**CORPORATE SOCIAL
RESPONSIBILITY REPORT**
FY2024

TERAWULF

Contents

Introduction

About This Report

Since our founding in 2021, TeraWulf has been committed to pioneering sustainable solutions at the intersection of energy and technology. This report provides a comprehensive overview of our Environmental, Social, and Governance (ESG) initiatives and achievements in 2024, reinforcing our commitment to transparency and responsible business practices.

Our sustainability strategy is designed to create long-term value for our stakeholders while fostering environmental stewardship, operational excellence, and social responsibility. By leveraging our predominantly zero-carbon-powered digital infrastructure, we are uniquely positioned to support the energy transition and meet the increasing demand for sustainable computing solutions.

This report covers sustainability data from January 1, 2024 to December 31, 2024, and aligns with the Sustainability Accounting Standards Board (SASB) framework and IT Services Standard, detailed in the appendix.

A Message from Our CEO

Dear Fellow Stakeholders,

At TeraWulf, sustainability is not a trend—it is the foundation of our business model. Our strategy is designed to create long-term value while advancing our commitment to sustainability, operational excellence, and corporate governance. This past year, we made significant strides against our ambitious strategic agenda, including our expansion into hosting high-performance compute (HPC) workloads, reinforcing our commitment to responsible growth and industry leadership. With the full support of our Board of Directors and executive leadership, we remain dedicated to transparency, accountability, and delivering measurable impact.

Sustainability at TeraWulf is guided by three core principles:

- **Community and Workforce Development:** We are committed to creating high-quality jobs, prioritizing workplace safety, and fostering a culture of respect and inclusion.

- **Environmental Responsibility:** We focus on energy efficiency, leverage predominantly zero-carbon power, and actively support grid stability to minimize our environmental footprint.

- **Stakeholder Value:** We strive to deliver attractive, stable returns while maintaining responsible and ethical business practices that create lasting value.

Our large-scale access to low-cost, predominantly zero-carbon energy is a competitive advantage that enables us to support digital infrastructure needs with minimal environmental impact. In 2024, more than 91% of our operational energy consumption came from zero-carbon sources, primarily hydro and nuclear.

Our greatest asset is our people. We are committed to attracting and developing top-tier talent, fostering an inclusive workplace, and upholding the highest standards across our entire value chain.

Thank you for your interest in our sustainability initiatives. We look forward to continuing to lead by example, setting clear targets, and providing transparent updates on our progress.

Our mission is to be the leading provider of large-scale, digital infrastructure, delivering cutting-edge data center solutions that maximize energy efficiency, optimize resource utilization, and enhance customer value—while generating strong and stable returns for our investors.

Chairman & Chief Executive Officer

Accelerating Decarbonization

At TeraWulf, our approach to decarbonization is directly tied to value creation and innovation. Our strategy is built around situating operations in locations with access to abundant, low-cost, zero-carbon energy resources. As a leader in sustainable digital infrastructure, we are at the forefront of enabling the energy transition through efficient, environmentally responsible data center development and operations.

"The flexibility of our Bitcoin mining facilities helps alleviate grid stress, optimize surplus renewable energy, and support the integration of high-performance computing data centers with inflexible power demands. This enhances TeraWulf's efficiency while advancing sustainability and environmental stewardship."

Kerri Langlais
Chief Strategy Officer

By combining our expertise in energy infrastructure with a scalable data center design, TeraWulf is setting a new standard for sustainable computing solutions that support HPC and Bitcoin mining applications. Contrary to historical data center industry practice and unique to TeraWulf's operations, our HPC data center design does not use backup diesel generator power, thus eliminating reliance on fossil fuel power as part of our data center operations. Furthermore, our facilities are designed to optimize power usage with advanced liquid cooling solutions that minimize environmental footprint, ensuring that we remain a trusted partner in the transition to a low-carbon economy.

Our Business

TeraWulf operates at the intersection of sustainability and next-generation digital infrastructure. As a recognized leader in sustainable Bitcoin mining, in 2024, we successfully expanded our data centers to host HPC workloads.

Our approach is built on three key pillars:

- **Vertically Integrated Operations:** Optimizing efficiency and reducing costs by owning and controlling our infrastructure.

- **Predominantly Zero-Carbon Energy:** Maximizing the energy mix sourced from zero-carbon sources.

- **Scalable Infrastructure:** Rapidly expanding to meet growing demand for energy-efficient, high-density computing.

Since the Company was formed in 2021, Bitcoin mining has been our primary revenue driver. Recognizing the rising demand for HPC, we have strategically expanded into HPC hosting.

A major milestone came in December 2024, with long-term lease agreements securing 72.5 MW of HPC hosting capacity at our Lake Mariner facility with Core42, a G42 company specializing in AI and sovereign cloud infrastructure.

Through our vertically integrated model, we are advancing industry best practices while making meaningful contributions to the communities where we operate. Our commitments include:

- **Supporting the clean energy transition** by developing and locating our digital infrastructure in regions with sustainable power generation.

- **Prioritizing employee well-being** through competitive compensation, benefits, and career development opportunities.

- **Upholding inclusive workplace practices** and fostering a culture of respect and engagement.

- **Engaging in philanthropy and community partnerships** that drive social impact.

