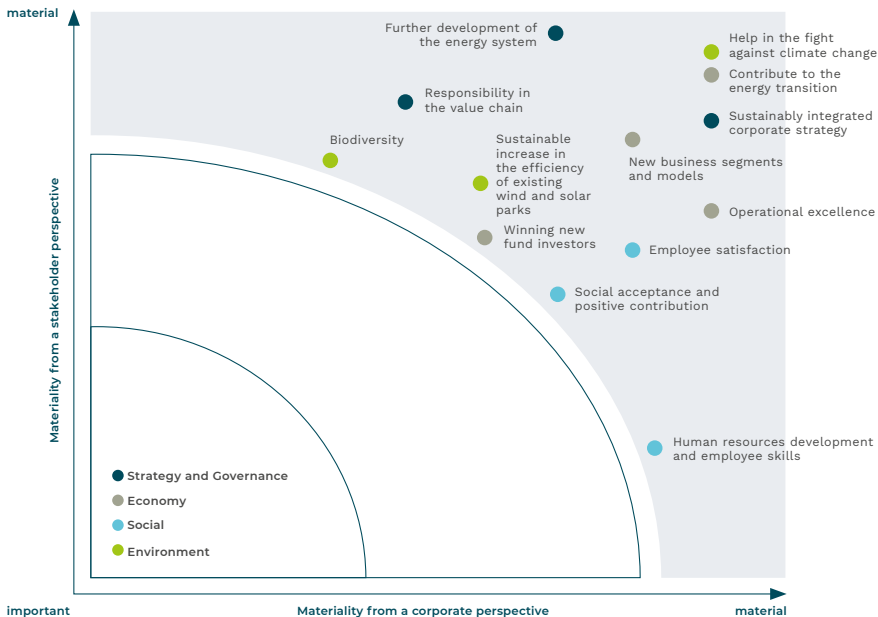


Material sustainability topics



Strategy & governance	Goals	Status	Measures
Further development of the energy system	Evaluation of at least three potentially commercially viable pilot projects with new technologies per year	✓	Implemented in 2021: <ul style="list-style-type: none"> - Evaluation of three suitable storage projects - Ongoing, intensive market monitoring
	Integration of renewables into the hydrogen value chain	+	Measures for 2022: <ul style="list-style-type: none"> Review of options to integrate renewables into the hydrogen value chain
Sustainably integrated corporate strategy	Improve MSCI ESG rating to AAA by 2025	→	Implemented in 2021: <ul style="list-style-type: none"> - Definition and ongoing optimisation of sustainability goals and measures - Formation of a Sustainability Council - Improved visibility of the whistleblowing system - Introduction of a compliance management system incl. KYC audit and Code of Conduct (CoC was rolled out throughout the Group in March 2022) - Installation of certification processes for suppliers and project developers (Business Partner Code of Conduct, BPCoC, to be rolled out throughout the Group in Q2 2022) Measures for 2022: <ul style="list-style-type: none"> - Annual staff training on the CoC and BPCoC - Regular meetings of the Sustainability Council
Responsibility in the value chain	Implementation of the BPCoC by including the BPCoC in 100% of the new contracts with business partners	+	Measures for 2022: <ul style="list-style-type: none"> - Inclusion of the BPCoC in the standard onboarding process when signing new contracts - Agreement of the BPCoC with the contractual partners - Ongoing controlling and feedback to the Sustainability & Communications Team

Economy	Goals	Status	Measures
Contribute to the energy transition	Increase the capacity of own plants to 3.4 GW by the end of 2025	→	<p>Implemented in 2021:</p> <ul style="list-style-type: none"> - Capacity of own plants increased through commissioning of 435 MW <p>Measures for 2022:</p> <ul style="list-style-type: none"> - Steady portfolio expansion
Operational excellence	Calibrate an appropriate metric for measuring and documenting the performance of the plants by the end of 2021	✓	<p>Implemented in 2021:</p> <ul style="list-style-type: none"> - Digital overall monitoring of the parks - Continuous acceleration of structural improvements, optimisations and automation <p>Measures for 2022:</p> <ul style="list-style-type: none"> - Performance analysis of the individual plants
	Determine the average plant performance on the basis of the newly determined metrics and define realistic targets by the end of 2022	+	<ul style="list-style-type: none"> - Identify the main reasons for performance losses and define suitable measures to solve them
Winning new fund investors	Raise an additional 1.26 billion euros for the funds by the end of 2025	→	<p>Implemented in 2021:</p> <ul style="list-style-type: none"> - Sales launch of a new RE fund, Encavis Infrastructure Fund IV (EIF IV), with an issue volume of 500 million euros
	Invest the capital raised by the end of 2026	→	<ul style="list-style-type: none"> - Purchase of 313 MW, spread across 19 operating companies for existing fund vehicles <p>Measures for 2022:</p> <ul style="list-style-type: none"> - Successful development and expansion of existing fund vehicles and those in the process of being established
New business segments and models	Increase non-subsidised electricity production noticeably by the end of 2025	→	<p>Implemented in 2021:</p> <ul style="list-style-type: none"> - The PPA Origination Department was implemented and built up <p>Measures for 2022:</p> <ul style="list-style-type: none"> - Win corporates and utilities for direct marketing of electricity - Ongoing participation in tenders for PPAs

