

# ESG / SUSTAINABILITY REPORT 2025

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## 1. Introduction

Terpenia is a company under development, focused on the cultivation, processing, and production of pharmaceutical-grade cannabis products in Greece.

This report presents the company's Environmental, Social, and Governance (ESG) approach, including policies, commitments, and estimated impacts based on the planned operations of the project.

As the company is currently in a pre-operational phase, this report reflects planned activities and projected performance indicators.

## 2. ESG Approach

Terpenia is committed to integrating sustainability principles into all aspects of its operations. The company's ESG framework is based on:

- Responsible environmental management
- Ethical business conduct
- Social responsibility and employee well-being

The company aligns its approach with internationally recognized frameworks, including:

- GHG Protocol
- ISO 14001 (Environmental Management)
- ISO 45001 (Health & Safety)
- ISO 37001 (Anti-Corruption)

## 3. Environmental (E)

### 3.1 Energy & Emissions

The company has conducted an **estimated carbon footprint assessment (Scope 1 & Scope 2)** for the reference year 2025, based on planned infrastructure and equipment.

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Key sources of emissions include:

- Heating systems (LPG-based)
- Electricity consumption (greenhouse & production facilities)
- Company vehicle (diesel)

The company is committed to monitoring and reducing emissions upon operational launch.

### **3.2 Resource Management**

Terpenia plans to implement:

- Efficient water management systems
- Controlled irrigation processes
- Energy optimization in greenhouse operations

### **3.3 Waste Management**

The company will apply:

- Waste separation and recycling practices
- Safe handling of biological and laboratory waste
- Environmentally responsible disposal procedures

## **4. Social (S)**

### **4.1 Employees**

At the current stage, the company operates with a limited workforce. Terpenia is committed to expanding its team under fair, inclusive, and equal opportunity principles.

### **4.2 Training & Development**

The company has established an **Employee Training Policy**, focusing on:

- Technical and scientific skills
  - Regulatory compliance (GMP, ESG, GDPR)
  - Health & safety
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Training programs will be fully implemented as operations begin.

### 4.3 Health & Safety

Terpenia has established a **Health & Safety Policy**, including:

- Risk identification and prevention
- Use of personal protective equipment
- Emergency response procedures, including fire evacuation plans

## 5. Governance (G)

### 5.1 Data Protection

The company applies a **Data Security Policy** aligned with GDPR, ensuring:

- Protection of personal data
- Secure handling of sensitive information
- Implementation of technical and organizational safeguards

### 5.2 Anti-Corruption & Ethics

Terpenia has established and applies an **Anti-Corruption and Anti-Bribery Policy**, aligned with ISO 37001 principles.

The company is committed to:

- Transparency in all business dealings
- Ethical partnerships
- Zero tolerance for corruption

## 6. Future Commitments

Upon the commencement of operations, Terpenia will:

- Implement full ESG monitoring systems
  - Track and report environmental performance indicators
  - Expand ESG policies into measurable KPIs
  - Continuously improve sustainability performance
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## **7. Conclusion**

Terpenia is committed to building a sustainable and responsible business from the ground up, integrating ESG principles into its core strategy and operations.

This report reflects the company's readiness and structured approach toward sustainable development.

## **8. Approval**

This report has been prepared and approved by the management of Terpenia in accordance with its ESG strategy and internal policies.

Terpenia  
January 2025

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