At TeraWulf, we are committed to pioneering sustainable, low-cost, zero-carbon digital infrastructure, ensuring long-term value for stakeholders while shaping the future of Bitcoin mining and HPC hosting.

WULF COMPUTE

WULF MINING

Environmental Stewardship:
A Commitment to Sustainable Energy Infrastructure

Climate Change Statement

TeraWulf is dedicated to sustainable digital infrastructure, recognizing the importance of addressing climate-related risks and opportunities. As part of our long-term sustainability strategy, we actively seek ways to mitigate our environmental impact and contribute to a cleaner, more resilient energy grid.

Our key environmental commitments include:

MAXIMIZING ZERO-CARBON ENERGY UTILIZATION	ENHANCING ENERGY EFFICIENCY	ENGAGING IN PUBLIC ADVOCACY
We leverage nuclear and hydro power to ensure our operations are predominantly powered by clean energy sources.	Our proprietary data center designs prioritize energy efficiency by employing advanced liquid cooling methods to optimize performance while minimizing electricity usage.	We participate in industry discussions on environmental sustainability, promoting responsible energy consumption in Bitcoin mining and HPC infrastructure development.

We firmly believe that advancing sustainable digital infrastructure requires collaboration between industry leaders, policymakers, and communities. TeraWulf is committed to playing an active role in this transition, driving meaningful impact through our business practices and partnerships.

Leading the Way with Sustainable Digital Infrastructure

Sustainability at the Core of TeraWulf's Strategy

Bitcoin mining and HPC hosting are energy-intensive industries, making it imperative to prioritize sustainability. While traditional data centers often depend on fossil fuels, contributing to carbon emissions, TeraWulf takes a different approach. We harness abundant zero-carbon energy sources—such as hydroelectric and nuclear power—to ensure our operations are both efficient and environmentally responsible.

### Balancing the Grid with Flexible Energy Demand

Beyond reducing our carbon footprint, TeraWulf's data center operations play a vital role in strengthening the broader energy ecosystem. As a highly flexible load, our mining operations can dynamically adjust in real time, helping to balance supply and demand on the electrical grid. By increasing energy consumption during periods of excess renewable generation and curtailing demand when the grid is constrained, we facilitate the integration of intermittent renewables, reduce curtailment, and maximize the utilization of carbon-free power.

Lake Mariner: A Model for Sustainable Digital Infrastructure

At our Lake Mariner facility in New York, we capitalize on the region's abundant hydroelectric resources, ensuring that the majority of our energy comes from zero-carbon sources. Located near the iconic Niagara Falls, this facility exemplifies how Bitcoin mining and HPC workloads can operate in harmony with renewable energy infrastructure. By incorporating demand-responsive loads, we enhance grid stability, improve resiliency, and support the continued growth of clean energy solutions.

Leading the Future of Sustainable Computing

As the energy landscape evolves, TeraWulf remains at the forefront of the transition to sustainable digital infrastructure. Our operations are designed not only to enhance the efficiency of mining and HPC but also to reinforce the long-term viability of renewable energy as the backbone of the future power system.
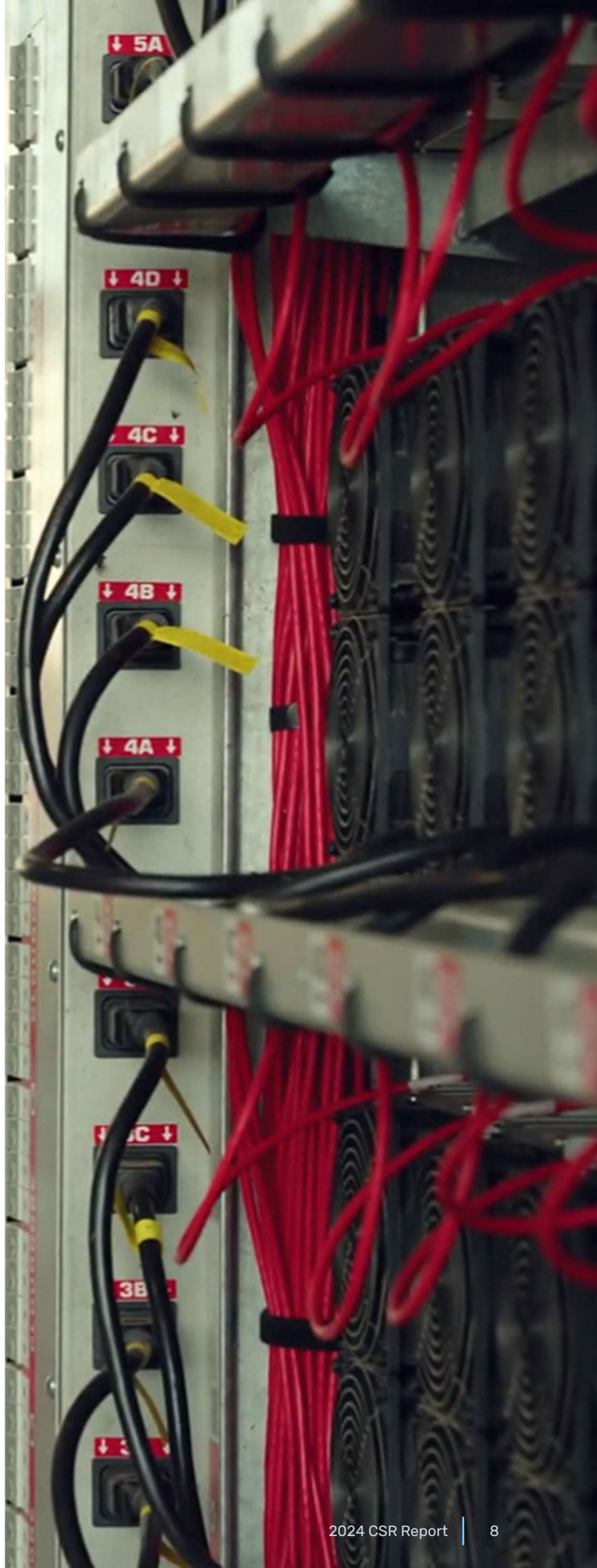
Key Environmental Initiatives

