



**KURYEN**

# ESG Report

ENVIRONMENTAL · SOCIAL · GOVERNANCE

Fiscal Year 2025

*Aligned with GRI Standards, SASB, and TCFD Recommendations*

January 2026



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## About This Report

Kuryen is pleased to present our fourth annual Environmental, Social, and Governance (ESG) Report. This comprehensive disclosure document provides stakeholders with detailed information about our sustainability performance, practices, and progress toward our ESG commitments during fiscal year 2025 (January 1, 2025 to December 31, 2025).

As a leading renewable energy company, we recognize our responsibility to operate sustainably and transparently. This report reflects our commitment to accountability and our belief that strong ESG performance is integral to long-term business success and value creation for all stakeholders.

## Reporting Framework and Standards

This report has been prepared in accordance with the following internationally recognized frameworks and standards:

- Global Reporting Initiative (GRI) Standards 2021 - Core Option
- Sustainability Accounting Standards Board (SASB) Standards for Renewable Resources & Alternative Energy
- Task Force on Climate-related Financial Disclosures (TCFD) Recommendations
- United Nations Sustainable Development Goals (UN SDGs)
- UN Global Compact Ten Principles

Framework	Alignment	Notes
GRI Standards	Core Option	All material topics disclosed
SASB	Full	Renewable Resources & Alternative Energy standard
TCFD	Aligned	All 11 recommendations addressed
UN SDGs	Contributing	Focus on 6 priority goals

*Table 1: Reporting Framework Alignment*

## Materiality Assessment

Our materiality assessment process identifies the ESG topics that are most significant to our business and stakeholders. In 2025, we conducted a comprehensive double materiality assessment, evaluating both financial materiality (impact on our business) and impact materiality (impact on the environment and society).

The assessment involved extensive stakeholder engagement, including surveys, interviews, and workshops with investors, employees, customers, suppliers, community representatives, and subject matter experts.

## Stakeholder Engagement

Meaningful stakeholder engagement is fundamental to our ESG strategy. We maintain ongoing dialogue with diverse stakeholder groups to understand their expectations, address concerns, and incorporate feedback into our business practices.

Stakeholder	Engagement Methods	Key Topics
Investors	Quarterly calls, ESG roadshows, AGM	Financial performance, ESG strategy, climate risk
Employees	Surveys, town halls, ERGs	Safety, development, DEI, benefits
Customers	Account meetings, satisfaction surveys	Service quality, reliability, sustainability
Communities	Advisory boards, public meetings	Local impact, jobs, environment
Suppliers	Assessments, training programs	ESG compliance, human rights
Regulators	Consultations, reporting	Compliance, policy development

*Table 2: Stakeholder Engagement Summary*

## ESG Strategy and Governance

Kuryen's ESG strategy is integrated into our corporate strategy and business operations. We believe that sustainable business practices drive long-term value creation for shareholders while contributing positively to society and the environment.

### ESG Governance Structure

Our ESG governance framework ensures clear accountability and oversight at all levels of the organization. The Board of Directors maintains ultimate responsibility for ESG oversight, with specific committees handling detailed matters.

0. **Board of Directors:** Provides ultimate oversight of ESG strategy, reviews performance, and ensures alignment with long-term business objectives
1. **ESG Committee:** Board-level committee meeting quarterly to review ESG performance, approve policies, and guide strategic direction
2. **Executive Sustainability Council:** Senior leadership team responsible for implementing ESG strategy and integrating sustainability into business decisions
3. **ESG Working Groups:** Cross-functional teams focused on specific ESG topics (Climate, Human Rights, Supply Chain, etc.)
4. **Site-Level Sustainability Champions:** Personnel at each facility responsible for local ESG implementation and reporting

### Sustainability Strategy

Our sustainability strategy is built on three pillars that align with our business model and stakeholder expectations:

#### Environmental Leadership

As a renewable energy company, environmental stewardship is core to our business. We are committed to maximizing the positive environmental impact of our operations while minimizing our footprint.

## Social Responsibility

We recognize that our success depends on our people and the communities where we operate. Our social strategy focuses on creating a diverse and inclusive workplace, ensuring health and safety excellence, and respecting human rights.

## Ethical Governance

Strong governance underpins everything we do. We maintain the highest standards of business ethics, transparency, and accountability.

