Sustainability Report 2025

ABO ENERGY

Renewables are our DNA

Table of Contents

A Message from Management

A Clear Course Through Difficult Times

The past year has presented challenges for our industry in many different areas. Low electricity prices, a general market downturn and political headwinds against renewable energy have put us, as industry players, in a tight spot. In tough times, tough decisions must be made, and we have not been spared from them either. The wind power projects we had carefully developed were transferred to a new owner through a portfolio sale at the end of 2025. Due to these changes, we also had to say goodbye to many talented colleagues.

At times like these, a company must clarify where its focus lies and what can be let go of. For nearly 30 years the focus of the ABO Energy Group has been on planning sustainable renewable energy projects. We have refined our operating model to ensure our projects are approved. The project approval rate of ABO Energy Suomi is over 90 percent in municipalities, which means 15 projects developed to the construction-ready stage, 11 projects built, and only one rejected master plan. Based on this, we set out to build a new operating model which enables profitable business even in more challenging times.

Acceptability does not arise solely from technical ingenuity or skilful management of permitting processes. For us, a responsible and sustainable approach forms a strong foundation for our core business. That is why our sustainability team is now stronger than ever, and our sustainability work will be even more closely integrated into our day-to-day project development going forward. Sustainability is our competitive advantage, and we will not compromise on it—especially when we are challenged.

Aapo Koivuniemi
Managing director
ABO Energy Suomi Oy

Company Profile

ABO Energy Suomi (hereinafter “ABO Energy”, “ABO Energy Suomi”, “company” or “country company”) is a part of the international ABO Energy Group (hereinafter “ABO Energy Group” or “group”) which has over 12 years of experience in the Finnish renewable energy sector and nearly 30 years of experience in making the green transition a reality. ABO Energy´s strategy is based on our values and business principles, which we present later in this sustainability report. Sustainability work is integrated into our core business, the development of renewable energy projects, and decision-making.

Our operations include identifying and developing sites for renewable energy projects, conducting environmental impact assessments, technical design, permit procedures, and, for some projects, financing and construction. In addition to wind power, we expanded our expertise and business operations in 2025 to include green hydrogen, battery storage, and solar energy projects. The adoption of new technologies in Finland is supported by the Group’s diverse technological expertise and extensive experience.

Part of an International Group

As part of the international ABO Energy Group, we adhere to a common strategic foundation that combines long-term thinking, sustainable project development, and a strong commitment to the energy transition.

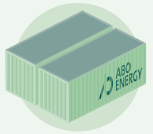
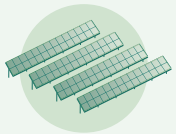
In all our operating countries, we focus on developing wind, solar, storage, and green hydrogen projects which directly advance national and international climate goals.

The ABO Energy Group’s operating practices in all markets include transparent stakeholder engagement, supply chain due diligence processes, biodiversity protection, and compliance with the regulations and applicable guidelines of each country of operation. We apply the same principles in Finland in collaboration with municipalities, landowners, residents, suppliers, and other partners, ensuring that our project development practices meet the Group’s standards and expectations.

Our Group’s international strategy and our local subsidiary’s strategy also contribute to the renewable energy goals of the European Union and Finland.

Learn more about us on our website: ABO Energy

Our versatile technological expertise

Our expertise		Key impacts
Onshore wind power > 12 years of experience in development work in Finland: land leasing, permitting processes, environmental impact assessment, land use, grid connection, and construction phase management.		■ Taking biodiversity and social impacts into account at the regional level (environmental impact assessment and land-use planning process) ■ Regional impacts on employment and the economy ■ Increasing renewable electricity production to meet national climate goals
Battery Energy Storage System Development of battery and hybrid solutions to improve system flexibility and optimize the integration of renewable energy.		■ Identifying the right locations from the perspective of the grid, local strategies, and other surrounding factors ■ Improving grid stability and flexibility, reducing generation curtailment, and stabilizing electricity prices
Hydrogen Industrial projects aimed at green hydrogen production.		■ Taking into account the environmental and waterway impacts of industrial hydrogen production ■ Promoting long-term reductions in carbon dioxide emissions from industry and transportation by enabling future low-carbon fuel solutions ■ Chemical safety ■ Stabilizing electricity prices ■ Regional impacts on employment and the economy
Solar Understanding the local solar power market, strengthening internal expertise in solar power planning, environmental planning, and grid connection.		■ Taking biodiversity and social impacts into account at the regional level (environmenta impact assessment and land-use planning process) ■ Increasing renewable electricity production to achieve national climate goals

ABO Energy Suomi in 2025 at a Glance

Project development portfolio

Wind power, incl. customer projects

1,300MW

Battery portfolio

640 MW

Hydrogen portfolio

1,000 MW

Carbon footprint

121.08

t CO_2e

-27%

2024: 166 tCO_2e

Employees

26*

-46%

2024: 48

Onshore wind power development portfolio:

5,600 MW →

1,300 MW (-77%)

Hydrogen portfolio:

1,000 MW →

1,000 MW

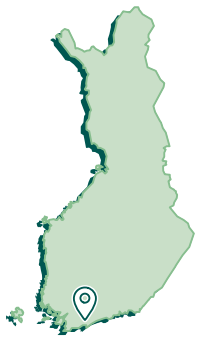
Battery project development portfolio:

40MW →

640 MW

*Figures as of 31.12.2025

Office
Helsinki



Governance figures

0
reported cases through our whistleblowing system

0
known cases of corruption or bribery

0
known human rights violations in the supply chain

Significant Events in 2025

Project successes

In the spring of 2025, two wind power master plans were approved: Vuorimäki in Northern Savonia and Vuorijärvet in Central Finland; the Kolsa-Juvansuo master plan, approved in October 2023 and located in Mynämäki and Laitila, became legally binding in the summer of 2025.

Launch of new projects: hydrogen projects Kurunpuhto (Nivala, March 2025) and Pyyryväinen (Oulu, April 2025).

Battery project in Nivala (08/2025) ready for construction.

Scenario work

In April 2025, we analysed market trends and future conditions and developed four different scenarios for the future. The scenarios were further refined during a strategy day organised for employees.

Project development as a service

We started by offering project development as a service. Together with the Ålandsbanken Wind Power Fund Non-UCITS, we are planning four new projects in Northern Ostrobothnia and Lapland.

Read more on page 9

Sale of project portfolio

A 4.4-gigawatt onshore wind power project portfolio was sold to Fortum on November 28, 2025 (several projects across Finland).

Read more on page 52

ABO Energy Group Global meeting

A two-day seminar was held in Wiesbaden, Germany, in October 2025.
The event focused on sharing experiences and expertise and strengthening cooperation between countries and teams.

New business plan

Strategy Day for employees (10/2025) and a new business plan for ABO Energy Suomi Oy (11/2025).

Read more on page 13

Our Business

The cornerstones of our strategy:

ABO Energy Suomi Vision
"A world in sustainable balance"
Global vision: Net-Zero World

ABO Energy Suomi Mission
"We are driving the green transition and building a future that will last from one generation to the next"

ABO Energy Suomi´s strategy for 2024–2027 aims to strengthen the company's position as a key enabler of Finland's green transition and growth. The strategy responds to tightening regulations, market volatility, and the growing energy demand by developing high-quality and responsible projects which support Finland's energy self-sufficiency and investments in clean energy.

The strategy is based on the vision "A world in sustainable balance" and the mission "We make the green transition a reality and build a future that will last from one generation to the next." These are guided by a set of values that emphasize commitment, collaboration, respect, resilience, and ambition.

At the core of the business is onshore wind power, which serves as the strongest driver of Finland's green transition. During the strategy period, the business will be expanded to support the evolving needs of the electricity system. For this reason, operations have been expanded to include battery storage, green hydrogen production, and the capacity to implement solar power projects.

At the same time, the company's sales model has diversified to include turnkey projects, the sale of project rights, construction services, and new services such as design and procurement services and portfolio sales.

The strategy's priorities are foresight, quality, expertise, goal-orientation, and responsibility. The company is building a diversified and high-quality project portfolio, strengthening investor relationships, developing its expertise, and continuously improving its operating culture. At the same time, ABO Energy is preparing for changes in the operating environment, such as fluctuations in electricity prices, social acceptance, and technological disruption, while leveraging Finland's significant potential as a destination for green investments.

The goal for the strategy period is to create an agile, scalable, and responsible business model which generates competitive projects, supports the progress of Finland's green transition, and strengthens ABO Energy's position as a leading project developer in the industry.

Our strategy was complemented by a business plan implemented in 2025, which charted a new business model for the company in a situation where the majority of the project portfolio was transferred to a new owner. For the business plan, a comprehensive PESTEL analysis was conducted to understand the market environment, a technology survey was carried out, and various support and financing models were explored. The final decision was to adopt an option where the Finnish subsidiary's business focuses on a service model for onshore wind power and battery projects, in which projects are implemented for partners.

Strategy from a Sustainability Perspective

Environment

- We promote Finland's net-zero emissions goals through onshore wind power.
- We responsibly develop solar, battery, and hydrogen projects to complement the clean energy system.

Social

- We build trusting partnerships with local communities through early and open dialogue.
- We support local communities by creating jobs, tax revenue, and land lease income.
- We ensure a safe, inclusive, and attractive workplace for all employees.

Governance

- We operate in accordance with ethical principles and adhere to our country-specific code of conduct.

Economic

- We create economic value in Finland by paying taxes where the value is generated.
- We collaborate with local suppliers whenever possible, strengthening the regional economy.

Our Values in Practice

Responsibility:

In our projects, we seek the best solution for all parties.

- Taking into account the landowners, the client, the municipality, and the region's operations.
- Our goal is a project which can be implemented in practice.

Community:

We invite all employees to participate in defining ABO Energy's shared direction.

- We developed a new strategy together.
- Internal working groups provide an opportunity to influence, among other things, business development and workplace well-being.

Appreciation:

We carry out our work with respect for nature and people, and we adapt each project to suit the local area.

- In the Vuorijärvet project, the number of turbines was reduced from 42 to 34 to protect birds.
- In the Purmo wind power project, additional poles were planned to be installed along the overhead line route to ensure safe movement of the flying squirrel.

Courage:

Influencing from the local to the national level.

- As an industry, we have collectively influenced, for example, wind power distance regulations and the regional land use plan for Northern Ostrobothnia.
- Through our projects, we are actively involved and exert influence at the municipal level.

Results-orientation:

We have developed 15 projects to the construction-ready stage, 11 of which we have also built ourselves.

- We possess diverse expertise which covers the entire project lifecycle, from the initial lease agreement through construction to operation and maintenance services.

Our Versatile Technology Portfolio

Wind

In 2025, wind power remained the cornerstone of ABO Energy's business. At the start of the year, the company had 29 projects in the planning phase across Finland. The project development portfolio totalled 5600 MW, and including those in the preliminary study phase, the total was approximately 8000 MW. In 2025, master plan proposals were on public display for six projects: Vuorijärvet, Vuorimäki, Iso Saapasneva, Löytänä, Murskemäki, and Kuivanto.

In the spring of 2025, the majority of the wind power project development portfolio underwent a due diligence process, resulting in the confirmation of the sale of a 4.4 GW wind power project portfolio in the autumn. The portfolio sale was part of the company's risk management strategy related to its large wind power portfolio. Selling the portfolio to a reliable domestic operator was seen as a good solution in a situation where foreign investors' interest in Finnish wind power projects had waned, while strategic investors had become more active. At the same time, the scale of Finnish projects is significantly larger than in most of the countries where ABO Energy operates. The large scale of projects increases construction investments and risk, and constructing such large projects no longer aligned with the ABO Energy Group's strategy in an already weakened market situation.

In the fall, the company launched a new business model in which wind power project development is provided as a service for projects in which the owner is already involved. We launched a collaboration with the Ålandsbanken Wind Power Fund Non-UCITS. The projects included in the collaboration are the Kuorinki-Vinsanmaa and Pitkämaa projects in Tervola and Tornio, Leilisuo in Simo, and Riitamaa-Nurmesneva in Pyhäjärvi and Kärsämäki. The combined capacity of these projects is approximately 600 megawatts. Our core expertise lies in designing and implementing wind power projects which are sustainable for both people and nature, and we apply this approach to our collaborative projects as well.

Opportunities:

- Project development as a service - a new business model
- Clarifying and harmonizing the permitting process

Risks:

- Tightening regulations
- Challenging market conditions

Battery Energy Storage System

ABO Energy Suomi began exploring the battery energy storage market in 2023 and launched actual project development in Finland in 2025. Together with our international colleagues, we defined criteria for project sites and identified several land areas suitable for battery energy storage facilities. Applying these criteria, the battery team identified dozens of potential sites, for which a total of five land lease agreements were signed during the year, and in the spring of 2025, we applied for the first construction permit for the battery energy storage facility of the Urakkaneva wind power project. We developed our expertise by participating in, among other things, a battery course organised by Suomen Uusiutuvat, as well as webinars organised by industry players. Toward the end of 2025, development was expanded to include hybrid projects, focusing on obtaining permits for battery energy storage facilities at the substations of wind farms currently for sale by ABO, and on developing battery energy storage as a service for the owners of wind farms maintained by ABO Energy Suomi O&M.

The successful development of battery energy storage systems requires extensive electrical engineering feasibility studies and active interface work with both transmission and distribution system operators. The transmission system operator aims to direct the location of battery energy storage systems to production-focused areas, but there is limited spare production capacity in those areas, creating a difficult equation for battery energy storage development.

Opportunities:

- Fast and straightforward permitting process
- Low development costs relative to the value generated

Risks:

- Market overheating
- Saturation of the reserve market
- Competition for network capacity

Hydrogen

In 2025, ABO Energy Suomi continued the development of the Kurunpuhto hydrogen project in Nivala, which was launched in 2024. The Finnish team advanced the project in Nivala and secured an additional site in the Pyyryväinen industrial area in Oulu. Both sites were selected due to their strong availability of renewable electricity, supportive regional business environments, proximity to the planned national hydrogen pipeline, and potential industrial buyers.

ABO Energy Suomi also organised a public event in March 2025 to present the project and its next steps. A feasibility study was conducted during 2025, confirming the project's technical and economic viability. In 2026, the environmental impact assessment process will proceed.

In Oulu, the company secured a planning reservation for the project, which has a planned electrolysis capacity of up to 600 MW and is intended to be built in phases. The final production may include green hydrogen, methanol, or sustainable aviation fuel.

In 2025, the parental company of ABO Energy Group successfully completed its first green hydrogen project in Germany. This is a pilot plant which combines a wind turbine, a 5 MW electrolyser, and a hydrogen refuelling station, capable of producing up to 450 tons of certified green hydrogen per year for transportation needs. This milestone demonstrated the Group's technical expertise and practical experience in developing and maintaining hydrogen infrastructure.

The Finnish team benefits directly from this international expertise. Throughout 2025, colleagues from the Group's hydrogen division have supported Finnish projects by providing technical support and safety advice, as well as jointly assessing site conditions and technological options. This collaboration ensures that hydrogen development in Finland follows a responsible, technically sound, and scalable approach which complies with the Group's standards.

Opportunities:

- Early-stage projects in Nivala and Oulu reinforce Finland's position as an emerging hub for green hydrogen and future e-fuels, supported by strong access to renewable electricity.
- Proximity to industrial customers creates opportunities for long-term purchase agreements and deeper collaboration with manufacturing, chemical, and logistics companies.

Risks:

- Uncertainty regarding regulation and land use.
- Planning, safety, and energy system integration regulations related to hydrogen are still under development in Finland. Changes may delay planning or increase costs.
- Underdeveloped and limited hydrogen infrastructure.
- The lack of national hydrogen transport networks and the early-stage planning of backbone networks may limit the scope of the project or affect sales strategies.
- Dependence on external funding and/or subsidies.
- The implementation of large-scale hydrogen projects may depend on EU or national subsidy programs; changes in selection criteria or budget availability may affect implementation schedules.

Solar

In 2025, ABO Energy began active exploration to launch solar power in Finland. The Finnish team developed its internal expertise in collaboration with international colleagues by participating in training sessions and technical seminars, as well as by visiting solar power production sites and potential land areas. The team established criteria for identifying high-quality solar power projects and, applying these criteria, analysed dozens of potential investment sites. Particular attention was paid to minimizing environmental impacts: forested areas were excluded due to the sensitivity of biodiversity (birds of prey, flying squirrels, reindeer habitats), and peatlands were avoided due to uncertain construction conditions and the need for extensive water management. Instead, priority was given to agricultural and industrial lands, which can even enhance local biodiversity and provide new sources of income for farmers.

Opportunities:

- Integration of biodiversity-friendly design (pollinator-friendly vegetation, habitat corridors).
- The use of agricultural and industrial lands supports the circular economy and prevents deforestation.

Risks:

- Changes in environmental or land-use legislation may delay permitting processes or increase costs.
- The scarcity of areas that are viable in terms of irradiation.
- Potential community opposition if projects are perceived as competing with other land uses or affecting the local landscape.