In 2024, TeraWulf advanced its commitment to sustainability through the following key initiatives:

ZERO-CARBON ENERGY

Our data centers are strategically located to directly source zero-carbon energy, such as hydroelectric and nuclear power, rather than relying on Renewable Energy Certificates (RECs) or offsets to meet sustainability goals.

GRID STABILIZATION

Our flexible computing loads support local grid reliability, absorbing excess renewable energy when supply is high and reducing demand during peak periods to enhance efficiency and resilience.

WASTE REDUCTION

We prioritize reuse and recycling, particularly for mining hardware, partnering with certified e-waste recyclers to ensure responsible disposal and extended equipment lifecycles.

SUSTAINABLE SUPPLY CHAIN

We hold suppliers to high environmental standards, requiring best practices in energy efficiency, waste management, and ethical sourcing.

Led by our Sustainability Committee, these initiatives are guided by our Sustainability and ESG policies, reinforcing TeraWulf's role as a leader in sustainable Bitcoin mining and HPC infrastructure.

Value of Vertical Integration

As a vertically integrated digital infrastructure company, TeraWulf owns and operates its data centers, ensuring industry-leading energy efficiency, cost control, and operational transparency. Direct ownership enables us to optimize site development, manage supply chains, and structure commercial agreements that support long-term sustainability and financial performance.

Led by a seasoned leadership team with deep expertise in energy infrastructure, we prioritize site ownership to enhance efficiency, reliability, and scalability. This strategic approach not only strengthens our competitive edge but also underscores our commitment to environmental responsibility and community impact.

By maintaining full control over our infrastructure, we drive accountability across operations, empower both employees and investors, and advance our mission to deliver sustainable, high-performance digital infrastructure.

Energy-Efficient Operations

TeraWulf stands out by leveraging predominantly zero-carbon energy, operating one of the industry's most energy-efficient Bitcoin mining fleets, and constructing HPC data centers to meet the growing demand for sustainable, cost-effective digital infrastructure.

Energy efficiency—maximizing productivity and value while using the same or less energy—is fundamental to digital infrastructure, whether for Bitcoin mining or HPC.

TeraWulf operates one of the industry's most efficient Bitcoin mining fleets, continuously improving through best practices, specialized training, and innovative solutions. Our Operations team conducts regular audits to identify and implement energy-saving opportunities, ensuring ongoing optimization across both mining and HPC operations.

As Bitcoin mining and HPC rapidly expand, energy efficiency has never been more critical. TeraWulf remains at the forefront of this evolution, delivering scalable, low-cost, and sustainable compute solutions that power the next generation of digital infrastructure.

# 2024 Energy Mix & Consumption Data

At TeraWulf, sustainability goes beyond minimizing our environmental footprint—we actively support grid stability through real-time demand response programs. By dynamically adjusting our electricity consumption, we help balance supply and demand, alleviate grid strain, and enable greater renewable energy integration. As a highly flexible load, our Bitcoin mining operations scale up during periods of excess power supply and scale down when demand peaks, ensuring efficient utilization of zero-carbon energy while enhancing overall grid resilience.

We participate in three key New York demand response programs:

- **CSRP** (Commercial System Relief Program) – Reduces peak demand to prevent grid overload.
- **DSASP** (Demand Side Ancillary Services Program) – Provides rapid response to stabilize grid frequency.
- **SCR** (Special Case Resource) – Supports emergency grid reliability efforts.

The unique load profile of our mining operations—large-scale, flexible, and responsive—positions us as an increasingly valuable resource in grid balancing. As the energy transition accelerates, with more intermittent renewables coming online and electrification driving higher demand, the need for controllable, real-time loads like ours will only grow.

By responding to grid signals and fluctuations in renewable generation, TeraWulf reduces grid stress, enhances reliability, and supports the continued expansion of clean energy infrastructure. Our commitment to sustainable, demand-responsive computing reinforces the viability of renewable-powered grids and accelerates the transition to a low-carbon future.
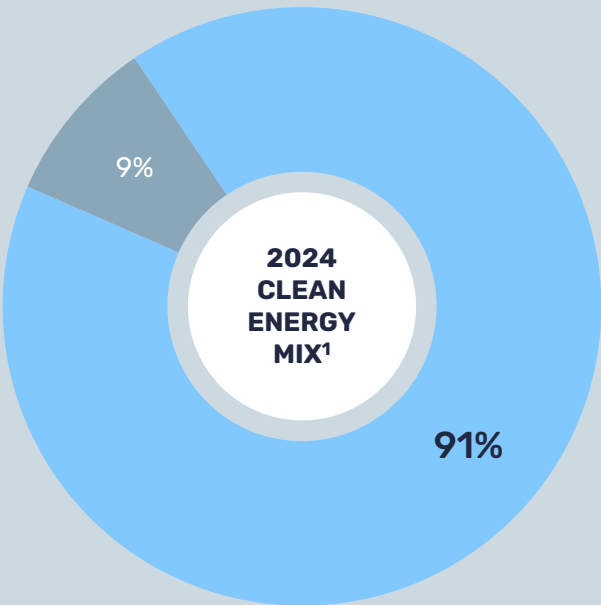
In 2024, **91%[1] of the energy utilized in our facilities came from clean sources,** primarily hydro and nuclear power.

