



# ESG REPORT 2021

MPC Energy Solutions







Our solar plants and wind farms in Latin America and the Caribbean are creating jobs and supporting communities with local initiatives.

# Contents

4	Message from our CEO	20	Reporting on material topics
7	About this report	22	Environment
8	About MPC Energy Solutions	28	Corporate Governance
12	Our approach to sustainability	31	Working environment
16	Stakeholder engagement	37	Community impact
18	Materiality assessment	40	Summary goals and targets 2022
		42	GRI index

# MESSAGE FROM OUR CEO



“As a global provider of sustainable energy solutions, we are committed to supporting the transition to a zero-emission society and assuming responsibility for our actions along the way.”

**Dear Readers,**


Renewable energy plays an essential role on the road to global decarbonization and the zero-emission society. Over 50 countries now aim to reach 100% share of renewable energies by 2050, and the need for sustainable energy projects is massively on the rise. At MPC Energy Solutions N.V. (MPC Energy Solutions, MPCES or the Company), we are committed to the COP26 targets, to secure global net-zero by mid-century and keep 1.5 degrees within reach.

MPC Energy Solutions is a global provider of sustainable energy solutions. We participate in the full project lifecycle of renewable solutions with a regional approach in Latin America and the Caribbean. As a global Company, we have a significant economic, environmental, and social impact on our surroundings, and although most of these impacts are positive contributions to the communities in which we operate, others are potentially negative.

In order to become a sustainability leader within our field, it is vital to have a full overview of how we impact and get impacted by the environment we operate within. Our Company experiences a growing interest in sustainability among our stakeholders, which we welcome. As CEO of MPC Energy Solutions, I am proud to present our Company's first sustainability report which aims to furnish our stakeholders with a transparent overview and allow for further insights into our efforts on material topics.

In preparation of this report, we have conducted interviews with key stakeholder groups, mapping out important sustainability topics for our Company to focus on going forward. These topics include corporate governance, working environment for our employees, environment and climate, and our impact on local communities.

As a listed company, we live by the trust that our investors, customers, shareholders, business partners and the general public have in our performance and integrity. That trust depends significantly on how we conduct ourselves. Through our global business operations, our Company is exposed to ethical risks and therefore ensuring that good corporate governance, respect for human rights, and solid anti-corruption policies are in place, actively communicated and monitored regularly, is vital.



We consider ESG principles as important factors guiding our investment and operating decisions.

Furthermore, recognizing the importance of systematically and proactively addressing the challenges to our environment is a must for any serious company today. As MPC Energy Solutions primarily focuses on low-carbon energy infrastructure, our Company enables the transition to a greener, low-carbon society. Although many of our projects are still in a construction phase, reporting on emissions is nevertheless important, and we look forward to strengthening our climate accounting in the years ahead.

Due to a long-standing network and expertise in Latin America and the Caribbean, MPC Energy Solutions focuses on expanding our portfolio here and bring clean energy to these regions first. By doing this, our Company has the opportunity to positively impact local communities by paying taxes, buying local goods and services and employing local labor. However, having a full overview of potentially negative consequences of our presence is equally important. That is why we are constantly monitoring and keeping an active dialogue with local communities and government authorities in these regions to ensure that we safeguard local interests.

Our employees are our greatest assets, and we believe that a good working environment where employees can thrive and succeed is key to delivering good results to our shareholders. Also, maintaining a safe and healthy working environment is critical, and we will continue to place a great focus on this going forward in light of the ongoing COVID-19 pandemic.

As CEO of MPC Energy Solutions, I believe regularly reporting on these topics will help the Company meet our business objectives and support our strategy. I look forward to sharing our progress in each of these areas on an annual basis from hereon.



**Martin Vogt**  
CEO, MPC Energy Solutions

# ABOUT THIS REPORT

“In order to become a sustainability leader within our field, it is vital to have a full overview of how we impact and get impacted by the environment we operate within and to measure this impact along our entire value chain.”

This is MPC Energy Solutions' first ESG report and covers the reporting period from January 1st to December 31st, 2021. The report is prepared in accordance with the Global Reporting Initiative (GRI) Standards, Core option, and is inspired by the Euronext guidelines for sustainability reporting. For GRI content index, please see the end of this report or visit the GRI Database.

This report has been reviewed and approved by the Supervisory Board. The claims and data in this report have not been audited by a third party.

For information about this report and its content, please contact MPC Energy Solutions and CEO Martin Vogt:



[ir@mpc-energysolutions.com](mailto:ir@mpc-energysolutions.com)



# ABOUT MPC ENERGY SOLUTIONS

# OUR BUSINESS

MPC Energy Solutions is a global provider of sustainable energy and was launched in 2021. Our Company focuses on clean and renewable energy generation, including utility-scale solar PV and wind farms, energy storage, co-generation as well as delivering infrastructure that helps reduce energy consumption and carbon emissions. We undertake investments in the full project lifecycle from early-stage development through construction and operation. The geographic focus of our operations is in developing countries. Our current focus region is Latin America and the Caribbean region.

MPC Energy Solutions was established by MPC Capital AG as a response to the growing demand for sustainable and cost-competitive low-carbon energy infrastructure. Our Company's main business activity is to:

- + develop, construct, own and manage renewable energy assets globally
- + technically and commercially operate renewable energy assets
- + generate and sell energy



## **Solar PV**

Typically larger PV plants (>20MW) connected to the (national) grids.



## **Wind power**

Onshore wind farms with 20-100MW of capacity.



