.9% (94.5% in 2023 and 95.1% in 2022); Office staff 94.5% (94.7% in 2023 and 95.5% in 2022).This figure represents the percentage ratio between the total annual remuneration of women and that of men within the same job category. Total remuneration includes, in addition to base salary, performance bonuses, various types of incentives, and the value of benefits received during the reporting year. The data was not calculated for blue-collar workers, as it is not representative due to the very low number of female employees in this category (2 women compared to 1,107 men).*
(**) The figures for 2022 refer to Terna (Electricity sector), the Tamini Group and the Brugg Group (97% of all Group employees).
(1) Taking into account only one- and two-level positions from Terna's CEO, women hold 31.0% of the positions.
(2) Outflows for women and men relate to employees, broken down by gender, who left during the year to the total number of employees, broken down by gender, at 31 December of the previous year.
(3) Inflows for women and men relate to employees, broken down by gender, who joined the company during the year to the total number of employees, broken down by gender, at 31 December of the previous year.

Diversity in management and workforce (*)

< 202-2

	GROUP		
	2024	2023	2022
Top managers (1)	11	12	11
- of which women	*3*	*2*	*3*
Second-level managers (2)	76	74	65
- of which women	*24*	*21*	*15*
Percentage of women out of total positions one or two levels from the CEO (%)	31.0	26.7	23.7
Top managers with Italian citizenship	10	11	11
Italian top managers (%)	90.9	91.7	100

(*) In 2024, among the companies in the electricitysector, there were 953 managers with Italian citizenship (99.2% of total managers), while there were 5,245 employees with Italian citizenship (98.8% of total employees). As requested by rating agencies, the following details are provided on the other nationalities of employees in the electricity sector: 12 Romanians, 7 Moroccans, 4 Egyptians, 3 Spanish (of which 2 managers), 3 US citizens (of which 1 manager), 3 Swiss, 3 Albanians, 2 Indians, 2 Germans (of which 1 manager), 2 Greeks (of which 1 manager), 2 Senegalese, 2 Tunisians, 2 Lebanese, 2 Moldovans, 1 Ecuadorian, 1 Ukrainian, 1 Belgian manager, 1 Burkinabe, 1 Mauritian, 1 Ivorian, 1 Russian, 1 Montenegrin, 1 English manager, 1 South African, 1 Kazakh, 1 Ghanaian, 1 Korean manager, 1 Colombian, 1 French, 1 Brazilian, 1 Belarussian. Please note that Managers refer to employees in management and middle-management positions.

(1) Top Managers refer to the first reports to the Terna S.p.A. CEO (including the CEOs of the subsidiary companies), the reports to the Chairman and the CEOs of Terna Rete Italia, Terna Energy Solutions and Terna Plus.

(2) Managers refer to employees in management and middle-management positions, while second-level managers are defined as reports two levels from Terna's CEO, excluding the first-level reports (Top Managers).

Parental leave

< 401-3

	GROUP			ELECTRICITY SECTOR		
	2024	2023	2022(*)	2024	2023	2022
Employees who have taken parental leave (≥ 29 days)	**51**	**35**	**23**	**45**	**34**	**22**
- of which men	*9*	*6*	*4*	*7*	*6*	*4*
- of which women	*42*	*29*	*19*	*38*	*28*	*18*
Employees returning to work after taking parental leave (≥ 29 days)	**47**	**34**	**21**	**44**	**33**	**21**
- of which men	*9*	*6*	*4*	*7*	*6*	*4*
- of which women	*38*	*28*	*17*	*37*	*27*	*17*
Employees working 12 months after taking parental leave (≥ 29 days)	**35**	**21**	**27**	**34**	**20**	**27**
- of which men	*6*	*4*	*2*	*6*	*4*	*2*
- of which women	*29*	*17*	*25*	*28*	*16*	*25*
Rate of return to work (1)	**92.2**	**97.1**	**91.3**	**97.8**	**97.1**	**95.5**
- of which men	*100*	*100*	*100*	*100*	*100*	*100*
- of which women	*90.5*	*96.6*	*89.5*	*97.4*	*96.4*	*94.4*
Employees who have taken mandatory maternity leave	**75**	**53**	**43**	**64**	**50**	**42**
Employees who have taken mandatory paternity leave (2)	**253**	**186**	**-**	**234**	**171**	**-**

(*) The figures for 2022 refer to Terna (Electricity sector), the Tamini Group and the Brugg Group (97% of all Group employees).

(1) The rate of return to work is the percentage ratio of employees returning to work after taking parental leave during the reporting year to the number of employees who have taken parental leave, broken down by gender.

(2) The provisions apply to childbirth, adoption or fostering taking place on or after 13 August 2022, the day Legislative Decree No. 105 of 30 June 2022 came into force, and also for events occurring prior to 13 August 2022, provided that the father is able to take mandatory paternity leave or the remaining leave not yet taken as mandatory paternity leave under Law No. 92/2012.

Training

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Average training hours

	GROUP			ELECTRICITY SECTOR		
	2024	2023	2022(*)	2024	2023	2022
Employees involved (%) (1)	100	100	99	100	100	100
Average training hours						
- per employee (2)	49	44	36	55	50	40
By category (2)						
- managers	36	24	32	40	27	36
- middle managers	43	48	35	44	52	37
- office staff	48	38	33	53	42	36
- blue-collar workers	56	57	42	71	71	52
By gender (2)						
- men	51	46	37	58	52	42
- women	41	37	27	44	41	30
Total hours provided	**316,691**	**253,786**	**184,016**	**293,646**	**235,352**	**174,708**
- of which: hours of in-house training	*159,846*	*117,343*	*86,912*	*157,791*	*115,588*	*84,833*
Average training cost per employee (€)	357	379	348	362	403	394

(*) *The figures for 2022 refer to Electricity sector, the Tamini Group and the Brugg Group (97% of all Group employees).*
(1) *Percentage of employees who have participated at least in one training course during the year. It should be noted that the company's training and development programs are addressed to the entire workforce, regardless of the type of contract (permanent or fixed-term) and the type of employment (full-time or part-time).*
(2) *In 2024, this indicator was calculated as the ratio of total hours of training to the total number of employees at 31 December of the reporting year, broken down by gender and category. In 2023 and 2022, the indicator was calculated as the ratio of total hours of training to the average number of employees, broken down by gender and category.*

Training in the 231 model

	GROUP			ELECTRICITY SECTOR		
	2024	2023	2022(*)	2024	2023	2022
Participants in courses on the 231 Model 231	841	598	1,916	838	527	1,637
By category (%)(1)						
- managers	21.7	17.7	23.6	22.1	15.2	19.9
- middle managers	12.8	14.0	39.5	13.8	13.7	39.6
- office staff	17.7	11.6	43.7	20.6	11.8	45.6
- blue-collar workers	5.0	5.3	23.6	7.3	7.3	17.3

(*) *The figures for 2022 refer to Electricity sector, the Tamini Group and the Brugg Group.*
(1) *The indicator was calculated as the ratio of the number of participants in 231 Model courses to the average number of participants by category.*

Training on anti-corruption (*)

	UNIT OF MEASUREMENT	GROUP			ELECTRICITY SECTOR		
		2024	2023	2022 (**)	2024	2023	2022
Participants in anti-corruption courses (1)	**n.**	**1,163**	**812**	**1,661**	**932**	**746**	**1,637**
As a percentage	%	19.0	14.1	32.2	18.4	15.9	37.4
Managers	%	29.6	18.7	24.7	25.4	19.5	19.9
Middle managers	%	17.6	19.8	38.7	15.2	19.8	39.6
Office staff	%	*23.6*	*16.6*	*40.6*	*22.9*	*17.8*	*45.5*
Blue-collar workers	%	9.0	5.2	12.4	8.2	7.6	17.2

(*) *The indicator was calculated as the ratio between the number of participants in anti-corruption courses and the average size of each category during the year being reported upon.*
(**) *The figures for 2022 refer to the electricity sector, the Tamini Group and the Brugg Group.*

Training on human rights

	GROUP			ELECTRICITY SECTOR		
	2024	2023	2022 (*)	2024 (**)	2023	2022
Number of participants	5,187	1,832	1,035	5,106	1,830	1,031
Hours of training on human rights	11,269	2,516	496	10,951	2,514	466
Participants in courses on human rights (%) (1)	84.6	31.9	20.1	100	39.0	24.0

(*) *The figures for 2022 refer to electricity sector, the Tamini Group and the Brugg Group.*
(**) *The topic of human rights was addressed both through e-learning courses dedicated to the Code of Ethics and social sustainability (which highlight the social dimension of sustainability and reference the concepts of equity and social justice), and through courses focused on Diversity & Inclusion, with a specific focus on "Inclusive Language." This in-depth exploration led to a significant increase in training hours on human rights for employees of the companies within the Electrical Perimeter.*
(1) *Percentage of employees who have attended at least one training course on human rights during the year*

Workplace health and safety

Audits and inspections

	GROUP			ELECTRICITY SECTOR		
	2024	2023	2022 (*)	2024	2023	2022
Regular health checks	4,992	3,882	4,354	4,416	3,148	3,897
Examinations by the appointed physician	323	297	308	311	288	304
Audits and inspections (1)	248	268	243	191	173	235

(*) *The figures for 2022 refer to Terna (Electricity sector), the Tamini Group and the Brugg Group (97% of all Group employees).*
(1) *Audits carried out by the Head of the Prevention and Protection Service (HPPS) and the Employers.*

Work-related accidents - Employees

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Employees work-related accidents (*)

	GROUP			ELECTRICITY SECTOR		
	2024	2023	2022 (**)	2024	2023	2022
Number of accidents	46	41	53	30	19	23
- of which men	*45*	*41*	*52*	*29*	*19*	*22*
- of which women	*1*	*0*	*1*	*1*	*0*	*1*
- of which severe with initial prognosis of more than 40 days	*0*	*1*	*2*	*0*	*0*	*0*
- of which fatalities	*0*	*0*	*0*	*0*	*0*	*0*
Number of hours worked	**11,018,342**	**10,264,075**	**9,285,513**	**8,972,444**	**8,283,666**	**7,805,938**
TYPES OF WORK-RELATED ACCIDENTS						
Falling from height	0	0	1	0	0	0
Road traffic accident	9	3	4	9	3	4
Electrocution	0	0	2	0	0	1
Impact, crushing, cutting	16	23	23	6	8	7
Falling on level ground, slipping	9	9	13	6	7	9
Manual handling of loads	3	0	5	3	0	0
Projection of solid fragments and/or liquid substances	3	1	0	3	0	0
Other	6	5	5	3	1	2

(*) The number of recordable occupational injuries corresponds to work-related accidents involving at least one day of absence, which have been registered and reported to the relevant social security authority. The total number of occupational injuries includes 8 road accidents caused by third parties, not attributable to the company and/or the worker. Specifically, of these 8 incidents, 7 were due to rear-end collisions where the employee was not at fault, and 1 was due to sudden illness. Excluding this anomalous effect, the number of injuries is 38, while the frequency rate is 3.4.

