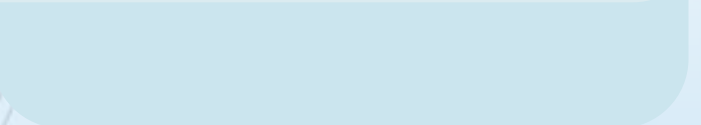
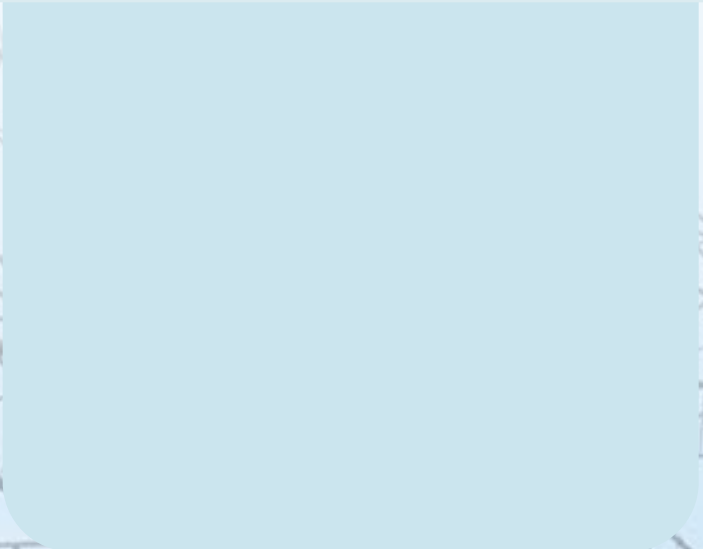
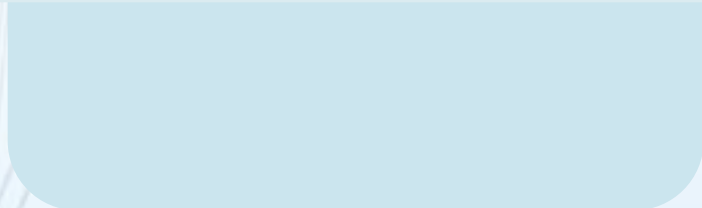
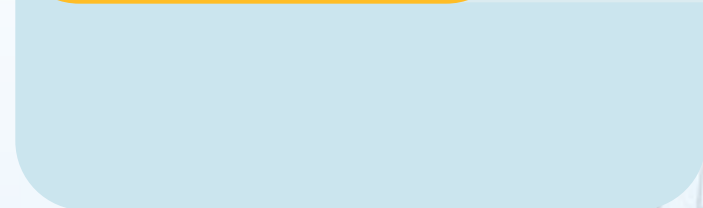


EAC SUSTAINABILITY REPORT 2024



Electricity
Authority
of Cyprus





CONTENTS



Message from the Chairman

The European Union's requirements for the green transition necessitates the implementation of comprehensive policies aimed at drastically reducing carbon emissions, enhancing renewable energy sources, and incorporating sustainability at all levels. These policies represent a fundamental shift, leading to a new and more resilient economic model.

Businesses in Cyprus are expected to adopt green technologies, comply with stricter environmental standards, and innovate with sustainability in mind. The green transition affects critical sectors of the economy, offering significant benefits in terms of energy security, technological progress, and competitiveness in an ever-growing European market.

EAC operates in an ever-changing international energy environment and responds through strategic initiatives that enhance its flexibility, efficiency and operational readiness. Through these efforts, it continues to play a leading role in safeguarding the country's stability and energy security.





EAC's main priority is to reduce the cost of electricity for households and businesses, through its substantial contribution towards the green energy transition. Fully aware of its responsibilities and committed to achieving the European targets for 2030, EAC ensures the successful transformation of Cyprus' energy landscape.

Collaboration with institutional and social partners is a key factor in achieving these goals. EAC recognises its central role in reducing carbon emissions and remains committed to understanding sustainable development issues, as well as to the expectations and concerns of stakeholders.

In a highly complex business environment, EAC emphasises the adoption of best practices, with priority given to the environment, society and corporate governance. Strict adherence to the institutional and regulatory framework, as well as compliance with the Code of Public Sector Governance, are non-negotiable values.

In this context, EAC has developed a comprehensive program for the implementation of the three pillars of ESG (Environment, Social, Governance), based on internationally recognised indicators. The program includes an extensive set of actions covering the environment, health and safety, society, governance, culture and education.

With the opening of the electricity market, transparency through the publication of reports and the integration of sustainability into the EAC's strategic planning strengthen the resilience and position of the Organisation in a highly competitive environment.

EAC is preparing for the implementation of the European CSRD Directive, with the pilot Sustainable Development Report to be published in 2026. It will be incorporated into the Management Report in 2027, alongside the Financial Statements, and will be prepared in accordance with the European Sustainability Reporting Standards (ESRS), under an external certification regime, further enhancing the Organisation's transparency and credibility.

George Petrou,
Chairman of the Board of Directors

Message from the Chairman



Message from the General Manager

EAC operates in a period of intense change in the energy sector, owing to a highly volatile international and domestic environment. Our Organisation is called upon to address important challenges that directly affect both its present and future. Sustainable development, coupled with the pursuit of steady, long-term progress, are strategic objectives, founded on values that reflect EAC's long-standing connection with society: respect, responsibility and consistency.





Message from the General Manager

To achieve these goals, EAC has defined four key strategic priorities:

- tackling climate change,
- the consistent effort to provide affordable electricity,
- safeguarding the security and reliability of energy supply,
- upgrading the quality of services to customers and consumers.

These priorities are fully aligned with global challenges and are being implemented through specific, targeted actions.

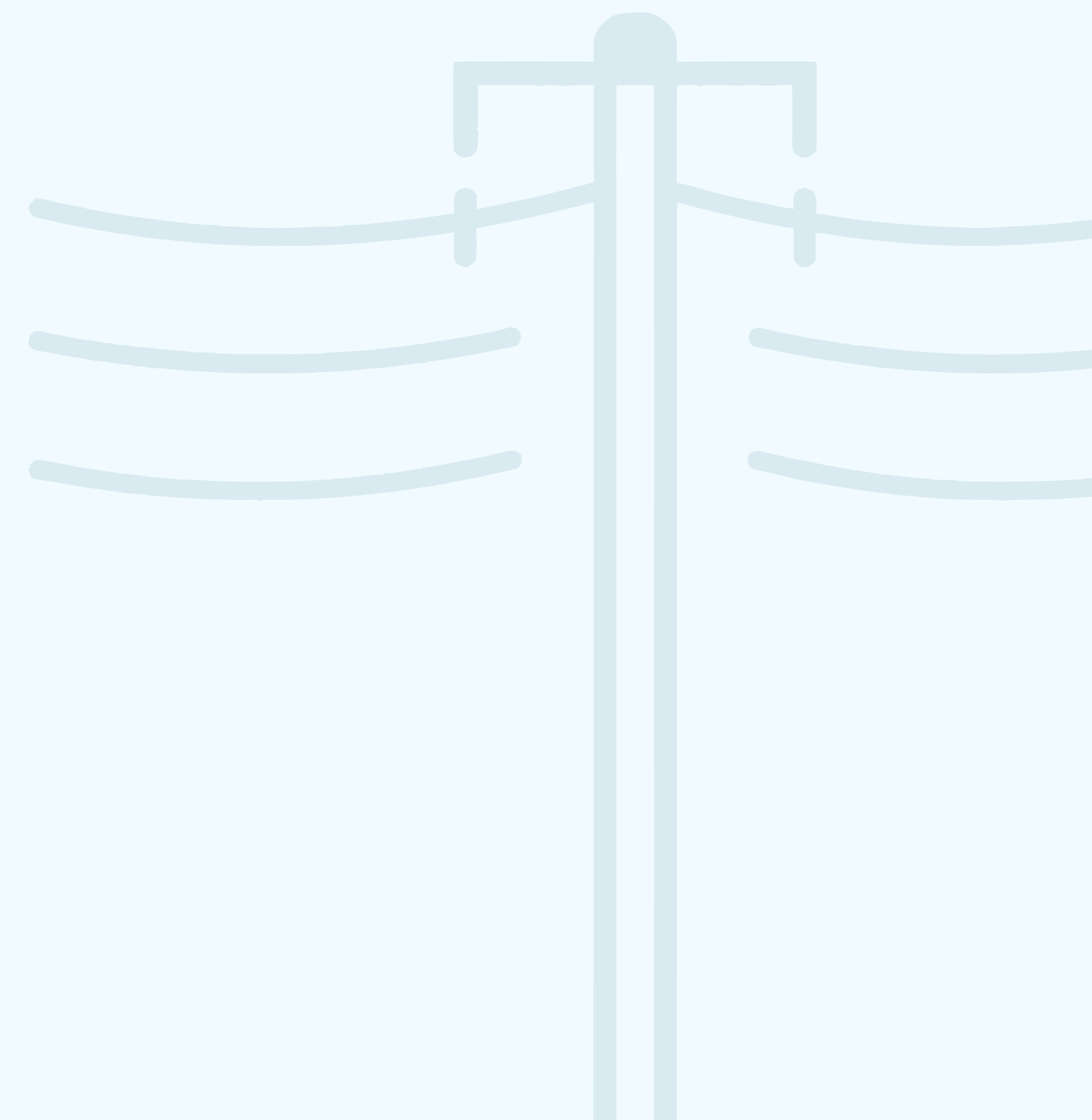
As a Public Benefit Organisation, EAC shows a strong commitment to supporting actions with a positive social impact, covering critical areas such as health, environment, safety, corporate governance, education, sports and culture. These initiatives go beyond the narrow boundaries of corporate social responsibility and aim to make a substantial contribution to the benefit of society and the country's prosperity.

The pillars of Environment, Society and Governance (ESG) have been integrated into every aspect of EAC's operations. Sustainability is no longer a mere element of our development strategy but has evolved into a dynamic corporate philosophy that is constantly adapting to the technological, economic, environmental and social challenges of our time.

This philosophy is reflected in the trust-based relationships that EAC builds with all stakeholders – employees, suppliers, partners, customers and network users. At the same time, the Organisation aspires to become a role model, encouraging other social partners to adopt a similar approach towards sustainability.