## **Hybrid**

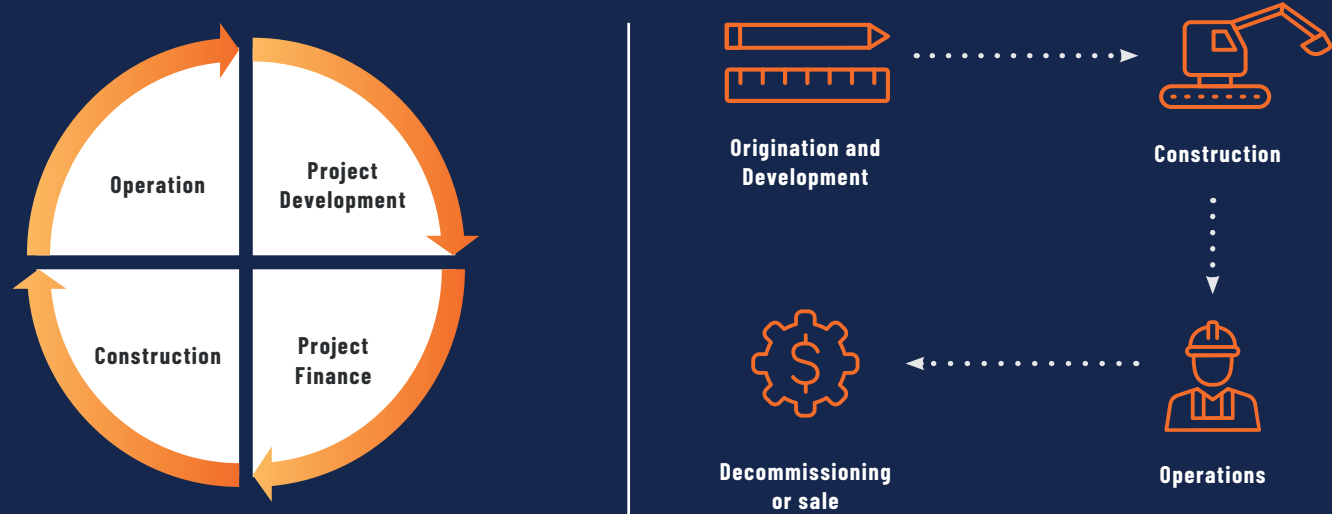
Typically smaller PV plants or wind farms (<25MW) coupled with batteries and/or generators.



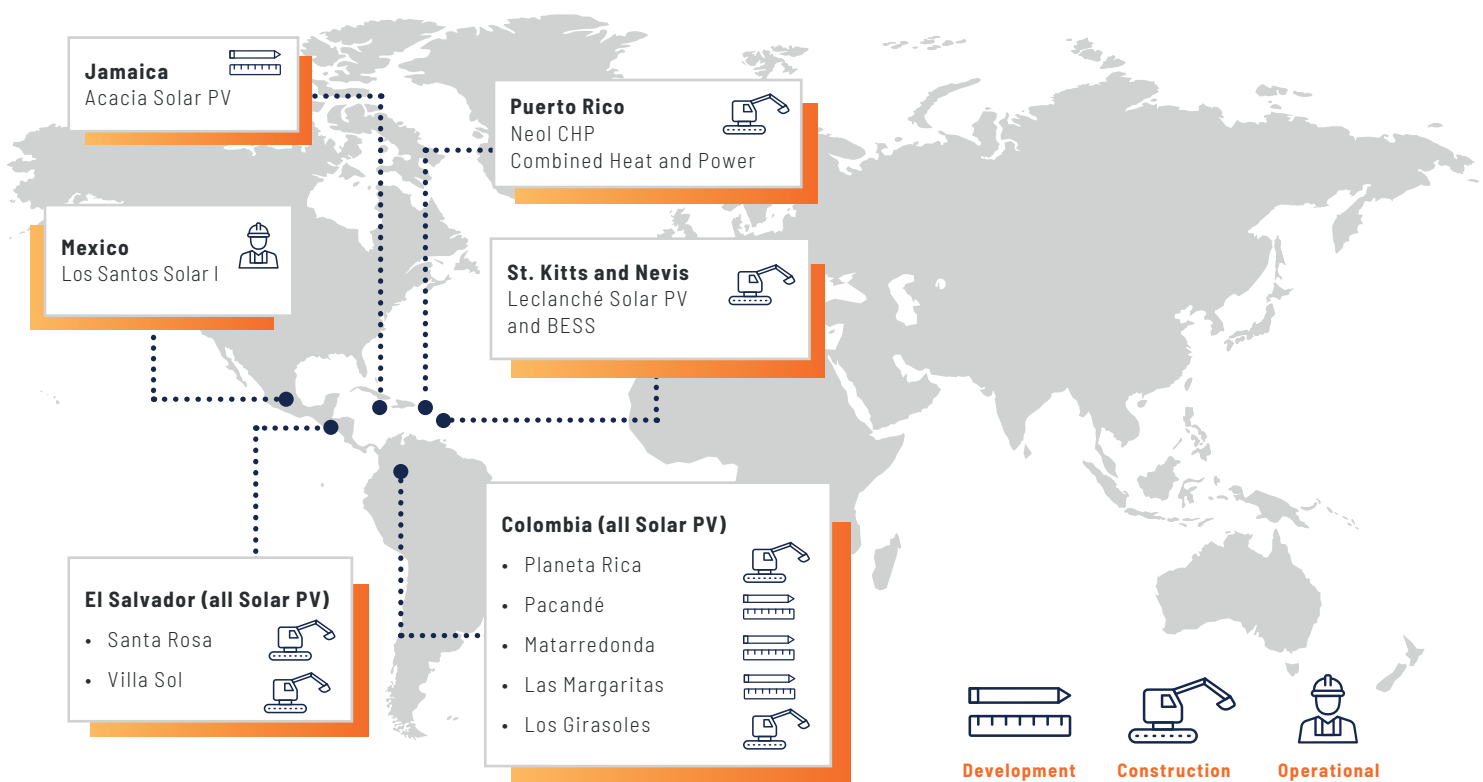
## **Energy Efficiency**

Other infrastructure that reduces energy consumption and carbon emissions.

# VALUE & SUPPLY CHAIN



# PROJECT OVERVIEW

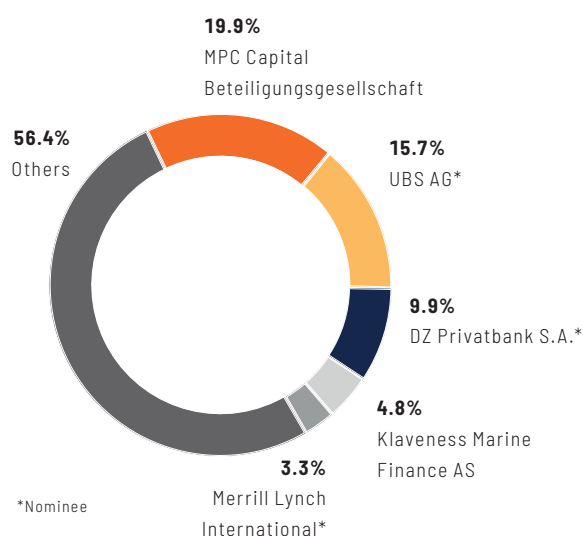




## OWNERSHIP AND LEGAL FORM

MPC Energy Solutions N.V. is a public limited company organized under Dutch law with a governance structure based on Dutch corporate law. Our Company is listed on the Oslo Stock Exchange (Euronext Growth) since January 22nd, 2021 under the ticker: MPCES. We thus adhere to Norwegian securities legislation and stock exchange regulations.