[1] Per NYISO's 2024 Power Trends Report, 91% of energy consumption in NYISO Zones A-E was attributable to zero-carbon energy resources, primarily hydro and nuclear, in 2024. This number excludes TeraWulf's interest in the Nautilus joint venture, which was sold in October 2024.

2024 CLEAN ENERGY MIX[1]

9%

91%

"Delivering sustainable data center solutions for Bitcoin mining and HPC hosting requires significant expertise and a deep understanding of energy to procure low-cost, predominantly zero-carbon power at scale and over the long term. This expertise is in our DNA and is what sets TeraWulf apart from its peers."

Nazar Khan
Chief Technology Officer

Waste & Resource Management

We optimize energy, water, and waste management to reduce environmental impact and drive cost savings across our operations. Our facilities leverage cooler local climates and natural ventilation to minimize energy consumption and noise pollution, while transitioning to LED lighting has further lowered our carbon footprint.

In 2024, we enhanced our recycling initiatives, implementing protocols for materials such as steel, plastic, aluminum, copper, and cardboard. We also integrated smart meters at our Lake Mariner facility, optimizing real-time power consumption and expanding our participation in demand response programs.

For our HPC hosting operations, we are deploying smart metering and advanced cooling technologies, including closed-loop liquid cooling, to maximize energy efficiency. Notably, TeraWulf's Bitcoin mining operations do not utilize water for general operations, and our facilities are not located in high water-stress regions.

E-Waste Recycling & Reuse

TeraWulf prioritizes the responsible management of IT hardware, ensuring that components are refurbished, recycled, or repurposed whenever possible. In 2024, we responsibly recycled outdated ASIC miners and IT equipment, earning 8,000 Metric Tons of Carbon Dioxide Equivalent (MTCO2e) credits. Additionally, we recycle packaging materials such as expanded polyethylene (EPE) foam, repurposing them for secondary use rather than landfill disposal.

By conducting onsite repairs, we minimize e-waste and reduce the environmental impact associated with shipping components to external vendors. These efforts align with our broader mission to build a more sustainable, circular economy within digital infrastructure.
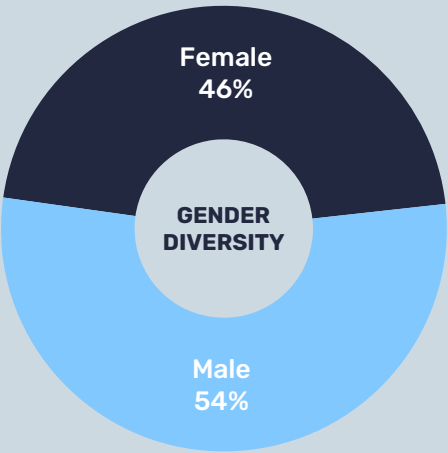
Social Responsibility

Our Employees Are Our Most Valuable Asset

We strive to cultivate a culture of inclusivity, accountability, and ethical conduct, reinforced by structured governance, community engagement, and a commitment to employee well-being.
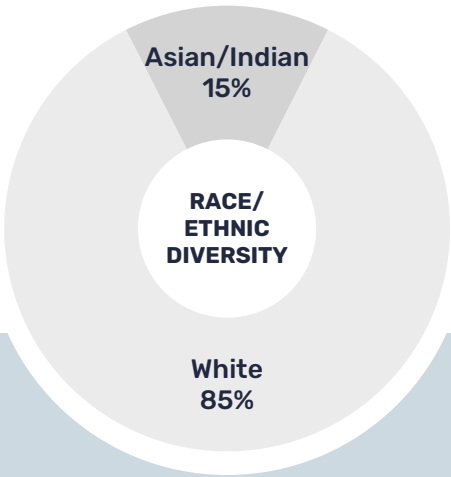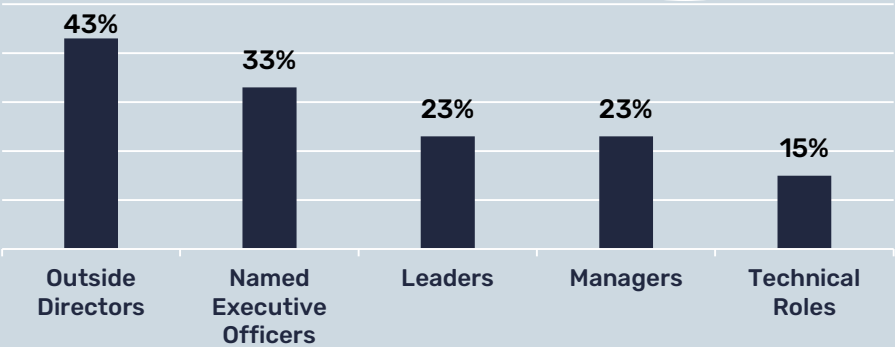
People, Diversity & Inclusion

We strive to foster a diverse, inclusive, and high-performing workforce. Our hiring practices prioritize merit and expertise while valuing the unique perspectives and experiences that drive innovation and strengthen our Company culture.