This way, we can join forces and collectively shape a future with greater prospects, where society and the environment will be at the core of our values and actions. EAC's ultimate goal is to remain a strong, dynamic and modern organisation, firmly committed to sustainable development.

Adonis I. Yiasemides,
General Manager





**ELECTRICITY
AUTHORITY
OF CYPRUS**





EAC's activities are organised into two main Business Units:

- the Network Business Unit
- the Generation and Supply Business Unit

These two business units include four Core Regulated Activities (CRA), which are distinguished into

- Monopoly activities: Transmission and Distribution
- Competitive activities: Generation and Supply of electricity

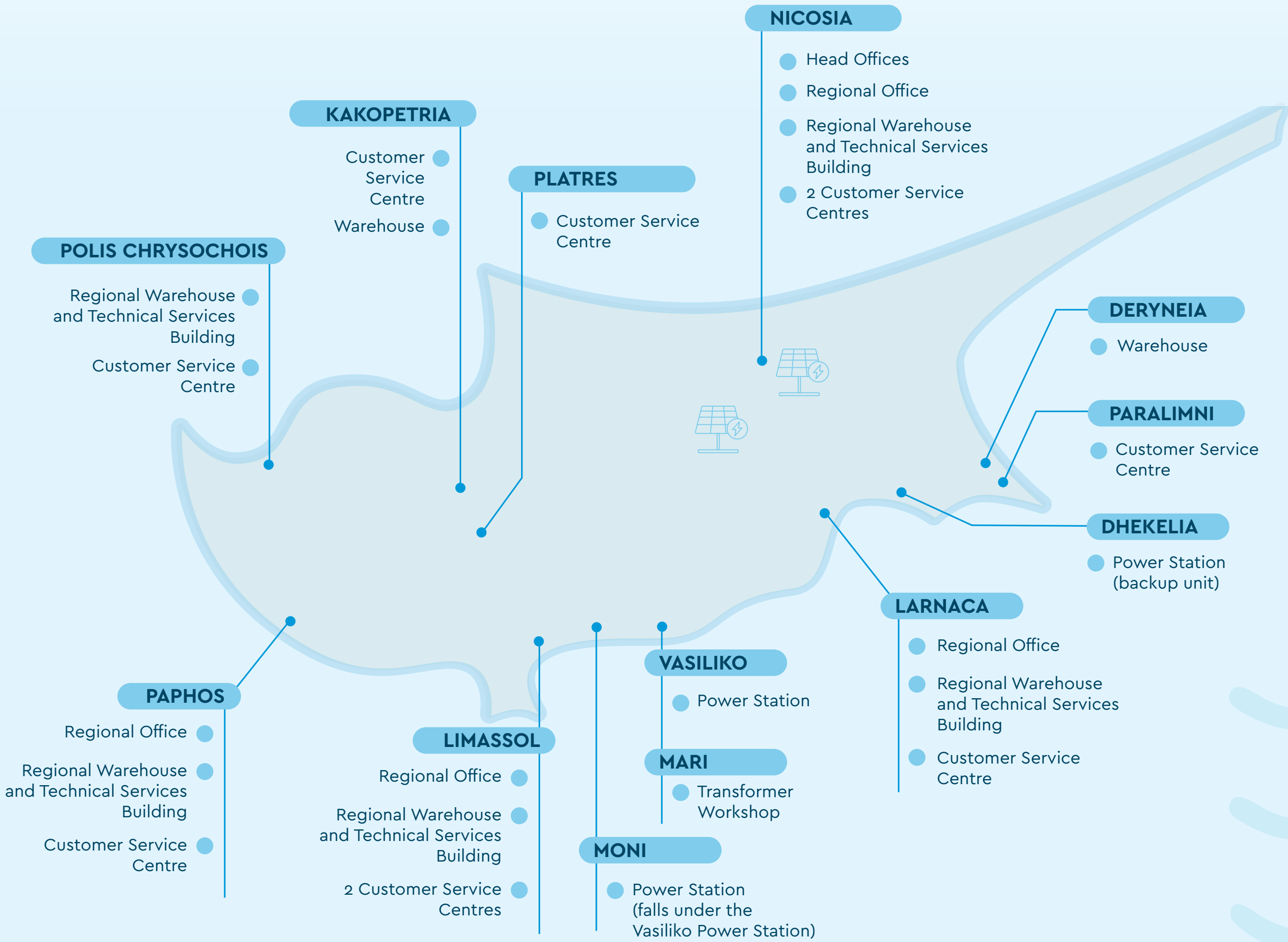
At the same time, EAC undertakes other activities through the Non-Regulated Activities Unit. These include, among others, services to third parties, renewable energy projects and desalination.

All regulated and non-regulated activities are supported by the Shared Services of the Organisation, which provide horizontal support across all levels.

Our vision
To be a leading force
in the sectors of energy,
services and
other activities

Our mission
To provide an excellent service
to consumers, customers
and network users, by offering reliable
and safe quality services in the
sectors of energy and other
activities, by embracing new
technologies, with respect for
society, the environment
and our people, contributing
to the development
of our country.

Our values
Integrity
Respect for all stakeholders
Quality
Human Capital,
Environment,
Society
and Corporate
Governance



: Photovoltaic Parks



1.1 EAC

1.2 EAC at a glance

EAC at a glance

	2022	2023	2024
1. REVENUE (€000)	1.314.250	1.249.516	1.163.890
2. EMPLOYEES (ANNUAL AVERAGE)	2.160	2.223	2.252
3. EMPLOYEES' SALARIES AND BENEFITS AND EMPLOYER'S CONTRIBUTIONS (€000):	109.727	116.117	126.029
INCLUDING THE AMOUNT CAPITALISED (€000)	14.605	15.845	16.503
4. INSTALLED POWER CAPACITY (MW)	1.478	1.478	1.478
5. NET ENERGY GENERATION (GWH)	4.143	3.968	4.358
6. INSTALLED RES POWER CAPACITY (MW)	3	15	20
7. NET RES ENERGY GENERATION (GWH)	3,2	6,8	18,7
8. TOTAL LENGTH OF DISTRIBUTION NETWORK LINES (KM)	28.169	28.735	29.273
9. TOTAL LENGTH OF TRANSMISSION NETWORK LINES (KM)	1.362	1.286	1.286
10. TOTAL NUMBER OF TRANSMISSION SUBSTATIONS	57	57	57
11. TOTAL NUMBER OF PRIMARY TRANSMISSION SUBSTATIONS	9	10	10
12. TOTAL NUMBER OF DISTRIBUTION SUBSTATIONS	6.349	6.469	6.563
13. TOTAL NUMBER OF OVERHEAD DISTRIBUTION TRANSFORMERS	10.958	11.048	11.128
14. INVESTMENTS IN PROPERTY, FACILITIES AND EQUIPMENT (€000)	128.290	139.214	125.536
15. WATER PRODUCTION FROM DESALINATION PLANT (M³)	11.784.540	12.122.200	18.450.185
16. E-CHARGE SERVICE			
A. CHARGERS/CHARGING POINTS	32/64	32/64	33/68
B. ENERGY (kWh)	158.640	194.340	277.000
17. TOTAL NUMBER OF NETWORK USERS (1)	669.033	618.588	630.999
18. TOTAL NUMBER OF SUPPLY CUSTOMERS (NUMBER OF CONTRACTS WITH EAC SUPPLY)	604.245	615.479	642.641
19. TOTAL NUMBER OF CUSTOMER SERVICE CENTRES	10	10	10
QUALITY MANAGEMENT			
			
ENVIRONMENTAL MANAGEMENT			
			
HEALTH AND SAFETY MANAGEMENT			
			
COMPETENCE AND QUALITY IN LABORATORY TESTING AND CALIBRATION			
			

CERTIFICATION OF "GOOD PRACTICES FOR GENDER EQUALITY IN THE WORKPLACE" – BY THE NATIONAL CERTIFICATION BODY FOR ENTERPRISES



(1) Based on the total number of active meters installed at the point of supply.



2

OUR APPROACH TO SUSTAINABLE DEVELOPMENT



EAC's Strategic Priorities

Sustainable development is a key pillar of our strategy, aiming to create lasting value for the environment, society and the economy. Acting with responsibility and vision, we implement actions that enhance governance, resilience and innovation, contributing to the sustainable progress of Cyprus. The following strategic priorities reflect our commitment to this end.

Climate Change

The world has begun to realise the devastating impact climate change could have on our planet.

Energy Supply Security

Securing energy supply is a key concern for the Organisation, thus significant investments are made, both in the technical sector as well as in personnel training.

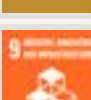
Affordable Electricity

EAC remains committed to supporting its customers -especially those in the vulnerable consumer category—by consistently striving to keep electricity prices as low as possible.



Material issues

As part of our commitment to sustainable development, we proceed to identify and prioritise material issues with environmental, social and governance impact. These issues are linked to both the Organisation's operations and the stakeholders' needs, helping shape strategies that align with national and international sustainability priorities.

Pillars	Objectives	Material issues	Sustainable development goals (SDGs)
Environment	Achieve world-class standards of zero adverse environmental impact and reduce our environmental footprint	Just transition to renewable energy sources	      
		Natural resource management	     
		Climate change	      
		Innovation and technology to improve energy efficiency and environmental performance	   
Society	Responsible contribution to society High-performing human capital	Health and Safety	
		Customer Service	 
		Energy Security of the Republic of Cyprus and accessibility	  
		Employee education, training, development, and retention	   
		Social well-being	      
		Labour relations	  
Corporate Governance	Adopt organisational governance, and strategic models that meet and expectations customer needs —today and into the future	Business continuity, Risk	  
		Good Governance	  
		Financial management, growth, and investments	 
		Stakeholder engagement	
		Regulatory compliance	 



3

CORPORATE GOVERNANCE



EAC applies a strict framework of principles that uphold the rights and responsibilities of customers, network users, market participants within the Republic of Cyprus, and all stakeholders with a legitimate interest in the Organisation’s operations.