(**) The figures for 2022 refer to the Electricity sector, the Tamini Group and the Brugg Group (97% of all Group employees).

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Employees work-related accidenti rates - UNI 7249:2007 standard (*)

	GROUP			ELECTRICITY SECTOR		
	2024	2023	2022 (**)	2024	2023	2022
Injury rate (1)	4.2	4.0	5.7	3.3	2.3	2.9
- men	*4.9*	*4.7*	*6.8*	*3.9*	*2.7*	*3.3*
- women	*0.6*	*0*	*0.8*	*0.6*	*0*	*0.8*
Fatality rate (2)	0	0	0	0	0	0
Severe injury rate with initial prognosis of more than 40 days (3)	0	0.1	0.2	0	0.0	0.0
Lost day rate (4)	0.13	0.13	0.20	0.08	0.06	0.11
- men	*0.16*	*0.15*	*0.24*	*0.09*	*0.08*	*0.13*
- women	*0.00*	*0.00*	*0.00*	*0.01*	*0.00*	*0.00*
Work-related ill health	0	1	0	0	1	0

*(*) In order to facilitate comparison with other sources, some **accident rates** have been calculated in the footnote in line with the International Labour Organisation (ILO) definitions, which uses a multiplication factor of 200,000 (corresponding to 50 working weeks x 40 hours x 100 employees) instead of 1,000,000 (1,000 for the accident severity rate).*

(**) The figures for 2022 refer to the Electricity sector, the Tamini Group and the Brugg Group (97% of all Group employees).

*(1) **Injury rate**. The number of injuries registered and reported to the competent social security office, divided by the number of hours worked during the year, multiplied by 1,000,000. The **injury rate** of the Group in 2024 was 0.83 (0.80 in 2023 and 1.14 in 2022), while that of the Electricity sector was 0.67 (0.46 in 2023 and 0.59 in 2022).*

*(2) **Fatality rate**. The number of fatalities registered and reported to the competent social security office, divided by the number of hours worked during the year, multiplied by 1,000,000.*

*(3) **Severe injury rate**. The number of injuries with initial prognosis is more than 40 days registered and reported to the competent social security office, divided by the number of hours worked during the year, multiplied by 1,000,000. The **severe injury rate** of the Group in 2024 was 0 (0.02 in 2023 and 0.04 in 2022).*

*(4) **Lost day rate**. The ratio of days lost due to injury to the number of hours worked during the year, multiplied by 1,000. The days lost are calendar days and are counted from when the injury has occurred. The **lost date rate** of the Group in 2024 was 26.41 (25.91 in 2023 and 39.65 in 2022), while that of the Electricity sector was 15.25 (12.75 in 2023 and 22.11 in 2022)*

Work-related accidents - Contractors' and sub-contractors' employees

Work-related accidents - Contractors' and sub-contractors' employees

< 403-9

	GROUP			ELECTRICITY SECTOR		
	2024	2023	2022 (*)	2024	2023	2022
Number of accidents	48	48	40	45	41	35
- of which severe with initial prognosis of more than 40 days	*3*	*0*	*1*	*3*	*0*	*1*
- of which fatalities	*1*	*3*	*0*	*1*	*1*	*0*
TYPES OF WORK-RELATED ACCIDENTS						
Falling from height	1	3	1	1	3	1
Road traffic accident	3	4	0	3	0	0
Electrocution	1	1	3	1	1	3
Impact, crushing, cutting	23	25	29	21	23	24
Falling on level ground, slipping	13	10	6	12	10	6
Burns	0	1	0	0	1	0
Manual handling of loads	0	0	0	0	0	0
Projection of solid fragments and/or liquid substances	1	0	0	1	0	0
Other	6	4	1	6	3	1

(*) 2022 data refers to Electricity Sector, Tamini Group, Brugg Group (97% of the Group's workforce).

*With respect to workers in the value chain of companies operating in the Electricity sector, an **frequency injury index** was also calculated based on the estimated number of hours worked starting from the average and daily attendance at larger sites and the amounts for contracted work at smaller sites (the number of hours worked amounts to 6,783,075). This rate was 6.6 in 2024 (6.2 in 2023 and 5.2 in 2022) and was calculated as the ratio between the number of injuries and hours worked in the year, multiplied by 1,000,000. In 2024 the serious injury index is equal to 0.44 (in 2022 0.15); in 2024 the fatal injury index is equal to 0.15 (0.15 in 2023). In order to facilitate comparison with other sources, this indicator has been calculated also with a multiplication factor of 200,000 (corresponding to 50 working weeks x 40 hours x 100 employees) instead of 1,000,000 in accordance with the definitions adopted by the International Labour Organisation (ILO) and implemented in the GRI protocols. Under this calculation method, the **injury rate** in 2024 is 1.33 (1.24 in 2023 and 1.03 in 2022). The serious injury rate in 2024 amounts at 0.09 (in 2022 0.03); the fatal injury rate in 2024 is equal to 0.03 (0.03 in 2023).*

Relations with stakeholders

Dialogue with local communities

Meetings with local administrations

AREA	2024		2022		2022	
	MEETINGS	BODIES INVOLVED	MEETINGS	BODIES INVOLVED	MEETINGS	BODIES INVOLVED
North-West	116	84	77	71	70	92
North-East	83	67	153	69	166	79
Centre-South Adriatic	116	63	149	59	151	53
Centre-South Tyrrhenian	131	83	101	79	96	62
Total	**446**	**297**	**480**	**278**	**483**	**286**

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Involvement of local communities

	UM	2024	2023	2022
Terna Incontra [1] (Terna Meets)	No.	2	16	26
Investments with involvement of local communities	%	96	99	96

[1] *The scheduling of the Terna Incontra events during 2024 has undergone changes and postponements due to adjustments in the planning of the expected public consultation procedures, particularly concerning the two HVDC projects Greece-Italy and Milan-Montalto.*

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Power line rights of way

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COMPANIES ON THE LAND REGISTRY AFFECTED BY THE CONSTRUCTION OF NEW POWER LINES	UNIT	2024	2023	2022 (*)
Total easements [1]	n°	1,890	1,400	1,771
- of which consensual	*n°*	*1,008*	*885*	*1,153*
- of which enforced [2]	*n°*	*404*	*91*	*388*
- of which urgent occupation [3]	*n°*	*478*	*424*	*230*

(*) The figure for 2022 has been updated from that published in the previous Integrated Report.

[1] This figure represents the number of companies recorded in the land registry as owners of the land affected by the construction of new power lines, and therefore involved in establishing rights of way during the course of the year in question. Each "company on the land register" represents the registered owner, or group of owners, of a plot of land in a given municipality; the number of these companies, therefore, matches the number of easements. It should be noted that the increase in the number of consensual and enforced easements in 2024 is due mainly to the performance of activities linked to the Milan-Cortina Winter Olympics 2026 cluster and to Chiaramonte Gulfi-Ciminna.

[2] This figure represents the number of cases in which it was not possible to come to a consensual agreement with the owners of the land affected by the construction of a new power line, resulting in recourse to enforcement proceedings with the issuance of a definitive easement order during the year in question.

[3] This figure represents the number of companies recorded in the land registry as owners of the land affected by the construction of new power lines, with which it has not yet been possible to come to a consensual agreement. In such cases, urgent occupation procedures have been followed pursuant to art. 22bis, "Urgent occupation prior to expropriation" of Italian Presidential Decree No. 327 of 2001, "Consolidated laws and regulations regarding expropriation in the public interest". However, such companies may still come to a consensual agreement before the definitive easement order is issued, pursuant to art. 23 of the same Presidential Decree 327/01.