Target	Baseline	2025	2030
Scope 1+2 Emissions Reduction	2020	-50%	Carbon Neutral
Scope 3 Emissions Reduction	2020	-15%	-50%
Renewable Electricity	2020	100%	100%
Water Intensity Reduction	2020	-10%	-25%
Waste Diversion from Landfill	2020	85%	95%
Women in Leadership	2020	35%	45%
TRIR (Safety)	2020	<0.50	<0.30

*Table 3: Strategic Sustainability Targets*

## Environmental

As a renewable energy company, environmental stewardship is fundamental to our business model and corporate identity. We are committed to maximizing the positive environmental impact of our clean energy generation while minimizing the environmental footprint of our operations.

### Climate Strategy and Decarbonization

Climate change represents both a strategic opportunity and a critical challenge. Kuryen's business directly contributes to global decarbonization by displacing fossil fuel-based electricity generation.

#### Net Zero Commitment

In 2023, Kuryen committed to achieving net-zero greenhouse gas emissions across our entire value chain by 2040. This commitment aligns with the Paris Agreement's goal of limiting global warming to 1.5°C above pre-industrial levels and has been validated by the Science Based Targets initiative (SBTi).

- 2025: Reduce Scope 1 and 2 emissions by 50% from 2020 baseline
- 2030: Achieve carbon neutral operations (Scope 1 and 2)
- 2035: Reduce Scope 3 emissions by 70% from 2020 baseline
- 2040: Achieve net-zero across all scopes

### Greenhouse Gas Emissions

Kuryen measures and reports greenhouse gas (GHG) emissions in accordance with the GHG Protocol Corporate Standard. Our emissions inventory covers all material sources across our global operations and value chain.

Emission Category	2022	2023	2025	YoY
Scope 1 (tCO <sub>2</sub> e)	48,520	46,890	44,250	-5.6%
Scope 2 - Location (tCO <sub>2</sub> e)	125,800	118,400	98,650	-16.7%
Scope 2 - Market (tCO <sub>2</sub> e)	125,800	98,500	76,420	-22.4%
Scope 3 (tCO <sub>2</sub> e)	2,845,000	3,125,000	3,485,000	+11.5%
Total Emissions	3,019,320	3,290,290	3,605,670	+9.6%

Emission Category	2022	2023	2025	YoY
Revenue (M\$)	705	889	1,120	+26.0%
Emissions Intensity	4.28	3.70	3.22	-13.0%

Table 4: Greenhouse Gas Emissions Summary (tCO<sub>2</sub>e)

### Scope 1 Emissions

Scope 1 emissions represent direct GHG emissions from sources owned or controlled by Kuryen. Our Scope 1 emissions primarily come from:

- Combustion of fuels in backup generators at project sites (42% of Scope 1)
- Company vehicle fleet (35% of Scope 1)
- HVAC systems and equipment at offices and facilities (18% of Scope 1)
- SF6 emissions from electrical equipment (5% of Scope 1)

### Scope 2 Emissions

Scope 2 emissions represent indirect GHG emissions from purchased electricity, heat, and steam. Our Scope 2 emissions decreased by 35% in 2025 compared to 2023.

### Scope 3 Emissions

Scope 3 emissions represent all other indirect emissions in our value chain. We have completed a comprehensive Scope 3 screening.

Category	Emissions (tCO <sub>2</sub> e)	% of Scope 3
Purchased Goods & Services	1,485,000	42.6%
Capital Goods	685,000	19.7%
Fuel & Energy Related	425,000	12.2%
Upstream Transportation	285,000	8.2%
Business Travel	185,000	5.3%
Employee Commuting	145,000	4.2%
Downstream Transportation	85,000	2.4%

Category	Emissions (tCO <sub>2</sub> e)	% of Scope 3
Other Categories	190,000	5.4%

Table 5: Scope 3 Emissions by Category

## Energy Management

As an energy company, efficient energy management is both a business imperative and an environmental responsibility. We are committed to optimizing energy use across our operations.

Energy Source	2023 (MWh)	2025 (MWh)	Change
Renewable Electricity	385,420	425,680	+10.4%
Non-Renewable Electricity	98,650	42,120	-57.3%
Natural Gas	12,500	11,850	-5.2%
Diesel/Gasoline	8,420	5,670	-32.7%
Total	504,990	485,320	-3.9%
% Renewable	76.3%	91.3%	+15.0pp

Table 6: Energy Consumption by Source (MWh)

## Water Stewardship

Water is a critical resource for our operations. We are committed to responsible water management, including reducing consumption and protecting water quality.