Women represent 46% of our workforce, holding leadership and technical roles, and we continue to implement targeted strategies to enhance representation across all demographics.

RACE/ ETHNIC DIVERSITY

Asian/Indian 15%

White 85%

GENDER DIVERSITY

Female 46%

Male 54%

POSITIONS HELD BY WOMEN

Outside Directors	Named Executive Officers	Leaders	Managers	Technical Roles
43%	33%	23%	23%	15%

Our Diversity Policy reinforces this commitment by emphasizing:

1. **Recruiting highly qualified individuals** based on experience, expertise, and potential.

2. **Building a workforce with diverse skills, perspectives, and backgrounds** to drive innovation and adaptability.

3. **Recognizing the value of inclusivity in business success**, fostering collaboration, and strengthening company operations.

These principles are embedded across all employment processes, from recruitment and career development to leadership advancement, ensuring an environment where every employee is empowered to contribute and succeed.

Human Rights

TeraWulf is committed to upholding human rights through ethical business practices, legal compliance, and a culture of respect. Our Human Rights Policy serves as the foundation for promoting fair labor practices and ensuring that the dignity and rights of all individuals are protected across our organization.

Zero Tolerance for Discrimination & Harassment

We foster a respectful workplace that values diversity and equal opportunity. Our anti-harassment policy, outlined in the Employee Handbook, strictly prohibits discrimination, harassment, or retaliation based on any federally, state, or locally protected status.

Safe & Healthy Work Environment

The well-being of our employees is a top priority. We are committed to maintaining a safe and healthy workplace and providing accommodations for employees with disabilities, religious beliefs, pregnancy, childbirth, or domestic violence-related concerns.

Ethical Labor Practices

TeraWulf maintains a zero-tolerance policy for forced labor, child labor, and any form of exploitation. We uphold fair wages, reasonable working hours, and full compliance with labor laws, continuously assessing best practices to protect human rights across our operations.

Employee Voice & Freedom of Association

We support employees' rights to organize and engage in collective bargaining free from intimidation or interference. Our Whistleblower Policy provides confidential, secure reporting channels for human rights concerns, ensuring protection against retaliation.

By embedding these principles into our corporate culture, TeraWulf fosters a workplace built on integrity, respect, and fairness.

Benefits & Compensation

We understand that our employees are our greatest asset. To support their well-being, growth, and long-term success, we offer a comprehensive benefits program designed to foster a healthy, flexible, and rewarding work environment.

Competitive Benefits Package

- **Retirement & Financial Security**
  401(k) plan with Company contributions to help employees build financial stability.

- **Health & Well-Being**
  Comprehensive medical, dental, and vision coverage, along with an Employee Assistance Program (EAP) offering confidential counseling services for mental and physical health support.

- **Paid Leave & Family Support**
  Generous paid time off (PTO), primary and secondary caregiver leave, and adoption leave to support employees through life's important moments.

Workplace Flexibility

We offer a hybrid work environment, enabling employees to balance professional responsibilities with personal commitments while maintaining productivity and engagement.

Career Growth & Development

We are committed to continuous learning and professional growth through regular feedback and performance evaluations and ongoing training and development initiatives to enhance skills and leadership capabilities.

Equity & Incentives

Through our Omnibus Incentive Plan, we provide equity-based incentives, ensuring employees share in the Company's success and remain invested in our long-term vision.

By prioritizing competitive benefits, career development, and work-life balance, TeraWulf fosters a culture of excellence, well-being, and opportunity.

Supply Chain Management

We maintain high standards for ourselves and our partners, ensuring alignment with our core principles. Our Supplier Code of Conduct outlines clear expectations for compliance across critical areas, including ethics, labor practices, health and safety, and environmental stewardship. Embedded in our supplier agreements and contractual terms, this code reinforces our dedication to responsible sourcing and sustainable business operations.

Community & Philanthropy

At TeraWulf, social responsibility and community impact are integral to our mission. Through strategic investments and partnerships, we support environmental conservation, education, and community well-being, reinforcing our commitment to sustainable and ethical business practices.

TeraWulf Charitable Foundation

Established in 2022, The TeraWulf Charitable Foundation is dedicated to social health, sustainability, and environmental stewardship. Funded through a donation of over two million shares of TeraWulf common stock, the foundation is led by CEO Paul Prager and CSO Kerri Langlais and serves as a key driver of our philanthropic initiatives.

"Through The TeraWulf Charitable Foundation, our Company is committed to investing in local climate change initiatives, preserving our environment, and promoting sustainability. With strong financial support from our senior leaders and a dedicated management team, we're confident in our ability to make meaningful impact through supporting innovation, enabling sustainable development, and driving social progress."

Kerri Langlais
Chief Strategy Officer

Investing in Conservation & Community Development

- **Environmental Protection** – We proudly partner with the Chesapeake Conservancy, supporting efforts to preserve the Chesapeake Bay and expand public access to its natural resources.