The implementation of corporate governance principles promotes:

- A balanced approach to state ownership, whereby the government actively exercises its ownership rights-such as appointing members to the Board of Directors-while refraining from undue political interference in the Organisation's management
- The establishment of appropriate structures ensuring the good governance of the Organisation, founded on the principles of transparency, consistency, impartiality, integrity, and accountability.

Governance Bodies



BODY	DESCRIPTION
Board of Directors	Highest governing body
Joint Special Subcommittees	Specialised subcommittees for the Networks, Generation and Supply Business Units
Board Committees	Thematic committees for governance-related matters



Our Governance and Resilience Approach to Sustainable Development

As part of our strategy for sustainable development and responsible corporate governance, we proceed to the implementation of targeted actions across critical areas that safeguard operational continuity, transparency, and organisational resilience. By systematically applying robust policies, tools, and inter-

TOPIC	KEY ACTIONS
Business Continuity	Development of a business continuity and disaster recovery system, by the end of July 2026, comprising of training, risk analysis, planning and simulation exercises.
Anti-corruption efforts	Implementation of the relevant legislation and our code of conduct, establishment of a reporting committee. No incidents recorded in 2024.
Anti-competition behaviour	Adherence to principles of transparency, equal treatment, confidentiality, and independence. A total of three (3) hierarchical appeals were filed with the Tenders Review Authority (TRA) against decisions of EAC's Board. Two were rejected, and one was upheld (annulment of the contested decision).
Conflict of interests	Prohibition of financial interest in related entities. No incidents recorded in 2024.
Integrated Management System	Implementation of certified management systems based on Internal Auditors in QHSE.

national standards, we enhance our operational effectiveness and lay the groundwork for a modern, sustainable energy transition.

TOPIC	KEY ACTIONS
Risk Management	Establishment of a Risk Management Committee and Unit, use of specialised software and methodology, staff training
Energy Security	Development of RES storage capacity, participation in the national "Fit for 55" strategy, projects to reduce costs and enhance flexibility
Technological Infrastructure	Investments in AMI, SCADA/ADMS, GIS, MDMS and other advanced technology systems for monitoring and automation.
Supply Chain	Use of e-Procurement, inclusion of ESG criteria in tenders, supplier evaluation and audits.
Cybersecurity	Compliance with the NIs, system upgrades, staff training, implementation of best practices and recovery strategies



3.1 Governance Bodies

3.2 Our Governance and Resilience Approach to Sustainable Development

3.3 Memoranda of Understanding

3.4 Research Projects and Innovation

3.4 Main development projects

Memoranda of Understanding

Deputy Ministry of Research, Innovation and Digital Policy

Koios Research and Innovation Center of Excellence (University of Cyprus)

Cyprus University of Technology

Frederick University

Research and Innovation Foundation

Public Power Corporation (Greece)

Israel Electric Corporation

Hellenic Minerals

Cyprus Sports Organisation

CYTA

Ministry of Defence

- A significant cooperation agreement exists between EAC and CYTA for the installation of an integrated smart infrastructure system, known as the Advanced Metering Infrastructure (AMI)
- It provides for the installation of a smart metering system which includes smart meters, telecommunications equipment and a central system for data collection and command transmission.
- Its primary objective is the modernisation of EAC's electricity grid and the upgrading of the services offered to consumer.

Research Projects and Innovation

Flexitranstore
- Horizon 2020 (LCEo4)

Erigeneia- ΙΠΕ /
Solar-ERA NET

LightSense

PMU Project

Automated Drone-Based
Power Transmission
Line Inspection

Non-Intrusive Condition
Assessment of MV Oil
insulated ring main
units (RMU's)

Under Frequency load
shedding optimization
and software development
for EAC

Risk of fires in power system
infrastructure

Comparative Analysis of grid
standards for DER
interconnection:
Transition from VDE-AR-N 4105
to EN 50549 in Cyprus

Risk Management
System





3.1 Governance Bodies

3.2 Our Governance and Resilience Approach to Sustainable Development

3.3 Memoranda of Understanding

3.4 Research Projects and Innovation

3.4 Main development projects

Main development projects

Connecting Vasilikos Power Station to "Moni GIS" substation via a Rubus Twin double circuit overhead power line and an underground double circuit cable (removal of old Electrical Installation)

1

Disconnecting Transmission overhead power line circuits going from "Dhekelia" substation to "Ayia Napa" and "Sotira" and connecting them to "Dhekelia GIS" substation.

2

Moving parts of the overhead power lines at "Anatoliko-Stroumbi" (2 pillars) and "Anatoliko-Akoursos" (4 pillars) due to the new Paphos – Polis Chrysochous highway.

3

Implementation of the AMI system – replacement of 400,000 meters with "smart" ones, with completion targeted by 2026.

4

Managing the integration of privately owned photovoltaic systems, aiming at sustainable development and the reduction in the use of liquid fuel.

5

Upgrading the 132kV automation systems at the Renos Prentzas, Omonoia and Aphrodite Substations

6

Undergrounding part of the overhead power line connecting the Anatoliko and Hadjipachalis Substations

7

Upgrading network equipment – Installation of remotely controlled equipment for centralised monitoring through NDCC and DMS.

8

Design and installation of an integrated system for the real-time control and management of the distribution network (SCADA/DMS)

9

Development and operation of a modern system for recording and managing metering data.

10

Expansion of the GIS platform to enhance digitalisation, automation and services to third parties.

11

Software installation completion (June 2024), AAH test phase in early 2025 as part of the preparation for the opening of the electricity market.

12

4

ENVIRONMENTAL MANAGEMENT

As an organisation operating in the energy sector, we are fully aware of the climate related impact of our activities and align our actions with European targets and the National Energy and Climate Plan. Our overarching goal is to reduce greenhouse gas emissions while cultivating a culture of environmental responsibility across all levels of our operations.



4.1 Key actions to minimise environmental impact

4.2 Environmental Projects

4.2.1 Acheras Photovoltaic Park
4.2.2 Agreement with the Ministry of Defense for the installation of photovoltaics

4.2.3 Agreement with the Municipality of Paralimni for smart lighting

4.3 Results
4.3.1 Greenhouse gas emissions from electricity generation

4.3.2 Greenhouse gas emissions by the vehicle fleet
4.3.3 Air quality

4.3.4 Energy transition and RES
4.3.5 Natural resources consumption

4.3.6 Main and raw materials
4.3.7 Waste management

Key actions to minimise environmental impact



Modernisation of our energy Infrastructure and emissions reduction

- Conversion of all the units at the Vasilikos Power Station enabling them to promptly operate on natural gas.
- Installation of a new unit (No.6) at the Vasilikos Power Station, operating on natural gas
- Replacement of old, energy-intensive units at the Dhekelia Power Station with more energy-efficient alternatives
- Upgrading EAC's vehicle fleet through the gradual replacement of conventional vehicles with electric ones.
- Calculation, monitoring, and target-setting for CO₂ emissions from Power Stations and the vehicle fleet.
- Monitoring air quality in areas surrounding the Power Stations through the use of mobile units

Operational Improvements and Natural Resource Management

- Adoption and continuous improvement of operational policies and procedures guided by sustainability principles
- Conservation of natural resources and promotion of recycling practices.
- Assessing the possibility of using alternative and more environmentally friendly materials.

Risk prevention and resilience enhancement

- Enhancement of fire-detection and fire-fighting measures at high-risk facilities.
- Collaboration with governmental authorities on initiatives aiming at the protection of biodiversity.

Improving Energy Efficiency

- Implementation of subsidised energy-saving plans for end consumers, in line with the Organisation's regulatory and compliance commitments
- Energy audits across EAC-owned facilities (offices, warehouses, Customer Service Centres), its vehicle fleet and desalination plants. An assessment of techno-economic measures for improving energy efficiency has taken place.
- Expansion of the e-Charge network for electric vehicles and assessment of green energy procurement from Renewable Energy Sources (RES) for its operation.
- Ongoing replacement of conventional, high-consumption street lighting with smart energy-efficient LED systems.
- Support for the installation of photovoltaic systems in schools, hospitals, and other third-party facilities, enabling electricity cost savings and reduced emissions.

As part of our commitment to safeguarding the environment, we implement a series of targeted actions to reduce the Organisation's environmental footprint. These actions are structured around the following key pillars.



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Cost of generated energy

5,1 cent/kW

contributes to stabilising energy prices.

Environmental benefits



Substantial reduction in CO₂ emissions.



Underground cabling and dedicated signage for the protection of birdlife



Compliance with recommendations made by the Environmental Authority

Social and economic impact



Enhancement of Cyprus' energy security



Promoting the transition to clean energy



Reduced production cost and direct benefit to consumers

8 MW

Acheras Photovoltaic Park



Agreement with the Ministry of Defence for the installation of photovoltaic systems

Installation of photovoltaic and energy storage systems across 54 National Guard military camps.

Agreement with the Municipality of Paralimni on smart lighting

Replacement of energy-intensive street lighting with smart LED lighting systems.



4.1 Key actions to minimise environmental impact

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Greenhouse gas emissions from electricity generation

We conduct annual monitoring and reporting of pollutant emissions and waste generated by our Power Stations, ensuring a responsible and lawful management through licensed entities. Using continuous emissions monitoring systems, we track levels of SO₂, NO_x, CO, particulate matter, and other key pollutants. Our strategy to reduce our carbon footprint focuses on giving priority to high-efficiency units, operating the new Combined

Cycle Unit No. 6, and transitioning to natural gas-an energy source that can reduce CO₂ emissions by up to 30%. In the absence of natural gas, emissions reduction per MWh generated remains limited, while replacing heavy fuel oil (HFO) with natural gas, alongside the growing integration of renewable energy sources (RES) significantly contributes to the overall decline in greenhouse gas emissions.

