

An aerial photograph of a vast solar farm at sunset. The sun is a bright, glowing orb in the center of the horizon, casting a long, golden light across the landscape. The solar panels are arranged in neat, rectangular rows that stretch across the foreground and middle ground. The sky is a mix of orange, yellow, and blue, with some light clouds visible. The overall scene is peaceful and emphasizes the scale of the renewable energy project.

HYPERION RENEWABLES

SUSTAINABILITY REPORT 2025



Sustainability, ESG & People

As a leading renewable energy producer, we are committed to generating long-term value while contributing meaningfully to the global response to climate change. In 2025, we continued to strengthen our positive environmental and social impact, ensuring that our growth is responsibly managed and aligned with our role as a climate action stakeholder. Our approach integrates sustainability into strategic decision-making, supporting a resilient, low-carbon future for communities, ecosystems, and economies.



Sustainability at the Core of Our Strategy

Hyperion is committed to building a brighter and more sustainable future through the deployment of solar energy solutions.

Guided by our core values, innovation, integrity, agility, collaboration, excellence, and sustainability, we are actively advancing the global energy transition by delivering clean, efficient, and community-d renewable energy projects.

As a leading renewable energy producer, our mission is to create long-term value for our stakeholders while safeguarding the planet. In 2025, we continued to expand our positive impact, ensuring that our growth remains firmly aligned with our responsibilities as stewards of climate action.



Measurable Climate Impact

Over the past year, the Company further expanded its solar production capacity, with additional megawatts brought into operation across our portfolio.

This growth has significantly strengthened our contribution to the decarbonization of the energy mix in the regions we serve, resulting in the avoidance of approximately 42,000 tonnes of CO₂ emissions.

This performance reaffirms our commitment to combating climate change through the deployment of clean, renewable energy.

We have also fully integrated EU Taxonomy indicators across our operations, reinforcing transparency and compliance with EU climate and sustainability criteria.

CSRD & EU taxonomy

Hyperion is progressing with preparatory activities to support future alignment with the Corporate Sustainability Reporting Directive (CSRD), subject to applicable regulatory developments and transposition timelines.

Key preparatory actions include:

- the initial planning of a double materiality assessment aligned with the ESRS Environmental, Social and Governance structure;
- a preliminary mapping of operations and existing disclosures against ESRS requirements supported by early enhancements to ESG data and internal controls;
- initial discussions on potential initiatives to support sustainability awareness across the organization.

A CSRD readiness roadmap was initiated with the objective of assessing organizational preparedness and establishing the foundations for future reporting.

Building on its EU Taxonomy alignment, Hyperion Renewables is well positioned to meet the CSRD's enhanced transparency requirements and is updating its implementation approach in response to the EU Omnibus package and national transposition developments.



Alignment with sustainability strategy

Hyperion's core activities — developing, building, and operating wind and solar assets— contribute to reducing greenhouse gas emissions in the markets where electricity is consumed, supporting **Climate Change Mitigation**.

Although not yet within the scope of Article 8 of the EU Taxonomy Regulation, Hyperion voluntarily provides disclosures on the **eligibility and alignment** of its activities with the EU Taxonomy, including related turnover, capital expenditure, and operational expenditure.

% Turnover from eligible activities	100
% CAPEX from eligible activities	100
% OPEX from eligible activities	100



Implementation of Article 8 of the EU Taxonomy at Hyperion

Hyperion uses the European Commission's EU Taxonomy Compass to assess the **eligibility and alignment** of its activities with the **climate change mitigation objective** under **Annex I of the Climate Delegated Act (EU 2021/2139)**. This assessment covers compliance with the substantial contribution (SC), do-no-significant-harm (DNSH), and minimum social safeguards (MSS) criteria.

Hyperion also discloses the associated shares of turnover, capital expenditure, and operational expenditure.

Is your activity aligned to the EU taxonomy?	Yes
% Turnover from aligned activities	52
% CAPEX from aligned activities	99
% OPEX from aligned activities	56

ESG Framework and Policy Commitments

Hyperion Renewables' commitment to **Environmental, Social and Governance (ESG)** principles is underpinned by a structured set of policies approved by the Company, which collectively define our approach to responsible business conduct, sustainability, and long-term value creation. These policies set up the foundations through which ESG considerations are integrated into decision-making, risk management, and operational practices across the organisation.

Together, these policies reflect Hyperion Renewable's commitment to working responsibly, supporting the energy transition, respecting people and communities, and upholding ambitious standards of governance as the Company continues to grow its renewable energy portfolio.