Our New Business Model and How We Create Value

In September 2025, we began drafting a new business plan after it became clear that the majority of wind power projects would be transferred to a new owner. The entire staff of ABO Energy Suomi was involved in the various stages of the business plan. The work began by clarifying the current situation and the market: we then explored various technology options in the green transition sector, identified our own strengths, and determined what is important to our staff.

The new business model covers three technologies: onshore wind power, BESS, and green hydrogen. In addition, we are prepared to develop solar power projects. The business model includes two types of projects: projects developed as a service for our partners, and our own projects, where we develop the projects to the construction-ready stage and seek an asset owner or operator for them. The change from the past is that the asset owner or investor joins the project at an earlier stage, and the project may be entirely owned by another party. Previously, ABO Energy owned the projects itself and was independently responsible for their implementation, from land leasing to construction. The client, the future asset owner, purchased the completed wind farm as a turnkey solution.

In this business model, ABO Energy's professionals can focus on what we do best: designing and advancing sustainably implemented projects in renewable energy, BESS, and green hydrogen. For local stakeholders, the benefit of the new business model is that the asset owner is involved as early as the development phase. We offer our partners an alternative for project development backed by a proven track record and extensive experience.

Reetta Nurmo
Director of Business Development

Business Model in 2025

Project Development Service Model

	Project Development Service Model	Project development as a service. Technical design services and procurement can be offered as additional services.
	Provision of construction services	In addition to project rights, construction is offered as a service.
	Portfolio sales	Projects are sold as a comprehensive package consisting of projects at various stages.
	Sale of project rights	Projects are sold as fully licensed, either individually or in packages, depending on the buyer's interest.
	Turnkey projects	A business model in which a renewable energy project is developed, built, and sold as a turnkey solution.

Value Chain

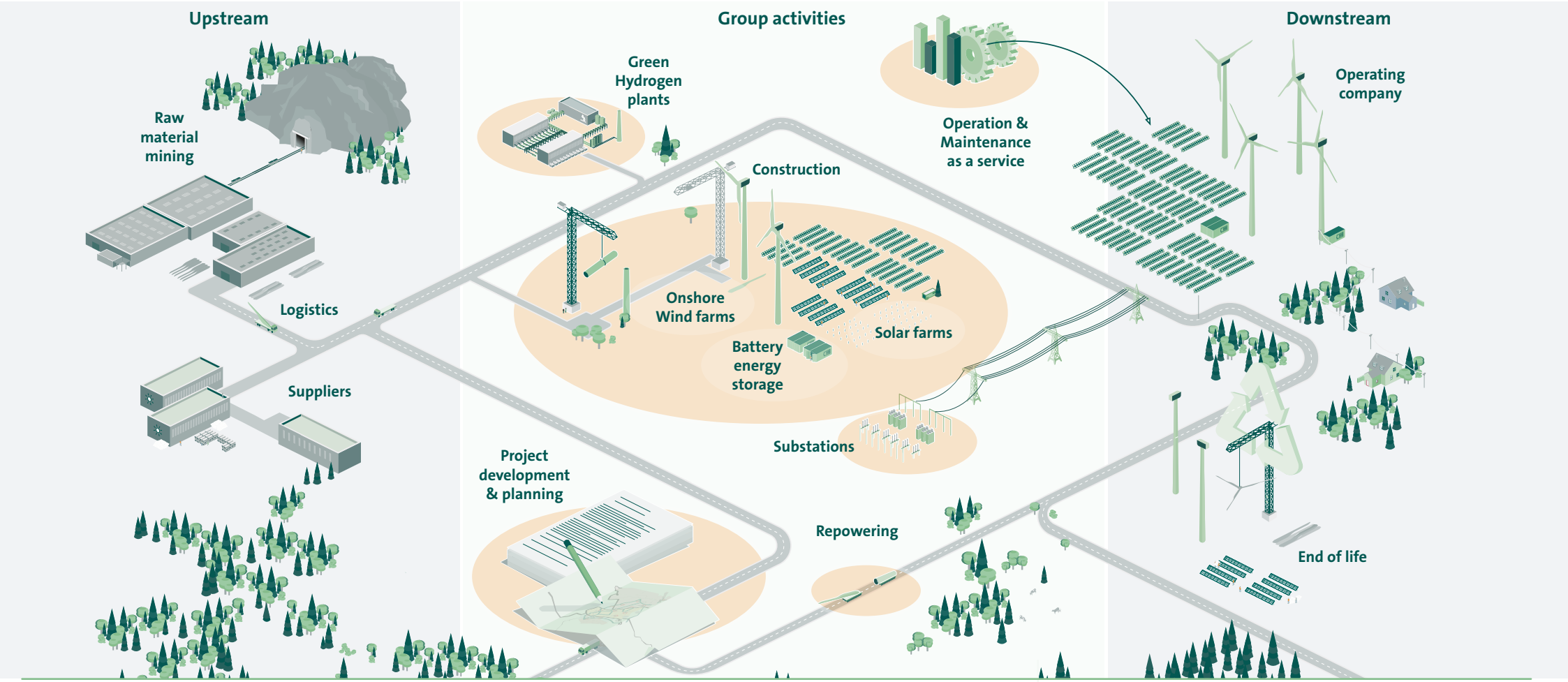
Visit to a factory manufacturing wind turbine blades

Three ABO Energy employees visited a factory manufacturing wind turbine blades in Izmir, Turkey, in the spring of 2025. **Jukka Leinonen**, team lead of our affiliate company ABO Energy O&M Finland, summarised the benefits of the visit:

"The visit to the wind turbine blade manufacturing plant in Turkey provided an important opportunity to see the production chain and work stages in practice. On site, it was possible to gain a clearer understanding of how components are manufactured and how processes progress from production to delivery. The TPI factory in Izmir also manufactures heated blades designed for conditions where production losses due to icing have been found to be significant."

The ABO Energy team on a factory visit to TPI in the spring of 2025

Value Chain at ABO Energy



Across the entire Value Chain:

ABO ENERGY

People:

Stakeholder engagement

Local community

Ethical business, Job creation and tax

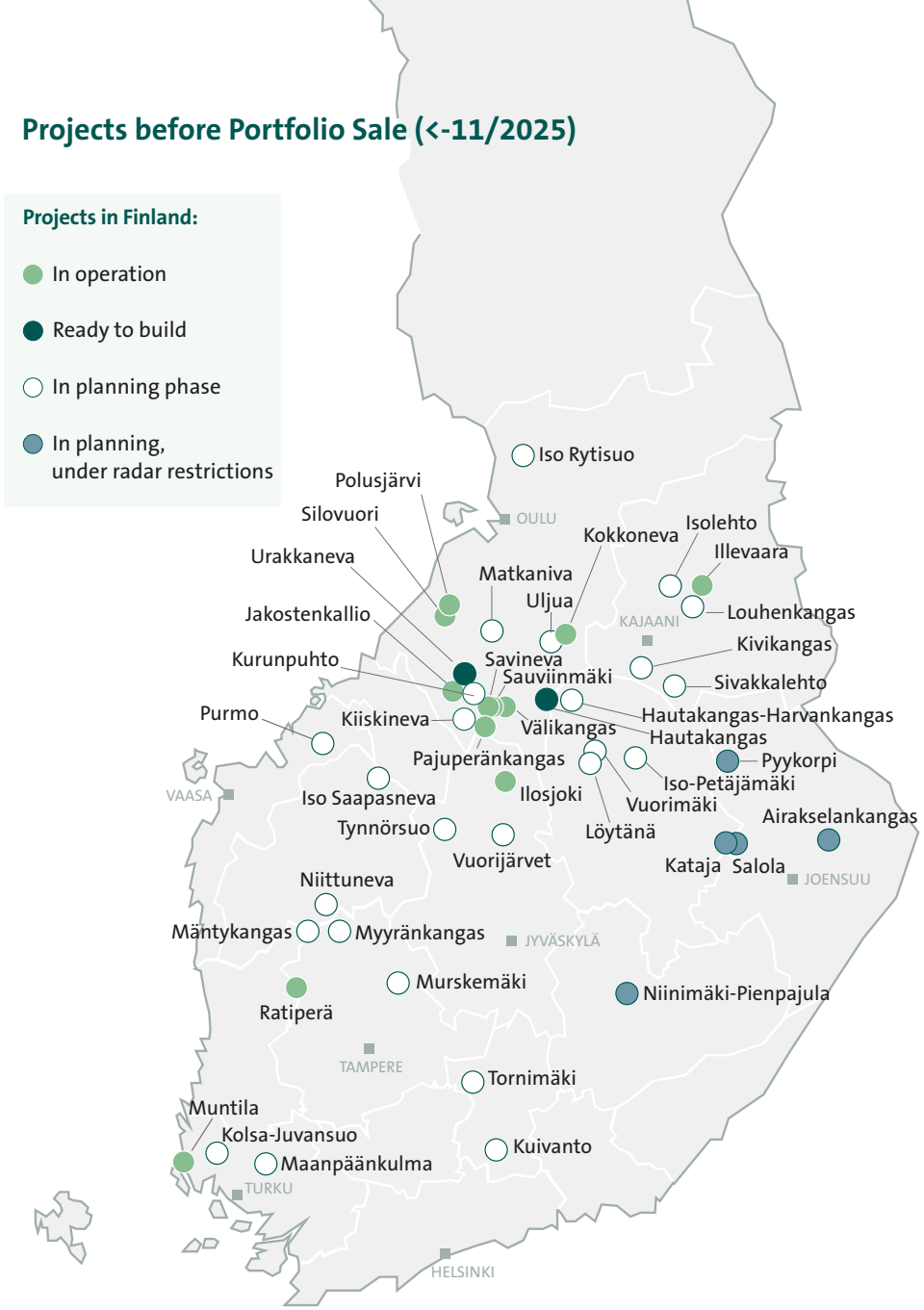
ABO Energy workers Human rights and Equal opportunity

Nature:

Biodiversity

Climate change

Projects before Portfolio Sale (<-11/2025)



Projects after Portfolio Sale (12/2025->)

Business Environment in 2025

ABO Energy Suomi conducts an annual analysis of its operating environment to understand the key factors shaping the Finnish renewable energy market. This approach helps us anticipate changes, identify new risks, and position the company to seize new opportunities in a rapidly evolving energy system.
Perspectives of the PESTEL operating environment analysis:
P – Political
E – Economic
S – Social
T – Technological
E – Environmental
L – Legal

Energy Market Outlook

The Finnish energy market in 2025 was characterised by growing geopolitical uncertainty, but the green transition is moving forward. According to Fingrid's report "Prospects for Future Electricity Production and Consumption," the country's electricity consumption is projected to grow to 103–123 TWh by 2030 and up to 159 TWh by 2035. This projected growth is among the fastest in Europe. Interest in new grid connections illustrates the scale of this shift: the total volume of new electricity consumption orders already stands at 70 GW, while orders for new renewable energy generation capacity exceed 400 GW. This demonstrates that, in the long term, the market has confidence in the development of clean energy in Finland.

Renewable electricity is a key factor in meeting growing demand. Fingrid estimates that wind power capacity will rise to 16 gigawatts by 2030 and possibly to 33 gigawatts by 2035, supporting Finland's transition toward an increasingly renewable energy-based and, in terms of electricity supply, secure, decentralised energy system. Regionally, wind power production is concentrated in Northern Ostrobothnia, where 128 wind power projects are currently being planned in 27 municipalities. This represents a potential capacity of approximately 21.5 GW.

The data centre sector is emerging as one of Finland's most significant new electricity consumers. According to the FDCA, which represents Finland's data centres, the capacity of operational data centres is expected to rise from the current 285 MW to 1.5 GW by 2030. This creates a stable base load demand, which strengthens the investment base for wind and solar power projects. Finland's attractiveness to international data centre operators is directly supported by its abundant, low-carbon, and cost-effective electricity, as well as its reliable transmission grid, which are key competitive advantages in the Nordic region.

The development of renewable energy in Finland continues to enjoy political support. The 2025 Decision-Makers' Barometer shows that 83% of national decision-makers support the expansion of wind power and 92% support the large-scale development of solar power. Finland has remained committed to its goal of carbon neutrality by 2035.

In 2025, the government proposed new distance requirements for onshore wind power, stipulating that turbines must be located at least eight times the height of the turbine tip away from residential buildings, unless they are situated in a regional wind power planning area. Regarding solar energy, a new planning requirement has been proposed for large (>10 ha) ground-mounted solar power plants. These changes - particularly political pressure to create clearer planning rules and societal expectations regarding landscape impacts - make early coordination with municipalities and landowners increasingly important. Permit procedures will be reformed in 2026 with the establishment of the new Permit and Supervisory Agency. The new agency will consolidate environmental, water, and nature conservation permits under a single authority. This will enable the joint processing of environmental impact assessments, water permits, and nature conservation exemptions, which will improve consistency while maintaining strict environmental standards. Priority processing for green transition projects will remain in effect until 2030. Accelerated appeal procedures will be available until 2032, which benefits project timelines in a tightening regulatory environment.

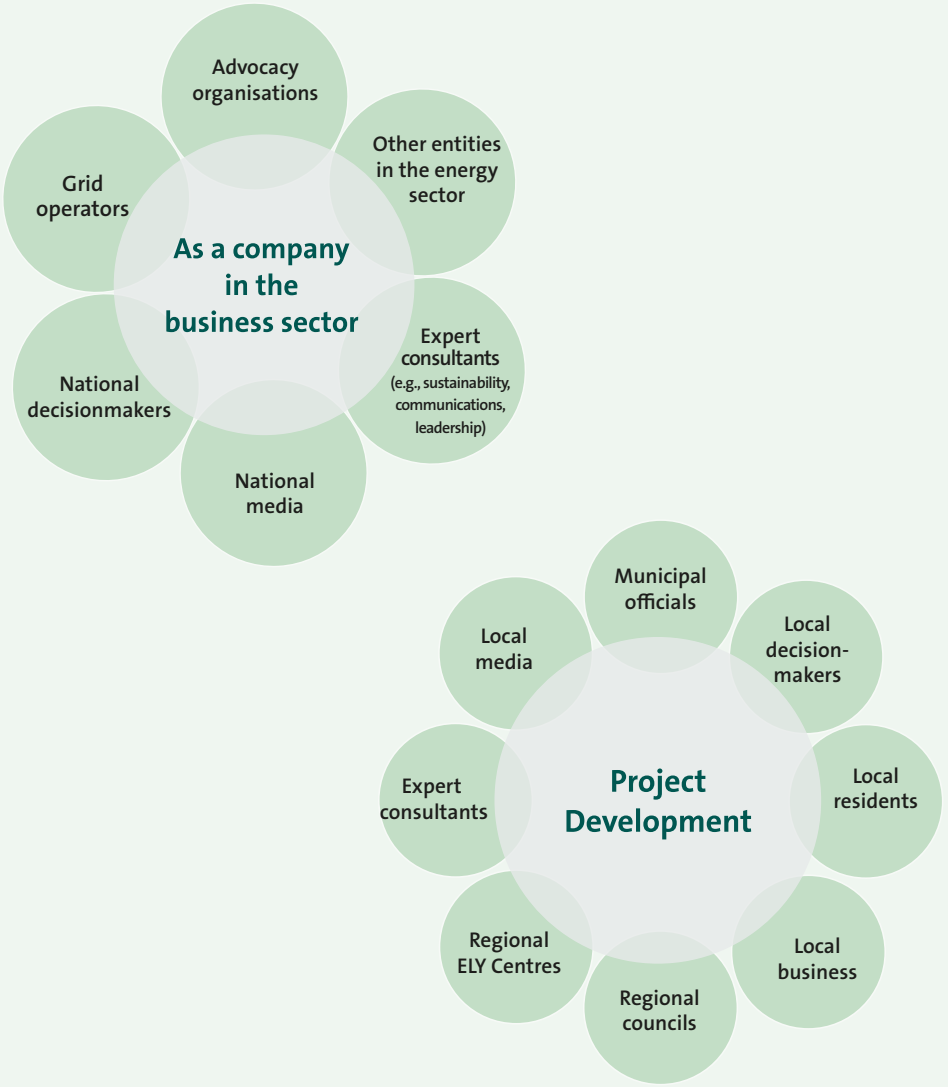
In summary, these regulatory developments underscore the need for proactive planning, strong municipal cooperation, and early engagement with permitting authorities and the local community. For ABO Energy Suomi, understanding and adapting to these changing requirements is essential to ensure project feasibility, guarantee regulatory compliance, and support Finland's broader clean energy transition.