Shared economic value

Economic value directly generated and distributed to stakeholders - €/mln [1] – Terna Group

	2024 [2]	2023 [2]	2022 [2]
1 - ECONOMIC VALUE GENERATED (A)	**3,889.61**	**3,338.19**	**3,021.29**
B - Operating costs relating to suppliers	1,582.00	1,435.00	1,269.59
C - Employees	411.21	378.18	348.40
D - Financiers	324.98	232.81	113.70
E - Shareholders [3]	796.36	682.59	631.94
F - Public Administration	518.21	410.41	409.37
G - Investments in local communities [4]	2.27	1.52	2.18
2 - ECONOMIC VALUE DISTRIBUTED TO STAKEHOLDERS (B+C+D+E+F+G)	**3,635.03**	**3,140.51**	**2,775.18**
3 - NET RESULT FOR THE YEAR FROM ASSETS HELD FOR SALE	**11.58**	**2.54**	**(20.35)**
4 - ECONOMIC VALUE RETAINED (1-2+3) [5]	**266.15**	**200.21**	**225.76**

[1] *The figures on the generation and distribution of economic value have been taken from the Consolidated Income Statement prepared in accordance with the IFRS/IAS international accounting standards. Specifically, the Terna Group has adopted the IFRS/IAS international accounting standards as of the financial year 2005.*
[2] *Please note that, in compliance with the requirements of the international accounting standard IFRS 5, the overall results for the financial years 2024, 2023 and 2022 attributable to the South American subsidiaries covered by the sale project have been classified under the item "Net result for the year from assets held for sale" of the economic value retained.*
[3] *Remuneration of risk capital in 2024 matches the interim dividend for 2024 (€239.6 million) payable from 20 November 2024 for each ordinary share held (net of the treasury shares held in the portfolio at the record date of 19 November 2024, the value of which was allocated to the reserve known as "retained earnings") plus the final dividend proposed at the meeting of Terna S.p.A.'s Board of Directors held on 25 March 2025 (€556.8 million).*
[4] *Donations and sponsorships are included.*
[5] *Matches the consolidated net profit for the year (including minority interests) net of Remuneration of risk capital.*

Recorded expenditure on sponsorships and donations – Terna Group

Amounts in €

	2024	2023	2022
Sponsorships	1,831,845	1,019,500	1,546,800
Donations	436,314	504,962	631,740

Grants – Group Terna

Amounts in €

	2024	2023	2022
From P.A. for systems [1]	4,027,024	3,088,483	4,769,078
For projects funded by the Ministry of Business and Made in Italy [2]	10,410,056	6,617,869	15,574,648
Region of Sicily [3]	8,469,056	0	0
For projects funded by the European Union [4]	0	38,457,903	0

[1] *Grants from the Public Administration for requests for variations to their systems. These grants are deducted directly from the value of the systems.*
[2] *Advance on public grants from the Ministry of Business and Made in Italy for projects funded with the resources of the National Operational Programme These grants are deducted directly from the value of the systems.*
[3] *Grants received pursuant to the records of Terna S.p.A. projects financed with public grants drawn from the resources of the 2014-2020 Sicily ERDF Operational Programme – Thematic Objective 4 – Action 4.3.1.*
[4] *Advance from the European Commission in relation to the Italy – Tunisia interconnection project.*

Governance information

Respect for codes of conduct and regulations

Implementation of the Code of ethics

The Code of ethics identifies and defines the values, principles and standards promoted by Group, which represent an essential prerequisite for the correct implementation of the strategic choices and of all the company's activities, with the aim of preserving its value and integrity over time. The document identifies all of Group's stakeholders by drawing ethical lines related to their specific needs. Terna Group stakeholders may report any violations or suspected violations of the Code of ethics using the channels set up for this purpose (through the special portal on the website www.whistleblowing.terna.it or by e-mail to the address whistleblowing@terna.it).

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Number of reports received - Terna Group

	2024	2023	2022
Total reports received [1]	**11**	**7**	**9**
Area covered by the reports received [2]			
- Treatment of employees	7	3	2
- Supplier management	1	1	-
- Environment and safety	1	3	3
- Corruption	0	0	-
- Corporate loyalty	2	0	1
- Terna Compliance/Other	0	0	3
Outcome of the report			
- Groundless [3]	4	4	4
- Action [4]	1	2	5
- No action	6	0	0
- Under investigation	0	1	-

[1] Of the 11 reports received in 2024, 6 were sent through the channels set up by the company, while the remainder were otherwise forwarded to the operator. Of the 7 reports received in 2023, 2 were sent by post, 1 to the whistleblowing mailbox and the other 4 through the Whistleblowing portal. Of the reports received by the Internal Audit Department in 2022, 4 were sent by e-mail to the whistleblowing mailbox and 5 through the Whistleblowing portal. In 2024, there were no infringements of the Codes of Conduct relating to conflicts of interest and money laundering.

[2] Each report or violation may concern several areas.

[3] "Groundless" refers to reports without action and/or filed which required monitoring only, as well as reports mistakenly received because they do not pertain to the Group.

[4] Actions may consist in the imposition of sanctions and/or other mechanisms - such as the review of procedures, internal controls, etc. - aimed at preventing the event from happening again.

Integrated Management System

Terna Group certifications and accreditation

CERTIFICATION	MANAGEMENT SYSTEM/ REFERENCE PRACTICE	COMPANY/LOCATION/PLANT
UNI EN ISO 9001:2015	Quality	Terna S.p.A. Terna Plus Terna Rete Italia Terna Energy Solutions Terna Crna Gora Tamini Group Brugg Group (in Switzerland) Production plant and Sales office Brugg Group (in China) Suzhou plant and Sales office in Shanghai LT Group (from March 2025, Altenia Group)
UNI EN ISO 14001:2015	Environmental	
UNI EN ISO 45001:2023	Workplace health and safety	
UNI CEI EN ISO 50001:2018	Energy	Terna S.p.A; Terna Plus; Terna Rete Italia; Terna Energy Solutions; Terna Crna Gora.
UNI ISO 37001:2016	Corruption prevention	Terna S.p.A; Terna Plus; Terna Rete Italia; Terna Energy Solutions; Group Tamini.
UNI ISO 37301:2021	Compliance	Terna S.p.A; Terna Plus; Terna Rete Italia; Terna Energy Solutions.
UNI PdR 125:2022	Gender equality	Terna S.p.A; Terna Plus; Terna Rete Italia; Terna Energy Solutions.
UNI ISO 55001:2015	Asset	Terna S.p.A; Terna Rete Italia S.p.A.
ISO 27001:2013	Information security	Terna S.p.A. only for Market Monitoring Code applications
UNI PdR 104:2021	Sustainability of sports events	Terna S.p.A.
UNI CEI EN ISO/IEC 17025:2018	Competence of testing and calibration laboratories	Terna Rete Italia S.p.A. for multi-site testing laboratories in Viverone (BI), Civitavecchia (RM) and Frattamaggiore (NA) Terna Rete Italia S.p.A. for calibration laboratories in Florence, Turin and Cagliari
Biosafety Trust Certification	Prevention and control of the spread of infections	Terna offices in Rome, Viale E. Galbani 55, 68 and 70

Terna Rete Italia S.p.A. has also implemented a "Management System for the Prevention of Major Accidents" in accordance with the provisions of Legislative Decree 105/15 (the "Seveso Directive").

The Group's main certifications - Quality, Environmental, and Workplace Health and Safety - cover 98.3% of Terna Group employees.

Taxes paid abroad

The following should be noted with respect to the taxes paid abroad by the Group's subsidiaries in 2024:

Terna: with respect to Italy-Greece interconnection[3] activities, the income taxes paid in Greece amounted to €1,791,974.

Terna Crna Gora: investments in Montenegro in 2024 amounted to approximately €370,676 and mainly related to land-based joint activities. The revenues and the net profit for 2024 amounted to €18,047,403 and €8,965,031, respectively. In addition, income taxes amounted to €1,864,948. Of this amount, €267,329 related to deferred tax liabilities due to tax amortisation/depreciation exceeding statutory amortisation/depreciation, and €3,616 related to deferred tax assets, based on prior year tax losses and estimated taxable income for future periods. This resulted in current income taxes of €37,807 paid to the state of Montenegro. With respect to other taxes and fees, in 2024, the company paid real estate taxes for a total of €2,825 to the municipality of Podgorica in respect of the building housing the company's offices. The municipality of Kotor, in respect of owned land and buildings, has not yet made a decision.

Tamini Group: approximately €234,138 was paid, mainly taxes on services and withholding taxes.

Brugg Cables Group: through its subsidiaries operating in China, India and Germany, it paid income tax of CHF276,857 in 2024.

The Peruvian subsidiaries Terna Peru S.A.C. and Terna 4 Chacas S.A.C: paid income taxes of $249,111 and $53,534, respectively.

Respect for Privacy

Protecting the personal data entrusted to the Group's companies by data subjects (employees, users, suppliers, partners, etc.) is seen not as a mere legal obligation, but also as an essential element in safeguarding the company's informational assets. The companies in the electricity sector, in line with the contents of the GDPR[4], have adopted a model for the organisation and management of personal data protection (set out in LG039 "The Privacy Model in Terna"), based on a specific framework for the division of responsibilities and on the adoption of certain conduct and tools, through which they set out their commitments in relation to confidentiality. LG039 also represents a guideline established by the Parent Company and issued to all Italian companies of the Terna Group.

The privacy management model is incorporated into the Group's risk control and management system, involving all elements of the control system (controls, monitoring, audits — including third-party audits — and sanctions) to ensure the correct processing of personal information. In relation to external audits, three suppliers carrying out particularly sensitive personal data processing activities on behalf of Terna S.p.A. were selected for inspections in 2024.

As in previous years, no complaints were received regarding breaches of privacy or the improper use or unauthorised processing of personal data entrusted to the following companies: Terna S.p.A., Terna Rete Italia S.p.A., Terna Energy Solutions S.r.l., Terna Plus S.r.l., Tamini Trasformatori S.r.l., and Avvenia The Energy Innovator S.r.l. Specifically, no reports were received either through the dedicated email mailboxes (privacy@terna.it, privacy@tamini.it and privacy@avvenia.com), or through any other reporting or communication channels (e.g. dpo@terna.it or dpo@tamini.it).

Moreover, it is noted that in no cases were personal data processed by the companies for purposes other those for which they were gathered, in accordance with the business model of the Terna Group. Therefore, the percentage of users whose personal data were used for secondary purposes is 0. Furthermore, it is noted that no significant incidents related to Information Security were occurred in 2024.

[3] Terna is present in Greece with a series of plants and infrastructures that ensure the direct current interconnection between the Italian and Greek electricity systems (the part of the submarine cable in Greek territorial waters as well as the overland connection from the Greek cable terminal to the Arachtos substation, the latter also owned by Terna). The production facility in Greece led to the establishment of a branch in Greece.

[4] EU Regulation 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data (the "GDPR", Italian Legislative Decree no. 101 of 2018).