Year	Power Stations						Total Emissions	Generation (MWh)	Emissions Factor	Emissions Factor Target
	Vasiliko		Dhekelia		Moni		(t CO2)		(t CO2/ MWh)	(t CO2/ MWh)
	HFO	DIESEL	HFO	DIESEL	HFO	DIESEL				
2022	969.441	976.943	1.125.384	121	0	27.053	3.098.942	4.380.174	0,707	0,74
Total	1.946.384		1.125.505		27.053					
2023	1.008.365,7	862.253,7	1.132.695	61,7	0	46.544	3.049.920	4.201.983	0,726	0,728
Total	1.870.619		1.132.757		46.544					
2024	1.051.199	939.550,8	1.150.039	8,56	0	74.653	3.215.451	4.358.444	0,738	0,728
Total	1.990.750		1.150.047,6		74.653					

Measurement Indicator	Target 2022	Result 31/12/22	Target 2023	Result 31/12/23	Target 2024	Result 31/12/24	10-year Target 2024-2033
Greenhouse gas emissions per MWh generated	0,7 t/MWh	0,707 t/MWh	0,74 t/MWh	0,726 t/MWh	0,728 t/MWh	0,738 t/MWh	0,4 t/MWh



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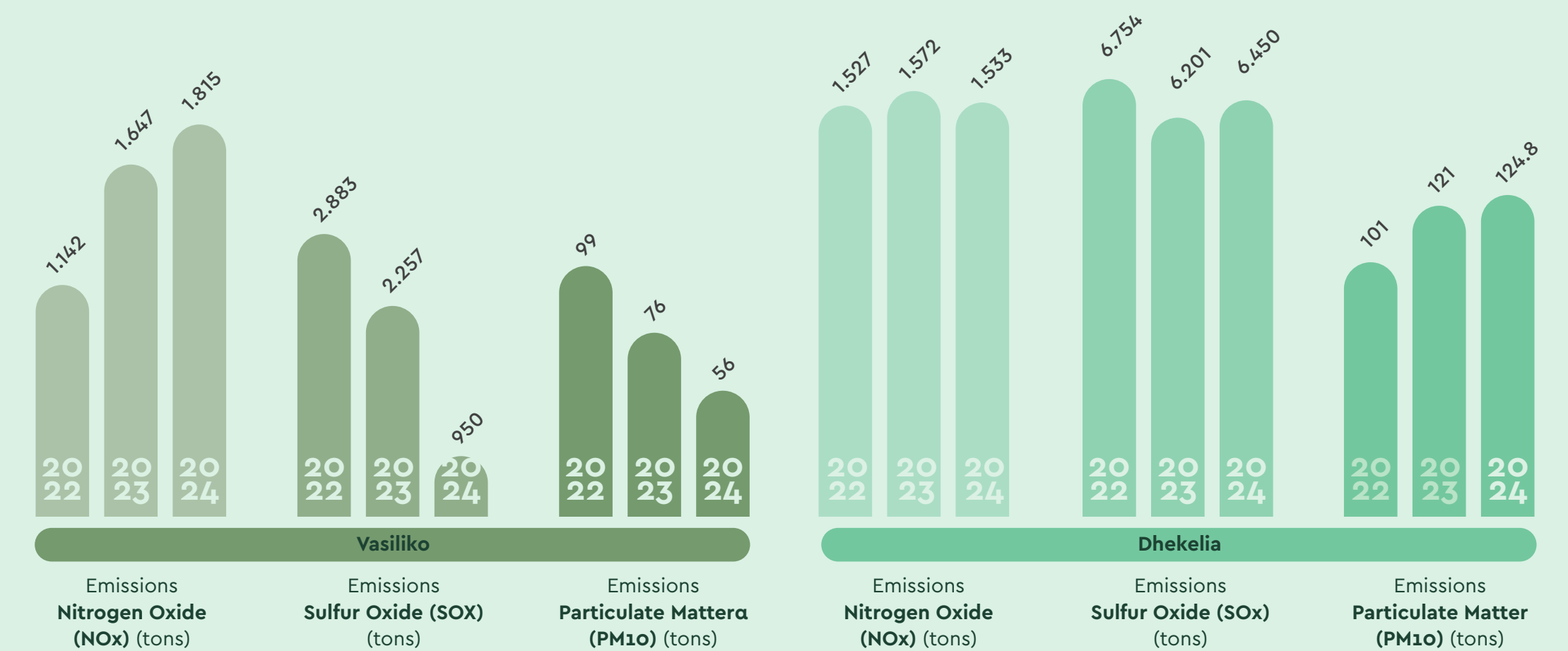
Greenhouse gas emissions by the vehicle fleet

Despite the increased operational activity of our technical crews in recent years, we remain firmly committed to reducing emissions per kilometre travelled, by promoting sustainable mobility practices and working to minimise our carbon footprint. As part of this effort, we are renewing our fleet with more energy-efficient and environmentally friendly vehicles.



Air quality

We monitor air quality with the use of meters installed outside our Power Stations.





4.1 Key actions to minimise environmental impact

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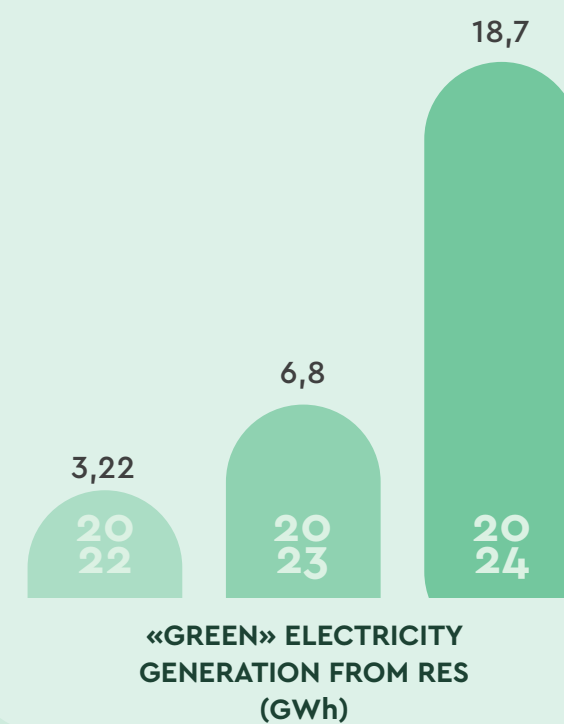
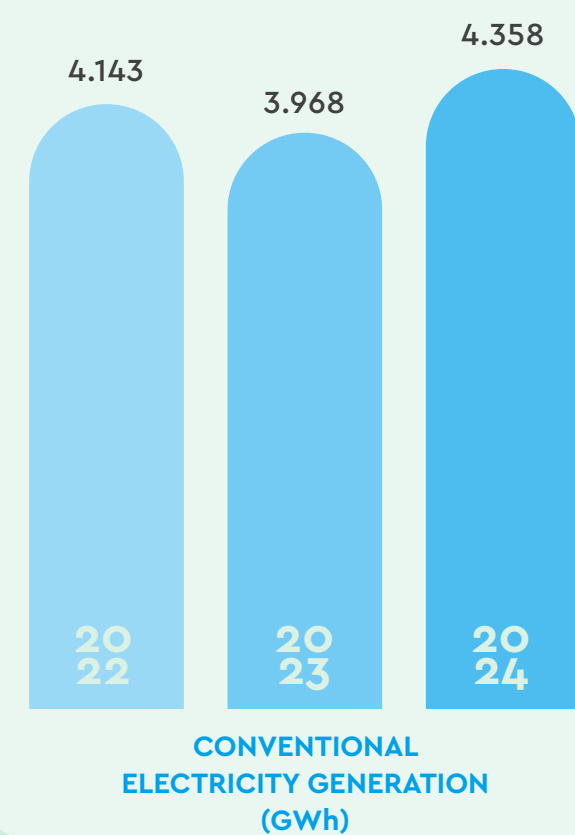
4.3.6 Main and raw materials

4.3.7 Waste management

Results

Energy Transition and RES

We generate electricity at our power stations primarily through conventional fuels, with all units at the Vasilikos Power Station now adapted for natural gas use. At the same time, we are progressively integrating energy from Renewable Energy Sources-such as photovoltaics-into our energy mix, advancing the transition toward more sustainable and environmentally friendly power generation.