Key Market Highlights

- Low electricity prices are slowing new investments in renewables
- Land use and planning regulations are becoming stricter
- Permit procedures remain complex despite upcoming reforms
- Public and political support remains strong but uneven
- The rapid growth of data centres, among other factors, is increasing long-term electricity demand

Sources: Renewables Finland (2025)
Fingrid (2025) https://www.fingrid.fi/globalassets/dokumentit/fi/kantaverkko/kantaverkon-kehittaminen/_energiaennuste-q3-2025-.pdf
Decision-Makers' Barometer 2025, Renewables Finland
FDCA (2025) The Potential of the Data Center Market and Regional Impacts in Finland

Stakeholders



Key stakeholders and their roles from the industry's perspective

Stakeholder	Role in renewable energy project development
Advocacy organisations	Promoting the operating conditions of the industry and conveying the sector's shared views to decision-makers.
Other energy sector actors	As partners, ensuring the compatibility of the energy system and operating as part of the network.
Expert consultants (e.g., law, advocacy, sustainability, communications, management)	Providing in-depth expertise on sustainability, communication, and management themes throughout the various phases of projects.
National media	Providing up-to-date information on developments in the energy sector and increasing transparency in society.
National decision-makers	Setting the legislative and political frameworks which enable responsible energy investments.
Grid operators	Being responsible for ensuring access to electricity generation and the functionality of the grid infrastructure.

Within the industry, ABO Energy is an active participant in advocacy and lobbying efforts, which are carried out through industry advocacy organsations and their bodies. Through this, we meet with and form common positions on industry-related projects, also in collaboration with other companies in the sector. Advocacy work involves meeting with members of parliament, special advisors, and ministry staff. Advocacy and reputation management are also carried out by establishing connections with the national media and gaining visibility through, for example, opinion pieces. Regular discussions are held with grid providers, and the company maintains up-to-date information on the development of the grid in Finland. In addition, in 2025, the company has utilised external consultants for, among other things, legal advice, advocacy work, communications, and strategic support for management. The main channels of communication include various meetings and events, as well as contact via email, instant messaging services, or telephone.

Key stakeholders and their roles from a project development perspective

Stakeholder	Role in renewable energy project development
Municipal officials	Processing permits and ensuring that projects comply with the law and meet local objectives.
Municipal decision-makers	Making planning and strategic decisions which enable projects to move forward.
Local residents	Sharing the area's perspectives, experiences, and expectations regarding the project's impacts.
Local businesses	Participating in projects as subcontractors and benefitting from the area's economic activity.
Regional Councils	Guiding regional land use and ensuring that projects align with the region's strategic goals.
Regional ELY Centres	Monitoring environmental impacts and promoting the implementation of sustainable development principles in projects.
Expert consultants	Providing technical, environmental, and social expertise throughout the various stages of project development.
Local media	Keeping local residents informed about the progress and impacts of projects in an open and timely manner.

In project development, ABO Energy works closely and continuously with local stakeholders to ensure that projects are planned in a sustainable and predictable manner. Engagement begins early in the project and continues throughout the planning and permitting process. We work with municipal officials to advance project permitting, land use, and regulatory assessments, while engaging with municipal decision-makers to discuss the project's strategic importance to the municipality. Local residents are engaged through open information stands, public hearings, and one-on-one meetings so that their concerns, wishes, and local knowledge can be taken into account in the planning. We collaborate with local businesses on subcontracting and service opportunities, and the projects also bring economic activity to the municipalities.

Regular discussions are held with the Regional Councils and the local ELY Centres regarding land use planning, regional development, environmental impact assessments, and aligning projects with broader regional objectives. External expert consultants are utilised at various stages of the projects, for example in environmental studies, technical design, and expert support related to social acceptability. We communicate openly with local media about the progress and impacts of projects to ensure the region has an up-to-date and reliable overall picture of the planned energy investment.

The main channels of communication include meetings and events in municipalities and project areas, participation in locally significant events (e.g., discussion forums, summer events), email communication, phone calls, and open public meetings. In addition, we communicate the progress of our projects through local media by contacting journalists and issuing press releases on the most important news.

Acceptability scale tool regarding the Kuivanto wind power project at the Olan Summer Days event held in Orimattila

Development of stakeholder engagement in 2025

What we did in 2025

- Acceptability scale tool (see p. 20)
- Participatory mapping workshops
- Decision-maker brochures
- Communication plans for every project
- Local presence
- Leveraging local expertise

The local community is a key stakeholder in project development, which is why ABO Energy has focused on developing ways and methods to engage with it. Over the course of the year, methods such as the acceptability scale tool and participatory mapping workshops were integrated into our operations. To support the work of local decision-makers, we designed a decision-maker brochure that concisely summarizes the project's key phases and current status, providing decision-makers with a summary of the most important issues.

We have continued our systematic communication efforts and kept our promise to develop a separate communication plan for each project, updated at least every six months. We also maintained our presence in local communities and leveraged local expertise whenever available. For example, the opening ceremony for the Illevaara wind farm was organised with the support of local clubs and businesses.

Stakeholder Survey

The stakeholder survey conducted at the beginning of the year aimed to determine how ABO Energy's key stakeholders perceive the company's operations, communications, and collaboration. The survey was designed to gather insights that can be used to develop operations, stakeholder communication, and sustainability work, as well as to update the company's sustainability communication and communication strategy to meet the needs and expectations of stakeholders.

The survey was sent to 230 stakeholder representatives, who broadly covered groups significant to ABO Energy's operations:

- consultants and partners,
- contractors and subcontractors,
- government officials and local decision-makers,
- landowners,
- local communities,
- utility companies,
- environmental organisations (which ultimately did not respond).

The target group includes stakeholders who influence the planning, implementation, local acceptance, or collaboration with ABO Energy.

A total of 66 people responded to the survey (response rate 28%), the majority of whom were long-term partners, which reinforces the reliability of the results.

Recommendation rate:

NPS 56 Excellent

Stakeholders consider ABO to be reliable, responsible, and goal-oriented.

Based on the survey, ABO Energy emphasised that stakeholders value close cooperation, open communication, and active involvement in the various phases of projects.

Communication:

Problem: Stakeholders expressed a desire for more

- personal contact
- meetings and direct discussions
- clearer communication, especially in the early stages of collaboration.

Response: We have sought to address these wishes by specifically developing the processes for project communication in the early and late stages and by training staff in project communication.

Sustainability:

Problem: ABO Energy's climate work, actions supporting biodiversity, or work regarding the impacts of projects was not sufficiently visible.

Response: In April 2025, ABO Energy Suomi published its first sustainability report and launched the "Sustainability and Strategy" website, which features information on these topics. In addition, we developed a communication plan for sustainability to ensure that these themes are regularly highlighted in the company's communications.

We strengthened personal dialogue by, among other things, increasing communication related to projects and sustainability initiatives—particularly on LinkedIn, our website, and project newsletters—and by developing collaboration processes with authorities and local stakeholders.

- **LinkedIn posts: 25**
- **Project newsletters: 6 (Tornimäki and Löytänä projects)**
- **New collaboration processes: internal regional planning monitoring groups to improve foresight, interaction guidelines for project managers for projects in the final phase, participatory mapping workshops to support project planning.**

General Information

Basis for Preparation

This sustainability report focuses exclusively on the operations of ABO Energy Suomi Oy. The ABO Energy Group (official name ABO Energy GmbH & Co. KGaA) publishes its own report, to which the Finnish subsidiary has contributed data. This report describes the company's environmental, social, and governance (ESG) performance for the reporting period January 1, 2025-December 31, 2025.
The report is based on the basic module and the partially comprehensive module of the voluntary VSME standard.

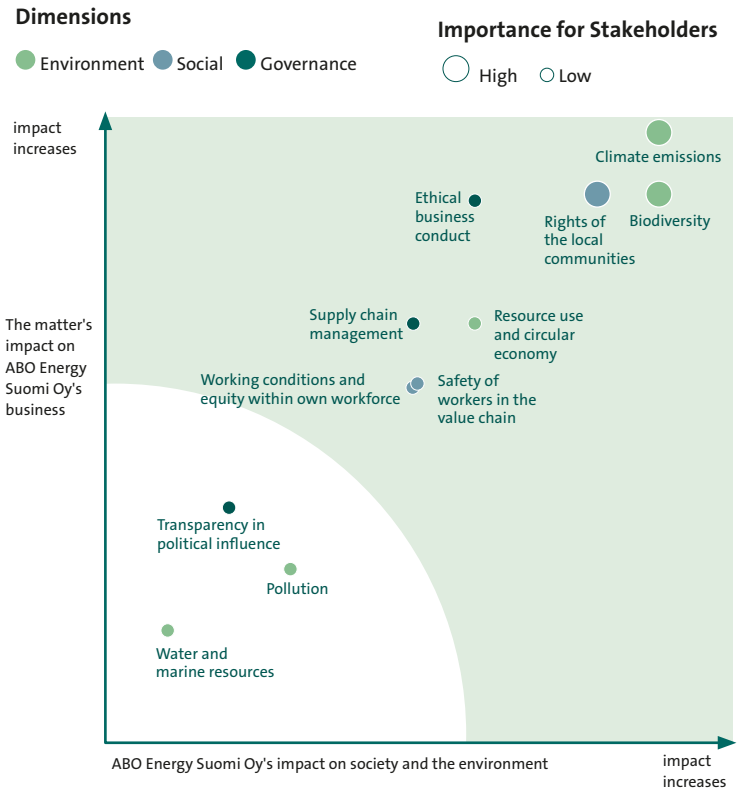
Double Materiality Analysis

ABO Energy Suomi applies the principle of double materiality to identify the sustainability issues that are most relevant to both stakeholders and the business. This approach takes into account two dimensions: the company's impact on society and the environment (internal-to-external perspective) and the economic impacts of sustainability issues on the company (external-to-internal perspective).
The most recent double materiality assessment was conducted at the end of 2023 in accordance with the Corporate Sustainability Reporting Directive (CSRD). The process included interviews with key stakeholders, such as landowners, partners, and employees, to gather information about their expectations and priorities regarding sustainability.
To keep the assessment up to date, ABO Energy Suomi plans to update its materiality assessment in 2026, taking into account changes in stakeholder expectations, regulatory requirements, and the company's strategic priorities.

Significant Topics

The most significant impacts on ABO Energy Finland's operations relate to climate, biodiversity, and the rights of local communities, as assessed by both the company and our stakeholders. Therefore, these sections are emphasised in the sustainability report.

ABO Energy's Materiality Matrix 2023



Our Principles of Sustainable Development

Responsibility and sustainability are essential components of ABO Energy's business strategy, which we adhere to in our daily operations and in the development of corporate responsibility. We strive to find a balance by creating as much value as possible for society, nature, and our business.
ABO Energy's sustainability principles are core values and guidelines which shape our approach to sustainable development and focus on environmental, social, and governance factors.

Principles

Environment
The climate crisis is the greatest threat to life on Earth. Our mission is to combat it through technology while minimizing our environmental impact and leaving a positive footprint wherever we operate.

Social
Our work is centred on people. Community trust and respect for human rights guide our actions throughout the entire value chain. We ensure a safe and meaningful workplace and strive to be a reliable partner for all stakeholders.

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

Financial
We strive to create a positive economic impact by directing profits and taxes to where value is generated. Our projects operate locally, revenue is recorded in Finland, and we ensure fair wages for all employees and partners.

ABO Energy Finland Adheres to the Sustainable Development Goals (SDGs)

ABO Energy Suomi promotes these goals by developing its renewable energy projects. The cornerstone of our business is onshore wind power, which is Finland's most cost-effective form of electricity generation. It plays a significant role in our energy independence and in achieving the national carbon neutrality goal by 2035.

13 & 15: Renewable energy is a key tool in combating climate change, as it reduces carbon dioxide emissions and provides a clean energy source. By reducing carbon dioxide emissions, ABO Energy Suomi helps protect ecosystems from the impacts of climate change. We develop our projects by avoiding construction in protected and sensitive areas and by minimizing our impact on nature and the landscape. In wind power projects, ABO Energy Suomi conducts comprehensive environmental impact assessments prior to construction to minimize damage to local ecosystems, nature, and biodiversity.

11 & 8: ABO ABO Energy Suomi collaborates with local communities to preserve cultural and natural heritage and promote economic well-being in rural areas which are vulnerable to the negative impacts of urbanization and an aging population.

Environmental Responsibility

Climate Change · Biodiversity · Resource and Circular Economy

We are making the green transition a reality through our business operations. By recognising the significance of climate change and biodiversity loss, we strive to make environmentally conscious thinking part of our daily work so that these themes are taken into account in all areas of our operating environment. We strictly comply with laws, standards, and regulations, and we also go beyond what the law requires. When necessary, we commission additional environmental assessments and adapt projects to suit their surroundings. We strive to minimise negative impacts during project planning.

We have developed an operating model which allows us to better take biodiversity into account in our projects, and we continue to refine it. We understand that reducing harmful impacts and promoting sustainable development require a clear understanding of our own environmental footprint and a commitment to concrete measures. Climate change and biodiversity loss are significant issues for us and our stakeholders.

Climate Change

ABO Energy Group was founded on a strong desire to do more to combat climate change. Promoting the energy transition is at the core of our operations. We develop renewable energy with the goal of building a sustainable future for future generations.

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

Calculation of Greenhouse Gas Emissions

The company has set 2023 as the baseline year for calculating its carbon footprint and measuring progress over time. In 2025, we are continuing to track and calculate our carbon footprint to monitor our improvements.

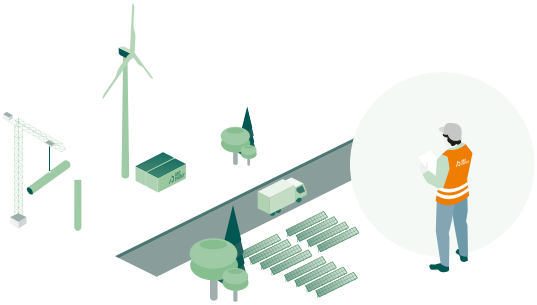
Carbon footprint in 2025

121.08 t CO2e

Emission intensity:

4,66 tCO2e/employee

Scope 1	Scope 2	Scope 3
0 tCO2e	6.08 tCO2e	115 tCO2e



Energy Consumption

All electricity contracts for the company's leased premises are renewable energy contracts. Consequently, these electricity contracts do not generate emissions. Our office building in Ruoholahti, Helsinki, has been carbon-neutral since 2023 and was awarded the BREEAM in-use Excellent environmental certification in February 2025.

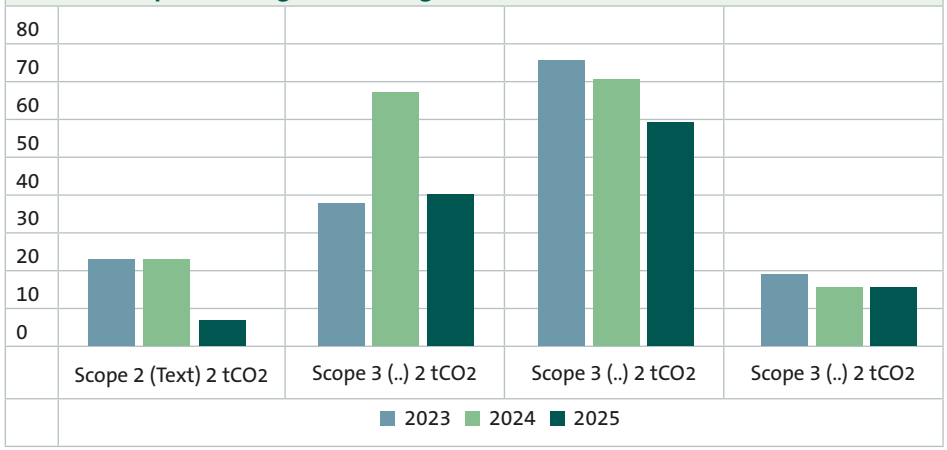
The electricity contracts for the met masts are also renewable energy contracts. However, the met masts also consume fuel, which generates some emissions.

Comparison of greenhouse gas emissions by year

Carbon footprint	2025	2024	2023
Total GHG emissions, tCO2e	121,08	166,12	50 976,20
Scope 1 (direct), tCO2e	0	0	0
Scope 2 (indirect), tCO2e			
Market-based	6,08	8,53	22,44
Location-based	8,63	-	-
Scope 3 (other indirect emissions), tCO2e	115	157,59	50 953,82
Category 1: Purchased goods and services, tCO2e	0,61	3,82	50 821,37 (*
Category 3: Fuel and energy, tCO2e	39,72	67,34	37,61
Category 5: Waste generation, tCO2e	0	0,01	0,182
Category 6: Business travel, tCO2e	59,39	71,24	76,42
Category 7: Employee commuting, tCO2e	15,29	15,18	18,22

*(*includes emissions from the construction sites of the Illevaara and Pajuperänkankaan wind farms)*

Annual comparison of greenhouse gases



The table "Annual comparison of greenhouse gases" compares our most significant emission sources for the years 2023–2025. In 2023, our calculations included emissions from two wind farm construction sites, which is why emissions in 2023 are significantly higher than in 2024 and 2025. Based on this, we can conclude that emissions during the project development phase are very low compared to those generated during the construction phase. In the table comparison, we have excluded Scope 3: purchased goods and services entirely.