Respect for the regulations

Respect for the regulations

Respect for the regulations is a necessary precondition for any voluntary improvement initiative. Some representative indicators, related to any administrative rulings or significant judicial sanctions or convictions imposed upon the Company, are listed below:

- No significant rulings (definitive judicial or administrative rulings) have been passed in 2024 or in the previous two years which require the Terna Group to pay a monetary sanction or to take action/refrain from acting (e.g. prohibitions) or which have criminally convicted its employees (full compliance in both environmental and socio-economic matters). < 2-27
- Evidence from the 2024 accounting records reveals no administrative or monetary sanctions, penalties or fines in relation to environmental issues in excess of 10,000 euros. < 2-27
- There are no pending judicial processes against the Terna group in relation to corruption, anti-trust or monopoly practices, nor were there any judicial rulings convicting the Terna Group in relation to these issues in 2024 or during the previous two years. Therefore, the sum representing fines related to corruption and malfeasance was 0 in 2024, as it was for the previous two years. < 205-3 < 206-1
- In 2024, there was one civil proceeding against the Company for damages caused to third parties by Terna assets. The same incident previously gave rise to a criminal proceeding which concluded in 2024 with a definitive ruling, finding that the Company had no liability. Four incidents took place in 2024 (the number was also four in 2023 and three in 2022). < EU25
- No accusations were made by employees or former employees in 2024 or during the two previous years regarding mobbing or work-related ill health in which the Group was definitively found to be liable.

Legal disputes of the Terna Group

Environmental disputes

	UNIT	2024	2023	2022
Pending disputes	no.	60	63	81
Ongoing disputes	no.	5	1	3
Settled disputes	no.	8	19	15

Disputes with suppliers

	UNIT	2024	2023	2022
Pending disputes	no.	37	36	37
Ongoing disputes	no.	4	4	3
Settled disputes	no.	3	5	1

Disputes with clients

	UNIT	2024	2023	2022
Pending disputes	no.	10	10	10
Ongoing disputes	no.	0	0	0
Settled disputes	no.	0	0	1

Disputes with employees

	UNIT	2024	2023	2022
Pending disputes	no.	6	7	10
Ongoing disputes	no.	1	1	3
Settled disputes	no.	2	4	2

Environmental complaints

In line with the ISO 14001 Environmental Management System, complaints received regarding significant environmental issues defined by the Environmental Analysis are monitored and classified. All written communications from stakeholders to report that an activity carried out by the Company has caused or is causing damage is recorded pursuant to the protocol and managed by the competent operating unit. The Company responds as promptly as possible, and in any case within 30 days of the date on which the request was received, or within 60 days if the scale and complexity of the request are such that it cannot be dealt with during the first 30 days. In such cases, the party which sent the request shall be informed of the delay and of the reasons causing it in good time.

Environmental complaints relating to power lines and substations across the country, the Group's main assets, are listed below.

Environmental complaints

		2024		2022		2022	
	UNIT	RECEIVED	HANDLED	RECEIVED	HANDLED	RECEIVED	HANDLED
Total complaints received	**no.**	**28**	**27**	**33**	**30**	**30**	**26**
Environmental aspect of complaints received							
- Waste	no.	1	1	1	1	0	0
- Noise	no.	8	8	10	10	11	8
- Biodiversity	no.	1	1	2	2	0	0
- Landscape	no.	10	10	2	2	2	2
- Electric and magnetic fields	no.	0	0	1	1	1	1
- Lighting	no.	0	0	1	0	0	0
- Tree cutting	no.	7	7	8	7	5	4
- Other	no.	1	0	8	7	11	11

Sustainable supply chain

Supplier qualification and audit activities

The most relevant product categories for the core business are subject to a qualification regime in accordance with the current Public Procurement Code. Only Economic Operators that meet specific requirements of regulatory compliance, technical-organizational quality, reputational reliability, and financial soundness are admitted to the Register of Qualified Suppliers. The entire process is managed through the Qualification Portal, ensuring an efficient, traceable, and transparent procedure.

Active qualifications - Electricity sector

	2024	2023	2022
Number of active qualifications (*)	662	634	613
- of which new qualifications during the year	*61*	*61*	*88*
Number of qualifications requiring an Environmental and Safety management system	307	285	304

(*) *The number of qualified suppliers was 160 in 2024.*

Qualified categories - Electricity sector

	2024	2023	2022
Number of qualified categories	55	53	53
- of which new qualifications during the year	*2*	*0*	*3*
Number of qualifications requiring an Environmental and Safety management system	30	26	23

Audits and monitoring - Electricity sector

	2024	2023	2022
Qualification document monitoring	1.073	526	1.287
On-site qualification audits	21	17	13
- of which ESG-relevant categories	*18*	*14*	*13*

Actions taken(*) - Electricity sector

	2024	2023	2022
Number of suppliers removed from the list	0	1	0
Number of suppliers suspended	4	10	7
Number of suppliers warned	4	4	1

(*) *The monitoring of qualified companies includes a series of joint initiatives aimed at sharing and verifying the performance and reliability of qualified Economic Operators. The Supplier Qualification Committee is responsible for evaluating the most significant cases and ultimately deciding whether to adopt precautionary or disciplinary measures. The actions listed in the table are approved by the Supplier Qualification Committee, a key body for the collective evaluation and decision-making regarding issues related to qualified Economic Operators. In 2024, the Qualification Committee adopted 9 disciplinary measures, including 4 suitability suspensions. Reinstatement in the Register, when suspension is due to serious events, is subject to verification of the actual resolution of the issues or the implementation of recovery plans (improvement/corrective actions aimed at addressing the identified issues). It should also be noted that the data shown in the table are stored in the Qualification Portal, the IT system, which manages the register of qualified suppliers for companies within the electricity perimeter. Lastly, it should be noted that, in 2024, Terna agreed on 11 improvement plans with an equal number of suppliers.*

Checking the reliability of counterparties

Terna performs accurate due diligence reviews on the counterparties that act with Group companies, including as part of extraordinary transactions, focusing, in particular, on anti-corruption and anti-money laundering "red flags", as well as with respect to transactions in countries/counterparties potentially at risk of restrictive measures issued by EU and international authorities, involving restrictions on the free movement of goods (sanctions) or with countries with preferential tax treatment (tax havens).

Counterparty due diligence - Terna Group

	2024	2023	2022
Number of counterparties examined	6,427(1)	2,918	1,734

(1) *of which 3,246 related to an M&A transaction which resulted in an increase on the 2023 figures, and 3,181 related to audit requests for the Terna Group.*

Monitoring ESG factors in the supply chain

Contracted suppliers - Electricity sector

	UNIT	2024	2023	2022
Number of contracted suppliers	no.	2,063	2,349	2,354
Contract award procedures adopted (% of amounts awarded)				
EU calls for tender	%	91	89	77
Non-EU calls for tender	%	5	5	10
Previously qualified suppliers (1)	%	3	4	10
One-off contracts (2)	%	1	2	2

(1) *Directly assigned professional and/or consultancy engagements.*
(2) *One-off contracts include: sponsorships and donations, payments to public bodies, trade associations and contracts awarded to previously qualified suppliers by Terna Plus S.r.l.*

New contracted suppliers (%) - Electricity sector

< 306-1
< 414-1

	2024	2023	2022
% of new suppliers - checked for basic requirements (1)	100	100	100
% of new suppliers - checked for additional social and environmental requirements (2)	70.5	72.4	76.3

(1) *Compliance with the principles and behaviours provided for in Terna's Code of Ethics and 231 Model.*
(2) *Integrity pact (text verified by Transparency Italy), anti-mafia certification, which checks: the application of the collective labour agreements, the payment of tax and social security contributions, the absence of environmental offences, the absence of serious breaches of labour safety regulations, regularity of employment of legally protected categories, and the absence of any impediment to undertaking public contracts.*

204-1 >

Procurement (%) - Electricity sector

	2024 (*)	2023 (*)	2022
By origin			
- Italy	68	57	98
- Overseas	32	43	2
By category			
- Goods	37	37	41
- Works	55	53	34
- Services	8	11	25

(*) *In 2024, a different distribution of purchases by origin was recorded compared to the usual pattern, following the signing of contracts with EU suppliers for the SACOI3 and Adriatic Link projects. Excluding this supply, the distribution shows 97.2% of purchases from domestic suppliers and 2.8% from foreign suppliers. In 2023, a different distribution of purchases by origin was recorded than usual following the issuance of contracts with an EU supplier for civil works for the Tyrrhenian Link railway (€1.4 billion). Excluding this supply, the distribution is 99% domestic and 1% foreign.*

Procurement - Electricity sector

	UNITÀ	2024	2023	2022
Procurement of materials and services				
Goods	€/m	1,649	1,175	683
Works	€/m	2,446	1,693	557
Services	€/m	326	349	416

406-1 >
409-1 >

Suppliers active in 2024 and application of social and environmental requirements - Electricity sector

	SUPPLIERS ACTIVE IN 2024				AMOUNT PROCURED FROM SUPPLIERS SUBJECT TO SPECIFIC REQUIREMENTS (% OF RESPECTIVE TOTAL AMOUNT PROCURED)			
	NUMBER	% OF TOTAL	AMOUNT PROCURED (€/M)(1)	% OF TOTAL	BASIC REQUIREMENTS(2)	ADDITIONAL SOCIAL AND ENVIRONMENTAL REQUIREMENTS(3)	SOCIAL(4) AND ENVIRONMENTAL(5) QUALIFICATION REQUIREMENTS	COUNTRY RISK ASSESSMENT(6)
Total active suppliers(7)	2,063	-	4,421.0	-	100	97.7	25.6	100
Core suppliers(8)	1,592	77.2	4,319.0	97.7	100	100	26.2	100
Suppliers of ESG-relevant categories(9)	95	4.6	1,765.7	39.9	100	100	64.1	100

(1) *The amount procured shown in the table refers to the total amount ordered during the year. "Ordered" means the sum of the amounts awarded for all contracts (works, supplies, and services) signed during the year, net of options. An option is a clause inserted in the procurement contract that grants the contracting entity the right to extend the contract amount in exchange for an expansion of the respective services, under the same terms and conditions. Furthermore, it should be noted that the contracts signed during the year include multi-year contracts and are accounted for at their full value in the year of issuance (document date). Lastly, please note that the data source is SAP, the application used by Terna to manage procurement-related processes.*

(2) *Compliance with the principles and behaviours provided for in Terna's Code of Ethics and 231 Model.*