Social	Goal	Status	Measures
Employee satisfaction	Ensure employee satisfaction	→	<p>Implemented in 2021:</p> <ul style="list-style-type: none"> - Four surveys conducted to determine employee satisfaction - Successful roll-out of the mobile office concept in October 2021 - Ongoing review of corporate benefits, especially in the area of health and wellbeing <p>Measures for 2022:</p> <ul style="list-style-type: none"> - Performance of several “pulse checks” during the year, subsequent analysis and derivation of measures and activities and determination of new measures, if necessary - Planning, organisation and implementation of a digital health week - Planning, organisation and implementation of a Group event in the summer - Payment of a voluntary COVID-19 bonus
Human resources development and employee skills and expertise	Promote employee expertise	→	<p>Implemented in 2021:</p> <ul style="list-style-type: none"> - In addition to individually agreed further training, courses, programmes, and training in the fields of project management, languages, D&O, negotiating skills and personal development were organised - Ongoing review and, if necessary, optimisation of individual HR development by making high-quality internal and external offers - Ongoing review and, if necessary, adjustment of the further training offer for employees <p>Measures for 2022:</p> <ul style="list-style-type: none"> - Relaunch of the Personal Development Programme - Relaunch of the Leadership Programme - Continuation of the “Lunch & Learn” activities - Individual staff coaching - Ongoing review and, if necessary, optimisation of individual HR development by making high-quality internal and external offers - Ongoing review and, if necessary, adjustment of the further training offer for employees - Individual advice by HR for tailor-made further training offers
Social acceptance and positive contribution of the Encavis Group	<p>Increase the social and political relevance of the Encavis Group</p> <hr/> <p>Annual implementation of a “Giving Back Week”</p>	→	<p>Implemented in 2021:</p> <ul style="list-style-type: none"> - As part of a long-term cooperation, Encavis has supported the charitable aid organisation “Sopowerful” since July 2021 - “Giving Back Week” at both company locations in October 2021 <p>Measures for 2022:</p> <ul style="list-style-type: none"> - Develop a new stakeholder-based communication concept - Participate in two charity runs - Organise and implement another “Giving Back Week”

Environment	Goal	Status	Measures
Fight against climate change	Increase share of green electricity purchases to 100% by the end of 2022	→	<p>Implemented in 2021:</p> <ul style="list-style-type: none"> - Conversion to about 82% green electricity <p>Measures for 2022:</p> <ul style="list-style-type: none"> - Increase share of green electricity purchases to 100% in our direct sphere of influence by the end of 2022
	Prepare a comprehensive Encavis carbon footprint by the end of 2025	✓	<p>Implemented in 2021:</p> <ul style="list-style-type: none"> - Development, budgeting, and approval of the “Encavis carbon footprint” project - Preparation of the first carbon footprint
	Prepare annual carbon footprint in accordance with the GHG Protocol	+	<p>Measures for 2022:</p> <ul style="list-style-type: none"> - Develop a pilot project to ensure better data quality of Scope 3 emissions - Improve the availability of fundamental data
	Maximise our positive climate contribution through ongoing implementation and expand environmental and climate protection measures	→	<p>Implemented in 2021:</p> <ul style="list-style-type: none"> - If no general cleaning intervals for solar parks are defined in the contract, employees check how dirty the modules are and decide on a case-by-case basis whether cleaning is necessary (e. g. Solar Deutschland) <p>Measures for 2022:</p> <ul style="list-style-type: none"> - Continuous examination of possible measures for carbon reduction along the value chain
Sustainable increase in the efficiency of existing wind and solar parks	Determination of the estimated average water consumption per MWh for all parks by the end of 2021	✓	<p>Implemented in 2021:</p> <ul style="list-style-type: none"> - Estimation of water consumption <p>Measure for 2022:</p> <ul style="list-style-type: none"> - Examine new possibilities for water savings and wastewater treatment in solar parks
	Review potential water savings per sqm of PV surface by the end of 2022	+	
	Update and calibrate the yield reports for all solar parks by the end of 2021	✓	<p>Implemented in 2021:</p> <ul style="list-style-type: none"> - Entry of the data in Encavis’ system landscape <p>Measure for 2022:</p> <ul style="list-style-type: none"> - Future scenario calculations based on production probabilities
	Define and set a target for systematic environmental management by the end of 2021	→	<p>Measure for 2022:</p> <ul style="list-style-type: none"> - Ongoing review of technical optimisation and modernisation measures
	Integrate the environmental management system into an integrated ESG tool by the end of 2022	+	
Biodiversity	Develop a biodiversity strategy and define a target for increasing biodiversity by the end of 2025	→	<p>Implemented in 2021:</p> <ul style="list-style-type: none"> - Evaluation of the biodiversity lighthouse project (Solarpark Enerstroom) in the Netherlands, where it unfortunately turned out that both the concept and the offer of the greenkeeper were not convincing. - Development of a pilot project for a German solar park: here it was examined which measures can generally be implemented to increase biodiversity and which measures can be reasonably implemented. <p>Measure for 2022:</p> <ul style="list-style-type: none"> - Implementation of a solar park pilot project