Source	2022	2023	2025
Municipal Water	1,850	2,120	2,485
Groundwater	485	420	285
Surface Water	125	85	65
Recycled Water	45	52	58
Total (thousand m <sup>3</sup> )	2,505	2,677	2,893
Water-Stressed Areas	285	320	385

Table 7: Water Withdrawal by Source (thousand m<sup>3</sup>)

## Waste and Circular Economy

Kuryen is committed to minimizing waste generation and maximizing resource recovery through circular economy principles.

Waste Type	Generated	Recycled	Diversion Rate
Solar Panels	2,850	2,708	95.0%
Metal Scrap	3,250	3,250	100%
Electronics	1,850	1,665	90.0%
General Waste	3,850	2,310	60.0%
Hazardous Waste	650	585	90.0%
Total	12,450	10,518	84.5%

Table 8: Waste Management Summary (tonnes)

## Biodiversity and Land Use

Kuryen recognizes the importance of protecting biodiversity and managing land responsibly. Our projects are designed and operated to minimize impacts on ecosystems.

Land Category	Solar	Wind	Total
Operational Projects	12,500	8,200	20,700
Under Construction	3,200	1,850	5,050
Restored/Conservation	1,200	1,550	2,750
Total (hectares)	16,900	11,600	28,500

Table 9: Land Use by Category (hectares)

## Social

Kuryen's success depends on our people and the communities where we operate. Our social strategy focuses on creating an inclusive and safe workplace, developing talent, respecting human rights, and contributing positively to society.

### Workforce Overview

As of December 31, 2025, Kuryen employed 2,847 people across 14 countries. Our workforce comprises a diverse mix of professionals including engineers, technicians, project managers, and corporate support staff.

Category	Total	% Female	% Male
Total Employees	2,847	34%	66%
Management	485	32%	68%
Senior Management	125	28%	72%
Executive Team	12	33%	67%
Board of Directors	9	44%	56%
Technical/Engineering	1,245	28%	72%
Operations	985	22%	78%
Corporate	617	52%	48%

Table 10: Workforce Demographics (2025)

### Diversity, Equity and Inclusion

Kuryen is committed to building a diverse, equitable, and inclusive workplace where all employees can thrive. We believe that diverse perspectives drive innovation and better decision-making.

Metric	2022	2023	2025
Women - Overall	31%	32%	34%
Women - Management	28%	30%	32%

Metric	2022	2023	2025
Women - Board	33%	33%	44%
Racial/Ethnic Minorities (US)	28%	30%	32%
LGBTQ+ Self-Identification	4.2%	4.8%	5.5%
Employees with Disabilities	3.1%	3.5%	4.2%
Veterans (US)	5.2%	5.8%	6.1%

Table 11: Workforce Diversity Metrics (%)

## Health and Safety

The health and safety of our employees, contractors, and communities is our highest priority. We maintain a comprehensive safety management system aligned with ISO 45001 standards.

Metric	2022	2023	2025
TRIR (Employees)	0.85	0.72	0.58
TRIR (Contractors)	1.25	1.08	0.92
Lost Time Injuries	12	9	7
Fatalities	0	0	0
Safety Training Hours	45,200	52,800	58,650
ISO 45001 Certified Sites	85%	92%	98%

Table 12: Health and Safety Performance

## Training and Development

Investing in employee development is essential for our continued success. We provide comprehensive training programs to build technical skills, leadership capabilities, and professional competencies.

Metric	2022	2023	2025
Training Spend (\$M)	\$3.2	\$3.8	\$4.5

Metric	2022	2023	2025
Hours per Employee	28	32	36
Total Training Hours	68,600	85,920	102,492
Leadership Program Grads	45	58	72
Technical Certifications	685	820	985

Table 13: Training and Development Metrics

## Human Rights

Kuryen is committed to respecting and promoting human rights throughout our operations and value chain. Our Human Rights Policy aligns with the UN Guiding Principles on Business and Human Rights.

## Community Engagement

Kuryen is committed to being a responsible neighbor and contributing positively to the communities where we operate. Our community engagement strategy focuses on creating shared value.

Category	Investment (\$M)	% of Total
Education & STEM Programs	\$1.25	29.8%
Community Infrastructure	\$0.85	20.2%
Environmental Conservation	\$0.65	15.5%
Economic Development	\$0.55	13.1%
Health & Wellness	\$0.45	10.7%
Disaster Relief	\$0.35	8.3%

Table 14: Community Investment by Category (\$M)

## Supply Chain Responsibility

Our supply chain spans multiple continents. We are committed to ensuring that our supply chain operates responsibly and sustainably.