(3) *Integrity pact (text verified by Transparency Italy), anti-mafia certification, which checks: the application of the collective labour agreements, the payment of tax and social security contributions, the absence of environmental offences, the absence of serious breaches of labour safety regulations, regularity of employment of legally protected categories, certificate of medical fitness for specific roles issued by the appointed physician (for work contracts) and the absence of any impediment to undertaking public contracts.*

(4) *BS OHSAS 18001 (UNI EN 45001) certified occupational safety management system or similar (required only from the suppliers of specific product categories at the time of qualification).*

(5) *ISO 14001 certified environmental management system or similar (required only from the suppliers of specific product categories at the time of qualification).*

(6) *Assessment of the risks of corruption and respect for human rights in connection with a supplier's location.*

(7) ***Total active suppliers:** These are the suppliers with whom at least one contract was signed during the reporting year.*

(8) ***Core suppliers:** These are the suppliers with whom at least one instrumental contract was signed during the reporting year. A contract is considered instrumental when it supports the execution of Terna's institutional activities and is therefore subject to the Public Contracts Code.*

(9) ***Suppliers of ESG-relevant categories:** These are the suppliers with whom at least one contract was signed during the reporting year in sectors considered socially or environmentally significant.*

Protection of workers on sites under contract

Considering the significant use of external labour on the work sites of companies engaged in NTG development and maintenance activities, works contracts are subject to the strictest rules not only during the qualification stage, but also during management, with particular reference to workplace safety. Such requirements are excluded from the economic competition to keep prices down when awarding tenders.

Employees of contractors and subcontractors – Electricity sector (*)

< EU17
< EU18

	2024	2023	2022
Days worked	892,510	873,059	890,381
Full time equivalent	4,057	3,968	4,047

(*) *The figures take into account the term of work contracts and the variability of the use of the related labour force; furthermore, they relate to various types of Terna's work contracts, from large construction sites to the periodic cutting of trees under power lines. Days worked and FTEs are estimated based on average and daily attendances at larger sites and the amounts of work contracts at smaller sites. No further information is available about the types of contracts in place with contractors. Moreover, it is noted that there were 453 contractor companies (i.e. suppliers and TJVs which may also be active on two or more work sites) operating on open sites as of 31/12/24, while the estimated figure for subcontractor companies is approximately 400. These sites mainly pertain to large projects by the Terna Group for the development of the National Electricity Grid.*

During the qualification stage, it is required that there be documented procedures in place for the protection of workers' health and safety. For businesses in sectors considered particularly significant in terms of safety issues, provision is made for a closer look at their management practices. Qualified contracting businesses are also required to meet some further obligations, specifically in relation to:

- exclusively for certain specific roles, an obligation to know the Italian language and to pass the relevant language exam. Knowledge of the Italian language for its own employees;
- in addition to the requirements of the employer (adequate training on the codes of conduct, with particular reference to the issue of safety, taking the form of specific courses for all workers on the sites regarding the use of personal protective equipment and the risks set out in the Safety and Coordination Plan (SCP) and the Operational Safety Plans (OSP)), Terna shall verify compliance with the provisions of the Economic Operator's technical/management procedures during a qualification inspection;
- attendance at specific training courses for certain specific roles (such as, for example, overhead power line construction, installation and maintenance personnel, Expert Persons (EXP) or Informed Persons (INP) pursuant to standard CEI 11-27, and additional operating figures such as, for instance, underground cable construction and maintenance personnel, vegetation management personnel, site managers, foremen and safety officers);
- in addition to the requirements of the employer, Terna verifies the appointment of a Prevention and Protection Service Manager, an on-site Safety Officer, an Emergency Management Officer and their substitute, and a qualified physician, in addition to the rates of the seriousness and frequency of accidents recorded in the previous three-year period;
- when verifying the references presented by the Economic Operator during the qualification request stage, Terna verifies the commissions carried out for contracts stipulated with contractor companies and the rates of the seriousness and frequency of accidents recorded during the year.

Focus on Tamini Group

The main environmental and social indicators related to the Tamini Group, which was acquired by Terna on 20 May 2014 and is currently 100% controlled by Terna S.p.A.'s subsidiary, Terna Energy Solutions, are shown below.

Main environmental indicators

305-1 > 305-2 >

Total direct and indirect greenhouse gas emissions

	UNIT	2024	2023	2022
Total location-based direct and indirect emissions	tCO_2	3,495.4	3,467.5	3,998.5

302-1 >

Total energy consumption within the organisation

	UNIT	2024	2023	2022
Total energy consumption	GJ	60,491.19	54,362.5	60,896.6

303-3 a. >

Water consumption

	UNIT	2024	2023	2022
Water withdrawals	ML	10.49	14.64	13.39

306-3 >

Waste

	UNIT	2024	2023	2022
Waste by type				
Waste generated	**tonne**	**1,223.2**	**917.7**	**1,371.5**
- of which hazardous	*tonne*	*268.4*	*93.5*	*208.7*
- of which non-hazardous	*tonne*	*954.8*	*824.2*	*1,162.8*
Waste sent for recovery	**tonne**	**1,016.5**	**873.3**	**1,325.3**
- of which hazardous	*tonne*	*65.8*	*49.0*	*167.5*
- of which non-hazardous	*tonne*	*950.7*	*824.2*	*1,159.6*
Waste sent for disposal	**tonne**	**206.7**	**44.46**	**46.2**
- of which hazardous	*tonne*	*202.7*	*44.5*	*43.0*
- of which non-hazardous	*tonne*	*4.0*	*0*	*3.2*

Main social indicators

Personnel development and composition of employees

Personnel development

< 401-1

	UNIT	2024	2023	2022
Total employees	**no.**	**394**	**355**	**345**
New hires	**no.**	**54**	**33**	**25**
- men	no.	46	29	22
- women	no.	8	4	3
- under 30 years of age	no.	30	16	11
- between 30 and 50 years of age	no.	22	15	10
- over 50 years of age	no.	2	2	4
New hires as a % [1]				
Total	**%**	**15.2**	**9.6**	**7.4**
- men	%	13.0	8.4	6.5
- women	%	2.3	1.2	0.9
- under 30 years of age	%	8.5	4.6	3.3
- between 30 and 50 years of age	%	6.2	4.4	3.0
- over 50 years of age	%	0.6	0.6	1.2
Employee turnover	**no.**	**15**	**27**	**18**
- men	no.	15	22	17
- women	no.	0	5	1
- under 30 years of age	no.	1	1	1
- between 30 and 50 years of age	no.	7	14	8
- over 50 years of age	no.	7	12	9
Turnover rates % [2]				
Total	**%**	**4.2**	**7.8**	**5.3**
- men	%	4.2	6.4	5.0
- women	%	0	1.4	0.3
- under 30 years of age	%	0.3	0.3	0.3
- between 30 and 50 years of age	%	2.0	4.0	2.4
- over 50 years of age	%	2.0	3.5	2.7

[1] The new hire rate compares employee inflows to the number of employees at 31 December of the previous year.
[2] The turnover rate compares employee outflows to the number of employees at 31 December of the previous year.

2-7 > 405-1 >

Breakdown of employees

	2024	2023	2022
Total	**394**	**355**	**345**
- of which men	*351*	*320*	*309*
- of which women	*43*	*35*	*36*
By category			
- Managers	8	8	7
- Middle managers	30	25	23
- Office staff	133	124	118
- Blue-collar workers	223	198	197
By type of contract			
- permanent contracts [1]	394	354	345
- of which men	*351*	*319*	*309*
- of which women	*43*	*35*	*36*
- temporary contracts	0	1	0
- of which men	*0*	*1*	*0*
- of which women	*0*	*0*	*0*
By type of employment			
- full-time	389	350	338
- of which men	*351*	*320*	*309*
- of which women	*38*	*30*	*29*
- part-time	5	5	7
- of which men	*5*	*0*	*0*
- of which women	*0*	*5*	*7*
By age			
- under 30 years of age	53	30	17
- between 30 and 50 years of age	183	162	169
- over 50 years of age	158	163	159
Average age of personnel (years)			
Average age	45.7	47.0	47.2

[1] *Permanent contracts also include apprenticeships.*

Breakdown of personnel by education

	2024	2023	2022
Degree	53	44	31
High-school leaving certificate	168	152	158
Professional certificate	66	57	14
Primary/middle school	107	102	142

Training

Average training hours

< 404-1

	UNIT	2024	2023	2022
Average training hours				
- per employee [1]	h	18	10	9
By category [2]				
- managers	h	27	3	4
- middle managers	h	20	9	6
- office staff	h	16	10	7
- blue-collar workers	h	18	10	11
By gender [3]				
- men	h	18	10	10
- women	h	14	8	5
Hours of training on human rights	h	20	0	0
- Participants in courses on human rights [4]	%	5.4	0	0
- Employees involved [5]	%	100	85	96
Hours provided				
Total	**h**	**6,541**	**3,318**	**3,150**
- hours of in-house training	h	51	319	0
- Participants in courses on the 231 Model	no.	1	38	254

[1] *Ratio of total hours of training to average number of employees.*
[2] *Ratio of total hours of training by category to average number of employees by category.*
[3] *Ratio of total hours of training by gender to average number of employees broken down by gender.*
[4] *Percentage of employees who have attended at least one training course on human rights during the year.*
[5] *Percentage of employees who have attended at least one training course during the year.*

Health and safety

403-9

Work-related accidents among employees

	2024	2023	2022
Number of accidents	4	10	9
- of which men	*4*	*10*	*9*
- of which women	*0*	*0*	*0*
- of which severe with initial prognosis of more than 40 days	*0*	*0*	*0*
- of which fatalities	*0*	*0*	*0*
Number of hours worked	**661,510**	**615,357**	**595.447**
TYPES OF WORK-RELATED ACCIDENTS			
Falling from height	0	0	0
Road traffic accident	0	0	0
Electrocution	0	0	0
Impact, crushing, cutting	3	7	8
Falling on level ground, slipping	0	1	1
Manual handling of loads	0	0	0
Flying fragments of solids and/or liquids	0	1	0
Other	1	1	0

Rates of work-related accidents among employees - Standard UNI 7249:2007 (*)

	2024	2023	2022
Injury rate [1]	6.1	16.3	15.1
- men	*6.1*	*17.9*	*16.6*
- women	*0*	*0*	*0*
Fatality rate [2]	0	0	0
Severe injury rate with initial prognosis of more than 40 days [3]	0	0	0
Lost day rate [4]	0.16	0.34	0.84
- men	*0.18*	*0.38*	*0.92*
- women	*0.00*	*0.00*	*0.00*

(*) In order to facilitate comparison with other sources, some accident rates have been calculated in the footnote in line with the International Labour Organisation (ILO) definitions, using a multiplication factor of 200,000 (corresponding to 50 working weeks x 40 hours x 100 employees) instead of 1,000,000 (1,000 for the accident severity rate).