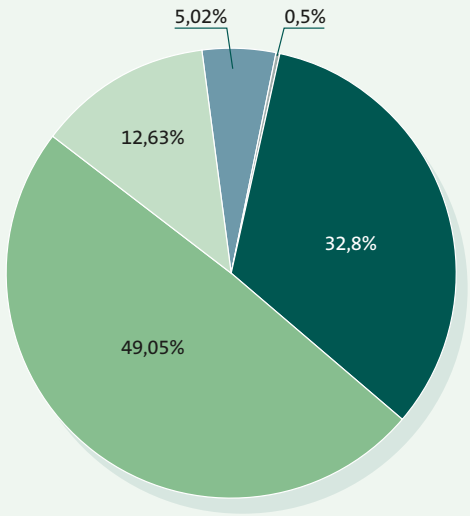
Key sources of emissions in our business operations

Scope 2: Purchased electricity, district heating, and district cooling. Emissions have decreased year over year. In 2025, we transitioned entirely to carbon-free electricity for our purchased electricity. For district heating, the emission factor has changed and decreased for the reporting year.

Scope 3: Fuel and energy. Emissions consist mainly of fuel used by the generators at the met masts, which varies depending on how many masts are in operation. In 2024–2025, some of the met masts were equipped with an electrical connection (emission-free electricity), so we have succeeded in reducing our emissions.

Scope 3: Business travel. Travel is one of our company's largest sources of emissions each year. Emissions have decreased annually. Compared to 2024, emissions have decreased in all other forms of business travel, but emissions from international flights have increased. This increase is due to the ABO Energy Group's Global Meeting, held every four years, which Finnish staff attended in Wiesbaden, Germany, in October 2025.

Scope 3: Employee commuting. Total emissions have remained at a similar level between 2023 and 2025. We encourage the use of public transportation for commuting and offer the HSL commuting benefit. Compared to 2024 and 2025, commuting by car and bus has decreased, while commuting by train and metro as well as remote work have increased.



Scope 2:
Indirect energy-related emissions
5,02 %

Scope 3:
Purchased goods and services
0,5 %

Scope 3:
Fuel and energy
2,8 %

Scope 3:
Business travel
49,05 %

Scope 3:
Employee commuting
12,63 %

Climate Risks

Climate change requires adaptation measures in various sectors. The IPCC (Intergovernmental Panel on Climate Change) analyses, scientifically produced data on climate change for national and international decision-making. The IPCC's Sixth Assessment Report identifies the transition to a more sustainable energy system as one of the key sectors requiring adaptation measures due to climate change. At ABO Energy, we are doing our part to facilitate Finland's transition to a sustainable energy system.

Climate change has already affected and will continue to affect Finland, and it is likely to have impacts on our business. We assess the risks relevant to our business annually, including climate risks. We analyse climate risks through risk analysis and update our assessment of risks and opportunities as part of our annual planning.

With regard to climate risks, we have identified the most significant risks to our business as the increase in extreme weather events and their impact on our wind power and battery energy storage operations, as well as on our personnel. The risk of flooding is expected to increase, for example, near waterways, along the coast of the Gulf of Finland, and possibly in urban areas.

From a business perspective, extreme weather events may affect the availability of components or component shipments, which could lead to delays in construction projects, among other things. Increased flood risks may affect project planning and the siting of projects in certain areas. Extreme weather events may impact business travel and commuting to work. The impacts may include delays or local or temporary disruptions to travel. Extreme weather events and the progression of climate change may affect employee well-being through increased anxiety, but also, for example, through an increase in infectious diseases. Tighter legislation may affect our business operations, for example, through increased reporting requirements or stricter emission targets.

From the perspective of climate risks, we have already taken steps to manage them. We conduct an annual assessment of the risks affecting our business and closely monitor industry legislation. We have been calculating our carbon footprint since 2023: we know where our business emissions come from and are actively working to reduce our carbon footprint.

We take care of our staff and provide comprehensive occupational health services. Employees have the option to work entirely remotely, and for business travel, we encourage the use of public transportation by, for example, offering a commuting benefit. We will continue to develop our analysis of climate risks in relation to our business operations in 2026.

Sources:
Infographics from Chapter 2 of the IPCC's 6th Assessment Report illustrate the impacts of climate change and adaptation | Climate Guide

Biodiversity

During the reporting year, we have implemented the planned landscaping measures in the areas affected by the Illevaara and Pajuperänkangas wind farms.

Illevaara	Pajuperänkangas
~2500 m²	~5000 m²

Safeguarding biodiversity throughout the project's development

Safeguarding biodiversity is a key principle in the planning and implementation of our projects. We promote a nature-positive approach by ensuring that solutions are based on comprehensive impact assessments, up-to-date research data, and official guidelines and regulations. In our biodiversity roadmap, we have set a goal of achieving nature-neutral projects by 2030 and nature-positive projects by 2035.

In every project, natural values are carefully assessed through fieldwork, and the project is adjusted based on the findings. Habitats which are particularly important for biodiversity are completely excluded from project planning. These include, among others, species' breeding and resting sites, as well as areas protected under the Nature Conservation Act or the Forest Act. If the project is located near a Natura 2000 site, a Natura assessment will be conducted based on a needs assessment to determine potential impacts on the network's conservation criteria.

A key part of the planning process is ensuring adequate buffer zones to safeguard species protection and biodiversity. Regulatory guidelines and the latest research data guide the determination of these distances. If necessary, wind turbines and other planned infrastructure will be relocated or removed entirely to prevent adverse effects.

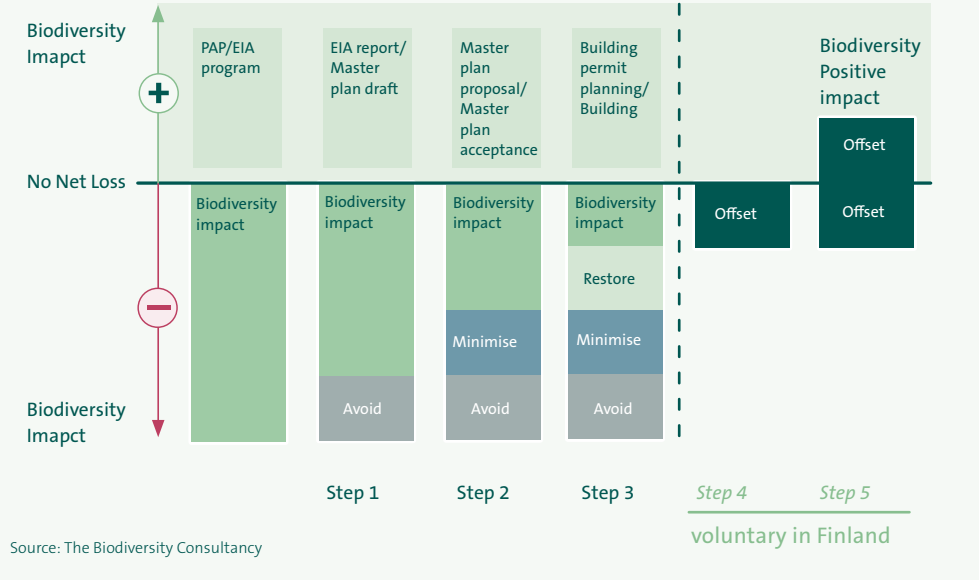
This helps safeguard, for example:

- The migration routes of the forest reindeer in the Kainuu and Suomenselkä regions
- Reindeer grazing cycles and seasonal habitats, such as calving areas sensitive to disturbance
- The territories and nesting areas of local breeding birds
- Spring and fall migration routes of migratory birds, ensuring safe flight corridors along key migration routes
- Areas where the moor frog occurs, where the integrity of the wetland environment is crucial
- Habitats of otters, the continuity of which requires undisturbed small water bodies.

Illevaara wind farm area

Mitigation Hierarchy

Our planning is based on the biodiversity mitigation hierarchy:



Stages of our project development within the mitigation hierarchy

Stage 1: Avoidance

The most important and primary goal of the project is to avoid environmental harm; in other words, the aim is to identify key adverse impacts and prevent them from occurring. For example, in our projects, we may remove wind turbines, exclude areas of particular value for biodiversity from the planning area, or modify wind turbine sites based on the environmental impact assessment in the EIA report during the planning proposal phase. The project is designed so that natural values are preserved and adverse effects can be avoided as comprehensively as possible.

Phase 2: Minimising Adverse Effects

The second phase aims to minimise the project's adverse impacts if they cannot be completely avoided. For example, in our projects, the planning regulations in the master plan draft can be used to schedule construction for a time which causes as little impact as possible on the area's sensitive animal species.

Phase 3: Restoration

The third level is restoration, where we aim to return changes caused during the project to as close to their natural state as possible. This may include, for example, restoring construction sites after construction is complete.

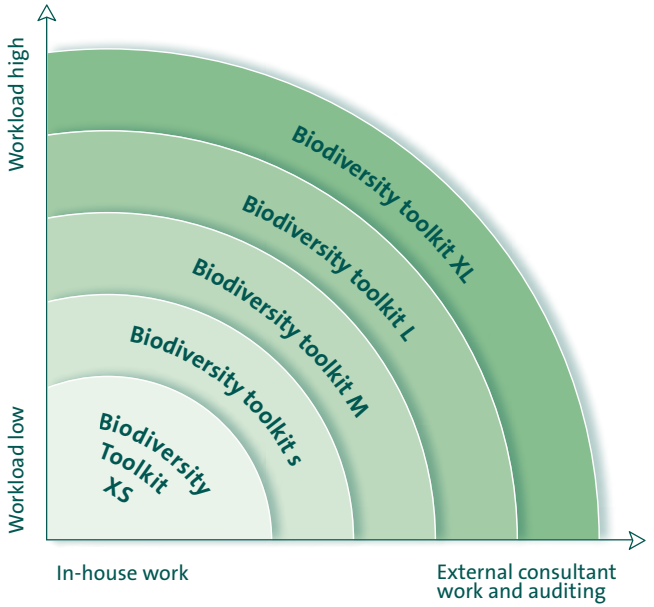
Stages 4 & 5: Offsetting Impacts and Nature-Positive Measures

Once construction planning and construction begin, adverse impacts can be mitigated and offset through specific measures. We tailor measures for each project. For example, the project's negative impacts can be fully offset through an official ecological compensation procedure by acquiring nature conservation hectares, or individual measures supporting biodiversity can be planned for implementation within the project area or its immediate surroundings.

Promoting activities in accordance with the mitigation hierarchy by 2025

A set of measures ("biodiversity toolkit") is defined for each project to address biodiversity.

In the minimum toolkit (XS), a biodiversity plan is developed for the project internally using the company's own experts. In the most comprehensive toolkit, a comprehensive biodiversity plan is developed for the project, and ecological compensation in accordance with the Nature Conservation Act is fully implemented. The criteria will be developed in 2026.



Project Adaptation Measures which Respect Nature

The starting point for project planning is to identify the area's distinctive and specific characteristics, as well as its significance for species and habitats, through the land-use planning and environmental impact assessment processes. In wind power projects, extensive studies are conducted as part of the environmental impact assessment and land-use planning process. These studies include, among other things, impacts on bird and animal species, water bodies, soil, and natural resources. The destruction and degradation of breeding and resting areas for species covered by the Nature and Birds Directives are prohibited under the Nature Conservation Act, and compliance with the Act is monitored by the Permit and Supervisory Agency (formerly: ELY centre), municipal authorities, and bodies responsible for species protection, such as Metsähallitus. These studies serve as the basis for sound project planning and are a prerequisite for adapting the project to its environment through an impact assessment. The aim of adapting the project is to reduce negative impacts and preserve the area's characteristic and unique features related to species and habitats.

Respecting nature: Adaptation Measures at the Proposal Plan Stage (2025)

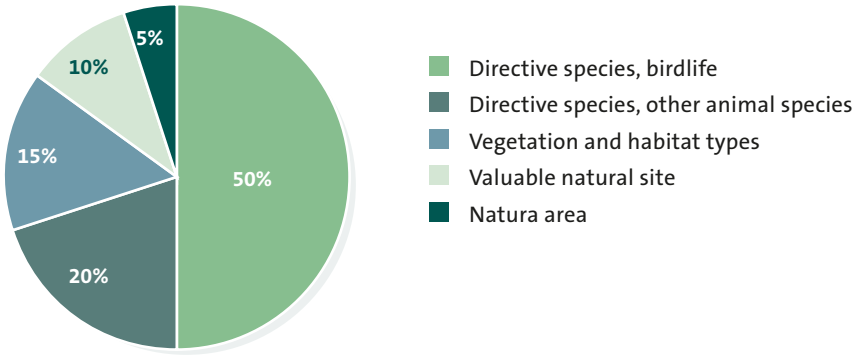
It is typical during a project's development for the project to be adjusted on several occasions - for example, by relocating, removing, or lowering wind turbines - based on regulatory requirements, environmental impact assessments prepared by external experts, and feedback received from stakeholders. In 2025, the majority of our project development portfolio was in an active development phase, and the assessment of adaptation measures was still ongoing. In 2025, our projects Vuorijärvet, Vuorimäki, Iso Saapasneva, Löytänä, Murskemäki, and Kuivanto advanced to the draft plan stage of the wind power master plan. Based on the studies, these projects provided a clear overall picture, which is why it makes sense to report on the mitigation measures implemented for the projects and based on the studies.

The impact of nature-based adaptation measures in our projects that have progressed to master plan proposal stage on the number of WTG's, key adaptation measures, and the key factors influencing them.

	Number of WTG's at the start of the project	Number of WTG's at the draft plan stage	Key adaptation measures	Key factors influencing adaptation measures
Vuorijärvet	60	35	Removal of wind turbines Relocation of wind turbines	Directive species, birdlife
Iso Saapasneva	10	6	Removal of wind turbines Relocation of wind turbines	Directive species, birdlife Directive species, other animal species Vegetation and habitat types
Vuorimäki	27	16	Removal of wind turbines Relocation of wind turbines	Directive species, other animal species
Murskemäki	5	4	Removal of wind turbines Relocation of wind turbines	Directive species, birdlife Valuable natural site
Löytänä	13	13	Relocation of wind turbines	Directive species, birdlife Natura area Valuable natural sites Vegetation and habitat types
Kuivanto	5	3	Removal of wind turbines Relocation of wind turbines	Directive species, birdlife Directive species, other animal species Vegetation and habitat types

Note: Social factors have also influenced changes in the number of wind turbines (see p. 43).

Distribution of nature-based adaptation measures for projects which have advanced to the master plan proposal stage by 2025.



Summary

During the reporting year, project-specific adaptation measures with respect to nature were implemented for projects which had progressed to the master plan draft stage. Nature-based adaptation measures, based on environmental impact assessments and planning procedure studies, were implemented in projects primarily with a focus on birdlife and specific species.

Two Examples of Biodiversity Considerations

Vuorijärvet wind power project, Kannonkoski, Central Finland

- Planning began in 2019 and the plan was approved in 2025
- Public participation and assessment plan, as well as the environmental impact assessment programme (2020): 60 turbines
- Master plan draft and EIA report phase (2023): 42 turbines and changes to turbine locations, reduction based on nature surveys and social impacts
- Following a reasoned conclusion, additional bird surveys (2023 - 2024)
- Plan proposal (2025): 35 wind turbines, reduction due to birds
- Plan approval phase (2025): 34 wind turbines, reduction based on bird data

The reduction and relocation of wind turbines has been particularly influenced by the presence of the red-throated diver in the area, which is listed in Annex I of the EU Birds Directive as a species requiring special protection due to the rarity, decline, or vulnerability of its habitat.

The Vuorijärvet project area contains nesting and feeding ponds for the red-throated diver, and the bird has indeed been one of the key species guiding the planning. By removing and relocating wind turbines, we have succeeded in creating more open space along the red-throated diver's flight paths between nesting and feeding ponds and in ensuring the preservation of its habitat. The removal of wind turbines in later phases created even more space for the loons' flight paths and allowed for better consideration of their flight paths between nesting and feeding ponds.

In this project, consideration for the red-throated divers has been implemented in accordance with the principles of the mitigation hierarchy. Adverse impacts were primarily avoided by adjusting the number and placement of wind turbines in the project so that the bird's key flight paths remain undisturbed and movement between nesting and feeding ponds could be ensured. In addition, the assessment of impacts related to the ponds was refined following the reasoned conclusion so that potential risks to nesting areas could be identified and addressed in the planning process as early as possible . Since it was not possible to completely avoid all impacts, the adverse effects were minimised by refining the wind turbine layout and conducting new noise and shadow flicker modelling, which ensured that disturbances caused by operations remain as minimal as possible in the bird's critical habitats. The adverse effects have been managed primarily through solutions implemented during the project planning phase, so there has been no need to propose compensatory measures.

- See the mitigation hierarchy, points 1 - 3 (p. 20).

By removing and relocating wind turbines, we succeeded in creating more open space along the diver's flight paths between nesting and feeding ponds and ensuring the preservation of their habitat.

Local conservation and restoration in Simo to safeguard wetlands and bird habitats

ABO Energy is participating in the “Nature Gift to Finland” joint project, which aims to restore drained wetland areas and protect them permanently. “Nature Gift to Finland” is a tribute by the participating companies to Finland’s 108-year-old natural heritage, as well as a pilot demonstrating how companies can promote nature-positive practices through practical actions alongside their operations.