Policy	ESG Pillar	Key risks mitigated	Applicable to
Code of Conduct and Ethics	Governance (G)	Corruption, conflicts of interest, fraud, reputational risks	Employees, management, suppliers
Anti-Bribery and Corruption Policy	Governance (G)	Legal sanctions, market exclusion, reputational damage	Employees, third parties
3rd Party Due Diligence Procedures	Governance (G) / Social (S) / Environmental (E)	Corruption, sanctions, human rights violations, value-chain risks	Suppliers, partners, agents
Data Protection Policy	Governance (G)	Regulatory fines, data breaches, loss of trust	Employees, partners, stakeholders
HSES Policy	Environmental (E) / Social (S) / Governance (G)	Accidents, environmental impacts, operational and social risks	Operations, projects, contractors
HR Policy	Social (S) / Governance (G)	Labour risks, turnover, internal conflicts	Employees
Stakeholder Engagement Policy	Social (S) / Environmental (E) / Governance (G)	Community conflicts, project delays, reputational risks	Communities, authorities, stakeholders

Key numbers and Initiatives

Sustainability

2025 represents the first reporting year in which Hyperion has calculated greenhouse gas emissions.

KPI	Climate related
Scope 1 GHG Emissions	77.36
Scope 2 GHG Emissions	73.1
Scope 3 GHG Emissions	N/A
Total GHG Emissions	150.46
Total CO2 Emissions Avoided (tCO2)	42k 25k in 2024 (+68%)

During the year, we established an initial emissions baseline based on available data. To support greater consistency, completeness, and ongoing monitoring, we started the process of appointment of an independent third party to develop a comprehensive measurement tool covering **Scope 1, Scope 2, and Scope 3** emissions, enabling enhanced tracking and management of emissions data in future reporting periods.

Hyperion maintains a strong focus on business ethics, supported by the implementation of anti-corruption and anti-bribery policies and mechanisms for raising and addressing stakeholder concerns.

KPI	Business Ethics
Number of local community complaints received over the reporting period	1 2 in 2024 (-50%)
Number of ongoing legal proceedings as of the end of 2025	1*
Anti-corruption and anti-bribery policies implemented?	Yes

In 2025, the number of local community complaints decreased compared to the previous year, while one legal proceeding remained ongoing at year-end.

During the year, Hyperion further strengthened its ethical and responsible business framework by joining the **United Nations Global Compact**.

**non-material risk as allegations lack substantive merit*

People

KPI	Gender Equality
Share of women in permanent workforce	39% 36% in 2024 (+3pp)
Share of women in senior leadership	28.6% 28.6% in 2024 (0%)
Share of women on the Board	40% 40% in 2024 (0%)
Number of Board members – total	5 5 in 2024 (0%)
Average unadjusted gender pay gap (excluding CEO positions)	0.34% 0.36% in 2024 (-5.6%)

Hyperion Renewables continues to promote **gender equality across the organization**, with an increase in the share of women in the permanent workforce in 2025 and stable representation in senior leadership and on the Board. The Company remains **committed to balanced leadership and equal opportunities**, supported by a declining unadjusted gender pay gap.

During the year, Hyperion launched **targeted leadership initiatives for women**, focused on fostering collaboration, encouraging experience sharing, and strengthening internal networks, with the aim of supporting professional development and reinforcing inclusive leadership pathways.

KPI	Employment
Total number of new hires over the reporting year (by sex)	6 16 in 2024 (-63%)
Total number of employees who left the company over the reporting period	2 3 in 2024 (-33%)
Employee turnover (yearly)	3.7 6.9 in 2024 (-46%)
HR policy implemented?	Yes

Employment levels in 2025 reflect a **more stable organisational phase** following higher recruitment activity in the previous year. The number of new hires and departures both decreased compared to 2024, resulting in **lower employee turnover** and supporting workforce continuity.

Hyperion Renewables continues to manage employment practices in line with its approved HR policy, which provides the framework for recruitment, retention, and employee management across the organisation.

Energy consumption and generation

In 2025, Hyperion expanded its installed renewable capacity, reflecting the continued commissioning of solar assets and the growth of the operational portfolio.

KPI	Energy
Installed capacity (MW)	103 55 in 2024 (+87%)
Renewable energy consumed (MWh)	244 271 in 2024 (-10%)
Total energy consumption (GWh)	25.9 28.5 in 2024 (-9%)
Energy generation (GWh)	92 65 in 2024 (+42%)

This expansion drove a substantial increase in renewable energy generation compared to the prior year.

At the same time, total energy consumption decreased, partly reflecting optimisation measures and efficiencies across operations. Renewable energy consumption remained broadly stable, supporting the Company’s commitment to efficient and responsible energy use while scaling generation capacity.