*(1) **Injury rate.** The number of injuries registered and reported to the competent social security office, divided by the number of hours worked during the year, multiplied by 1,000,000. **The injury rate** for Tamini is 1.21 in 2024, while it was 3.25 in 2023 and 3.02 in 2022.*

*(2) **Fatality rate.** The number of fatalities registered and reported to the competent social security office, divided by the number of hours worked during the year, multiplied by 1,000,000.*

*(3) **Severe injury rate.** The number of injuries with initial prognosis of more than 40 days registered and reported to the competent social security office, divided by the number of hours worked during the year, multiplied by 1,000,000*

*(4) **Lost day rate.** The ratio of days lost due to injury to the number of hours worked during the year, multiplied by 1,000. The days lost are calendar days and are counted from when the injury has occurred. **The lost day rate** for Tamini is 32.95 in 2024 (68.58 in 2023 and 167.27 in 2022).*

Audits and inspections

	2024	2023	2022
Regular health checks	324	318	457
Examinations by the appointed physician	5	5	4
Audits and inspections [1]	13	12	8

(1) Audits conducted by Prevention and Protection Service Managers.

Focus on Brugg Cables Group

The main environmental and social indicators related to the Brugg Cables Group (hereinafter the Brugg Group), which was acquired by Terna on 29 February 2020 through its subsidiary Terna Energy Solutions S.r.l. and is currently 92.6% controlled, are shown below.

Main environmental indicators

Total direct and indirect greenhouse gas emissions

< 305-1
< 305-2

	UNIT	2024	2023	2022
Total direct and indirect emissions [1]	tCO_2	2,772.6	6,095.4	4,890.0

[1] In relation to indirect electricity consumption, until 2023 the conversion took into account the breakdown of the production mix contained in the Monthly Report on the Electricity System (available on the website www.terna.it). From 2024, the reference for the breakdown of the production mix is Enerdata for the overseas Brugg sites.

Total energy consumption within the organisation

< 302-1

	UNIT	2024	2023	2022
Total energy consumption	GJ	47,830.0	54,212.4	60,981.8

Water consumption

< 303-3 a.

	UNIT	2024	2023	2022
Water withdrawals by source	ML	12.49	15.52	17.05

Waste

< 306-3

	UNIT	2024	2023	2022
Waste by type				
Waste generated	**tonne**	**1,838.2**	**1,726.3**	**1,910.9**
- of which hazardous	*tonne*	*17.0*	*9.3*	*22.4*
- of which non-hazardous	*tonne*	*1,821.1*	*1,717.0*	*1,888.4*
Waste sent for recovery	**tonne**	**1,651.7**	**1,369.5**	**1,349.3**
- of which hazardous	*tonne*	*-*	*0*	*0.2*
- of which non-hazardous	*tonne*	*1,651.7*	*1,369.5*	*1,349.1*
Waste sent for disposal	**tonne**	**186.5**	**356.8**	**472.1**
- of which hazardous	*tonne*	*17.0*	*9.3*	*22.2*
- of which non-hazardous	*tonne*	*169.42*	*347.5*	*449.9*

Main social indicators

Personnel development and composition of employees

401-1

Personnel development

	UNIT	2024	2023	2022
Total employees	**no.**	**464**	**457**	**455**
New hires	**no.**	**66**	**75**	**61**
- men	no.	54	64	51
- women	no.	12	11	10
- under 30 years of age	no.	23	25	17
- between 30 and 50 years of age	no.	33	36	36
- over 50 years of age	no.	10	14	8
New hires as a % [1]				
Total	**%**	**14.4**	**16.5**	**14.0**
- men	%	11.8	14.1	11.7
- women	%	2.6	2.4	2.3
- under 30 years of age	%	5.0	5.5	3.9
- between 30 and 50 years of age	%	7.2	7.9	8.3
- over 50 years of age	%	2.2	3.1	1.8
Employee turnover	**no.**	**59**	**73**	**41**
- men	no.	45	62	36
- women	no.	14	11	5
- under 30 years of age	no.	18	22	12
- between 30 and 50 years of age	no.	24	28	20
- over 50 years of age	no.	17	23	9
Turnover rates % [2]				
Total	**%**	**12.9**	**16.0**	**9.4**
- men	%	9.8	13.6	8.3
- women	%	3.1	2.4	1.1
- under 30 years of age	%	3.9	4.8	2.8
- between 30 and 50 years of age	%	5.3	6.1	4.6
- over 50 years of age	%	3.7	5.1	2.1

[1] The new hire rate compares employee inflows to the number of employees at 31 December of the previous year.
[2] The turnover rate compares employee outflows to the number of employees at 31 December of the previous year.

Breakdown of employees

< 2-7
< 405-1

	2024	2023	2022
Total	**464**	**457**	**455**
- of which men	*413*	*404*	*402*
- of which women	*51*	*53*	*53*
By category			
Managers	4	4	6
Middle managers	22	22	23
Office staff	213	217	217
Blue-collar workers	225	214	209
By type of contract			
- permanent contracts [1]	440	438	440
- of which men	*394*	*389*	*392*
- of which women	*46*	*49*	*48*
- temporary employees	24	19	15
- of which men	*19*	*15*	*10*
- of which women	*5*	*4*	*5*
By type of employment			
- full-time	433	421	421
- of which men	*403*	*391*	*390*
- of which women	*30*	*30*	*31*
- part-time	31	36	34
- of which men	*10*	*13*	*12*
- of which women	*21*	*23*	*22*
By age			
- under 30 years of age	55	54	56
- between 30 and 50 years of age	279	261	267
- over 50 years of age	130	142	132
Average age of personnel (years)			
Average age	43.7	43.8	42.8

[1] Permanent contracts also include apprenticeships.

Breakdown of personnel by education (*)

	2024	2023	2022
Degree	91	84	86
High-school leaving certificate	293	251	243
Professional certificate	80	119	126
Primary/middle school	0	3	0

(*) Overseas qualifications have been equated to Italian qualifications.

Training

Average training hours

< 404-1

	2024	2023	2022
Average training hours			
- per employee [1]	25	25	14
By category [2]			
- managers	1	2	8
- middle managers	71	7	15
- office staff	9	12	7
- blue-collar workers	37	41	21
By gender [3]			
- men	26	27	15
- women	21	11	9

[1] Ratio of total hours of training to average number of employees.
[2] Ratio of total hours of training by category to average number of employees by category.
[3] Ratio of total hours of training by gender to average number of employees by gender.

Health and safety

403-9 >

Work-related accidents among employees

	2024	2023	2021
Number of accidents	12	11	21
- of which men	*12*	*11*	*21*
- of which women	*0*	*0*	*0*
- of which severe with initial prognosis of more than 40 days	*0*	*1*	*2*
- of which fatalities	*0*	*0*	*0*
Number of hours worked	**926,000**	**960,474**	**884,128**
TYPES OF WORK-RELATED ACCIDENTS			
Falling from height	0	0	1
Road traffic accident	0	0	0
Electrocution	0	0	1
Impact, crushing, cutting	7	8	8
Falling on level ground, slipping	3	1	3
Manual handling of loads	0	0	5
Flying fragments of solids and/or liquids	0	0	0
Other	2	2	3

Rates of work-related accidents among employees - standard UNI 7249:2007 (*)

	2024	2023	2022
Injury rate [1]	13.0	11.5	23.8
- of which male employees	*14.4*	*12.9*	*27.0*
- of which female employees	*0*	*0*	*0*
Fatality rate [2]	0	0	0
Severe injury rate with initial prognosis of more than 40 days [3]	0	1.0	2.3
Lost day rate [4]	0.49	0.43	0.54
- men	*0.54*	*0.48*	*0.62*
- women	*0*	*0.0*	*0.0*

(*) In order to facilitate comparison with other sources, some accident rates have been calculated in the footnote in line with the International Labour Organisation (ILO) definitions, using a multiplication factor of 200,000 (corresponding to 50 working weeks x 40 hours x 100 employees) instead of 1,000,000 (1,000 for the accident severity rate).

*(1) **Injury rate.** The number of injuries registered and reported to the competent social security office, divided by the number of hours worked during the year, multiplied by 1,000,000. **The injury rate** for the Brugg Group is 2.59 in 2024, while it was 2.29 in 2023 and 4.75 in 2022.*

*(2) **Fatality rate.** The number of fatalities registered and reported to the competent social security office, divided by the number of hours worked during the year, multiplied by 1,000,000.*

*(3) **Severe injury rate.** The number of injuries with initial prognosis of more than 40 days registered and reported to the competent social security office, divided by the number of hours worked during the year, multiplied by 1,000,000. **The severe injury rate** was 0.21 in 2023 and 0.45 in 2024.*

*(4) **Lost day rate.** The ratio of days lost due to injury to the number of hours worked during the year, multiplied by 1,000. The days lost are calendar days and are counted from when the injury has occurred. **The severe injury rate** in 2024 was 97.19 (85.90 in 2023 and 108.58 in 2022).*

Focus on Altenia Group

The main 2024 environmental and social indicators for the Altenia Group (until March 2025, LT Group)[5] are shown below. The LT Group was acquired by Terna on 12 October 2021 through its subsidiary Terna Energy Solutions S.r.l. and is 87.5% controlled; the sustainability data have been consolidated within the Group's perimeter starting from 2023; therefore, the figures presented below refer to the last two years instead of the last three.