The project aims to restore and expand the permanent protected area by a total of 108 hectares, which will improve the living conditions of endangered species and numerous wetland species while reducing climate emissions caused by drained peatlands. In forested areas, conservation efforts focus on safeguarding stream banks, springs, rocky landscapes, and forests over 100 years old. Hiilipörssi and the Luonnonperintösäätiö are responsible for the practical implementation of restoration and conservation.

One of the project sites is Simon Pirttimaansuo, a 60-hectare area where large-scale restoration efforts are being carried out on the drained sections. The area’s natural wetland sections are protected as a whole. A wide variety of species have been observed in Pirttimaansuo, including blue moor grass, tufted haircap moss, bog sedge, and pale sedge, which is one of Finland’s species of international responsibility. Bird observations have included, among others, the common snipe, the common sandpiper, the green sandpiper, the meadow pipit, and the yellow wagtail, as well as the little crake and the common moorhen.

Restoration is expected to significantly improve the living conditions for both marsh vegetation and marsh birds. Furthermore, opening up the forested narrow strip between Pirttimaansuo and Sipojuntinsuo will connect the two large marsh areas, which is particularly important for the region’s marsh butterfly species.

ABO Energy is developing the Leilisuo wind power project in Simo for the Ålandsbanken Wind Power Fund Non-UCITS. One of the key factors in selecting the conservation site was its local significance. This represents a significant added value of conservation efforts, as improving biodiversity in the same area where energy production is being developed supports regional ecological balance and ensures that the positive effects of restoration and conservation, as well as the potential negative impacts of the wind power project, are localised. In this way, the measures are genuinely effective.

See the mitigation hierarchy, points 4–5 (p.20).

Minister of Climate and the Environment Sari Multala and the ABO Energy team at the “A Nature Gift for Finland” event in December 2025.

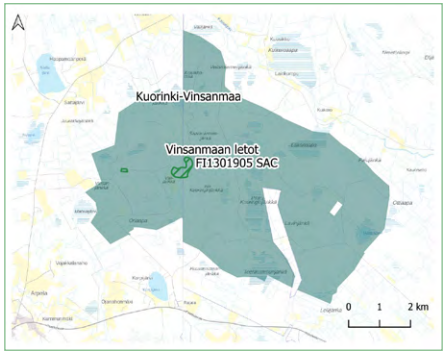
Key Biodiversity Areas Near Projects

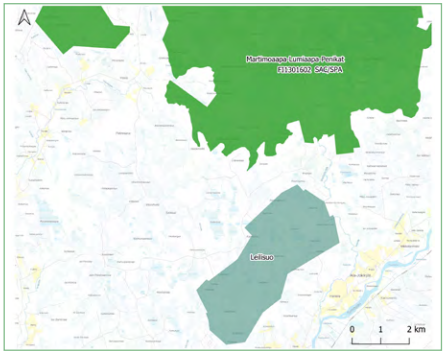
In 2025, ABO Energy had a total of 24 projects in the active planning phase, 19 of which were located within two kilometers of a Natura site. Out of these projects in the development phase, Natura assessments have been prepared for eight based on a needs assessment in connection with the EIA and planning procedures. (Appendix 1).

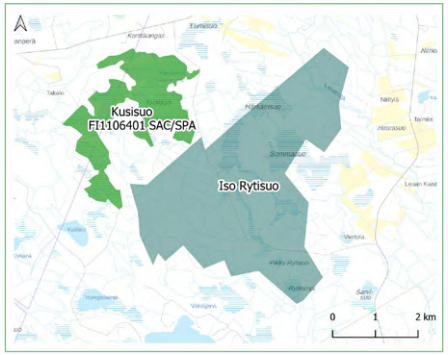
The Natura 2000 network is a Europe-wide network of protected areas aimed at safeguarding biodiversity by protecting valuable and endangered habitats, as well as animal and plant species. It is based on the EU Habitats Directive (92/43/EEC) and the Birds Directive (2009/147/EC). These areas represent sites of particular importance for biodiversity.

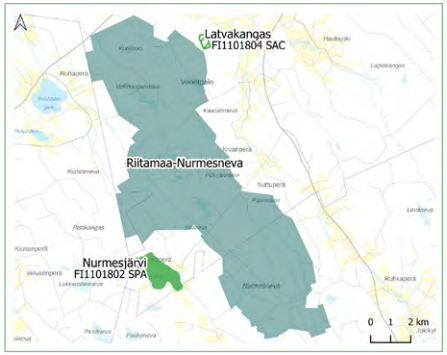
When planning wind power projects in areas located near Natura sites or that may have an impact on nearby Natura sites, a Natura assessment may be required based on a needs assessment. The assessment determines whether the project, either alone or in combination with other projects, could significantly impair the habitat types, protected species, and the overall integrity and ecological functioning of the Natura site which form the basis for its protection.

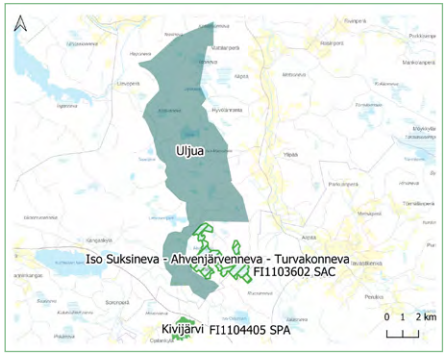
Natura assessments have been conducted for eight of our projects currently in the planning stage for 2025.

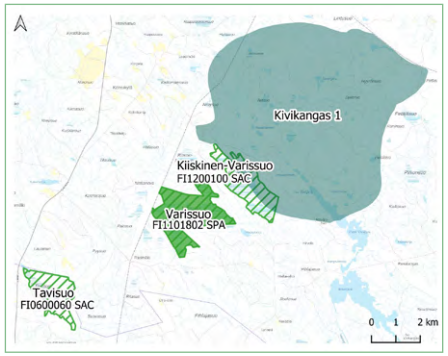


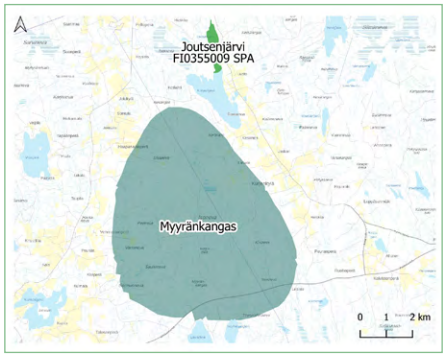


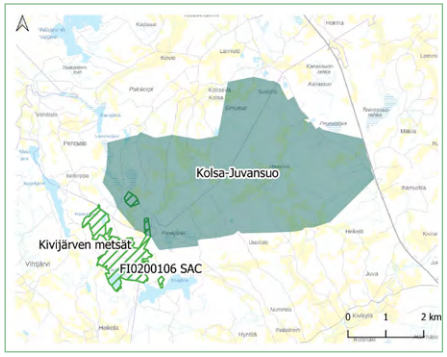


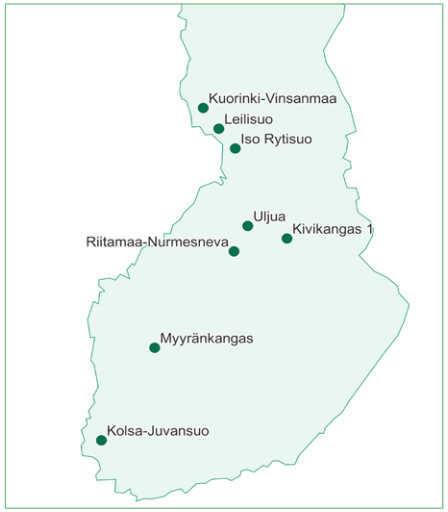












Our projects in development in 2025 for which a Natura assessment has been conducted based on a Natura needs assessment.

Land-use Changes Caused by Business Operations

During the reporting year, ABO Energy Suomi did not carry out the construction of any wind power projects, and therefore no direct land use changes occurred. No new built-up area was therefore created. We operate primarily in the project development phase and do not own or manage significant land areas.

Land use impacts only materialize during the project implementation phase, and their impact on areas important for biodiversity is assessed in advance as part of the environmental impact assessment process and land-use planning.

During project development, efforts will be made to minimise changes in land use and the fragmentation of habitats by optimizing the placement of wind turbines and utilising existing infrastructure.

Participatory Mapping Workshop Gathers Local Information to Support Planning

In our wind power projects, impact assessments include, among other things, nature and bird surveys as well as engagement with various stakeholders. At ABO Energy, we are committed to continuously improving this work. We prioritise face-to-face meetings, open dialogue, and the shared exchange of information to ensure that all perspectives are given equal consideration.

At the heart of our planning work is mapping, which aims to find practical solutions that allow us to take local nature, habitats, and residents into account as effectively as possible in project planning. While we listen to local stakeholders' ideas on the project's development points and solutions, we share information on the constraints of wind power planning and the basis for decision-making.

Participatory mapping workshops were organised throughout 2025 in connection with public meetings for the land use planning and environmental impact assessment procedures of various projects, as well as in tailored sessions for specific stakeholder groups, such as those addressing issues related to reindeer herding.

Two mapping workshops were held in Iso Rytisuo, Yli-Ii; one was open to the public and took place in conjunction with a public meeting. The other was organised separately with the reindeer herding cooperative to deepen cooperation and foster a better understanding. Mapping workshops were also held in connection with public meetings for the Matkaniva, Maanpäänkulma, Louhenkangas, and Isolehto projects.

Collaboration to strengthen local bird data

In the fall of 2025, we began project development for wind power projects for Ålandsbanken Wind Power Fund Non-UCITS, and through this collaboration, we secured three projects in Sea Lapland: Kuorinki-Vinsanmaa in Tornio and Tervola, Pitkämaa in Tervola, and Leilisuo in Simo. Birdlife plays a very important role in the region, which is why we contacted Xenus, the Sea Lapland ornithological association active in the area. We proposed that we organise a mapping workshop together. Xenus is an association with in-depth knowledge of the region's birdlife and is actively involved in collecting significant observational data on the birdlife of each year.

In the workshop, local ecological knowledge, the project's technical constraints, and regulatory requirements come together. This allows us to truly see how issues related to wind power and biodiversity overlap – and, above all, how they can be reconciled in practice. When bird migration routes, the locations of important habitats, and species observations are mapped onto the same view alongside the constraints of the wind power project, a space emerges where compromises become shared insights.

Local bird experts provided us with information we could not have obtained elsewhere. For our part, we openly explained why certain solutions are necessary and where there is room to explore better alternatives.

Our work in Sea Lapland is still ongoing, and the dialogue continues. A big thank you already to the association for the good and honest discussion, as well as the memorable birdwatching trip to Kiikelinlahti.

Jenni Kylmäaho

Project Manager, Leilisuo Project

We believe that open, constructive, and participatory interaction strengthens mutual understanding and improves the quality and acceptability of the projects. When different perspectives are taken into account early on, planning becomes more sustainable, transparent, and trust-building.

Resource Use and the Circular Economy

Waste Hierarchy

The company does not yet have an official waste or circular economy policy. In practice, we follow the waste hierarchy and circular economy principles as guidelines for our daily operations, and our office has guidelines for waste recycling. We strive to prevent, reuse, and recycle waste in our office and other operations.

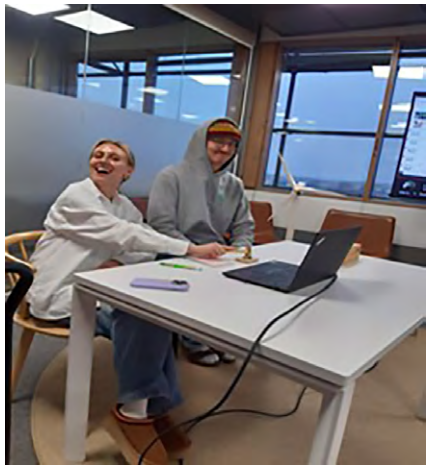
We continued our collaboration with partners who openly demonstrate the sustainability of their products and value chains. Branded products and communication materials were primarily procured through Framme, a B-certified supplier that works with verified sustainable producers.

In 2025, we continued to adhere to our food and beverage principles by avoiding climate-impacting red meat at our events and favouring vegetarian and vegan dishes as well as other low-carbon alternatives.

During the reporting year, we extended the lifespan of our IT equipment in accordance with the reuse stage of the waste hierarchy and our efforts to reduce electronic waste.

A New Life for IT Equipment

When the service life of IT equipment ends, it must be replaced with new equipment to meet changing security and performance requirements. In early 2025, ABO Energy Suomi Oy organised its first internal auction, where employees could purchase decommissioned equipment in a secure manner. The auction ensured the responsible reuse of the equipment and helped extend the lifecycle of existing hardware. Surplus equipment was recycled through a specialised company.



Auction of decommissioned equipment

Circular Economy in the Wind Power Sector

In the wind power sector, the efficient use of materials and responsible end-of-life planning are becoming increasingly important as the number of wind turbines grows. Composite components, particularly blades, remain a major challenge, however: according to industry estimates, the annual volume of decommissioned blades will rise to approximately 55,000 tons by 2030. The newest wind turbines selected by ABO Energy are located in Illevaara, Hyrynsalmi. According to the life cycle assessment (LCA) of these wind turbines, the recyclability of the turbines is 84 percent.

Finland is preparing new legislation to regulate the dismantling and restoration obligations for onshore wind turbines (project YM012:00/2024). The initiative aims to establish uniform national rules for the decommissioning of turbines, including the removal of foundations, soil remediation, and financial guarantees. The goal is to ensure environmentally responsible decommissioning practices and improve predictability for developers and municipalities.

Due to these trends, our company monitors both the EU and Finnish regulatory frameworks and takes their implications into account in long-term project planning. We recognize that the transition from linear to circular economy models in wind power infrastructure affects procurement, design standards, decommissioning strategies, and cost models. As part of this process, we also assess potential risks associated with the evolution of circular economy requirements, such as changes in material availability, regulatory expectations, and future end-of-life obligations. By aligning our project development process with these new trends, we aim to prepare for stricter circular economy requirements, particularly regarding turbine components and end-of-life practices.

Sources:
WindEurope – Where do wind turbine blades end up when they are decommissioned?
Ministry of the Environment (YM) – Draft Bill YM012:00/2024
EnVentus V162-6.2 MW Wind Turbine: Life Cycle Assessment (LCA)

Social Responsibility

Our People · Local Communities

The year 2025 was a challenging one for the renewable energy sector. ABO Energy's staff went through two major change processes during the year. The first was the sale of the wind power project portfolio. During the process, we sought to communicate the change to our staff as transparently as possible, but the major changes and the communication constraints surrounding them were reflected in the staff's perception of how the company handled the matter. After the portfolio sale was announced, we conducted a survey among our staff, the results of which revealed significant dissatisfaction with management's communication and the general level of information provided during the process. Work motivation and the work atmosphere were also perceived to have deteriorated during the portfolio sale. On the other hand, staff felt that the tools were functional during the due diligence phase of the portfolio sale and that help was always available when needed. The reasons presented by management for the portfolio sale were considered understandable, and staff felt that management was easily accessible and open to discussing issues related to the sale.

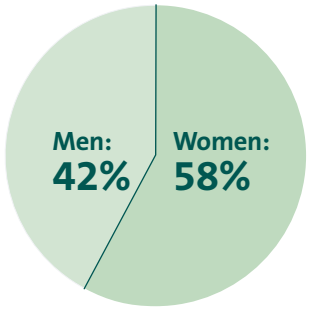
At the end of the year, the staff faced another major change when the company decided to implement a significant organisational restructuring, which led us to say goodbye to many of our colleagues. Despite the challenges, social responsibility toward both our own staff and local communities remains one of the cornerstones of our operations.

Open and transparent interaction with local communities is extremely important to us, and we are committed to it. In 2025, we were present at numerous local events in several different municipalities. We participated in a total of 60 local events. These events included, among others, public meetings open to everyone in the project municipalities, summer events, and meetings or events for specific stakeholders. More detailed information about the events can be found on page 40.

Our People

Key figures as of December 31,2025

Total number of employees:
26



Women in management positions:
3 (43%)

Full-time: 96%

Part-time: 4%

Average training hours by gender:
Women 10 hours, men 8 hours

Total employee turnover:
56% (5% voluntary and 51% due to organisational changes)

Employees covered by a collective bargaining agreement: 100%

Total Recordable Injury Rate (TRIR): 0 incidents

Work-related deaths or deaths resulting from work-related illnesses: 0 cases

Occupational Safety and Health Practices

ABO Energy Suomi adheres to occupational safety and health principles. The goal of occupational health and safety is to ensure safe and healthy working conditions and to support employees in maintaining their work capacity. The occupational safety and health cooperation addresses issues that may affect an employee's safety, health, or work ability and assesses the risks and development needs of the work environment and operating practices.

Cooperation on occupational safety and health is the responsibility of representatives elected by the employer and the employees. We have drawn up an occupational safety and health action plan aimed at systematically promoting safety and health and ensuring ability to work. We also have an early support model and a substance abuse programme in place, designed to help prevent problems and support the maintenance of work ability. In 2025, we also set goals to promote psychological safety. Our occupational safety guidelines cover not only office work but also hybrid work, field trips, and site visits, as well as public events and meetings with landowners.