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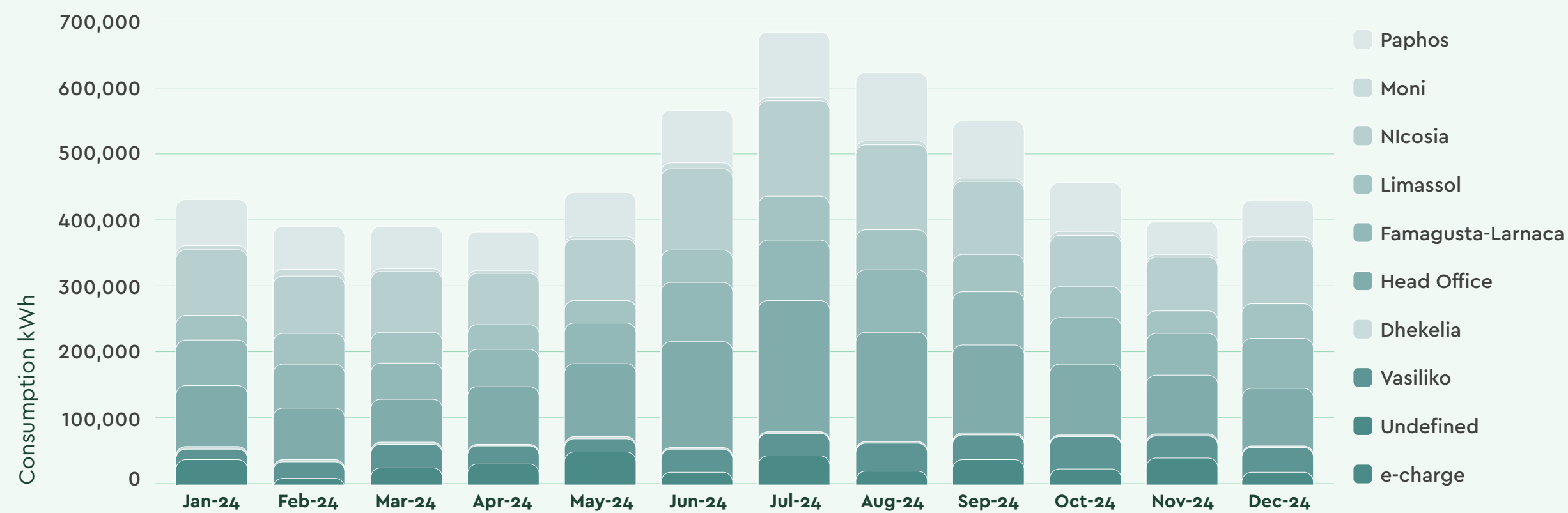
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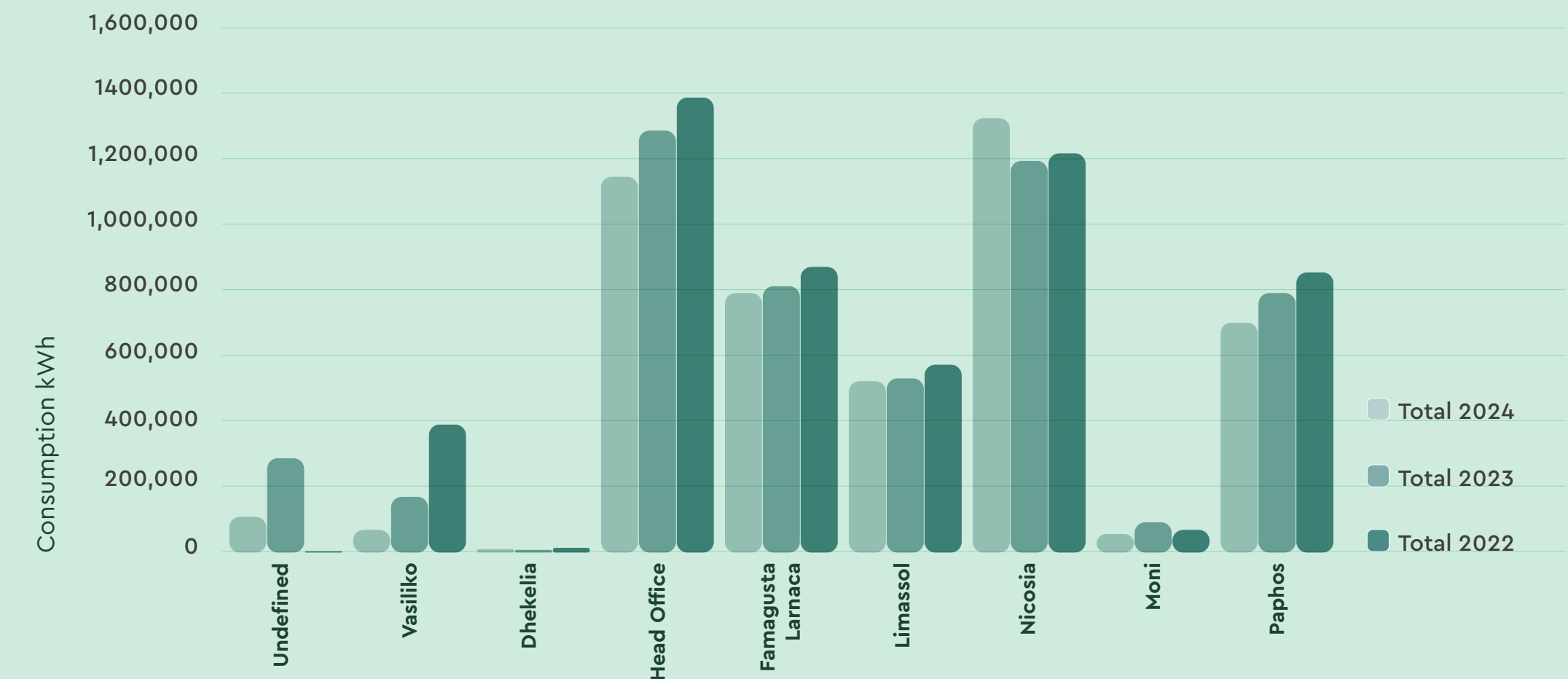
Natural resources consumption

We monitor the consumption of natural resources across our operations and strive to manage it as effectively as possible. We are committed to reducing losses and we incorporate sustainable practices in their use, advancing a culture of environmental responsibility.

Electricity Consumption at EAC's premises by Geographic Region for 2024



Total Electricity Consumption at EAC premises by geographical area for the years 2022-2023-2024

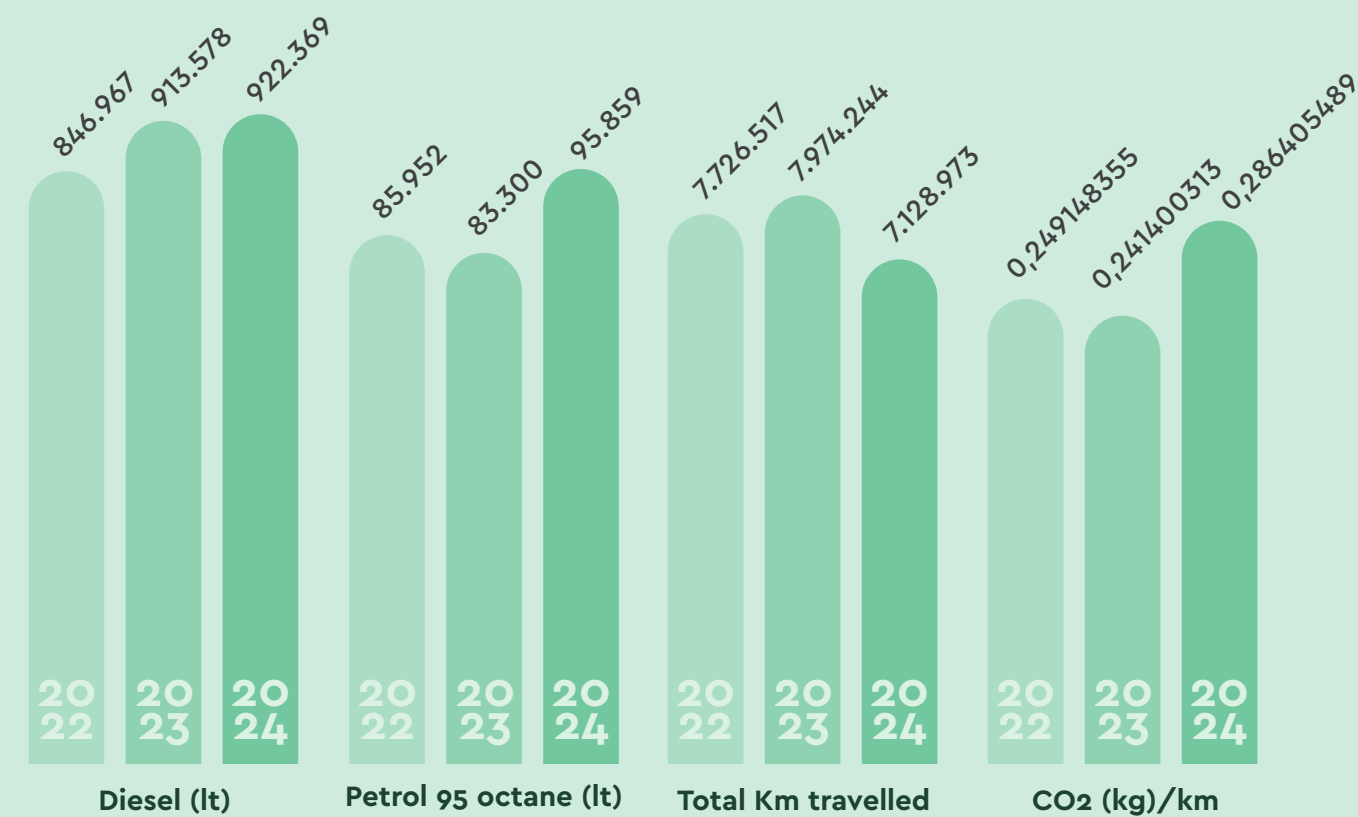




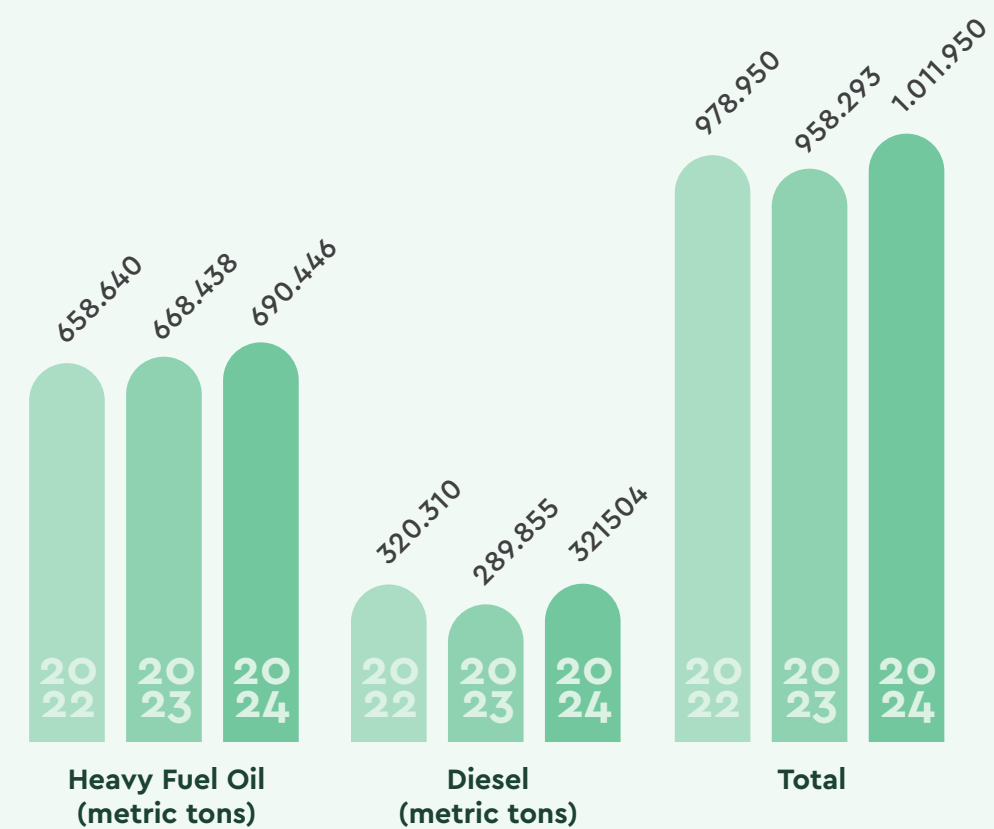
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- 4.3.6 Main and raw materials
- 4.3.7 Waste management

Results

B. Vehicle fleet fuel consumption



C. Fuel consumption for electricity generation



D. Water consumption

Geographical area	Total water consumption 2022 (m³)	Total water consumption 2023 (m³)	Total water consumption 2024 (m³)	Difference 2023-2024
Limassol	2.089	2.458	2.193	10,8%
Famagusta Larnaca	2.067	2.139	2.402	12,3%
Paphos	6.839	7.324	7.632	4,2%
Nicosia	1.945	2.935	2.167	26,2%
Head Office	3.276	5.100	7.447	46,0%
Vasilikos Power Station	135.468*	43.859	35.122	19,9%
Dhekelia Power Station	3.223	2.599	2.625	1,0%
TOTAL	154.907	66.414	59.588	10,3%

* The deviation in water consumption at the Vasilikos Power Station in 2022 was due to a significant water leak. The issue was investigated and resolved.