Main environmental indicators

Total direct and indirect greenhouse gas emissions

< 305-1
< 305-2

	UNIT	2024	2023
Total direct and indirect emissions	tCO_2	876.2	480.4

Total energy consumption within the organisation

< 302-1

	UNIT	2024	2023
Total energy consumption	GJ	11,991.1	6,533.8

Water consumption

< 303-3 a.

	UNIT	2024	2023
Water withdrawals	ML	0.91	0.03

Waste

< 306-3

	UNIT	2024	2023
Waste by type			
Waste generated	**tonne**	**7,102.1**	**1,050.4**
- of which hazardous	*tonne*	*13.6*	*1.0*
- of which non-hazardous	*tonne*	*7,088.5*	*1,049.3*
Waste sent for recovery	**tonne**	**6,556.5**	**1,049.3**
- of which hazardous	*tonne*	*13.1*	*0*
- of which non-hazardous	*tonne*	*6,543.4*	*1,049.3*
Waste sent for disposal	**tonne**	**545.6**	**1.0**
- of which hazardous	*tonne*	*0.5*	*1.0*
- of which non-hazardous	*tonne*	*545.1*	*0*

[5] In March 2025, LT S.r.l. changed its company name to Altenia S.r.l. (hereinafter Altenia). From 1 April 2025, by means of a branch transfer, the company Altenia took over the management of the business Energy Services, previously run by TES S.r.l. and the LT Group, for the design, construction and maintenance of high-voltage electrical systems and renewable plants, particularly solar plants, as well as energy efficiency solutions. By virtue and as a result of this operation, the TES shareholding in the company Altenia went from 87.5% to 89% in April 2025.

Main social indicators

Personnel development and composition of employees

401-1 >

Personnel development

	UNIT	2024	2023
Total employees	**no.**	**234**	**188**
New hires	**no.**	**78**	**82**
- men	no.	63	61
- women	no.	15	21
- under 30 years of age	no.	9	13
- between 30 and 50 years of age	no.	60	55
- over 50 years of age	no.	9	14
New hires as a % [1]			
Total	**%**	**41.5**	**66.7**
- men	%	33.5	49.6
- women	%	8.0	17.1
- under 30 years of age	%	4.8	13.6
- between 30 and 50 years of age	%	31.9	44.7
- over 50 years of age	%	4.8	11.4
Employee turnover	**no.**	**32**	**17**
- men	no.	31	14
- women	no.	1	3
- under 30 years of age	no.	3	2
- between 30 and 50 years of age	no.	26	13
- over 50 years of age	no.	3	2
Turnover rates % [2]			
Total	**%**	**17.0**	**13.8**
- men	%	16.5	11.4
- women	%	0.5	2.4
- under 30 years of age	%	1.6	1.6
- between 30 and 50 years of age	%	13.8	10.6
- over 50 years of age	%	1.6	1.6

[1] The new hire rate compares employee inflows to the number of employees at 31 December of the previous year.
[2] The turnover rate compares employee outflows to the number of employees at 31 December of the previous year.

Breakdown of employees

< 2-7
< 405-1

	2024	2023
Total	**234**	**188**
- of which men	*187*	*155*
- of which women	*47*	*33*
By category		
- Managers	0	0
- Middle managers	24	18
- Office staff	136	99
- Blue-collar workers	74	71
By type of contract		
- permanent contracts [1]	224	183
- of which men	*181*	*150*
- of which women	*43*	*33*
- temporary contracts	10	5
- of which men	*6*	*5*
- of which women	*4*	*0*
By type of employment		
- full-time	227	181
- of which men	*186*	*152*
- of which women	*41*	*29*
- part-time	7	7
- of which men	*1*	*3*
- of which women	*6*	*4*
By age		
- under 30 years of age	25	21
- between 30 and 50 years of age	167	131
- over 50 years of age	42	36
Average age of personnel (years)	*41.6*	*37.6*

[1] *Permanent contracts also include apprenticeships.*

Breakdown of personnel by education

	2024	2023
Degree	107	73
High-school leaving certificate	112	94
Professional certificate	0	4
Primary/middle school	15	17

Training

404-1

Average training hours

	2024	2023
Average training hours		
- per employee [1]	21	12
By category [2]		
- managers	0	0
- middle managers	23	6
- office staff	24	7
- blue-collar workers	16	19
By gender [3]		
- men	21	14
- women	24	5

(1) *Ratio of total hours of training to average number of employees.*
(2) *Ratio of total hours of training by category to average number of employees by category.*
(3) *Ratio of total hours of training by gender to average number of employees by gender.*

Health and safety

403-9

Work-related accidents among employees

	2024	2023
Number of accidents	0	1
- of which men	*0*	*1*
- of which women	*0*	*0*
- of which severe with initial prognosis of more than 40 days	*0*	*0*
- of which fatalities	*0*	*0*
Number of hours worked	**392,557**	**288,888**
TYPES OF WORK-RELATED ACCIDENTS		
Falling from height	0	0
Road traffic accident	0	0
Electrocution	0	0
Impact, crushing, cutting	0	0
Falling on level ground, slipping	0	0
Manual handling of loads	0	0
Flying fragments of solids and/or liquids	0	0
Other	0	1

Rates of work-related accidents among employees - Standard UNI 7249:2007 (*)

	2024	2023
Injury rate [1]	0	3.5
- men	*0*	*4.2*
- women	*0*	*0*
Fatality rate [2]	0	0
Severe injury rate with initial prognosis of more than 40 days [3]	0	0
Lost day rate [4]	0	0
- men	*0*	*0*
- women	*0*	*0*

(*) In order to facilitate comparison with other sources, some accident rates have been calculated in the footnote in line with the International Labour Organisation (ILO) definitions, using a multiplication factor of 200,000 (corresponding to 50 working weeks x 40 hours x 100 employees) instead of 1,000,000 (1,000 for the accident severity rate).

*(1) **Injury rate.** The number of injuries registered and reported to the competent social security office, divided by the number of hours worked during the year, multiplied by 1,000,000. **The injury rate** for the LT Group was 0.7 in 2023;*

*(2) **Fatality rate.** The number of fatalities registered and reported to the competent social security office, divided by the number of hours worked during the year, multiplied by 1,000,000.*

*(3) **Severe injury rate.** The number of injuries with initial prognosis of more than 40 days registered and reported to the competent social security office, divided by the number of hours worked during the year, multiplied by 1,000,000*

*(4) **Lost day rate.** The ratio of days lost due to injury to the number of hours worked during the year, multiplied by 1,000. The days lost are calendar days and are counted from when the injury has occurred.*

Audits and inspections

	2024	2023
Regular health checks	164	113
Examinations by the appointed physician	2	2
Audits and inspections [1]	23	9

(1) Audits conducted by Prevention and Protection Service Managers.

Annex: detailed information on a selection of indicators

Methodological note

Provided below are details on the indicators which have been subjected to a Limited Assurance Engagement on a voluntary basis, pursuant to the criteria indicated by the ISAE 3000 Revised standard, by the auditor Deloitte & Touche S.p.A. The audit was carried out in accordance with the procedures set out in the "Independent Audit Company's Report" indicated at the foot of the document.

The Consolidated Sustainability Statement 2024, which is the main point of reference regarding the Group's sustainability performance and can be found on the company's website, has undergone to external limited assurance as required by regulations. Some of the indicators represented in the ESG indicator tables also need to undergo third-party limited assurance. This arises from the fact that they were previously reported upon following the GRI (Global Reporting Initiative) standards or internal criteria and included within the Consolidated Non-Financial Statement subject to external limited assurance, but are no longer present in the Consolidated Sustainability Statement 2024. In fact, in accordance with the applicable legislation, the latter follows only the European Sustainability Reporting Standard (ESRS). By way of example, ESRS E1-6 "Gross Scope 1, 2, 3 and Total GHG emissions" requires a declaration of total CO_2 emissions; however, it was deemed appropriate here to provide details in terms of kilograms of sulphur hexafluoride leaked and not just in terms of CO_2 emissions, as contained in the Consolidated Sustainability Statement. Therefore, and with a view to satisfying the requests of some stakeholders (primarily ESG rating agencies, investors and sustainability analysts), it was considered appropriate to carry out this additional external limited assurance of the indicators listed below.
As previously mentioned, this voluntary disclosure on sustainability has been organised in line with the structure of the disclosure provided in the Terna Group's Consolidated Sustainability Statement 2024, i.e. general disclosures; environmental information; social information; and governance information.

The data and information provided below refer to the period from 1 January 2024 to 31 December 2024.

In terms of the scope of the indicators, the report concerns information from the electricity sector, which includes Terna S.p.A., Terna Rete Italia S.p.A., Terna Plus S.r.l., Terna Energy Solutions S.r.l., Rete S.r.l. and, for environmental data only, Terna Crna Gora d.o.o. This scope has been selected as being representative of sustainability performances, and suitable for guaranteeing comparability with the information presented in previous years in the main assessments from ESG rating agencies.

For each indicator, the tables show:

- the source of the data;
- the unit of measurement;
- the reference GRI (Global Reporting Initiative) standard. In some instances, if no reference standard is available, the company has developed internal indicators in order to better describe its performance. In such cases, the criteria used for reporting purposes are indicated at the bottom of each indicator.

Environmental information

SF_6 gas: leakage [1]

	UNIT	2024
SF_6 greenhouse gas emissions	kg	2,815.1

[1] Emissions have been calculated as the quantity of gas leaked from installed equipment containing SF_6 gas during the reporting year. Terna Rete Italia and, to a lesser extent, Terna Energy Solutions are the companies within the electricity perimeter that contribute to SF_6 gas emissions. The source of the data is MAGO ("Monitoraggio Apparecchiature Gas Operativo"), the application used to manage equipment containing SF_6 gas. It should also be noted that these emissions represent 98% of emissions from the Terna Group.