Our goal is zero accidents. The zero-accident mindset means the systematic development of occupational safety and well-being at work and ensuring that the work environment and work arrangements do not pose a hazard or cause unnecessary strain on staff. During the reporting period, the company's personnel did not have a single reportable work-related accident. No work-related fatalities or deaths resulting from occupational illness were reported. We strive to minimise accidents, occupational diseases, all forms of bullying and harassment, as well as work-related sick leave or burnout. Workplace safety is based on applicable laws, regulations, agreements between central organisations, and the employer's guidelines and regulations. Everyone in the workplace has a shared responsibility for their own safety and that of others.

During the reporting period, the company's personnel did not have a single reportable work-related accident. No work-related fatalities or deaths resulting from work-related illnesses were reported.

Our Guiding Principles:	
1.	We ensure safety, general order, and cleanliness in the workplace
2.	We follow the employer's instructions
3.	We ensure that we work safely, promote a safe work environment, and address any potential incidents
4.	We participate in safety training and familiarize ourselves with the safety guidelines specific to the office and each new worksite
5.	We ensure that all new employees, as well as subcontractors, have received adequate orientation
6.	We work safely and carefully and use appropriate protective equipment for the task
7.	If we notice any shortcomings in compliance with safety guidelines or other safety-related concerns, we will bring this to the attention of the relevant colleagues and/or other stakeholders, as well as our supervisor
8.	We actively identify safety-related issues and report them
9.	We avoid any form of harassment or inappropriate treatment
10.	We take care of our own well-being

Supporting Well-being

In 2025, ABO Energy Suomi drew up a workplace development and well-being plan which addresses factors affecting well-being. Well-being consists of many different factors, and as an employer, we want to be fair and equitable and support our employees' well-being. For example, employees have access to comprehensive occupational health services and the opportunity to use the Auntie service to support their ability to cope at work, manage change, and pursue self-development. In the fall of 2025, all staff were offered a joint training session on the importance of resilience during times of change.

Leadership

- Good local leadership – rewards and feedback
- Trust
- Communication and Interaction
- Engagement – Opportunities to influence
- Work organisation and resourcing – Support for resources
- Clarity of goals and responsibilities – Experiences of success
- Enabling development
- Self-management – Work control and meaningfulness

Health

- Mental well-being
- A suitable workload
- Work breaks and recovery
- Preventive support
- Flexible working conditions
- Modified or alternative work
- Occupational health services
- Physical health
- Support for physical activity
- Healthy lifestyle
- Taking care of one's own well-being

Safety

- Psychological safety
- Fairness and equity
- Preventing harassment
- Support from the workplace community
- Common rules
- Good orientation
- Physical safety and occupational safety guidelines
- Good ergonomics
- Safety training and certifications
- Substance abuse programme
- Audits and inspections

Compensation System, Collective Bargaining, and Professional Development

ABO Energy has prepared a compensation manual which defines the factors affecting compensation and explains the company's compensation system. The compensation system was developed in collaboration with a project group consisting of employee and employer representatives, after which its maintenance was transferred to the compensation system evaluation and development group. The compensation system is based on fairness, competitiveness, and support for high performance. The goal is also to support development and improve management. The compensation manual describes the collective bargaining agreement in greater detail regarding the determination and application of compensation components. The company's salary levels significantly exceed the minimum wages stipulated in the collective bargaining agreement. In the energy sector, there are national and generally binding collective bargaining agreements concluded by the Finnish Energy Industries Association, which ABO Energy applies in its employment relationships.

We monitor salary trends in the industry as well as internally through our salary working group. We conduct annual performance reviews with each employee. Following these discussions, evaluations are reviewed by gender, job classification, and team.

Salary Development and Pay Equality

Salaries increased by an average of 1.6% during the reporting year, with an additional general raise of 2.5%.

- Women's salaries increased by an average of 1.5% during the reporting year, and men's by 1.6%.
- In all job categories, the average salary for women is higher than that for men, averaging 109% of men's salaries.

This result can be considered indicative, but its reliability may be questioned, as the number of employees per job category is small.

In accordance with the workplace community development and well-being plan drawn up by the company, the company invests in staff development and training. Maintaining professional skills requires continuous development, and to support this, we invest in training by offering training for the entire organisation as well as targeted training related to specific job tasks.

In early 2025, we conducted a comprehensive skills assessment, which served as the basis for creating skills profiles to highlight individual competencies. The goal is to help everyone identify their own strengths, highlight versatile skills and competencies for various job tasks, and identify areas for development. The assessment also gives us a more comprehensive overview of the organisation's competencies, which helps us focus development efforts on the right priorities and identify competencies beyond direct job duties.

Three Days per Year for Learning and Development.

You can use these training days as you choose, for example:

- Self-directed study (degree-oriented courses at an educational institution)
- Self-enrolled courses or training related to one's professional skills (e.g., open university, training organised by private entities)
- More extensive study programs funded by the company (e.g., continuing education and professional development courses offered by universities, business schools, and institutes)
- Self-study agreed upon with a supervisor (professional literature, webinars, etc.)

Local Communities

Local events in 2025

60 local events or gatherings in **36** different municipalities in 2025

Opening ceremony for Illevaara wind farm in Hyrynsalmi

17 public meetings open to everyone in the project municipalities, with events announced in the local newspaper or other local channels

8 information stands at local summer events

21 meetings/events where we informed specific stakeholders about our plans, engaged them, and built relationships with them (reindeer herding associations, landowners, hunters, road maintenance associations, municipal decision-makers, local entrepreneurs, nature association)

Mapping workshops were organised for the first time for specific stakeholders like ornithological association and reindeer herding association (see page 30). The goals of the workshops included explaining the constraints of wind power project planning, hearing about places in the area that are important to determining how we can minimise impacts on the area during the planning, construction, and operation phases.

The opening of the Illevaara wind farm in Hyrynsalmi in September 2025.

Community Projects

By supporting local associations and clubs, we strengthen our connection with residents and demonstrate our long-term commitment to the development of municipalities and villages. In our experience, even a small amount of support can make a big difference to local organisations. We are committed to supporting local projects and organisations annually in every project we undertake. We have established specific criteria for applying for support, which eligible projects must meet, and applicants must demonstrate that the collaboration will not create a conflict of interest in the project process or decision-making.

A community fund was established in Haapajärvi to support projects by local associations and village organisations. The fund is managed by the Haapajärvi Association (Haapajärvi-seura ry), and funding was committed by the owner of the Pajuperänkangas wind farm, NTR. ABO Energy played a key role in establishing the fund by building cooperation between the new owner and the local community, as well as ensuring continued support for local communities.

Projects we supported in 2025:

Support for local village projects:

Renovation of the heating system at the Kumisevan Kaiku Cooperative's village hall, ***€5,020*** *– Pajuperänkangas Wind Farm*

We supported the modernisation of the heating system at the Kumisevan Kaiku Cooperative's village hall and the transition away from fossil fuels. The sponsorship will fund the purchase of a high-efficiency, low-emission wood-fired boiler to replace the old heating system, which is powerful enough to heat a large building. The project will be implemented between 2024 and 2026, and the total value of the grant is €9,000.

A More Comfortable and Versatile Honkavuori Community Project, ***€2,500/year*** *– Hautakangas Wind Power Project*

We supported the renovation of the observation tower and the completion of the disc golf course in the Honkavuori outdoor recreation area. The project was implemented in 2024-2025.

Päijänne sailing in summer 2025

Sponsorship of local events:

Sponsorship of the Päijänne Sailing Regatta, ***€8,500*** *– Tornimäki Wind Power Project*

ABO Energy is sponsoring the 52nd Päijänne Sailing Regatta. One goal of the partnership is to install 1–2 weather stations on Lake Päijänne, which will provide accurate wind and weather data to boaters and summer residents. The data from the weather stations would be made publicly available. The sponsorship will take place in 2025–2026

Sponsorship of the Uljua Veto & Fest fishing event, ***€2,000*** *– Uljua Wind Power Project*

We sponsored a family-friendly fishing event held at the Uljua reservoir and presented the Uljua wind power project at the event's information booth.

Support for the Kaislaranta Rokki event, ***€300*** *– Hautakangas Wind Power Project*

ABO Energy supported Kaislaranta Rokki, an event organised by people with disabilities in conjunction with the Pyhäjärvi Kihupäivät festival.

*Sponsorship of the Soipa Haapajärvi Festival, **€2,000** – Pajuperänkangas Wind Farm*

ABO Energy supported the organisation of the Soipa Haapajärvi Festival in 2024–2025. Thanks to this sponsorship, the event was able to offer cultural experiences to local residents, such as high-quality concerts and performances. We also collaborated on the organisation of the opening celebrations for the Pajuperänkankaan wind farm in the fall of 2024. Soipa Haapajärvi organised a diverse music programme for the opening.

*Sponsorship of the Central Ostrobothnia Regional Cross-Country Ski Relay **€3,000 + €350** – Kiiskineva Wind Power Project*

We sponsored the Keskipohjanmaa Regional Relay cross-country skiing event held in Reisjärvi in January and presented the Kiiskineva Wind Power Project at the event's information booth. Juice service at the Regional Relay.

*Support for the Reisjärvi Kirkonkylä Youth Association's amateur theatre group, **€240** – Kiiskineva Wind Power Project*

We sponsored the local amateur group's summer play. The ABO Energy logo was printed in the play's programme.

*Support for the Selvät Saundit youth concert, **€300** – Hautakangas Wind Power Project*

ABO Energy supported a youth concert for elementary and middle school students in Pyhäjärvi, featuring HUGO as the headliner.

*Sponsorship of the Padasjoki Volunteer Fire Department's 100th anniversary celebration, **€1,500** – Tornimäki Wind Power Project*

ABO Energy supported the 100th anniversary celebration of the Padasjoki Volunteer Fire Department and its commemorative publication. The support was used, among other things, for event organisation, booking performers, and presenting the Volunteer Fire Department's activities and history.

*Sponsorship of the Ristijärvi Soi cultural event, **€300** – Isolehto Wind Power Project*

We sponsored the Ristijärvi Soi cultural event. The ABO Energy logo was printed in the event programme.

*Support for the Juustoleipämessut Fair in Ristijärvi, **€300** – Isolehto Wind Power Project*

We sponsor the annual Juustoleipä Fair in Ristijärvi.

*Sponsorship of Ylivieska's Kauppojen Yö, **€3,000** – Urakkaneva Wind Power Project*

We sponsor the annual Kauppojen Yö event in Ylivieska. An ABO Energy advertisement was displayed at the event and in the event's promotional materials.

Sports sponsorship:

*Sponsorship partnership with the S/Y Irie sailing team, **€3,765***

A sponsorship partnership with Sanna Moliis and Julius Haart, who compete in the DH class of offshore sailing, has been signed for the 2024–2025 seasons. ABO Energy and S/Y Irie are united by a passion and the ability to harness the power of nature sustainably.

*Sponsorship partnership with the Sotkamon Jymy baseball team, **€8,157** – Kivikangas and Sivakkalehto Wind Power Projects*

We served as a sponsor for Sotkamon Jymy during the 2024–2025 seasons. As part of our sponsorship partnership with Sotkamon Jymy, we offered free admission to all children and young people under the age of 15 to Jymy's home games played in Sotkamo during these seasons. We hosted the match on June 25, 2025, and set up an information booth at the event where visitors had the opportunity to discuss our project plans.

*Kajaanin pallokerho ry – **€2,000** – Kivikangas Wind Power Project*

We sponsored Kajaanin pallokerho during the 2025–2026 seasons. The sponsorship amount was allocated to the club's, a sponsored player's, and the playing field's advertising costs.

*Sponsorship of IKF Lepplax's junior teams, **€2,000/year** – Purmo Wind Power Project*

We serve as a sponsor for the Pedersö junior ice hockey team.

*Sponsorship of the Ylivieska Kuula Ski Team, **€1,500** – Urakkaneva Wind Power Project*

We sponsor three skiers from the Kuula Ski Team participating in the Finnish Cup: Anni Alakoski, Tiia Olkkonen, and Anna-Kaisa Saari.

*Sponsorship of Ylivieska swimmers, **€500** – Urakkaneva Wind Power Project*

Partnership in a 24-hour swimming event in Ylivieska.

*Sponsorship of the Mynämäen Pallo-53 football club, **€1,800 per season** – Kolsa-Juvansuo Wind Power Project*

ABO Energy will sponsor the activities of the Mynämäen Pallo-53 club during the 2024-2026 seasons.

*Sponsorship of the Pohti youth football, €**400/year** – Hautakangas Wind Power Project*

ABO Energy supported children's soccer activities in Pyhäjärvi during the 2024–2025 seasons.

Activities for different age groups were supported during various seasons, with the goal of enabling as many children as possible to participate at a reasonable cost.

*Sponsorship of the Pohti Ski Team's men's competitive team and junior activities – **€3,137** – Hautakangas Wind Power Project*

We supported the men's competitive team and junior activities of the Pyhäjärvi Ski Club during the 2025 season.

*Sponsorship of the Fagerbackaloppet cross-country skiing competition, **€1,500** – Purmo Wind Power Project*

ABO Energy supported a cross-country skiing competition held in the Purmo Wind Power Project area.

*Haapajärven Kiilat – support for the junior ski team, **€300** – Pajuperänkangas Wind Farm*

ABO Energy supported the junior activities of the Haapajärvi-based ski team during the 2025 season.

*Sponsorship of the Finnish Ice Motorcycle Championship in Pihtipudas, **€1,000** – Ilosjoki Wind Farm*

The Finnish Ice Motorcycle Championship is held annually on the ice of Lake Alvajärvi, near the Ilosjoki Wind Farm built by ABO Energy, and was supported by ABO Energy.

*Sponsorship of an orienteering event, **€500** – Kiiskineva Wind Power Project*

ABO Energy supported an orienteering event held in Reisjärvi.

In addition, in 2025 we continued our sponsorship of the Jyllinkoski Energy Museum (€1,000/year, Mäntykangas wind power project) and the Floorball Iisalmen pojat '13 floorball team (€800/year, Vuorimäki wind power project) in accordance with a two-year sponsorship agreement.

Project Mitigation Measures which Respect People

During project planning, the social impacts caused by the project will be assessed through the land use planning and environmental impact assessment procedures. These include, among other things, impacts on residential comfort, health and well-being, noise, shadow flicker, and landscape impacts, as well as impacts on livelihoods, land use, and economic impacts. Noise modellings are conducted in accordance with the Ministry of the Environment's guidelines, and both the municipality and the ELY centre (effective January 1, 2026, the Licensing and Supervisory Agency) ensure that the noise models comply with the guidelines. Compliance with landscape regulations is monitored by, for example, the ELY Centre (from January 1, 2026, the Licensing and Supervisory Agency), the National Board of Antiquities, and regional councils. Regarding social impacts, the aim is to minimize adverse effects and recognise the area's significance to local residents. Where possible, efforts are made to preserve the area's existing uses. These typically include opportunities for forestry, hunting, recreation, berry picking, and outdoor activities.

Respecting people: Adaptation Measures at the Master plan proposal Stage (2025)

It is common in project development for plans to be refined and modified several times as the process progresses. This may involve, for example, relocating wind turbines, reducing their number, or lowering their height based on regulatory requirements, nature assessments prepared by external experts, and feedback received from stakeholders. In 2025, the majority of our project development portfolio remained in the active development phase, and the assessment of mitigation measures was still largely ongoing. In contrast, for projects which had advanced to the draft plan stage – Vuorijärvet, Vuorimäki, Iso Saapasneva, Murskemäki, and Kuivanto – a sufficiently comprehensive overall picture has emerged based on the

The impact of adaptation measures based on the social impacts of our projects on the number of wind turbines, key adaptation measures, and the key factors influencing them.