Our shareholder register can be found on our website. As of December 31, 2021 we had 1052 shareholders, the largest of which were:



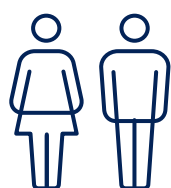
## LOCATIONS

Given our presence and strong experience within the Caribbean and Latin American region, MPC Energy Solutions will build the first series of projects in this region before expanding into other parts of the world.

As of December 31, 2021, our Company employs 7 persons in the Caribbean and Latin American region. From our offices in Colombia and Panama, we cover projects in Colombia, El Salvador, Mexico, Puerto Rico, St. Kitts and Nevis and Jamaica.

MPC Energy Solutions is headquartered in Amsterdam, Netherlands, where the remaining 6 employees are based. On January 1, 2021 our Company had 2 employees. 13 employees were hired in the year 2021. 2 employees left the Company in the year 2021.

### Number of employees



- 1 Panama
- 6 Colombia
- 6 Amsterdam, Netherlands (headquarter)

**13 Company Total**

## REVENUE

In our first year of operations, most of our projects were still in the development and construction stages. Consequently, the year 2021 ended without revenues and a negative EBIT that results from growing the Company. Please refer to the annual report 2021 for further details and a more comprehensive description of our projects.

- + Revenue 2021: 0
- + Profit (EBIT) 2021: - USD 2.9 million
- + Equity ratio 2021: 100% (applicable to corporate level; there is only project-level debt)

## ECONOMIC IMPACT AND TAX INFORMATION

In addition to creating value for our shareholders, our goal is to have a positive impact on the local area in which we operate, both directly and indirectly. We strive to employ local labor and contribute to local value creation by purchasing local goods and services and by paying taxes.

## CORPORATE GOVERNANCE

Good corporate governance is a key factor in underpinning the integrity and efficiency of MPC Energy Solutions. We aim to create trust and value, minimize business risk and provide transparency to our shareholders, employees and other stakeholders.

Our Company is managed through our executive bodies, being the General Meeting, the Supervisory Board and the Management Board. MPC Energy Solutions is subject to the corporate governance and Sustainable Value Strategy requirements as set out in our policies (see appendix 1).

The corporate governance principles of the Company are adopted by the Supervisory Board.

MPC Energy Solutions' articles of association as well as other policies and frameworks can be found on our website.

For further details on our corporate governance framework, please refer to pages 28ff.



[www.mpc-energysolutions.com](http://www.mpc-energysolutions.com)

# OUR APPROACH TO SUSTAINABILITY

# WE ACT CONSISTENTLY

As an owner, developer, and operator of clean energy assets, MPC Energy Solutions is committed and conscientious of environmental, social and governance principles in all phases of the investment process as well as the life cycle of each asset.

Our sponsor MPC Capital is a signatory of the UN Principles of Responsible Investment (UN PRI) and a member of Climate Action 100+, which is an investor initiative to ensure the world's largest corporate greenhouse gas emitters take necessary action on climate change. MPC Capital is also a member and has committed to the principles of the IIGCC (the Institutional Investors Group on Climate Change), which help shape sustainable finance and climate policy, and regulation for key sectors of the economy.

MPC Energy Solutions adopts the principles and standards set by these associations as far as possible and strives to become a member itself. We are actively supporting external initiatives to promote renewable energies globally.

**E**

## **ENVIRONMENT RESPONSIBILITY FOR THE ENVIRONMENT**

Reducing the environmental impact of investments we manage and of our own business processes

**S**

## **SOCIAL RESPONSIBILITY FOR SOCIETY**

Positive contribution to communities and individual well-being

**G**

## **GOVERNANCE RESPONSIBILITY FOR THE COMPANY**

Maintenance and development of first class governance, compliance and risk management standards



## Our strategy is sustainable – we act consistently

By integrating environmental, social and governance issues into our investment process we assume responsibility for the societal and environmental challenges of the century. At the same time, we ensure the future of our Company and create long-term value for owners, making a valuable contribution towards the global aims of transition to a net zero-emission future.

Before initiating a new project, we review and categorize alternatives based on the location, sensitivity, and scale and the nature and magnitude of the potential environmental impacts. Our Company owns mainly category B and C projects (see table below). For all underlying projects, our Company will prepare a report on the institutional capacity to meet environmental requirements and conduct an environmental and social due diligence.

Aspect	Category A	Category B	Category C
Categorisation	Projects with potential significant adverse environmental or social risks and/or impacts that are diverse, irreversible, or unprecedented.	Projects with potential limited adverse environmental or social risks and/or impacts that are few in number, generally site-specific, largely reversible, and readily addressed through mitigation measures.	Projects with minimal or no adverse environmental or social risks and/or impacts.
Type of projects	Most wind projects Large scale solar PV Some hybrid projects	Medium scale solar PV Hybrid projects	Very small solar PV Energy efficiency projects

Table 1: Categorization of projects

Throughout the Company's launch region in Latin America and the Caribbean, governments have set ambitious targets for transitioning their energy mix to 100% renewable sources.

## WE PRIORITIZE THE FOLLOWING SDGS

- + **Goal number 5:** Gender Equality
- + **Goal number 7:** Affordable and Clean Energy
- + **Goal number 8:** Decent Work and Economic Growth
- + **Goal number 9:** Industry, Innovation, and Infrastructure
- + **Goal number 11:** Sustainable Cities and Communities
- + **Goal number 13:** Climate Action