4.1 Key actions to minimise environmental impact

4.2 Environmental Projects

4.2.1 Acheras Photovoltaic Park
4.2.2 Agreement with the Ministry of Defense for the installation of photovoltaics

4.2.3 Agreement with the Municipality of Paralimni for smart lighting

4.3 Results

4.3.1 Greenhouse gas emissions from electricity generation

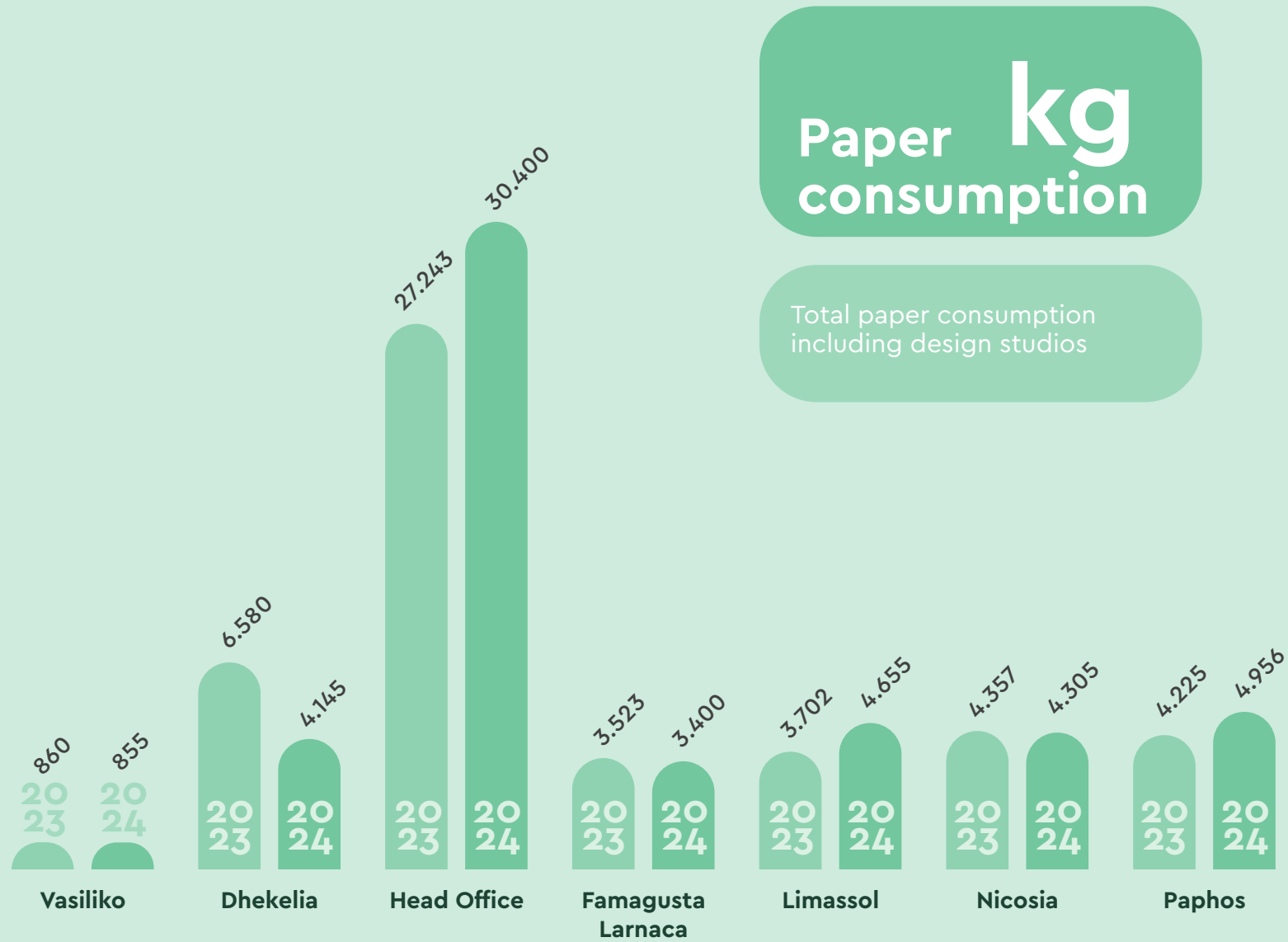
4.3.2 Greenhouse gas emissions by the vehicle fleet
4.3.3 Air quality

4.3.4 Energy transition and RES
4.3.5 Natural resources consumption

4.3.6 Main and raw materials
4.3.7 Waste management

Results

E. Paper consumption



Main and raw materials

Material type	Supplier origin	Measurement unit	Quantity 2022	Quantity 2023	Quantity 2024
Heavy fuel oil	External	Metric tons	658.640	668.438	690.446
Diesel	External	Metric tons	320.310	289.855	321.504
Transmission transformers	External	Metric tons	273	173,8	225,4
Transmission switchgears	External	Metric tons	4	0	25,6
Distribution transformers	External	Metric tons	432,8	588,13	188,45
Distribution switchgears	External	Metric tons	114,43	77,34	301,025
Street lighting lamps	External	Metric tons	59,60	3,53	10



4.1 Key actions to minimise environmental impact

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4.3 Results
4.3.1 Greenhouse gas emissions from electricity generation

4.3.2 Greenhouse gas emissions by the vehicle fleet
4.3.3 Air quality

4.3.4 Energy transition and RES
4.3.5 Natural resources consumption

4.3.6 Main and raw materials
4.3.7 Waste management

Waste management

We implement a comprehensive waste management procedure across all our operations-from offices and workshops to power stations and warehouses. This includes the management of hazardous waste, for which we submit a detailed

Waste type	Quantity 2022	Quantity 2023	Quantity 2024	Comments	Measurement unit
Station wastewater from washdowns, etc.	417.085.409	409.969.634	544.807.072	Vassilikos and Dhekelia powerstations	m³
Cooling water from Power Stations	939.310.304	1.092.680.457	1.034.533.550	Vassilikos and Dhekelia powerstations	m³
Combustion and residual matter	612.760	837.120	212.070	Vassilikos and Dhekelia powerstations	kg
from document destroyers	23.600	23.240	44.000	Island-wide	lt*
from document destroyers	950	4.602	15.647	Island-wide	kg
Alkaline batteries	222	340	2.036	Island-wide	kg
Household waste	24.910	340	240.886	Substation Telecommunication Centres (STC)/Warehouses Island-wide	kg
Household waste	1.338.000	70.045	1.823.320	Island-wide (excluding STC/Warehouses)	lt*
Distribution transformers	43.460	62.180	72.290	Island-wide	kg
Distribution Switchgears	15	370	116	Island-wide	pieces
Scrap metals (wires, conductors, fittings, porcelain, etc.)	576.706	1.641.512	670.298	Island-wide	kg

Results

annual report to the Department of Environment through the Electronic Waste Registry, ensuring a responsible and sustainable handling.

Waste type	Quantity 2022	Quantity 2023	Quantity 2024	Comments	Measurement unit
Meters	11.700	20.550	21.100	Island-wide	kg
Light bulbs	Not available	6.271	726	Island-wide	kg
Electrical and electronic equipment (IT)	Not available	2.050	7.866	Island-wide	kg
Polystyrene and other foam materials	Not available	600	320	Island-wide	kg
Rags	2.103	314	4.113	Island-wide	kg
Cardboard packaging and nylon	14.650	18.200	26.880	Island-wide	kg
Wooden poles	391	901	904	Island-wide	pieces
Accumulators (batte.) from transmission substations	0	25.260	0	Island-wide	kg
Battery acid (electrolytes)	4.388	2.108	0	Island-wide	kg
Used insulating oils	270.188	84.353	81.899	Island-wide	kg
Printer toners/ink cartridges	411	1.525	620	Island-wide (excluding Power Station)	kg
High Pressure Sodium lamps	1.400	207	16.560	Island-wide	kg
Household: Paper and cardboard packaging, PMD	431.360	549.400	1.020.762	Island-wide (excluding STC/Warehouses)	lt*

lt* Calculated based on the capacity of the bins and the frequency of collection.



5

COMMITMENTS TOWARDS SOCIETY AND OUR EMPLOYEES



5.1 Human Resources
5.1.1 Training

5.1.2 Contributions to funds
5.1.3 Parental leave

5.1.4 Health and Safety

5.2 Society
5.2.1 Sponsorships
and contributions

5.2.2 E-bills and financial support
to charitable organisations
5.2.3 Volunteering and social contribution

5.2.4 Additional initiatives

Commitments towards society and our employees



Putting people first

Safety, health, well-being and skills development are our priorities.

Commitment to Equality & Respect

We work in a non-discriminatory environment, certified with the "Equality Employer" certification and with absolute respect for human rights.

Strong working relationships

We safeguard the freedom of association and promote social dialogue and collective bargaining.

A culture of trust and collaboration

We create a working environment that encourages collaboration, respect and creativity.

Open Communication

Our newsletter «Energieia Zois » (Energy for Life) keeps our people up to date regarding EAC's activities and developments in the industry.