- **Local Giving & Education** – TeraWulf has pledged $125,000 annually to local foundations, schools, and community programs, fostering education, workforce development, and social progress. In 2024, for example, the Company facilitated the purchase of a new scoreboard and sound system for Barker Central School District's new multisport sport complex.

By investing in our communities and prioritizing sustainability, TeraWulf is driving long-term positive change for both people and the environment. Our ESG Policy aligns with our broader commitment to diversity, community engagement, responsible operations, and ethical supply chain management. More details on our initiatives can be found on our website.

Corporate Governance:
Upholding Transparency & Integrity

Our governance framework promotes accountability, fairness, and transparency, reinforced by active oversight from our Board of Directors and its specialized committees: Audit, Compensation, Sustainability, Finance, and Nominating and Corporate Governance. Governance documents are accessible on our website.

"

"Our highly qualified board brings a diverse range of expertise and perspectives to drive the Company's success. Their deep industry knowledge, strategic capital allocation experience for both organic and inorganic growth, strong management and financial acumen, and leadership in digital innovation collectively position us for long-term growth and value creation."

Paul Prager
Chairman & Chief Executive Officer

Commitment to Ethical Standards

Strong corporate governance is the foundation of TeraWulf's success. Our governance framework emphasizes accountability, fairness, and transparency, supported by active oversight from our Board of Directors and its specialized committees.

Code of Ethics & Conflict Management

Our Code of Ethics, applicable to all employees, directors, and officers, establishes clear guidelines on:

- **Professional Conduct and Integrity**
- **Conflicts of Interest Management**
- **Legal and Regulatory Compliance**
- **Ethical Decision-Making and Reporting**

To further reinforce transparency, our Related Persons Transactions Policy monitors and mitigates conflicts of interest, ensuring that business decisions prioritize fairness and accountability.

Board Responsibilities & Governance

Our Board of Directors plays a critical oversight role in TeraWulf's strategic, financial, and operational decision-making. The board fosters clear accountability, decisive leadership, and effective communication with shareholders, employees, business partners, and other stakeholders to support the Company's long-term success.

Nominating and Corporate Governance Committee

Dedicated to board diversity and effectiveness, the Nominating and Corporate Governance Committee ensures that board composition reflects:

- Diverse backgrounds, skills, and expertise, including race, gender, age, culture, and nationality
- Alignment with TeraWulf's strategic vision and operational needs
- Regular assessments of board and committee performance

Board Structure & Best Practices

Strategic discussions are a key component of every board meeting, with regular engagement between the board, its committees, and executive leadership to evaluate risk and align business strategy. Key governance principles include:

CEO & CHAIRMAN DUAL ROLE
Our founder and Chief Executive Officer serves as Chairman of the Board, ensuring strategic alignment at the highest level.

INDEPENDENT OVERSIGHT
All members of the Audit, Compensation, and Nominating and Corporate Governance Committees are independent, reinforcing accountability.

DEFINED COMMITTEE CHARTERS
Each board committee operates under a clear charter, outlining its responsibilities and governance framework.
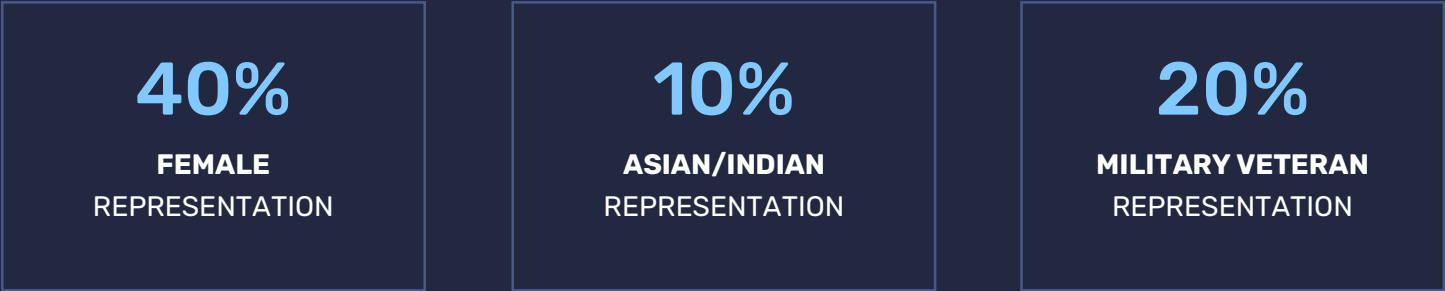
ANNUAL BOARD EVALUATIONS
The board conducts a yearly effectiveness review, identifying areas for continuous improvement.

By upholding strong governance, ethical leadership, and rigorous oversight, TeraWulf ensures that our corporate structure remains aligned with best practices, stakeholder interests, and long-term business success.

Board Composition

TeraWulf's Corporate Governance Guidelines serve as the foundation for ensuring board independence, effectiveness, and strategic oversight. We are committed to building a board with diverse expertise, perspectives, and backgrounds that align with the company's long-term vision and operational priorities.

As of December 31, 2024, TeraWulf's board is composed of:

40% **FEMALE** REPRESENTATION	**10%** **ASIAN/INDIAN** REPRESENTATION	**20%** **MILITARY VETERAN** REPRESENTATION

Beyond demographic diversity, we recognize the value of broad life experiences, industry knowledge, and professional expertise, which enhance our board's ability to navigate complex challenges, drive innovation, and create long-term value.