# STAKEHOLDER ENGAGEMENT

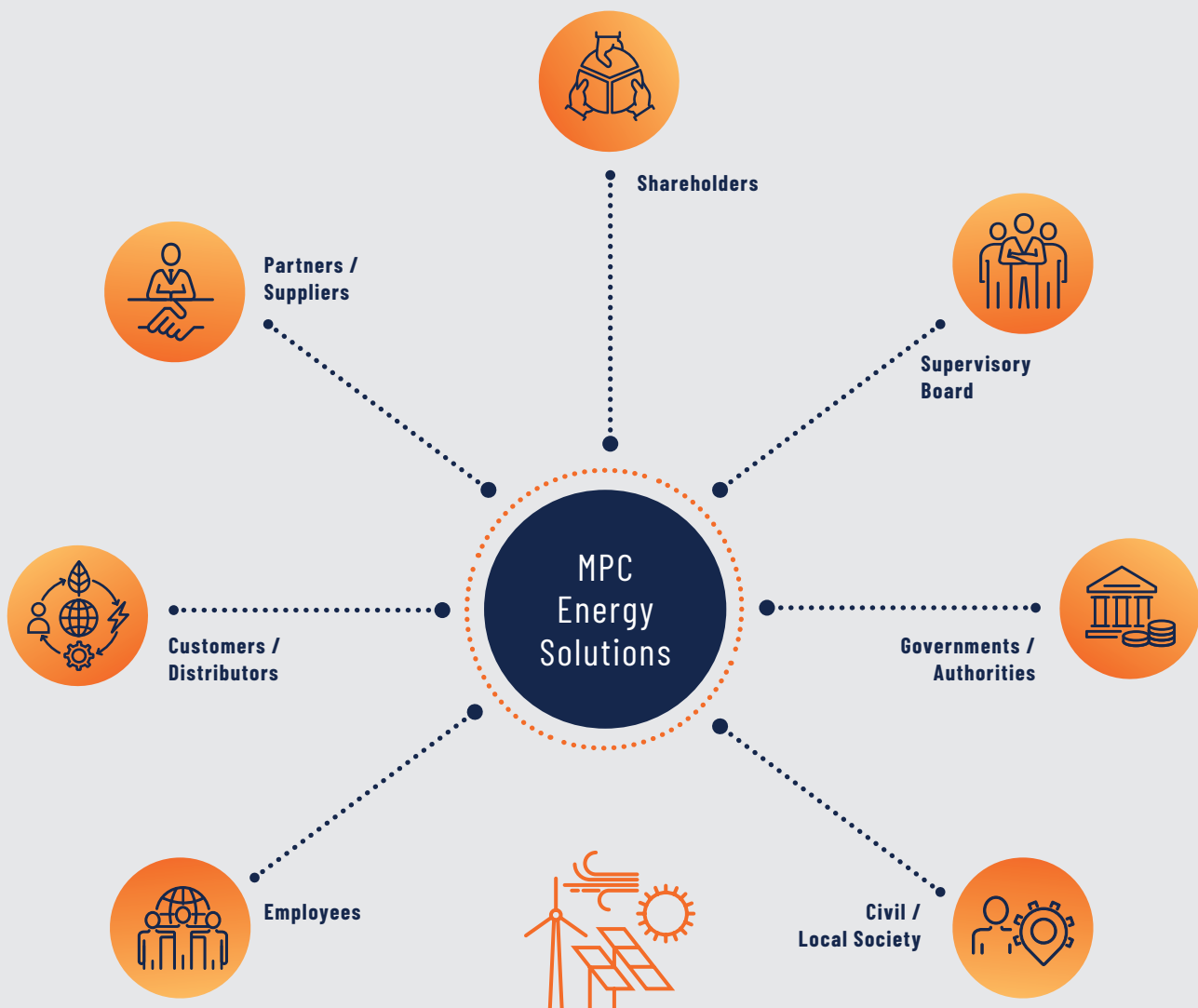


# How we work with stakeholder engagement

We believe that keeping an active dialogue with stakeholders strengthens our relationship with the society we operate within. It also benefits our Company by allowing us to detect, investigate and manage potential risks arising in our surroundings. The stakeholder dialogue is both a means and an end in itself, as ongoing systematic stakeholder dialogue is a key objective in both the Euronext ESG guidelines and the GRI Standards.

To ensure a strategic approach to sustainability reporting and to adhere to the intent of the GRI Standards Management Approach, MPC Energy Solutions has from July to September 2021 undertaken systematic stakeholder dialogues where key stakeholder groups were invited to give their opinion on how they perceive our Company's performance with regard to relevant sustainability topics. The interviews were carried out by an interdisciplinary working group composed by MPC Energy Solutions and MPC Capital employees representing management, finance, and communication (the task force group), and performed through video/phone interviews.

Stakeholders are groups or individuals affecting or affected by our Company's business activities. During an internal ESG workshop in the spring of 2021, the following seven stakeholder groups were identified:



## A SUMMARY OF TOPICS AND CONCERNS MENTIONED BY STAKEHOLDERS IS PROVIDED IN THE TABLE BELOW

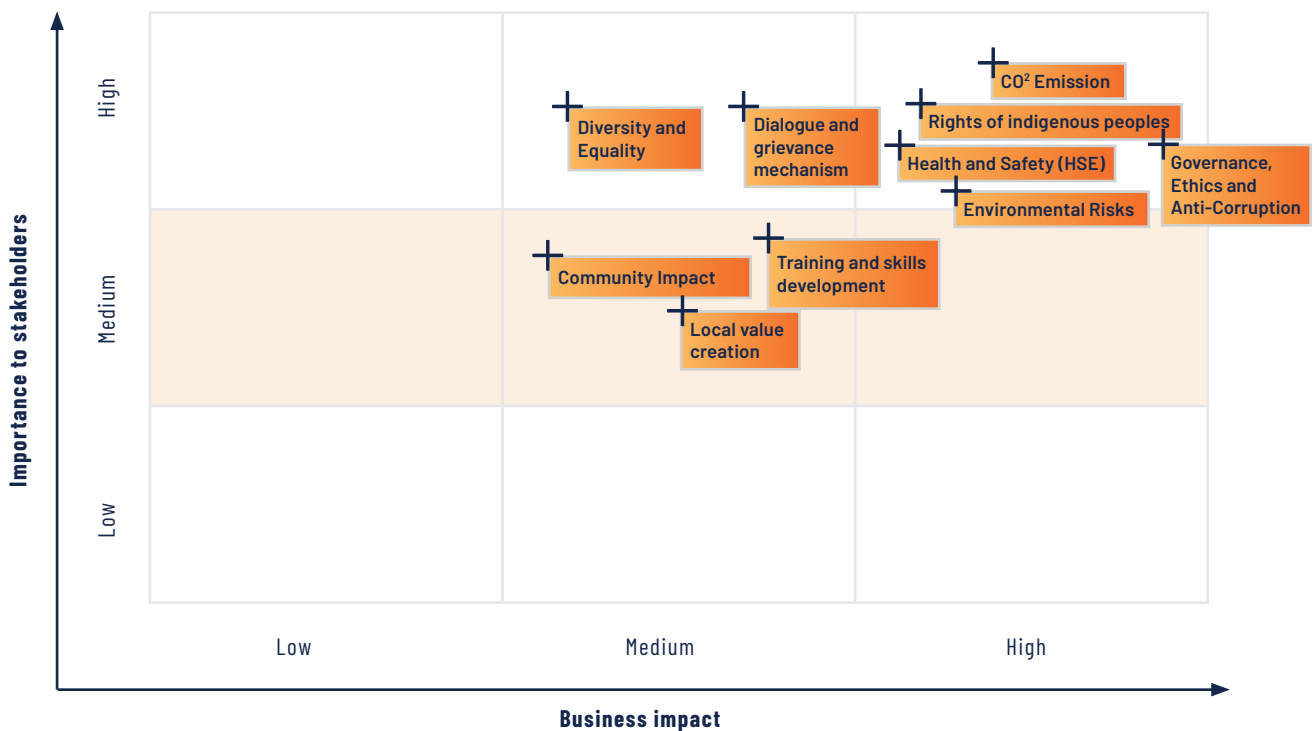
Stakeholder Group	Topics mentioned	Arena for dialogue
Employees	<ul style="list-style-type: none"> <li>+ Health and Safety (HSE)</li> <li>+ Local value creation and impact</li> <li>+ Diversity and equality</li> </ul>	<ul style="list-style-type: none"> <li>+ Emails</li> <li>+ Meetings</li> <li>+ Policies</li> <li>+ Management System</li> <li>+ Training</li> </ul>
Partners / Suppliers	<ul style="list-style-type: none"> <li>+ Social impact</li> <li>+ Governance</li> <li>+ Job creation</li> <li>+ Biodiversity</li> <li>+ Land-use</li> <li>+ Dialogue</li> </ul>	<ul style="list-style-type: none"> <li>+ Policies</li> <li>+ Permits</li> <li>+ IFC Performance Standards</li> <li>+ Equator Principles</li> <li>+ Environmental impact assessments</li> <li>+ Audits and site visits</li> <li>+ Local community contacts</li> </ul>
Shareholders / Supervisory Board	<ul style="list-style-type: none"> <li>+ CO<sub>2</sub> emissions</li> <li>+ Energy production</li> <li>+ Community impact</li> <li>+ Governance</li> <li>+ Local value creation</li> <li>+ Rights of indigenous peoples</li> </ul>	<ul style="list-style-type: none"> <li>+ UN PRI signatory</li> <li>+ Supervisory Board</li> <li>+ Policies</li> <li>+ ESG report</li> </ul>

Table 2: Stakeholders

# Our materiality assessment

The main goal of the materiality assessment is to establish key reporting topics for MPC Energy Solutions, reflecting the risks and opportunities associated with our Company's business activities. The materiality assessment was established in October 2021

by the task force group and is based on stakeholder input and priorities, as well as an assessment of our Company's impact. The result is presented in the below materiality matrix, with topics considered material displayed in the upper right section:



THESE TOPICS ARE SUMMARIZED INTO THE FOLLOWING OVER-ARCHING MATERIAL THEMES:



Environment and Climate



Corporate Governance



Working Environment



Community Impact


# REPORTING ON MATERIAL TOPICS

# INVESTED IN THE FUTURE

In the next chapters, each of the suggested overarching sustainability topics and their relevance to MPC Energy Solutions are developed in detail. This includes an explanation of why the topic is considered material, direct and indirect impact, as well as the significance of our business impact on the Company and on the assessment and decisions of stakeholders.

This chapter includes reporting according to the following GRI standards:

- + GRI 205 Anti-corruption
- + GRI 305-1 Direct (Scope 1) GHG emissions
- + GRI 305-2 Energy Indirect (Scope 2) GHG emissions
- + GRI 305-3 Indirect (Scope 3) GHG emissions
- + GRI 403 Occupational health and safety
- + GRI 405 Diversity and equal opportunity



The Latin America and Caribbean region has abundant sources of sun irradiation and wind.

## Environment

As a global provider of renewable energy, our Company offers low-carbon energy infrastructure, including solar and wind assets, and other hybrid and energy efficiency solutions. Sustainable energy infrastructure projects may include renewable energy generation (solar PV and wind), small-scale co-generation, battery energy storage systems and other storage technologies, hybrid projects comprised of generation and storage facilities as well as other energy efficiency initiatives.

Our Company is following a proactive approach to environmental matters and supports initiatives to promote greater environmental responsibility such as IIGCC. Screening procedures and environmental and social standards are outlined and included in the decision-making processes before developing, constructing, or acquiring a project.

We strive to build relationships with our business partners that are characterized by implementing the best possible environmental practices, and we have made several environmental commitments including:

- + **Promoting sustainable practices and continuously reporting on those practices**

- + **Reducing the negative impact on the environment from operations**
- + **Promoting sustainable development and protection of biodiversity through training and awareness**
- + **Engaging in dialogue with stakeholders, such as NGOs, authorities, and local communities by identifying risks and opportunities to improve and contribute to their development**

We lead our management to prevent and anticipate possible impacts, such as atmospheric emissions, waste generation, biodiversity, and land acquisition. We also identify risks, impacts, and opportunities to develop and implement mitigation and socio-environmental management plans if needed. Such plans will contribute to highlighting benefits and opportunities, as well as mitigating negative impacts.

The impacts of our sustainable energy infrastructure projects are not expected to be highly severe or widespread but can have an important impact on the areas where they are located. Key risks identified for wind and solar projects include soil and water pollution, air quality, noise and vibrations, resources and waste, landscape and visual, and biodiversity. The potential impact of a project on biodiversity will be a key factor in selecting a project site and planning the development stage.