Water consumption [1]

< 303-3 a.

	UNIT	2024
Water withdrawal	ML	177.655
- Surface water	ML	0
- Groundwater	ML	0
- Seawater	ML	0
- Produced water	ML	0
- Third-party water	ML	177.655

[1] The source for data on water withdrawals consists of physical readings and bills which are gathered by the Plant Units of the various Departments before being transmitted to the relevant territorial Security & Environment Offices. The data are then sent to the Environmental Protection division on an annual basis, which aggregates and verifies them at central level.

Informazioni sociali

403-9 b. >

Work-related accidents - contractors' and sub-contractors' employees [1]

	2024
Number of accidents	45
- of which severe	*3*
- of which fatalities	*1*
Injury rate[2]	6.63
- Severe injury rate	*0.44*
- Fatal injury rate	*0.15*
Hours worked [3]	6,783,075
TYPES OF WORK-RELATED ACCIDENTS	
Falling from height	1
Road traffic accident	3
Electrocution	1
Impact, crushing, cutting	21
Falling on level ground, slipping	12
Burns	0
Manual handling of loads	0
Flying fragments of solids and/or liquids	1
Other	6

(1) The system for the collection of data and information on accidents among the employees of contractors and subcontractors follows operating procedure IO104HSE, which formalises the process of managing accidents as a flow. This flow consists of the stages of recording, analysing and reporting, and is a crucial element of the continuous improvement plan in relation to workplace health and safety.
In the event of an accident involving a contractor's employee, the contractor shall fill out the form for injuries among contractors, which is sent to the PME (Project Manager in the Execution Phase). The latter sends it on to the competent Security & Environment Office, which may add to the form in agreement with the PME. The Principal shall proceed to manage the accident, via the Security & Environment Office of the Production Unit involved in the event, on the HS Application (the corporate software used to manage activities and regulatory obligations in relation to occupational health and safety). The PME must be immediately informed of any ongoing aspect to the accident.

*(2) With respect to workers in the value chain, the **injury frequency indices** have been calculated based on the estimated number of hours worked starting from the average and daily attendance at larger sites and the amounts for contracted work at smaller sites. These rates were calculated as the ratio between the number of injuries and hours worked in the year, multiplied by 1,000,000. In order to facilitate comparison with other sources, this indicator has been calculated also with a multiplication factor of 200,000 (corresponding to 50 working weeks x 40 hours x 100 employees) instead of 1,000,000 in accordance with the definitions adopted by the International Labour Organisation (ILO) and implemented in the GRI protocols. Under this calculation method, the **injury rate** for 2024 is 1.33; the severe injury rate is 0.09; the fatal injury rate is 0.03.*

(3) The hours worked on larger sites are estimated based on average and daily attendance, multiplying days/men by 7.6 h (hours worked per day, on average). Hours worked on smaller sites, instead, have been calculated based on the sums involved in the work contracts, multiplying expenditure on contracts in the electricity sector by the percentage of the expenditure attributable to the contracted work, and dividing the latter by the hypothetical hourly cost of contracted work.

Gender pay gap

< 405-2

	2024
Pay differential women/men [1]	
- managers	98,4
- middle managers	94,9
- office staff	100,2

	2024
Remuneration differential women/men [2]	
- managers	104,4
- middle managers	93,9
- office staff	94,5

[1] *This figure is the percentage ratio between the annual basic pay of women for the different categories to which they belong, and the annual basic pay of men for the same categories. It should be noted that this figure has not been calculated for blue-collar workers due to its insignificance, considering that there are just two female blue-collar workers compared to 1,107 male blue-collar workers. The data used to calculate the pay differential between women and men as a percentage were extracted from SAP Success Factor.*

[2] *This figure is the percentage ratio between the total annual remuneration of women for the different categories to which they belong, and the total annual remuneration of men for the same categories. In addition to basic pay, total remuneration also includes productivity bonuses, various forms of incentives, and the value of the benefits received during the year being reported upon. It should be noted that this figure has not been calculated for blue-collar workers due to its insignificance, considering that there are just two female blue-collar workers compared to 1,107 male blue-collar workers. The data used to calculate the remuneration differential between women and men as a percentage were extracted from SAP Success Factor.*

Governance information

Supplier verification activities [1]

	2024
Number of suppliers removed from the list	0
Number of suppliers suspended from the list	4

(1) *Monitoring of qualified companies includes a series of joint initiatives aimed at sharing and verifying the performances and reliability of the qualified Economic Operators. The Supplier Qualification Committee is responsible for evaluating the most significant cases, before deciding whether to implement preventative measures or sanctions. The data shown in the table are stored on the Qualification Portal, the IT system which manages the list of qualified suppliers for companies in the electricity sector.*

Active suppliers [1]

	2024			
	NUMBER	% OF TOTAL	AMOUNT PROCURED (€/M) [2]	% OF TOTAL
Total active suppliers [3]	2,063	-	4,421.0	-
Core suppliers [4]	1,592	77.2	4,319.0	97.7

(1) *The source of the data is SAP, the application used to manage processes linked to procurement.*

(2) *The amount procured shown in the table refers to the total amount ordered during the year. "Ordered" means the sum of the amounts awarded for all contracts (works, supplies, and services) signed during the year, net of options. An option is a clause inserted in the procurement contract that grants the contracting entity the right to extend the contract amount in exchange for an expansion of the respective services, under the same terms and conditions.*

(3) *Suppliers with which at least one contract has been entered into during the year being reporting upon.*

(4) *Suppliers with which at least one core works contract has been entered into during the year being reporting upon. Procurements concerning the performance of activities linked to Terna's core business — so-called core contracts — mainly consist of the supply of electrical materials and equipment, works contracts, and services in the sectors of electricity transmission, telecommunications and Information Technology. They are regulated by the Procurement Code, which recommends the application of sustainability criteria in tenders organised pursuant to the criterion of the most economically advantageous offer.*

Independent Limited Assurance Report on Selected Indicators

Independent Limited Assurance Report on Selected Indicators

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INDEPENDENT AUDITOR'S REPORT

To the Management of
Terna S.p.A.

We have been engaged to perform a limited assurance engagement on the performance indicators (hereinafter the "ESG KPIs") included in the section "Annex: detailed information on a selection of indicators" of the attached document "2024 ESG indicator tables" of Terna S.p.A. (hereinafter the "Company") and certain subsidiaries, as of December 31, 2024 (hereinafter also referred to as the "Detailed information").

Management's Responsibility

The Management of Terna S.p.A. is responsible for the reporting of the ESG KPIs included in the Detailed information, in accordance with the criteria described in the paragraph "Methodological note" of the Detailed information.

The Management of Terna S.p.A. is also responsible for such internal control as it determines is necessary to enable the preparation of the Detailed Information that is free from material misstatement, whether due to fraud or unintentional acts or events.

Independence and quality management

We have complied with the independence and other ethical requirements of the *International Code of Ethics for Professional Accountants (including International Independence Standards) (IESBA Code)* issued by the *International Ethics Standards Board for Accountants*, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Our firm applies International Standard on Quality Management 1 which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Auditor's responsibility

Our responsibility is to express, based on the procedures performed, a conclusion about the compliance of the ESG KPIs included in the Detailed information with the criteria defined by Management and described in the Detailed information.

We conducted our work in accordance with the criteria established in the "*International Standards on Assurance Engagements - Assurance Engagements other than Audits or Reviews of Historical Financial Information"* (hereinafter "*ISAE 3000 Revised*"), issued by the *International Auditing and Assurance Standards Board* for limited assurance engagements. The standard requires that we plan and perform the engagement to obtain limited assurance whether the Detailed information is free from material misstatement.

Therefore, the procedures performed in a limited assurance engagement are less in extent than those performed in a reasonable assurance engagement in accordance with ISAE 3000 Revised, and, therefore, do not enable us to obtain assurance that we would become aware of all significant matters and events that might be identified in a reasonable assurance engagement.

The procedures performed on the Detailed information were based on our professional judgement and included inquiries, primarily with company personnel responsible for the preparation of information included in the Detailed information, analysis of documents, recalculations and other procedures aimed to obtain evidence as appropriate.

Specifically, we carried out the following procedures:

1) obtaining the Detailed Information, provided by the Company, which includes the reported values of the ESG KPIs subject to verification for the financial year ended 31 December 2024 and the description of the criteria used for reporting;
2) understanding and analysis of the criteria used for the reporting of the ESG KPIs, as described in the paragraph "Methodological note" of the Detailed information;
3) comparison between the data and information pertaining to the ESG KPIs included in the Detailed information and the corresponding data and information contained within the Consolidated Sustainability Statement for the fiscal year ended December 31, 2024, where applicable;
4) analysis and understanding, through interviews, of the processes and procedures that support the collection, aggregation, processing, and transmission of data related to the ESG KPIs reported in the Detailed information;
5) conducting meetings with the Company in order to obtain information from the responsible parties and to acquire documentary evidence, on a sample basis, regarding the correct application of the procedures and calculation methods used in the preparation of the ESG KPIs, in accordance with the criteria defined by the Company and set forth in the "Methodological note";
6) obtaining the representation letter, signed by the Company's legal representative.

In particular, we conducted interviews and discussions with the staff of the Management of Terna S.p.A. and carried out limited documentary checks in order to gather information regarding the processes and procedures that support the collection, aggregation, processing, and transmission of non-financial data and information to the function responsible for the preparation of the Detailed information.

Conclusion

Based on the work performed, nothing has come to our attention that causes us to believe that the ESG KPIs included in the Detailed information of Terna and certain subsidiaries as of December 31, 2024 are not prepared, in all material respects, in accordance with the criteria established by the Company as described in the paragraph “Methodological note”.

DELOITTE & TOUCHE S.p.A.

Signed by
Maria Ginevra De Romanis
Partner

Rome, Italy
October 17, 2025

This independent auditor’s report has been translated into the English language solely for the convenience of international readers. Accordingly, only the original text in Italian language is authoritative.

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Terna
Driving Energy