	Number of wind turbines at the start of the project	Number of wind turbines at the planning proposal stage	Key adaptation measures	Key factors influencing adaptation measures
Vuorijärvet	60	35	Removal of wind turbines Relocation of wind turbines	Noise
Iso Saapasneva	10	6	Removal of wind turbines Relocation of wind turbines Lowering the maximum wind turbine height allowed by the plan from 300 m to 280 m	Locally significant site Noise Flicker
Vuorimäki	27	16	Removal of wind turbines Relocation of wind turbines	Distance from residential areas Landscape Noise Flicker
Murskemäki	5	4	Removal of wind turbines Relocation of wind turbines Lowering the maximum wind turbine height allowed by the plan from 300 m to 260 m	Landscape Noise Flicker
Kuivanto	5	3	Removal of wind turbines Relocation of wind turbines	Distance from residential areas

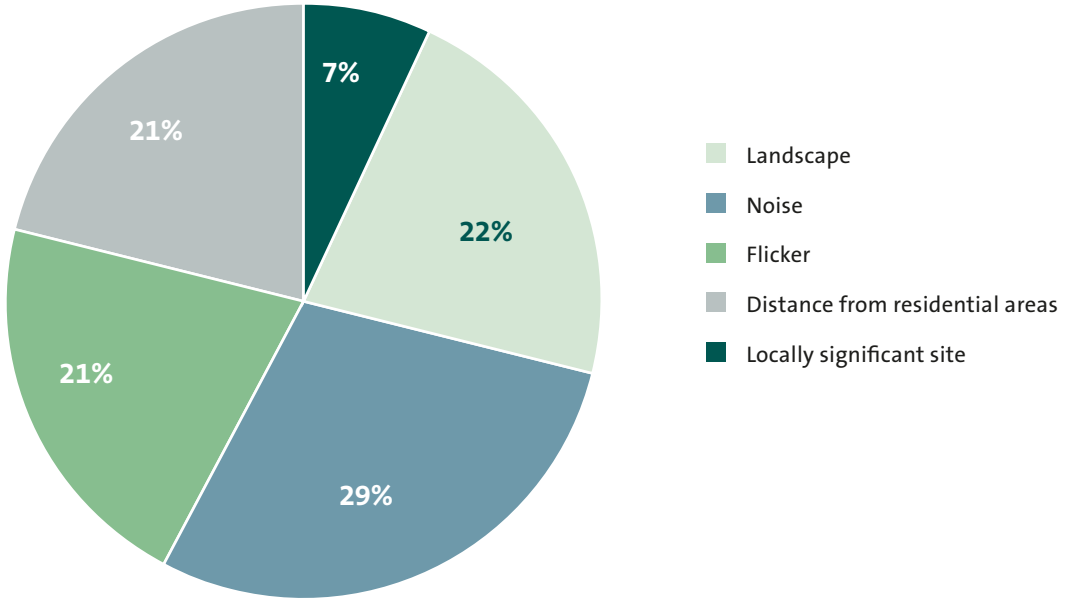
studies, which is why it is appropriate to report on the adaptation measures based on social impacts which have been implemented in the projects.

Note: Environmental factors have also influenced changes in the number of wind turbines (see p. 29).

Summary

Adaptation measures which respect people have been implemented for projects in the master plan proposal phase. These adaptation measures are based on social impact assessments conducted during the environmental impact assessment and planning process, as well as stakeholder feedback received on the projects. Most of the mitigation measures have been implemented to address noise impacts. Distance from residential areas, as well as glare and landscape impacts, have also frequently driven the need for mitigation measures.

Distribution of mitigation measures based on social impacts for projects that have advanced to the master plan proposal stage in 2025.



Governance

- Governance Structure and Sustainability Management
- Ethical Operating Principles and Supply Chain Responsibility
- Transparency and Responsibility in Our Operations

Fact figures

0	cases reported through the whistleblowing system
0	known cases of corruption or bribery
0	known human rights violations
0.75	gender diversity ratio in management

Governance Structure and Sustainability Management

Good Corporate Governance

Good corporate governance is the foundation of responsible business operations. In addition to applicable legislation, the responsibility of ABO Energy Suomi's business operations is guided by the ABO Energy Group's shared values, which are defined in our localised strategy in Finnish. We build a strong and effective foundation for our business by adhering to jointly defined management practices and by acting fairly and transparently toward our employees, business partners, and stakeholders. Our governance is aligned with the Group's practices, and we ensure consistent operations locally and globally by maintaining regular dialogue with the parent company.

Key operating models in use in 2025:

- Company Values
- Company Code of Conduct
- Supplier Code of Conduct (SCoC)
- Protection of Personal Data (GDPR)
- Due diligence process
- Annual employee surveys
- Employee training
- Whistle-blowing channel

Governance Structure and Decision-Making

Group Governance Structure

Dr Thomas Treiling, Susanne von Mutius, Alexander Reinicke, Matthias Hollmann and Dr Karsten Schlageter form the Managing Board of ABO Energy (from left).

The parent company of the ABO Energy Group is ABO Energy GmbH & Co. KGaA, which is responsible for the Group's strategic direction, overseeing operations, and key investment decisions. The Group's governance model is based on a two-tier governance structure, in which the Supervisory Board oversees the company's operations and the implementation of its strategy, and the management board is responsible for the Group's day-to-day management, business development, and investment planning.

At the Group level, significant investment and project decisions are prepared in collaboration with technical expert teams as well as the finance and sales departments. The technical, financial, and strategic prerequisites of projects are assessed prior to decision-making. The ABO Energy Group operates globally in 14 different countries. Each country has a local subsidiary, whose operations are led by a country manager or managing director, as in Finland. Important investment decisions regarding projects are handled by the head of the relevant local subsidiary together with the group-CFO. If they cannot reach a unanimous decision, the matter is referred to the Group management for a decision.

The ABO Energy Group's parent company is certified under the ISO 9001, ISO 45001, and ISO 14001 management systems. These certifications are important building blocks in the development and implementation of the ABO Energy Group's ESG strategy. With these certifications, the company can demonstrate to its business partners that it complies with international standards regarding quality and environmental management as well as occupational safety.

ISO 14001:
Environmental Management System

ISO 9001:
Quality Management

ISO 45001:
Occupational Health and Safety

The Company's Governance Structure

ABO Energy Suomi Oy's steering group 2025.

ABO Energy's subsidiaries are responsible for the local development of renewable energy projects in accordance with the Group's strategy and operating principles. In Finland, operations are managed by ABO Energy Suomi Oy, a subsidiary of ABO Energy GmbH & Co. KGaA. The Country Manager, who is part of the Group management, coordinates operations with local management, which include identifying project areas, land lease agreements, permitting and environmental processes, and stakeholder engagement.

Key governing bodies of the Finnish subsidiary ABO Energy Suomi Oy:

- **Country group** – Consists of the Group's Country Manager (Group), the managing director of the subsidiary, the group-CFO, and rotating members depending on the topic of discussion. Approves the strategic guidelines, annual targets, and key business decisions prepared by the subsidiary's steering group.

- **Strategic steering group** – Responsible for defining, monitoring, and developing local strategy.

- **Operational steering group** – Monitors the progress of projects and is responsible for the practical development of operations.

The governance structure is integrated into the Group's operating model, and close cooperation with the parent company ensures consistent and transparent operations at all organisational levels. Management collaboration is carried out through regular joint meetings and daily communication between the managing director (subsidiary) and the country manager (group).

Decision-making process at the country company

ABO Energy's decision-making is based on a clear division of responsibilities, systematic project management, and Group-level guidance. Project progress is monitored as part of the Group's project portfolio management and internal reporting.

Key operating models:

- **Project management**

  Projects are managed using a unified project management model and tools.

- **Cross-functional collaboration**

  Technical design, financial evaluation, and risk management are carried out in collaboration with the Group's experts.

- **Regular decision-making**

  The operational steering group meets regularly (approximately twice a month) and the strategic steering group meets monthly. The steering group prepares decisions on major policy matters for the Country Group to consider.

Decision-making is supported by continuous dialogue between the Group and the subsidiary, which ensures the transparency, quality, and alignment of decisions with the Group's strategic objectives.

Diversity in Leadership and Governing Bodies

ABO Energy Suomi recognises the importance of diversity both in its governing bodies and throughout the organisation. The diverse backgrounds, experiences, and perspectives of the staff support high-quality decision-making and promote the company's responsibility. The ABO Energy Group's management consists of one woman and four men in 2025. The gender distribution in ABO Energy Finland's steering group is more balanced, and at the end of the reporting year, 43% of its members were women and 57% were men.

Gender diversity ratio in management (where 1 indicates an equal distribution):

ABO Energy Group: 0.2 (2024: 0.2 > change 0%)

ABO Energy Suomi: 0.75 (2024: 1 > change -25%)

Diversity in Management and the Board

The company's goal is to ensure that management is fair, equitable, and transparent. Management and supervisors have a key responsibility for promoting diversity, equality, and equitable treatment, as well as for strengthening the sense of belonging. Decision-making follows consistent principles, and all employees are treated equally regardless of their organisational unit or team structure. This is implemented in practice through, among other things, consistent management guidelines.

In early 2025, Extended Disc assessments were conducted for the Finnish steering group, and a joint training session focused on managing diverse teams, tools for supervisory work, organisational interaction and communication, and leveraging personal strengths.

Diversity is also promoted through management structures. The Finnish subsidiary has a DEI (Diversity, Equity, and Inclusion) working group, which during the reporting year consisted of the HR Director, the Director of Communications and Public Affairs, two employees, and the employee representative and her deputy. The working group met regularly and is responsible for developing, implementing, and monitoring practices related to diversity, equity, and inclusion, as well as addressing any potential issues.

During the reporting year, the working group participated, among other things, in aligning the Group's values with those of the subsidiarys and promoted the embedding of these values by illustrating their implementation in work that is visible both internally and externally. The group also began work on updating the Code of Conduct, particularly to clarify reporting mechanisms and channels.

Corporate Culture and Promoting Diversity

ABO Energy Suomi is committed to promoting a diverse, inclusive, and equitable work community. The company has developed an equality and non-discrimination plan that defines the principles and practices for ensuring the fair treatment of personnel. These practices are continuously evaluated and developed.

During the reporting year, several measures were implemented to promote diversity. A competency assessment was conducted for the entire staff using a participatory method that took diversity into account from various perspectives. During the fall, various working methods were used in workshops on the new business model, including individual surveys, voting, and group work, with an effort to take different personality types into account. For the strategy day, materials were also translated into English in advance to accommodate those who do not speak Finnish.

The company continuously develops its operating practices to strengthen diversity. During the reporting year, areas for improvement were identified, particularly in early communication regarding organisational change, leading to the decision to update the equality and non-discrimination plan and organise related training in 2026. In addition, a group consisting solely of employees was appointed to update the common rules of engagement; this group will evaluate current guidelines and principles and make development proposals to management.

Promoting diversity is seen as a shared responsibility of the entire organisation. Every employee has the opportunity and obligation to promote a respectful and equitable work environment where everyone can be themselves.

Implementation and Management of Sustainability Work

At ABO Energy Suomi Oy, the management of sustainability work is based on a clear division of responsibilities and close integration with the company's operational activities. The sustainability programme, strategy, and annual sustainability report are discussed by the steering group, which also approves any changes to them and the publication of the report. Overall responsibility for sustainability matters and the management of sustainable development lies with the Director of Communications and Public Affairs, who serves as a member of the steering group. This ensures that sustainability considerations are systematically integrated into decision-making and business development.

In 2026, the sustainability strategy will be updated with the aim of creating even greater value for projects and the service business through sustainability efforts. We aim to raise awareness of sustainability work among all staff, and to ensure this, we will organise training for staff and develop a sustainability communication plan for both external and internal needs.

During the reporting year, the steering group addressed key sustainability themes, the most significant of which were the finalisation and publication of the company's first sustainability report. In addition, employee well-being was emphasised during the year, particularly as a result of organisational changes and the transformation process related to the business transfer and portfolio sale, which guided the focus of sustainability work, especially in the second half of the year.

The Communications and Sustainability Team was responsible for the practical development and reporting of sustainability work; during the reporting year, the team consisted of the Director of Communications and Public Affairs, a Sustainability Specialist, and a Communications Specialist. Overall responsibility for sustainability reporting rested with the Director of Communications and Public Affairs, while the Sustainability Specialist was responsible for its practical implementation. In addition, several thematic working groups operated within the company during the year, such as groups focusing on biodiversity, data protection, and ethical principles for suppliers, which supported the development of sustainability work in their respective areas.

In project development, sustainability is an integral part of daily work. Project managers are responsible for ensuring that sustainability considerations are implemented in projects, and these are taken into account, for example, in open and transparent stakeholder collaboration and in project planning. The natural values identified in environmental impact assessment procedures are taken into account in the further development of projects, and project managers ensure that up-to-date and high-quality reports are prepared for the projects – we go beyond what the law requires so that municipal decision-makers have all the necessary information to support their decision-making. We also offer stakeholders opportunities for engagement which go beyond statutory requirements, and the company is constantly developing new ways to improve engagement – an example of this is the previously mentioned mapping workshops for local communities. In this way, sustainability work is implemented at ABO Energy Suomi Oy at both the strategic and operational levels and is an integral part of the company's daily operations.

Our Sustainability Approach

Values & Mission

Our values and mission guide sustainable decisions and long-term impact.

Governance & Integrity

Ethical conduct ensured by Code of Conduct, training, and transparent decision-making.

Integration & Focus Areas

We apply sustainability principles to every project to minimise impacts, strengthen partnerships, and create shared value.

Transparency & Reporting

Transparency and comparability are key principles in how we communicate our sustainability performance.

Impact & Continuous Improvement

Our sustainability approach enables continuous improvement and shared value creation for society, nature, and business.

Risk Management

ABO Energy's business operations involve several risks, and their timely identification, assessment, and management are essential for ensuring business continuity and responsible project development. Risk management is based on a process covering the entire project lifecycle, which helps identify material risks at an early stage, prioritize measures, and support decision-making. This reduces uncertainty, prevents delays, and enhances the quality and responsibility of projects. Consistent risk assessment also increases transparency and trust among key stakeholders, such as authorities, municipalities, landowners, and investors.

In the strategy adopted in 2024, foresight was identified as a key focus area for the company. The goal has been to transition to a more proactive operating model which prepares for various operating environment and business scenarios at both the operational and strategic levels. As part of the strategy, operating environment and risk analyses were defined as key development measures. The work was suspended in the spring of 2025 as the focus shifted to the sale of the wind power portfolio, but it will resume in 2026.

The company has conducted risk assessments since the early stages of project development, and operating models are continuously being developed. At the end of 2025, a framework for identifying and assessing ESG risks in project development was drafted, with implementation planned for 2026. ESG risks refer to environmental, social, and governance risks which may affect a project's schedule, costs, permitting processes, stakeholder acceptance, environmental impacts, or the company's reputation.

Reputational risks related to the company are regularly assessed by the company's steering group. Responsibility for managing reputational risks lies with the country company's managing director and the Director of Communications and Public Affairs, supported at the Group level by designated personnel. Consistent and proactive risk management supports the predictability of permitting processes, strengthens stakeholder trust, and enables realistic schedule and budget planning. The importance of risk management is also emphasised as the company increasingly develops projects as a service model for external partners.

The company has identified the following ESG risks related to the projects:

Environment (E)

Impacts on, among other things, biodiversity, noise levels, and local habitats or ecosystems during project development, construction, and operation.

Social (S)

Impacts on local communities and stakeholders, particularly through environmental changes and land use.

Governance (G)

Risks related to, among other things, project management, transparency in decision-making, compliance with operating procedures, and the management of supplier relationships and responsibilities.

Ethical Operating Principles and Supply Chain Responsibility

Business Principles

ABO Energy's business operations are guided by applicable legislation and the Code of Conduct, which define ethical and responsible conduct throughout the organisation. The guidelines support employees in identifying ethical situations and choosing the right course of action.

Key themes of the guidelines include:

- prevention of corruption and bribery
- managing conflicts of interest
- fair competition and combating the shadow economy
- gifts and hospitality
- human rights in the value chain and employee rights

Compliance with ethical principles is ensured through training and systematic monitoring. Code of Conduct training is provided annually to all employees and as part of new employee onboarding. Due to an exceptional company situation, CoC training was not conducted in 2025, but it will be resumed in 2026. The employee survey is conducted in every year. The Group maintains a confidential whistleblowing channel for reporting suspected misconduct.

Read more about whistleblowing here

Prevention and Detection of Corruption and Bribery

Trust and transparency form the foundation of ABO Energy's operations. The company operates openly with its partners and authorities and complies with applicable legislation as well as the principles of the UN Global Compact.

The key operating principles of ABO Energy's business are:

- Zero tolerance for corruption - Bribery and improper influence are prohibited: gifts and hospitality are permitted only when reasonable and customary
- Conflict of interest management - Proactive identification and management of conflict of interest risks, particularly in project development
- Openness and accountability - Transparent cooperation with authorities and stakeholders

The prevention and detection of corruption and bribery are based on training, up-to-date guidelines, and reporting channels. Staff are regularly trained on ethical principles and the identification of conflicts of interest, and a confidential whistleblowing channel is in place for reporting suspected misconduct.

During the 2025 fiscal year, the company was not fined or convicted in any cases related to corruption or bribery. Anti-corruption practices are continuously developed as part of the company's corporate responsibility efforts.

During the 2025 fiscal year, the company was not fined or convicted in any cases related to corruption or bribery.

Responsibility Principles for Suppliers and Procurement

ABO Energy Suomi is part of the Group's comprehensive procurement system, in which the most critical and highest-volume procurements, such as wind turbine acquisitions, are carried out at the Group level. In the Group's operating model, risks related to business partners are systematically assessed and monitored using external financial and sustainability-related assessments, such as D&B audits. As part of its responsible business practices, ABO Energy complies with economic sanctions imposed by the United Nations, the European Union, and the United States. To fulfil these obligations, the company has appropriate monitoring procedures in place, and all new business partners are screened before entering into a contractual relationship.