Project stage	Key environmental management activities
Screening	<ul style="list-style-type: none"> <li>+ Review compliance of the project developers with Company standards</li> <li>+ Technical aspects, to see whether the project is feasible to be constructed and operated</li> <li>+ Financial aspects, to see whether the profits expected are in accordance with Company objectives</li> <li>+ Business partner checks</li> <li>+ Environmental and social criteria</li> </ul>
Due diligence	<ul style="list-style-type: none"> <li>+ Environmental and social due diligence, including gender and capacity building</li> <li>+ Impact assessment model to estimate the lifetime and environmental footprint</li> <li>+ Assess suitability of the site and potential impact on biodiversity</li> </ul>
Development phase	<ul style="list-style-type: none"> <li>+ Environmental and Social Impact Assessment</li> <li>+ Environmental and Social Management Plan development</li> <li>+ Public consultation process</li> <li>+ Capacity building of partners, as needed</li> </ul>
Construction phase	<ul style="list-style-type: none"> <li>+ Environmental and Social Management Plan execution during construction</li> <li>+ Community Engagement Plan including proper grievance mechanisms</li> <li>+ Capacity building of partners</li> <li>+ Health, safety and environmental audits</li> <li>+ Periodic reporting</li> </ul>
Operations phase	<ul style="list-style-type: none"> <li>+ Environmental and Social Management Plan execution during operations</li> <li>+ Mandatory health, safety, gender equality and environmental checks</li> <li>+ Emergency plan, plus periodic training of operators and plant visitors</li> <li>+ Yearly fauna impact study</li> <li>+ Capacity building of partners</li> <li>+ Reporting and monitoring of the yearly sustainability budget</li> </ul>
Decommissioning phase	<ul style="list-style-type: none"> <li>+ Environmental and Social Management decommissioning plan</li> <li>+ Reporting</li> </ul>

Table 3: Origination phase

## COUNTRY AND PROJECT LEVEL IMPLEMENTATION

All projects acquired or developed by MPC Energy Solutions must comply with all host-country laws and regulations and internationally recognized standards on environment. Our Company's approach to environment and climate is governed by a comprehensive Sustainable Value Strategy, which is being implemented the corporate, country and project level through the SVS-Management System (SVS-MS). The SVS-MS builds on and expands the legacy Environmental Management System (ESMS), which has been prepared by our sponsor MPC Capital in accordance with IFC Performance Standards on Environmental and Social Sustainability and the World Bank Group (WBG) Environmental, Health and Safety (EHS) General and Sectoral guidelines. MPC Energy Solutions adopted the guidelines included in the ESMS and is now working towards expanding its scope and integrating it with its SVS and SVS-MS framework.

The SVS-MS serves as a tool to improve and manage the environmental performance of our operations and thereby improve performance over time by managing risks and securing positive impacts. The framework will be reviewed every three years to reflect the different stages of the projects and this way, we are promoting the continuous improvement of the environmental and social performance of our Company.

## ENVIRONMENTAL AND SOCIAL RISK ASSESSMENT DURING THE DEVELOPMENT STAGE

Based on the results of the environmental and social risk and impacts identification, a project specific environmental and social risk assessment will be implemented. This assessment will contain detailed descriptions of the risk minimization measures to be implemented during the construction and operations phases and implement specific environmental and social KPIs that allow monitoring and tracking of the project's performance.

The risk assessment reflects the mitigation hierarchy and, where it is technically and financially feasible, the avoidance and prevention of impacts over minimization, mitigation, or compensation. At the same time, it ensures that all relevant stages of the projects are structured to meet applicable laws, regulatory requirements and IFC Performance Standards.

Project-specific risk assessments will be prepared for each project and will form part of the project construction and operations.

## ENVIRONMENTAL INDICATORS

Our Company will monitor key aspects of each project's environmental and social performance through relevant quantitative or qualitative indicators and comparison with environmental and social goals. The following absolute performance indicators have been established:

- + Potential environmental and social risks detected
- + Energy consumption
- + The volume of solid and liquid waste production and disposal
- + Workers with environmental and social policy knowledge / total workers interviewed
- + Bird – Bats mortality (wind projects in operation)

- + Budget for activities implemented by program / total budget of environmental and social management program
- + Amount spent on a program to mitigate environmental and social risk or impacts / total budget of environmental and social management programs
- + Carbon emissions avoided / energy produced



We are working towards reducing our carbon footprint in all parts of our business.

## CLIMATE EMISSIONS

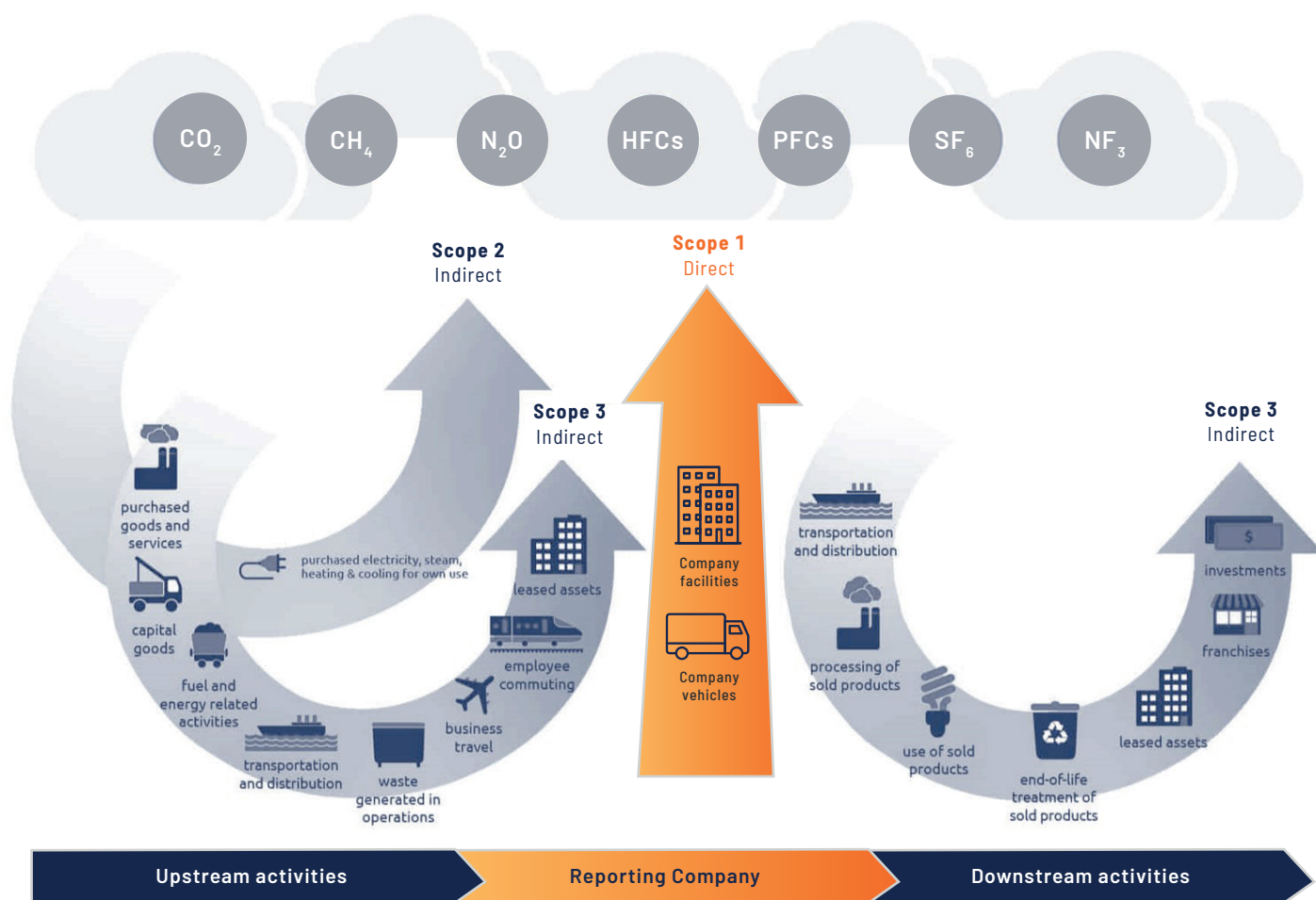
At MPC Energy Solutions, we aim to obtain an in-depth understanding of our greenhouse gas emissions and work towards an effective corporate climate change strategy.