Category	Count	Spend (\$M)	% Local
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Category	Count	Spend (\$M)	% Local
Tier 1 Suppliers	485	\$685	42%
Tier 2 Suppliers	1,850	\$245	38%
Solar Panel Manufacturers	12	\$285	15%
Wind Turbine Suppliers	8	\$195	25%
Inverter Suppliers	15	\$85	35%

Table 15: Supplier Profile

## Governance

Strong corporate governance is fundamental to Kuryen's long-term success and stakeholder trust. We maintain high standards of ethical conduct, transparency, and accountability across all aspects of our business.

### Corporate Governance Framework

Kuryen's governance framework is designed to ensure effective oversight, strategic direction, and risk management. Our governance structure complies with applicable laws and regulations.

Name	Title/Expertise	Independent	Since
Dr. Sarah Chen	Chairman, Former Energy CEO	Yes	2019
Michael Rodriguez	CEO, Kuryen	No	2018
James Whitmore	Lead Independent Director, Finance	Yes	2018
Dr. Amara Okafor	Climate Scientist	Yes	2020
Robert Kim	Technology Executive	Yes	2021
Lisa Thompson	Sustainability Consultant	Yes	2022
David Martinez	Energy Policy Expert	Yes	2022
Jennifer Walsh	Investment Manager	Yes	2023
Dr. Raj Patel	Engineering Professor	Yes	2023

Table 16: Board of Directors

### Board Composition and Diversity

Kuryen recognizes that board diversity enhances decision-making and corporate performance. Our board diversity profile demonstrates our commitment to inclusive governance:

Diversity Aspect	Count	% of Board	Target
Women	4	44%	40%
Racial/Ethnic Minorities	3	33%	30%

Diversity Aspect	Count	% of Board	Target
Independent Directors	8	89%	75%
ESG Expertise	5	56%	50%
International Experience	6	67%	50%

Table 17: Board Diversity Profile

## Ethics and Compliance

Kuryen maintains a comprehensive ethics and compliance program designed to prevent, detect, and respond to violations of laws, regulations, and company policies.

### Code of Conduct

Our Code of Conduct sets forth the ethical standards expected of all employees, officers, and directors. All employees complete annual Code of Conduct training. In 2025, 100% of employees completed the training with an average score of 94%.

### Anti-Corruption

We maintain a zero-tolerance policy for bribery and corruption. Our anti-corruption program includes training, due diligence, and regular risk assessments.

## Risk Management

Kuryen operates a comprehensive enterprise risk management (ERM) framework that identifies, assesses, and manages risks across our business.

Risk Category	Likelihood	Impact	Mitigation
Regulatory/Political	Medium	High	Diversified markets, government relations
Technology	Medium	Medium	R&D investment, technology partnerships
Market/Price	High	Medium	Long-term contracts, hedging
Operational	Medium	Medium	Preventive maintenance, insurance
Climate Physical	Medium	High	Resilient design, diversification
Cybersecurity	Medium	High	SOC 2, 24/7 monitoring, training

*Table 18: Principal Risk Categories*

## Data Privacy and Cybersecurity

Protecting the privacy and security of data is a critical priority. We maintain robust information security and data privacy programs aligned with industry standards.

Our cybersecurity program includes SOC 2 Type II certification, 24/7 Security Operations Center monitoring, regular penetration testing, and employee security awareness training. In 2025, we experienced zero material cybersecurity incidents or data breaches.

## Political Contributions and Lobbying

Kuryen engages in public policy advocacy to support the transition to clean energy. Our political activities are conducted transparently. In 2025: Corporate political contributions: \$0. Trade association dues: \$485,000. In-house lobbying expenses: \$320,000.

## Performance Data and Metrics

This section presents comprehensive performance data across our environmental, social, and governance priorities. Data covers fiscal years 2022-2025 to enable trend analysis.