Evaluation criteria for consultant selection

Although ABO Energy Suomi's own procurement volume is limited compared to the group level, the company has developed local supplier selection criteria. Key procurements in the Finnish business include, in particular, expert services related to project development, such as environmental impact assessment and land-use planning consulting services.

In 2025, the company put out to tender environmental impact assessment and land-use planning services for three wind power projects, electrical engineering services for one wind power project, and preliminary power line design services for one project. In selecting consultants, the company utilised an internally developed comparison tool which enabled systematic evaluation of bids, particularly from the perspectives of cost and quality. The Group's international electrical engineering department has served as a trailblazer in the development and application of clear evaluation criteria.

The company has identified a need to further develop the evaluation criteria and procedures for competitive bidding so that, in the future, they will also take into account sustainability aspects and supplier references more comprehensively. This development work will continue throughout 2026, and the plan is to expand this approach from wind power projects to other business areas, such as BESS and hydrogen projects. The goal is to ensure that supplier selections systematically support ABO Energy's sustainability goals and promote transparent, sustainable procurement practices across all business areas.

Supplier Code of Conduct

ABO Energy Suomi requires its suppliers to commit to ethical business principles, respect for human rights, and responsible practices throughout the supply chain. These requirements are compiled in the Supplier Code of Conduct (SCoC), which guides cooperation and ensures the realisation of the company's values.

The operating model is based on the following:

- all suppliers commit to the SCoC requirements before cooperation begins
- the principles are incorporated as a binding part of contracts
- compliance is monitored centrally

During the reporting year, the implementation of the SCoC was strengthened as part of operational activities. 83% of staff participated in training during the reporting year, and training will be incorporated into annual competency development going forward. The SCoC was incorporated into all new supplier agreements as well as key existing agreements.

We are also continuously improving our monitoring of supplier compliance. During the reporting year, we developed an audit framework aimed at strengthening the systematic assessment of how well our principles are being implemented in the coming years.

Portfolio Sale to a New Owner – How Did We Ensure Responsible Operations as Nearly 30 Projects were Transferred to A New Owner?

4.4 gigawatts (GW) of wind power projects across Finland · **~€42 million** upon completion of the transaction · **5** transferred employees

ABO Energy approached the preparation of the portfolio sale responsibly, based on trust and transparency. Information exchange, decision-making, and stakeholder engagement related to the corporate transaction were carried out with great care due to the size and strategic significance of the portfolio. Laws, data security requirements, and ethical principles were adhered to at every stage of the process, and a corresponding commitment was also required from all parties. Particular attention was paid to the data protection of landowners and employees. Data protection and respect for intellectual property rights played a central role, as the project portfolios contained significant amounts of confidential information.

Preparation 12/24-03/25

Before the actual sales and due diligence process began, lessons learned from previous transaction processes were compiled, and DD training was organised for the entire staff. The goal was to ensure the smooth and efficient progress of the process, clarify roles, and standardise practices. During the preparation phase, data management principles were also defined, and the necessary resources for executing the portfolio sale were allocated.

Due Diligence 4-7/25

The sale was carried out by applying the due diligence model familiar from the sale of individual project rights. At the core of the process was an external, secure data room through which all data exchange took place efficiently and in a traceable manner. Access to the data room was granted only to those managing the sales process. As the process progressed, an insider list was created in accordance with regulations governing publicly traded companies, to which individuals necessary for the transaction were added. This ensured the fair treatment of investors and confidence in the functioning of the markets. Information regarding the prospective buyer was restricted to negotiators and those on the insider list.

Signing of the Agreement 7/25

The transaction was signed between ABO Energy and Fortum in July 2025, marking the transition from the preparation and due diligence phase toward the execution of the transaction. This phase included, among other things, confirming the final liabilities and the scope of the projects to be transferred, as well as preparing internal and stakeholder communications following the public announcement of the transaction.

Execution of the transaction 7-11/25

Immediately following the signing of the transaction, planning for comprehensive stakeholder communications began. All key stakeholders were informed in August, and the communication plan was updated in October prior to the final closing of the transaction. Internally, employees were provided with weekly status updates, and separate information sessions were held for the entire organisation regarding major changes. The impact of the sale process on personnel and the success of the process were assessed through a staff survey conducted in September. The results will be utilised in the development of communications and project management, as well as in the planning of future corporate restructuring.

After the transaction was completed 12/25-3/26

Following the completion of the transaction, we also ensured a smooth transfer of responsibilities and information to the new owner and that projects continued to progress according to plan without interruption. Stakeholders were notified of the transaction's execution in accordance with the terms of the agreement, first Fortum, then ABO Energy.

Transparency and Responsibility in Our Operations

Cybersecurity and the Responsible Use of Artificial Intelligence

As cyber threats increase globally, ABO Energy Suomi has strengthened its measures to manage privacy protection and information security risks. A key part of this effort is developing staff expertise and raising awareness. In early 2025, the company organised a comprehensive data protection and information security training programme for all Finnish staff members in collaboration with Netox Oy. The two training sessions held at the end of January addressed the importance of cybersecurity from the perspective of the entire organisation, the most common cyber threats, and ways to prevent the associated risks.

As part of its digitalisation efforts and efforts to improve work efficiency, ABO Energy Suomi has also invested in the responsible use of artificial intelligence. In early March 2025, Tieturi Oy organised a basic-level training session for staff on utilising artificial intelligence in daily work. The goal of the training was to promote the safe and ethical adoption of AI to improve productivity without compromising the company's data protection or confidential information. The Finnish subsidiary conducted the first AI pilots during the summer of 2024, becoming the first in the Group to do so using the paid Chat-GPT service.

A survey was conducted within the Group toward the end of 2025 to assess employees' AI skills and the need for AI. Based on the results, AI was identified as a significant tool for the future, and the company decided to prioritise use cases related to AI assistants in particular. The ABO Energy Group has now officially adopted the MS365 Copilot AI solution. Staff will be provided with training on how to use AI before its implementation.

Information security, data protection, and AI training are intended to be refreshed regularly so that staff expertise and readiness to respond to evolving cyber threats, as well as to utilise AI safely and ethically, remain up to date.

Data Protection and Transparency

ABO Energy Suomi complies with the EU General Data Protection Regulation (GDPR) in its operations and continuously develops its data protection practices to ensure the appropriate and transparent processing of personal data.

Key operating principles for ensuring data protection:

- Compliance with legislation – Personal data is processed in accordance with applicable data protection laws
- Lifecycle management – Clear guidelines for data storage, processing, and deletion
- Documentation and transparency – An up-to-date description of processing activities and defined legal bases for processing

Data protection management is based on a systematic process in which practices are regularly updated and their implementation is monitored. During the reporting year, the record of processing activities was updated, and legitimate interest assessment for relevant processing operations were conducted in collaboration with the data protection working group.

The development of data protection practices will continue in 2026 by ensuring the implementation of the data deletion process, updating documentation, and training staff. This ensures that data protection management supports the company's responsible, reliable, and transparent operations.

Wind farm visit for decision-makers from Suomi Areena

Transparency in Political Engagement

ABO Energy actively promotes a business environment in Finland that is conducive to the development and construction of renewable energy. We operate primarily through the Renewables Finland, the Finnish Energy, and the Voimaa Tuulesta coalition, which consists of five renewable energy project developers. Our activities include producing various materials for decision-makers, holding meetings with decision-makers, issuing policy statements, submitting comments on legislative proposals related to the sector, and participating in and organising events for decision-makers.

The Voimaa Tuulesta coalition organised a wind farm visit to the Ratiperä wind farm in the summer of 2025 in connection with Suomi Areena. Fifteen guests participated in the visit. Representatives were present from the Parliament, advocacy organisations, and the media. During the visit, participants learned about the impacts of wind power, and we shared our views on the government's draft bill, which proposes a fixed distance limit between wind power facilities and residential areas.

Organisational memberships in 2025:

- Renewables Finland
- Finnish Energy
- Finnish Hydrogen Valley Association
- BotH2nia
- Central Chamber of Commerce
- German-Finnish Chamber of Commerce
- Taxpayers' Association of Finland
- Hydrogen Cluster

Transparency Register

We openly disclose ABO Energy's lobbying activities through the National Audit Office's Transparency Register.

Activity Report: ABO Energy Suomi Oy

Financial Responsibility

For the year 2025, the ABO Energy Group will not report its results until June 2026. For this reason, financial figures have had to be omitted from this report at the time of publication in April 2026. The financial responsibility section will be added to ABO Energy's website once the results are publicly available.

Appendices

Appendix 1: Areas of particular importance for biodiversity in the vicinity of our projects

Project areas located in the vicinity (0–2 km distance zone) of a Natura site. The table details the project area, characteristics of the Natura sites, and the project's location relative to the Natura site.

Project location	Project area (ha)	Natura site	Project location relative to the Natura area
Kuorinki-Vinsanmaa, Tervola, and Tornio	4400	FI1301905 Vinsanmaa mires (SAC)	The Natura site is located within the project area.
Pitkämaa, Tervola	1213	FI1301811 Suuripää area (SAC/SPA)	The Natura site borders the project area
Leilisuo, Simo	1270	FI1301602 Martimoaapa-Lumiaapa-Penikat (SAC/SPA)	The Natura area is located approximately 1.2 km from the project area at its closest point
Riitamaa-Nurmesneva, Kärsämäki, and Pyhäjärvi	7872	FI1201011 Latvakangas (SAC)	The Natura site is located a few hundred meters from the project area
		FI1101802 Nurmesjärvi (SPA)	The Natura site is located at a minimum distance of approximately 600 m from the project area
Myyränkangas, Kihniö, and Virrat	4100	FI0355005 Isoneva-Kurjenmetsä (SAC)	The Natura site is located approximately 1.2 km from the project area at its closest point
		FI0355007 Närhineva-Koroluoma (SAC)	The Natura site borders the project area
		FI0355009 Joutsenjärvi (SPA)	The Natura site is located approximately 1.8 km from the project area at its closest point
Kivikangas 1, Kajaani	5260	FI1200106 Varissuo (SPA)	The Natura site is located approximately 1.2 km from the project area at its closest point
		FI1200100 Kiiskinen and Varissuo (SAC)	The Natura area is partially located within the project area
Tornimäki, Padasjoki	913	FI0335001 Ammajanvuori (SAC)	The Natura site is located approximately 1.5 km from the project area at its closest point
Isolehto, Ristijärvi	5228	FI1200055 Säkkisenlatvasuo-Jännesuo-Lammisuo and Peuravaara (SAC)	The Natura site is located approximately 500 m from the project area at its closest point
Iso Petäjämäki, Lapinlahti	2296	FI0600082 Hukkasuo (SAC)	The Natura site is partially within the project area
Kolsa-Juvansuo, Mynämäki, and Laitila	1985	FI0200106 Kivijärvi Forests (SAC)	The Natura site is partially within the project area
Iso Rytisuo, Oulu	1468	FI1106401 Kusisuo (SAC/SPA)	The Natura site is located at its closest point tens of meters from the project area
Tynnörsuo, Karstula	1728	FI0900140 Kilpisuo (SAC/SPA)	The Natura site is located at its closest point a few hundred meters from the project area
		FI0900004 Verhokangas (SAC)	The Natura site is located at its closest point a few hundred meters from the project area
Löytänä, Pielavesi	2273	FI0600024 Valkeiskylä and Ventojen Forests (SAC)	The Natura site is partially located within the project area
Sivakkalehto, Kajaani	5410	FI1201010 Talvivaara (SAC)	The Natura site is partially located within the project area
		FI1200621 Korsunrinne (SAC)	The Natura site is located mostly within the project area

Matkaniva, Oulainen, and Haapavesi	1904	FI1102800 Hirvineva (SAC)	The Natura site is located at its closest point approximately 950 m from the project area
Niittuneva, Seinäjoki	2048	FI0800030 Haukilamminneva (SAC)	The Natura site borders the project area
Vuorijärvet, Kannonkoski	5939	FI0900121 Kivetyn area (SAC/SPA)	The Natura area is located approximately 1.2 km from the project area at its closest point
Maanpäänkulma, Pöytyä	1215	FI0200084 Kurjenrahka (SAC)	The Natura site is located approximately 1.6 km from the project area at its closest point
Uljua, Siikalatva	5200	FI1104405 Kivijärvi (SPA)	The Natura site is located approximately 1.5 km from the project area at its closest point
		FI1103602 Suksineva-Ahvenjärvenneva-Turvakonneva (SAC)	The Natura area borders the project area

Our projects for which a Natura assessment has been prepared in accordance with the Nature Conservation Act. The table details the project area, characteristics of the Natura areas, distance to the Natura areas, and the conservation criteria for the areas.

Project location	Project area (ha)	Natura site and area	Project location in relation to the Natura site
Uljua, Siikalatva	5200	FI1104405 Kivijärvi (SPA) 145 ha	The Natura site is located approximately 1.5 km from the project area. The basis for protection is birdlife.
		FI1103602 Suksineva-Ahvenjärvenneva-Turvakonneva (SAC) 476 ha	The Natura site borders the project area. The basis for protection is habitat types.
Iso-Rytisuo, Oulu	1470	FI1106401 Kusisuo (SAC/SPA) 419 ha	The Natura area is located at its closest point tens of meters from the project area. The basis for protection is birdlife and habitat types.
Kivikangas, Kajaani	5260	FI1200100 Kiiskinen and Varissuo (SAC) 815 ha	The Natura area is partially located within the project area. The basis for protection is habitat types.
		FI1200106 Varissuo (SPA) 473 ha	The Natura site is located at its closest point approximately 1.2 km from the project area. The basis for protection is birdlife.
		FI0600060 Tavisuo (SAC) 254 ha	The Natura site is located approximately 8 km from the project area. The basis for protection is habitat types.
Kolsa-Juvansuo, Laitila, and Mynämäki	2000	FI0200106 Kivijärvi Forests (SAC) 174 ha	The Natura site is partially located within the project area. The basis for protection is birdlife.

Myyränkangas, Kihniö, and Virrat	4100	FI0355009 Joutsenjärvi (SPA) 53 ha	The Natura area is located at its closest point approximately 1.8 km from the project area. The basis for protection is birdlife.
Riitamaa-Nurmesneva, Kärsämäki, and Pyhäjärvi	7872	FI1101802 Nurmesjärvi (SPA) 259 ha FI1101804 Latvakangas (SAC) 26 ha	The Natura site is located approximately 600 m from the project area at its closest point. The basis for protection is birdlife. The Natura site is located a few hundred meters from the project area. The basis for protection is the habitat types.
Kuorinki-Vinsanmaa, Tervola, and Tornio	4400	FI1301905 Vinsanmaa mire (SAC) 24 ha	The Natura site is located within the project area. The basis for protection is the following habitat types
Leilisuo, Simo	1270	FI1301602 Martimoaapa-Lumiaapa-Penikat (SAC/SPA) 14086 ha	The Natura area is located approximately 1.2 km from the project area at its closest point. The basis for protection is birdlife and habitat types.

Appendix 2: Context of the VSME Index

VSME Index

Basic Module		
General Information	Section(s) in the report	Page number
B1 – Basic Information	ABO Energy Finland in 2025 at a glance	5
	Basis of preparation	21
	Governance structure	45
B2 – Practices, policies, and future initiatives for transitioning toward a more sustainable economy	Our Business	7
	Our Sustainability Principles	22
	Good Corporate Governance	44
Implementation and Management of Sustainability Work	Implementation and Management of Sustainability Work	48
Environmental metrics		
B3 – Energy and Greenhouse Gas Emissions	Energy consumption	24
	Calculation of greenhouse gas emissions	24, 25
B5 – Biodiversity	Areas of particular importance for biodiversity in the vicinity of our projects	31
	Land-use changes caused by our business operations	32
B7 – Resource use, circular economy, and waste management	Resource use and the circular economy	33
Social metrics		
B8 – Workforce – general characteristics	Our people	34
B9 – Workforce – Health and Safety	Occupational safety and health practices	35
	Supporting well-being	36
B10 – Workforce – compensation, collective bargaining, and training	Compensation system, collective bargaining, and skills development	37
Governance metrics		
B11 – Convictions and fines for corruption and bribery	Prevention and detection of corruption and bribery	50

Comprehensive module		
General Information	Section(s) in the report	Page number
C1 – Strategy: Business Model and Sustainability – Related Initiatives	Implementation and management of sustainability work	48
	Stakeholders	18, 19
	Risk management	49
C2 – Description of practices, policies, and future initiatives for transitioning toward a more sustainable economy	Our business	7
	Our new business model and how we create value	13
	The business environment in 2025	17
	Ethical principles and supply chain responsibility	50
	Transparency and responsibility in our operations	53, 54
Environmental metrics		
C4 – Climate risks	Climate risks	25
Social metrics		
C5 – Additional information on workforce (general) characteristics	Our people	34
Governance metrics		
C9 – Gender diversity in governance bodies	Management diversity and promotion of diversity	47

ABO ENERGY

Renewables are our DNA

ABO Energy Suomi Oy

Itämerentori 2, 11th floor
00180 Helsinki
Finland

Contact information
Reetta Nurmo
Tel.+358 50 344 6316
reetta.nurmo@aboenergy.fi