Positive impact in our society

We invest in cohesion, we promote equality and we stand by the most vulnerable groups.



5.1 Human Resources

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5.2 Society

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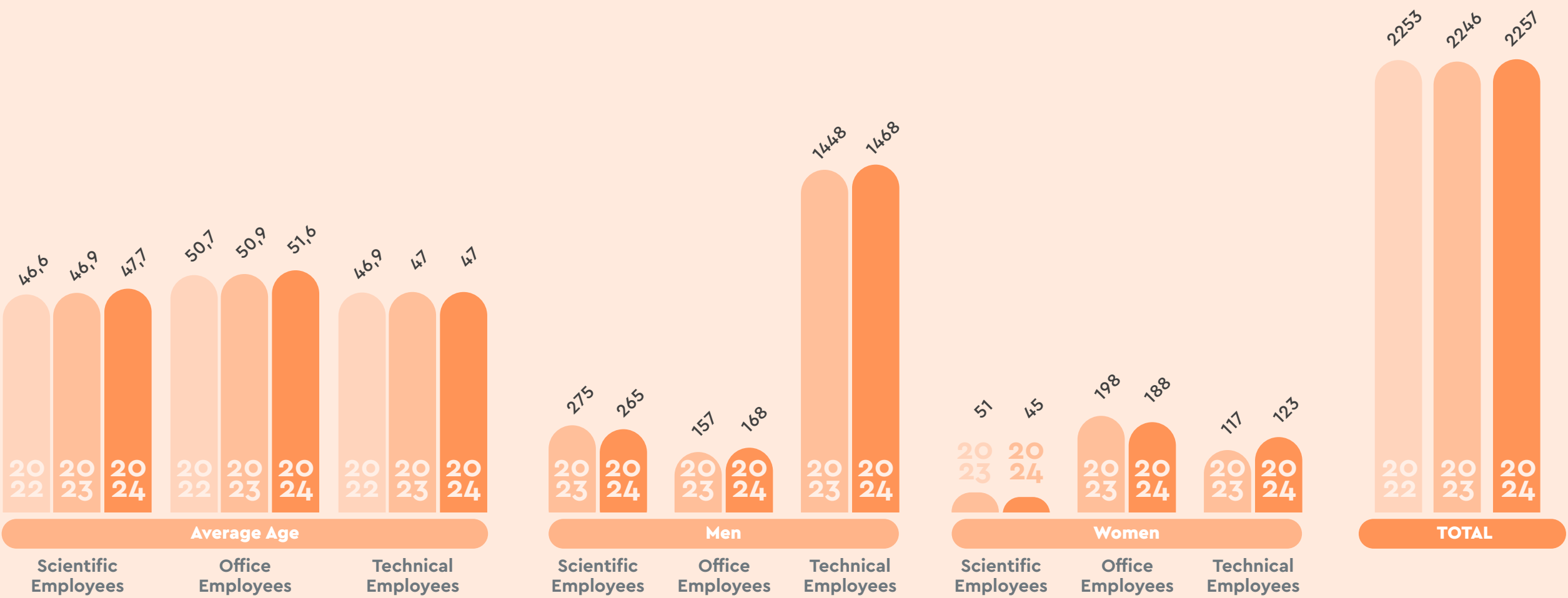
5.2.2 E-bills and financial support to charitable organisations

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5.2.4 Additional initiatives

Human Resources

Breakdown by gender and service plan category



Age distribution by service plan category

Age distribution	Scientific		Technical		Office		Total	
	Men	Women	Men	Women	Men	Women	Men	Women
≤29	3	0	106	20	0	0	109	20
30-50	147	29	742	46	81	76	970	151
≥ 51	115	16	620	57	87	112	822	185
TOTAL	265	45	1468	123	168	188	1901	356

Recruitment by gender and age

Age	Men	Women	Total
≤29	60	6	66
30-50	40	6	46
≥ 51	2	0	2
TOTAL	102	12	114



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Human Resources

Training

EAC invests in the development and training of its employees, prioritising their training needs and the strengthening of their skills

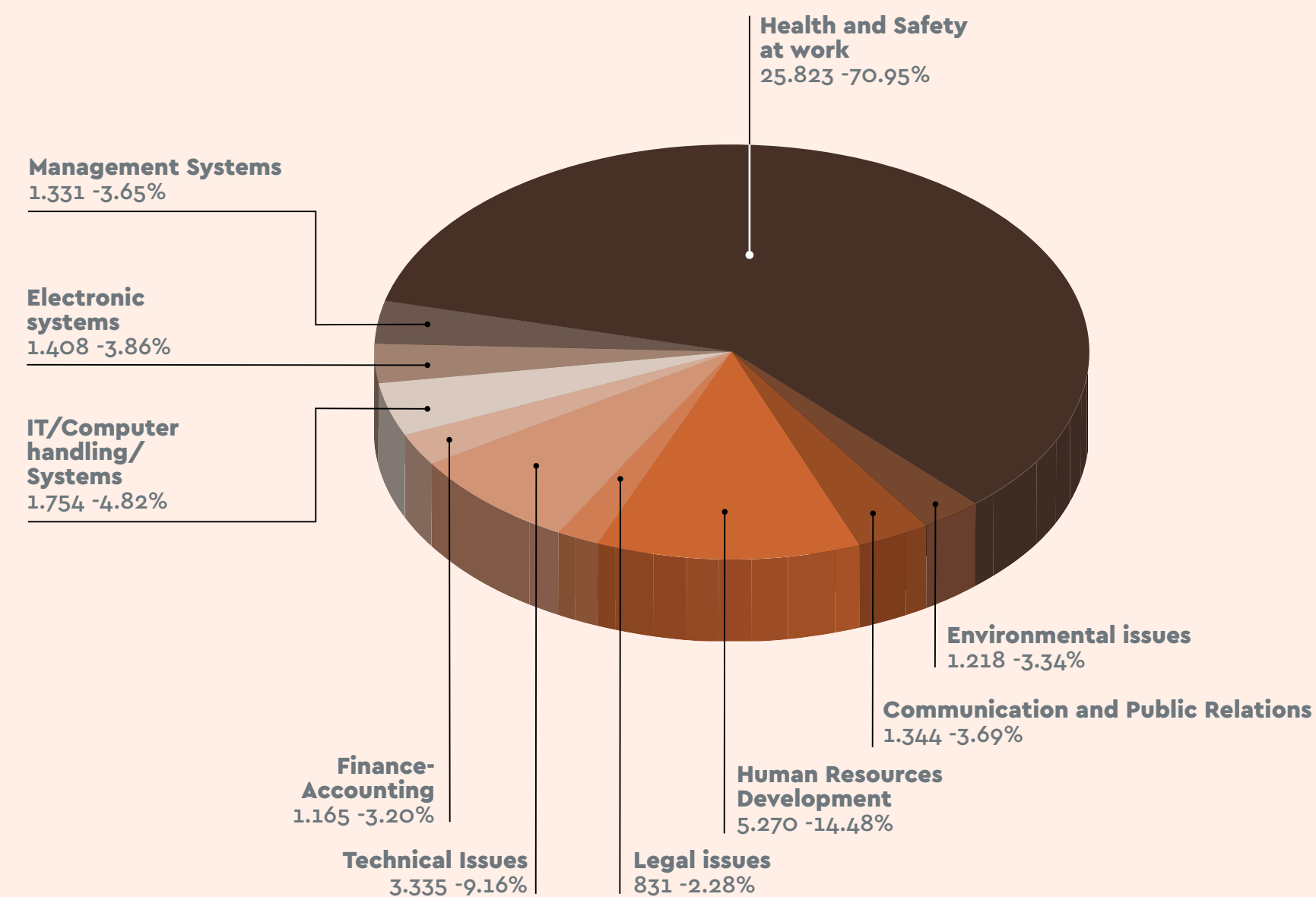
In 2024 the Training School of the Labour Relations Division of the Human Resources Management implemented an extensive plan of training programmes and seminars.

Training hours by Management 2024

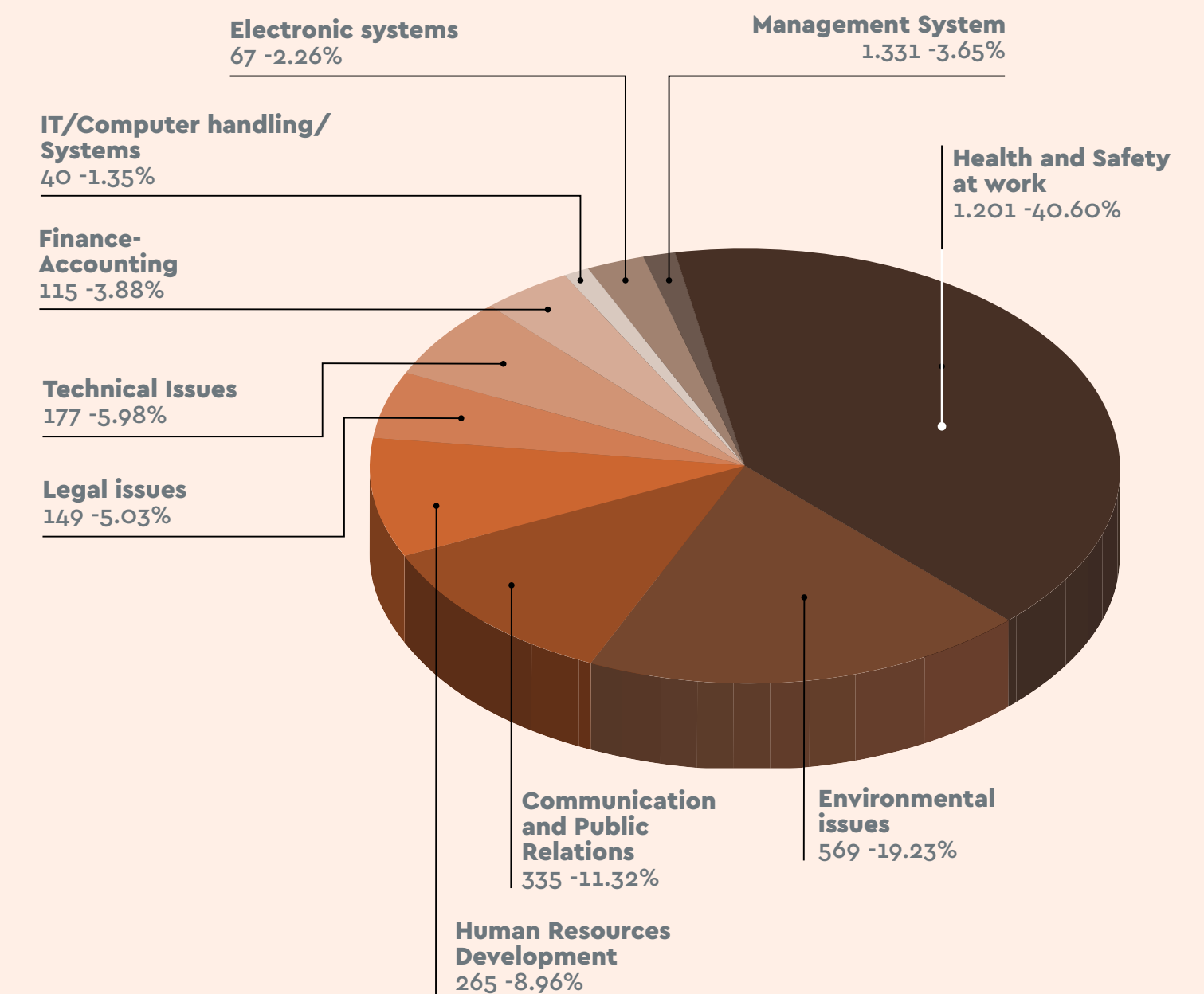
Management	Training Hours
Internal Audit	278,5
Non-regulated activities	170
General Management Office	1.374
Human Resources	639
Information Technology	147,5
Corporate Finance	827
Distribution	25.765,5
Transmission	2.810
Generation	5.294
Supply	648
Total	37.953,5