Our energy and carbon footprint is based on the total energy consumption related to our corporate operations. The carbon footprint gives a general overview of our Company's greenhouse gas emissions, converted into CO<sub>2</sub> - equivalents and it is based on reported data from internal and external systems. The analysis is based on the international standard, the Greenhouse Gas Protocol Initiative (GHG Protocol), which is the most important standard for measuring greenhouse gas emissions, developed by World Resources Institute (WRI) and World Business Council for Sustainable Development (WBCSD). The reporting considers the following greenhouse gases, all converted into CO<sub>2</sub> equivalents: CO<sub>2</sub>, CH<sub>4</sub> (methane), N<sub>2</sub>O (laughing gas), SF<sub>6</sub>, HFCs and PFCs.

According to the GHG Protocol standard, a company's greenhouse gas emissions are classified into three scopes. Scope 1 and 2 are mandatory to report, whereas Scope 3 is voluntary and the hardest to monitor. Scope 2 represents one of the largest sources of GHG emissions globally: the generation of electricity and heat now accounts for at least one third of global GHG emissions.

As a renewable energies company, our greenhouse gas footprint is naturally small. Nevertheless, we are conscious that our carbon footprint is not limited to emissions from our own operations covered under Scope 1 and Scope 2 of the GHG Protocol. To help us track and record our emissions, we are using a specialized tool from Cemsys, a specialized sustainability consultancy based in Norway.

WE AIM TO ANALYZE EMISSIONS ALONG OUR ENTIRE VALUE CHAIN AND PROJECT PORTFOLIO AND TRY TO ACTIVELY REDUCE OUR CARBON FOOTPRINT AND ADDRESS GREENHOUSE GAS RELATED RISKS PROACTIVELY.



Source: GHG Protocol

## Scope 1 emissions

Scope 1 emissions are direct emissions from Company-owned and controlled resources. They are released into the atmosphere as a direct result of our Company activities.

As a renewable energies producer, our projects are being built to produce clean energy and do not use stationary combustion of fuels or heating sources. Furthermore, in 2021, our projects were not operational yet and have not produced any energy. Our Company owns no vehicles either with:

Scope 1 emissions reported for 2021 refer to gas central heating of our Amsterdam office. The only other greenhouse gas impact in the Scope 1 category we identified is potential fugitive emissions from refrigerant gases used in air-conditioning units in our offices in Colombia, Panama and the Netherlands with:

The consumption of refrigerants was zero in 2021, also due to the fact that our Amsterdam office was only rented from August 15, 2021 when the team was ramped up and our offices in Bogotá, Colombia and Panama were also only rented from August and November 2021, respectively.



## Scope 2 emissions

Scope 2 emissions are indirect emissions from the consumption of purchased electricity, steam, heat and cooling from a utility. They occur outside of our own organization.

MPC Energy Solutions is aware that as an electricity consumer, we are responsible for reducing Scope 2 emissions by lowering our electricity demand and trying to ensure the electricity we consume comes from renewable sources.

In 2021, our projects were in the development and construction stages and consumed little or no electricity. We are therefore limiting our Scope 2 emissions reporting to the electricity consumed in our office locations in Amsterdam, Colombia and Panama, which is bought from the grid.

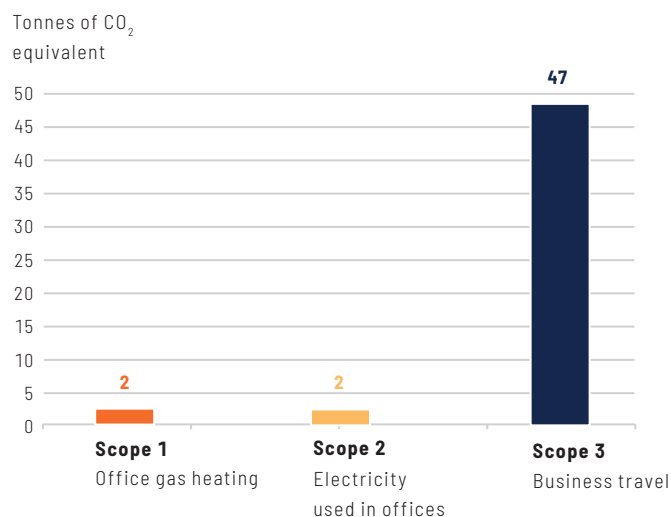
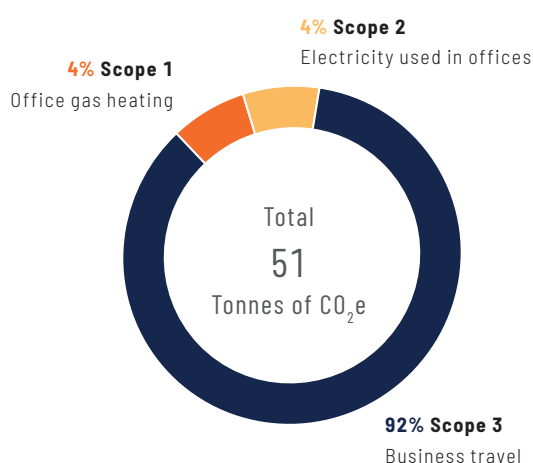
## Scope 3 emissions

Scope 3 emissions are all indirect emissions – not included in Scope 2 – that occur in the value chain of a company, including both upstream and downstream emissions linked to the Company's operations. According to GHG Protocol, Scope 3 emissions are separated into 15 categories, ranging from purchased goods and services to employee commuting and business travel.