### Environmental KPIs

#### Climate and Energy

Metric	2022	2023	2025
Scope 1 Emissions (tCO <sub>2</sub> e)	48,520	46,890	44,250
Scope 2 Emissions (tCO <sub>2</sub> e)	125,800	98,500	76,420
Total Energy (MWh)	504,990	495,420	485,320
Renewable Energy (%)	76.3%	84.2%	91.3%
Clean Energy Generated (GWh)	12,450	14,280	16,850
CO <sub>2</sub> Avoided (ktCO <sub>2</sub> e)	6,850	7,920	8,420

Table 19: Climate and Energy Performance

#### Water and Waste

Metric	2022	2023	2025
Water Withdrawal (thousand m <sup>3</sup> )	2,505	2,677	2,893
Water Consumption (thousand m <sup>3</sup> )	1,850	1,985	2,125
Water Intensity (m <sup>3</sup> /MWh)	0.201	0.198	0.189
Water Recycled/Reused (%)	12%	15%	18%
Waste Generated (tonnes)	10,850	11,650	12,450
Waste Diverted (%)	78%	82%	84.5%

Table 20: Water and Waste Performance

## Social KPIs

Metric	2022	2023	2025
Total Employees	2,450	2,685	2,847
Turnover Rate (%)	10.2%	9.5%	8.5%
TRIR (Employees)	0.85	0.72	0.58
Fatalities	0	0	0
Training Hours per Employee	28	32	36
Women in Workforce	31%	32%	34%
Community Investment (\$M)	\$3.2	\$3.6	\$4.2

Table 21: Social Performance Metrics

## Governance KPIs

Metric	2022	2023	2025
Independent Directors (%)	89%	89%	89%
Women on Board (%)	33%	33%	44%
Board Meetings	8	8	8
Code of Conduct Training (%)	98%	99%	100%
Ethics Hotline Reports	145	138	127
Cybersecurity Incidents	0	0	0
Regulatory Fines (\$K)	\$0	\$0	\$0

Table 22: Governance Performance Metrics

## GRI Content Index

Kuryen has reported in accordance with the GRI Standards for the period January 1, 2025 to December 31, 2025. The GRI Content Index provides a comprehensive mapping of our disclosures to GRI Standards requirements.

### GRI 2: General Disclosures 2021

Disclosure	Location	Status
2-1 Organizational details	About This Report	Reported
2-2 Entities in reporting	About This Report	Reported
2-3 Reporting period	About This Report	Reported
2-4 Restatements	Performance Data	Reported
2-5 External assurance	Assurance Statement	Reported
2-6 Activities, value chain	Business Overview	Reported
2-7 Employees	Workforce Overview	Reported
2-9 Governance structure	Corporate Governance	Reported
2-29 Stakeholder engagement	Stakeholder Engagement	Reported

Table 23: GRI 2 General Disclosures

### GRI 3: Material Topics 2021

Disclosure	Location	Status
3-1 Process to determine material topics	Materiality Assessment	Reported

Disclosure	Location	Status
3-2 List of material topics	Materiality Assessment	Reported
3-3 Management of material topics	ESG Strategy	Reported

Table 24: GRI 3 Material Topics

## GRI 300: Environmental Standards

Disclosure	Location	Status
302-1 Energy consumption	Energy Management	Reported
302-3 Energy intensity	Energy Management	Reported
303-3 Water withdrawal	Water Stewardship	Reported
303-5 Water consumption	Water Stewardship	Reported
305-1 Scope 1 GHG emissions	GHG Emissions	Reported
305-2 Scope 2 GHG emissions	GHG Emissions	Reported
305-3 Scope 3 GHG emissions	GHG Emissions	Reported
305-4 GHG emissions intensity	GHG Emissions	Reported
306-3 Waste generated	Waste Management	Reported
306-4 Waste diverted	Waste Management	Reported

Table 25: GRI 300 Environmental Standards

## GRI 400: Social Standards

Disclosure	Location	Status
401-1 New employee hires	Workforce Overview	Reported

Disclosure	Location	Status
403-1 OHS management system	Health and Safety	Reported
403-9 Work-related injuries	Health and Safety	Reported
404-1 Training hours	Training and Development	Reported
405-1 Diversity of governance bodies	Board Diversity	Reported
413-1 Local community engagement	Community Engagement	Reported
414-1 New suppliers screened	Supply Chain	Reported

*Table 26: GRI 400 Social Standards*

## SASB Index

This section provides disclosures aligned with the Sustainability Accounting Standards Board (SASB) Standards for the Renewable Resources & Alternative Energy industry.