Distribution of training hours by subject

Training hours



Number of participants - 2.958





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Human Resources

Contributions to Funds

Recognising the importance of job satisfaction, EAC provides its employees with significant benefits, in addition to the pension and welfare funds provided by law.

Contributions to Funds

Fund Category	Description	Members (31/12/2023)	Members (31/12/2024)	EAC participation
Welfare Fund	Closed Fund with 257 members. No provision for new members to join.	257	220	10% contribution
Medical Care Fund	Offers supplementary coverages not provided by the General Health System. Coverage is determined based on a price list or on an annual limit. Whatever falls outside the coverage limits, is paid by the employee.	7.735 (2.198 employees, 1.116 pensioners, 3.721 ependants)	8.620 (2.204 employees, 1.131 pensioners, 5.285 ependants)	Yes (by managing the coverage)
Assistance Funds	Supports employees and pensioners of EAC or members of their families who are facing serious financial problems. Financed by monthly membership fees and a contribution from EAC. In addition there is a provision for special grants to oldtime pensioners.	2.090 members	2.071 members	Contribution & management of a special fund
Welfare Funds	Events and activities for the wellbeing and entertainment of employees and their families.	3.806 members	3.848 members	Financing & support to its initiatives

Parental leave

According to the Maternity and Paternity Leave Legislation, during the last three years, EAC's employees who used maternity and paternity leave were.

Year	Maternal leave	Paternal leave	Resignations after Paternity/ Maternity leave
2022	5	38	2
2023	10	40	0
2024	17	55	7



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Human Resources

Health and Safety

We place Health and Safety at the core of our activities, implementing a comprehensive Health and Safety Management System (HSMS), certified under CYS EN ISO 45001:2018. Through the HSMS, the local Safety Committees and the Occupational Risk Assessments as well as through regular inspections, we ensure the prevention of accidents, the protection of our employees' health and the responsible management of every incident. Our goal is to create and sustain a work environment that is not only safe and healthy, but also strategically aligned with our sustainability principles and our commitment to responsible operations.

Year	Total hours worked	Total accidental deaths	Frequency of accidental deaths	Total injuries from accidents at work with significant consequences (excluding fatalities)	Frequency of injuries from accidents at work with significant consequences	Total injuries from accidents at work	Frequency of injuries from accidents at work
2022	4.553.189	0	0	0	0	30 (1)	6,59
2023	4.726.539	0	0	1	0,21	32 (2)	6,77
2024	4.695.183	0	0	0	0	37 (3)	7,88

(1) including 13 injuries from road traffic accidents
(2) including 9 injuries from road traffic accidents
(3) including 10 injuries from road traffic accidents



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Society

Sponsorships and contributions

In 2024, EAC illuminated the path of giving - from health and the environment to safety, energy, society, education and culture – sending out a message of commitment and inspiration to every corner of the community.

Contributions and sponsorships	2024
Cyprus Anticancer Society	€ 15.000
Europa Donna	€ 5.000
Karaiskakio Foundation	€ 10.000
Europa Uomo Cyprus	€ 2.500
Pancyprian Down Syndrome Association	€ 1.000
Pancyprian Antileukemia Association Zoe	€ 2.000
One Dream One Wish	€ 2.000
Association of Greek Ladies MANA	€ 1.500
Multiple Sclerosis Associations	€ 5.000
Alcyonides	€ 5.000
Telethon	€ 1.000
Wagon of Love	€ 1.500

Contributions and sponsorships	2024
Let's do It Cyprus	€ 1.000
Ronald McDonald House Charities	€ 5.000
CYMEPA	€ 5.000
The Patient Visits & Welfare Council of the Archbishop Makarios III Hospital	€ 800
Cyprus Basketball Federation	€ 10.000
Holy Archbishopric of Cyprus	€ 2.000
Cyprus Association for Quality	€ 1.000
Melathron Agoniston EOKA	€ 500
Parents and Guardians Association of Rizokarpaso Gymnasium	€ 5.000
Rotary Club Nicosia-Lefkothea	€ 2.000
OEB - Save energy, Greenbiz & Aquatech Exhibition 2024	€ 8.500
Cyprus Centre for Environmental Research and Education	€ 500
TOTAL	€ 92.800



5.1 Human Resources
5.1.1 Training

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**5.2.2 E-bills and financial support
to charitable organisations**
5.2.3 Volunteering and social contribution

5.2.4 Additional initiatives

Society

E-bills and financial support to charitable organisations

EAC transforms technology into an offer towards society. The savings generated through its e-bill service, are not kept but are re-allocated directly to six charitable organisations that make a meaningful impact in our society. Clients that opt for electronic billing, become ambassadors or solidarity, by supporting the organisation of their choice with a simple yet powerful gesture.

In this way we build bridges of hope and support.

E-Bills – contributions to charitable organisations	2022	2023	2024
Wagon of Love	3.000	4.700	5.000
Community of St Luke the Physician	3.400	4.700	5.500
Alcyonides	3.400	5.000	5.500
Europa Donna	4.900	6.700	7.000
One Dream One Wish	8.500	10.500	13.000
Cyprus Anticancer Society	10.800	13.000	14.000
Total	34.000	44.600	50.000

Volunteering and social contribution

For thirty-five years now, EAC is constantly present in voluntary blood donation initiatives, organising a series of donation drives in cooperation with the Blood Centre

Blood donation

Area	Blood bottles
Nicosia	169
Limassol	56
Larnaca	36
Paphos	21
Famagusta	6
Dhekelia	24
Vasiliko	24
Total	336



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Society

Additional Initiatives

Initiative	Description
Love Route 2024	Backing the efforts to raise awareness around the challenges faced by children and their families in their struggle against cancer.
Let's Do It Cyprus!	Nature cleaning initiative with the passion of our employees – EAC provided support as a sponsor.
Marathons, Exhibitions, Lectures	Strong presence at events promoting our social responsibility and action.
Charity Events	From the Movember initiative at our Head Office to the Blue Route event along Limassol's seafront, we show our support through actions.
Honouring Employees	We celebrate our colleagues' 30 and 40 years of service with events that honour their dedication and passion.
Christmas Magic for personnel	Warm holiday celebrations full of joy for everyone in the family of EAC.
Christmas Carols from School Choirs	Festive melodies and breakfast treats to share love and warmth.
European Mobility Week	For the fifth consecutive year, we promote electromobility and green transportation through various initiatives and sponsorships.
Lecture with the Cyprus Autism Association	Informing staff and raising its awareness around autism and the relevant support programmes.
Earth Day	Several tree saplings were distributed to customers at the customer-service points across Cyprus. The initiative was marked by a live radio broadcast.
Akrotiri Photovoltaic Park	Inauguration of the Photovoltaic Park – A model environmental project.



ABOUT THE REPORT





About the Report

Content

This year's report is intentionally concise, as EAC is preparing its first report in accordance with the European Sustainability Reporting Standards (ESRS).

It is EAC's third sustainability report and covers the period from 1 January 2024 to 31 December 2024. It was published in November 2025 and is available on EAC's website.

The report was prepared under the overall responsibility of the Quality Assurance Sub-division, General Management Directorate. Its content reflects contributions from the relevant Directorates and functions of the Organisation, which provided both qualitative and quantitative information. The report has been approved by the relevant functions of the Organisation and is subject to review by the Board of Directors.

Scope

The Report covers data relating to EAC's operations as a vertically integrated Organisation. It includes the activities of its two business units, namely the Networks Business Unit and the Generation and Supply Business Unit, covering electricity generation, transmission, distribution and supply in Cyprus. It also covers Non-Regulated Activities and Shared Services. The geographical scope of the Report is Cyprus.

The Report does not cover data relating to EAC's three subsidiaries (ESCO AHK Ltd, Elektriki Ananeosimes Ltd and EAC LNG Investments Company Ltd), nor its partners or suppliers. Unless otherwise stated, the data presented relate to the year 2024 and are included for the purposes of comparability and transparency.

Participating Directorates and Functions

The following Directorates and functions contributed qualitative and quantitative information to the development of the Report:

Generation CRA, Transmission CRA, Distribution CRA, Supply CRA, Non-Regulated Activities, Human Resources, Financial Accounting, Information Technology, Accounting and Budget, Internal Audit.

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Electricity
Authority
of Cyprus