By fostering a diverse and strategically aligned board, TeraWulf ensures strong leadership, effective oversight, and a governance structure that reflects the interests of our stakeholders and the evolving needs of our business.

ESG Oversight

Sustainability is embedded in our corporate strategy, with ESG oversight delegated to the Board's Sustainability Committee. Management provides regular updates to ensure alignment with best practices and business objectives.

BOARD OF DIRECTORS
Sustainability Oversight

Formal ESG oversight

SUSTAINABILITY COMMITTEE

EXECUTIVE MANAGEMENT

ESG updates

Board Committees

Detailed information on board composition and committee roles can be found on our website.

NOMINATING AND CORPORATE GOVERNANCE COMMITTEE		POSITION
Manages board nominations, assesses board performance, and ensures that corporate governance principles are adhered to; this committee's charter outlines its responsibility in maintaining board effectiveness and ensuring governance practices align with the Company's goals.	**Cassie Motz ***	👤
	Ted Carter *	👤
	Christopher Jarvis *	👤

AUDIT COMMITTEE		
Focuses on ensuring financial reporting accuracy, supervises audit processes, and monitors compliance with legal requirements. The committee's charter outlines its purpose to oversee the integrity of financial statements, ensuring the effectiveness of internal controls and regulatory obligations.	**Ted Carter ***	👤
	Cassie Motz *	👤
	Steven Pincus *	👤

COMPENSATION COMMITTEE		
Responsible for shaping executive compensation strategies, aligning rewards with corporate performance, and overseeing salary, bonuses, and incentive plans. The committee operates under a charter that defines its role in ensuring compensation practices are fair, competitive, and aligned with shareholder interests.	**Steven Pincus ***	👤
	Michael Bucella *	👤
	Cassie Motz *	👤

SUSTAINABILITY COMMITTEE		
Guides TeraWulf's sustainability initiatives and ensures that environmental and social responsibilities are integrated into business operations. Responsible for monitoring developments, trends, and best practices for corporate sustainability.	Kerri Langlais	👤
	Lisa Prager	👤
	Paul Prager	⭐ 👤

👤 Chair

👤 Member

⭐ Chairman of the Board

* **Independent Director**

As of December 31, 2024 – 10 total directors

Policy & Government Relations

TeraWulf actively monitors public policy and advocates for industry-relevant legislation. We engage in strategic partnerships and maintain a presence in Washington, D.C., ensuring informed policy discussions. Employees are provided voting leave to support civic engagement.

In 2024, TeraWulf did not make contributions to political candidates or parties.

"

"As demand for HPC workloads, including AI and advanced computing, accelerates, regulators must consider frameworks that balance innovation, energy efficiency, and national security. While the journey to establishing such a framework may be complex, it is an essential and inevitable step that all stakeholders— governments, industry leaders, and energy providers—must recognize and embark on together."

Paul Prager
Chairman & Chief Executive Officer

Information & Data Governance

Cybersecurity and data governance are critical to protecting our operations, stakeholders, and digital infrastructure. We implement strict security protocols, proactive threat detection, and regulatory compliance measures to safeguard sensitive information and ensure the integrity of our systems.

Strengthening Cybersecurity & Risk Management

Our Information Security and Cybersecurity Policy, adopted in 2024, serves as a comprehensive framework for managing and mitigating cyber risks. This policy covers:

- Threat identification and documentation to address evolving cybersecurity risks.

- Security protocols and compliance measures to align with industry best practices and regulatory requirements.

- Proactive threat detection and rapid incident response to mitigate potential breaches.

Ongoing Compliance & Employee Training

We are committed to continuously enhancing our security posture, which includes:

- Routine risk assessments to evaluate and improve our cybersecurity framework.

- Regular analysis of the Company's risk profile to identify and address vulnerabilities.

- Mandatory cybersecurity training for all employees to ensure preparedness against emerging threats.

By integrating rigorous data governance, continuous monitoring, and employee awareness programs, TeraWulf maintains a resilient and secure digital infrastructure, reinforcing trust among stakeholders and ensuring long-term operational security.

> "Cybersecurity is fundamental to safeguarding our Bitcoin mining and high-performance computing operations. At TeraWulf, we embed security into every aspect of our strategy to ensure our infrastructure remains resilient, efficient, and protected from cyber threats. Securing mining rigs, fortifying HPC environments, and maintaining operational integrity isn't just about compliance—it's essential to our long-term success."

Kerri Langlais
Chief Strategy Officer

Looking Forward

As TeraWulf continues to evolve, we are committed to advancing our ESG initiatives and driving sustainable innovation in our digital infrastructure platform.

Our key priorities include:

1.	**2.**	**3.**
Maximizing zero-carbon energy usage and further reducing our carbon footprint.	Expanding community engagement through increased philanthropic efforts and local partnerships.	Strengthening cybersecurity and data protection to safeguard our digital infrastructure.

With a focus on integrity, innovation, and responsible growth, we are shaping the future of sustainable digital infrastructure, setting new standards for efficiency, resilience, and environmental stewardship.