### Environmental Metrics

Metric	Code	2025 Value
Total installed capacity	IF-RE-000.A	4,800 MW
Total electricity delivered	IF-RE-000.B	16,850 GWh
Percentage from renewable sources	IF-RE-000.C	100%
Scope 1 emissions	IF-RE-110.1	44,250 tCO <sub>2</sub> e
Scope 2 emissions	IF-RE-110.2	76,420 tCO <sub>2</sub> e
Total water withdrawn	IF-RE-140.1	2,893,000 m <sup>3</sup>

Table 27: SASB Environmental Metrics

### Social Metrics

Metric	Code	2025 Value
Total recordable incident rate (TRIR)	IF-RE-320a.1	0.58
Fatalities	IF-RE-320a.2	0
Percentage represented by trade unions	IF-RE-310a.1	18%
Number of strikes and lockouts	IF-RE-310a.2	0

Table 28: SASB Social Metrics

### Governance Metrics

Metric	Code	2025 Value
Capacity in high-risk areas	IF-RE-410a.1	485 MW

Metric	Code	2025 Value
Average PPA price	IF-RE-410a.2	\$45.20/MWh
Capacity under long-term contract	IF-RE-410a.3	78%

*Table 29: SASB Governance Metrics*

## TCFD Disclosure

Kuryen supports the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). This section provides our climate-related financial disclosures organized around the four TCFD pillars.

### Governance

The Board of Directors maintains ultimate oversight of climate-related risks and opportunities. The ESG Committee reviews climate strategy quarterly.

### Strategy

We have identified climate-related risks and opportunities that could materially impact our business. Our scenario analysis evaluated three pathways.

Type	Time Horizon	Impact	Description
Risk	Short-term	Medium	Changes to renewable energy incentives
Risk	Medium-term	High	Extreme weather damage to assets
Opportunity	Short-term	High	Increased corporate demand for renewables
Opportunity	Medium-term	High	Expansion into new markets

Table 30: Climate-Related Risks and Opportunities

### Risk Management

Climate-related risks are integrated into our enterprise risk management framework. We assess climate risks using qualitative and quantitative methods.

### Metrics and Targets

Metric	2023	2025
Scope 1 GHG Emissions (tCO <sub>2</sub> e)	46,890	44,250
Scope 2 GHG Emissions (tCO <sub>2</sub> e)	98,500	76,420

Metric	2023	2025
GHG Emissions Intensity (tCO <sub>2</sub> e/\$M)	3.70	3.22
Clean Energy Generated (GWh)	14,280	16,850
CO <sub>2</sub> Avoided (ktCO <sub>2</sub> e)	7,920	8,420

*Table 31: Climate-Related Metrics*

# Independent Assurance Statement

*To the Stakeholders of Kuryen Inc.*

We have been engaged by Kuryen Inc. to perform a limited assurance engagement on selected sustainability information included in the Kuryen ESG Report for the year ended December 31, 2025.

## Scope of Engagement

Our assurance engagement covered Scope 1 and Scope 2 greenhouse gas emissions, total energy consumption and renewable energy percentage, total water withdrawal, total waste generated and recycling rate, total recordable incident rate (TRIR), and employee headcount and gender diversity metrics.

## Conclusion

Based on our procedures performed, nothing has come to our attention that causes us to believe that the selected sustainability information for the year ended December 31, 2025 is not prepared, in all material respects, in accordance with the criteria.

Ernst & Young LLP

Houston, Texas

March 1, 2025

## Appendices

### Appendix A: Methodology

GHG emissions are calculated in accordance with the GHG Protocol Corporate Accounting and Reporting Standard. Energy consumption includes all purchased electricity, fuels, and heat/steam. Water withdrawal is measured at facility meters. Safety metrics follow OSHA recordkeeping requirements.

### Appendix B: Glossary

Term	Definition
tCO <sub>2</sub> e	Tonnes of carbon dioxide equivalent
Scope 1 Emissions	Direct greenhouse gas emissions from owned sources
Scope 2 Emissions	Indirect emissions from purchased electricity
Scope 3 Emissions	All other indirect emissions in value chain
TRIR	Total Recordable Incident Rate - workplace safety measure
ESG	Environmental, Social, and Governance
GRI	Global Reporting Initiative
SASB	Sustainability Accounting Standards Board
TCFD	Task Force on Climate-related Financial Disclosures
DEI	Diversity, Equity, and Inclusion
PPA	Power Purchase Agreement
SBTi	Science Based Targets initiative

Table 32: Glossary of Terms

### Appendix C: Contact Information

We welcome feedback on this report. Please contact us at:

**Sustainability Team**

Kuryen

Email: [sustainability@kuryenplc.com](mailto:sustainability@kuryenplc.com)

Website: [www.kuryenplc.com/investors/esg](http://www.kuryenplc.com/investors/esg)



# KURYEN

*Powering a Sustainable Future*

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