Appendix:

Reporting Frameworks & Disclaimers

SASB Disclosure: Software & IT Services

The SASB standards, now part of the International Financial Reporting Standards (IFRS) Foundation, provide a framework for companies to disclose sustainability information to their investors. In this report, we have mapped our disclosures to specific SASB indicators relevant to TeraWulf's operations in the Software & IT Services industry. As TeraWulf continues to grow and evolve, we anticipate enhancing and refining our disclosures over time. Metrics and disclosures are reported on an enterprise-wide level, unless otherwise indicated.

Topic	Metric	SASB Code	Cross-Reference, Explanation, Omissions
Environmental Footprint of Hardware Infrastructure	(1) Total energy consumed. (2) Percentage grid electricity. (3) Percentage renewable.	**TC-SI-130a.1**	See Energy Mix and Consumption Data section of this report for electricity consumption.
	(1) Total water withdrawn. (2) Total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	**TC-SI-130a.2**	(1) TeraWulf's mining facilities do not consume water. (2) TeraWulf's mining facilities are not located in regions with High or Extremely High Baseline Water Stress.
	Discussion of the integration of environmental considerations into strategic planning for data center needs.	**TC-SI-130a.3**	TeraWulf develops, owns and operates its digital infrastructure in the U.S. using primarily nuclear and hydro energy sources. TeraWulf currently consumes over 91% zero-carbon energy to fuel its operations.
Data Security	(1) Number of data breaches (2) Percentage involving personally identifiable information (PII) (3) Number of users affected	**TC-SI-230a.1**	TeraWulf did not experience any material data breaches during 2024. TeraWulf does not collect PII.
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards.	**TC-SI-230a.2**	See Information & Data Governance section of this report.
Recruiting & Managing a Global, Diverse & Skilled Workforce	(1) Percentage of employees that require a work visa. (2) Employee engagement as a percentage. (3) Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees, and (d) all other employees.	**TC-SI-330a**	(1) No employees (0%) require a work visa. (2) We do not have a single metric that we believe encompasses employee engagement. (3) See People, Diversity & Inclusion section of this report for diversity metrics.
Intellectual Property Protection & Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations.	**TC-SI-550a.1**	In FY 2024, there were no material monetary losses that resulted from legal proceedings associated with anticompetitive behavior regulations.
Managing Systemic Risks from Technology Disruptions	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime.	**TC-SI-550a.1**	In FY 2024, TeraWulf did not experience a technology-related performance disruption or downtime issue that had a material impact on the business that required regulatory and/or financial reporting or incurred financial penalties.

Scope

In this report, unless otherwise stated, all data and information relate to TeraWulf's activities during the fiscal year 2024, which began on January 1, 2024 and ended on December 31, 2024. Throughout this report, the terms "Company," "Organization," "we," "TeraWulf," and "our" refer collectively to the parent company and its subsidiaries through which business operations are conducted. The inclusion of information in this report should not be interpreted as an indication of the significance or financial impact of that information.

Forward-Looking Statements

This report contains forward-looking statements within the meaning of the "safe harbor" provisions of the Private Securities Litigation Reform Act of 1995, as amended. Such forward-looking statements include statements concerning anticipated future events and expectations that are not historical facts and include but are not limited to statements regarding our corporate governance efforts, goals and objectives; our recruiting efforts; our efforts related to diversity, equity and inclusion and other important social causes; and our environmental, social and governance (ESG) operations, framework and responsibilities. All statements, other than statements of historical fact, are statements that could be deemed forward-looking statements. In addition, forward-looking statements are typically identified by words such as "plan," "believe," "goal," "target," "aim," "expect," "anticipate," "intend," "outlook," "estimate," "forecast," "project," "continue," "could," "may," "might," "possible," "potential," "predict," "should," "would" and other similar words and expressions, although the absence of these words or expressions does not mean that a statement is not forward-looking.

Forward-looking statements are based on the current expectations and beliefs of TeraWulf's management and are inherently subject to a number of factors, risks, uncertainties and assumptions and their potential effects. There can be no assurance that future developments will be those that have been anticipated. Actual results may vary materially from those expressed or implied by forward-looking statements based on a number of factors, risks, uncertainties and assumptions. Therefore, any reader of this report should not rely on any of these forward-looking statements. Important factors that could cause our actual results and financial condition to differ materially from those indicated in the forward-looking statements include, among others, the risks described in our Annual Report on Form 10-K for the year ended December 31, 2024 and our other filings with the Securities Exchange Commission (the "SEC").

Materiality

This report contains statements based on hypothetical scenarios and assumptions as well as estimates that are subject to a high level of uncertainty, and these statements should not necessarily be viewed as being representative of current or actual risk or performance or forecasts of expected risk or performance. Any matters discussed in this report should not be taken or otherwise assumed as necessarily rising to the level of materiality used for purposes of public company disclosure obligations pursuant to the U.S. federal securities laws and regulations, even if we use the words "material" or "materiality" in this report. In addition, historical, current and forward-looking environmental and social-related/sustainability-related statements may be based on standards for measuring progress that are still developing, internal controls and processes that continue to evolve, and assumptions that are subject to change in the future.

No Incorporation by Reference

Our investor relations website at investors.terawulf.com contains additional information about TeraWulf, including financial and other information for investors. The content of our website is not incorporated by reference into this report or into any report or document we file with the SEC. Any references to our website are intended to be inactive textual references only.