As most of our projects were in a development stage in 2021 or just started construction, our Scope 3 emissions are still limited. We also acknowledge that we do not have the full transparency of greenhouse gas emissions along our entire supply chain yet, but aim to expand our analysis in the years to come.

For 2021, we are starting our Scope 3 analysis by reviewing greenhouse gas emissions from business travel.

### Total GHG emissions for 2021



## THE FOLLOWING GOALS AND TARGETS HAVE BEEN SET FOR THE ENVIRONMENT FOR 2022:

- Prepare project-specific environmental and social risk assessments for each project currently under commissioning
- Map key risks and prepare reporting "scorecard" for each project based on its KPIs as based on the environmental and social risk assessments
- Provide training in the SVS and the SVS-MS and policies for all levels of our Company/projects
- Publish our environmental and social policies on our external website
- Expand climate accounting on Scope 1, 2 and 3



# Corporate Governance

One of MPC Energy Solutions' main goals is to continue to develop a corporate culture of good judgement and a team who can deal with ethically difficult situations if they occur.

Our Company is operating according to national and international laws and regulations including for instance the Universal Declaration of Human Rights adopted by the United Nations General Assembly, the Equator Principles and IFC's Environmental and Social Performance Standards, to ensure consistent practices across all projects. Our work is also guided by the OECD Guidelines for Multinational Enterprises.

As a company incorporated in the Netherlands and listed on the Euronext Growth segment of the Oslo stock exchange, MPC Energy Solutions follows the provisions of Book 2 of the Dutch Civil Code including the Dutch Corporate Governance Code. Although the Dutch Corporate Governance Code does not apply to our Company yet, we aim to follow this as far as possible for the sake of good corporate governance and best practices.

Our Company has established and implemented a Code of Conduct, which is our governing document outlining our ethical guidelines.

## CODE OF CONDUCT

The purpose of the Code of Conduct is to create a sound corporate culture and to preserve our integrity by helping employees to promote standards of good business practice. The Code of Conduct is further intended to be a tool for self-evaluation and a vehicle for development of the Company's identity.

The Code of Conduct applies to all entities controlled by MPC Energy Solutions and all employees, directors, officers and agents. Employees are required to read the Code of Conduct as part of the onboarding process and are encouraged to ask questions regarding the application of the Code of Conduct if in doubt.

The Code of Conduct can be found in the Company's internal systems as well as on our website. Our Company does not require employees to sign the Code of Conduct as of today but will work to implement this in 2022. Compliance training in the Code of Conduct and overall governance topics is arranged for employees on a regular basis by MPC Capital.

The Code of Conduct has also been communicated to our Supervisory Board. Two out of five board members have undergone compliance trainings during their employment with MPC, and the remaining three have been active in the investment industry for many years and therefore have the knowledge

and professional experience required to properly perform their monitoring roles, including anti-corruption policies and procedures.

Our CEO bears the ultimate responsibility for the enforcement of the Code of Conduct, and every manager is also responsible for administering the Code of Conduct as it applies to employees and operations within each manager's area of supervision.

Any violation of the Code of Conduct will constitute grounds for disciplinary action, including, when appropriate, termination of employment.

## ANTI-CORRUPTION

Our Company is a firm opponent to any practices that reduce free and fair competition such as corruption, price-fixing agreements or market sharing. We have also zero tolerance for money laundering and will take the necessary steps in order to prevent financial transactions from being used by others to launder money.

Our Company does not tolerate neither active (attempts to bribe others) nor passive corruption (allowing oneself to be bribed), and does not accept any demands for 'facilitation payments', i.e. payment of small amounts to civil servants. Furthermore, we do not make financial contributions to political campaigns or the like.

As a stock listed company, we have also developed an inside information policy which contains rules and procedures to identify confidential or inside information and to prevent unauthorized insider trading and abuse of confidential information.

Conflicts of interests should always be avoided. Through their employment contracts, employees of MPC Energy Solutions are obliged to safeguard the interests of MPC Energy Solutions, maintain confidentiality concerning corporate matters and not to compete with the Company. When performing their duties, employees must not expose themselves to conflicts between the interests of MPC Energy Solutions and their own. If the possibility of such a conflict exists, employees are obliged to inform their supervisors. Employees are also obliged to protect the interests of the investors of MPC Energy Solutions. First, they can do so by managing investments properly. Second, they can do so by treating all investors and customers fairly and equally. Despite all the precautions taken, not every conflict of interest can be avoided or resolved. Should a conflict of interest arise, all employees, without exception, are required to evaluate the situation carefully and notify their immediate superior immediately. The superior will ensure that all conflicts are addressed and resolved promptly, actively and in the best interest of stakeholders. This might require removing conflicted persons or entities from the respective decision making processes. The interests of customers and those of MPC Energy Solutions always take precedence over the personal interests of the employee.

Further information about the Company's anti-corruption and anti-money-laundering policies, as well as how to deal with potential conflicts of interest can be found in the Company's Code of Conduct. Anti-corruption training is part of the regular compliance training arranged by MPC Capital.

Ensuring that we have a comprehensive overview of potential risks in our surroundings is important, and all operations are assessed for risks related to corruption. Identified potential risks related to corruption are overall government relations, negotiations of agreements (e.g. grid connection), land transfer agreements and permits. Our Company monitors different key aspects of all projects, and one of the general aspects that is monitored is the incidents related to business ethics, such as corruption allegations.

Such risks are normally identified when the processes involve negotiation of agreements and political relations, and the risk assessment is usually performed in the following steps:

- + Prior to entering any material contract negotiation, the Company performs a business partner check to evaluate past and current compliance of such party and relevant key individuals
- + The business partner check is based on an internal desktop web search as well as an external due diligence software and data base

- + If deemed necessary, independent law firms with special local knowledge and presence are consulted and part of such compliance assessment as well as the negotiation and documentation of material contracts
- + The process includes all necessary steps to comply with national public procurement laws
- + In addition, the internal trainings and awareness creation coupled with the public whistleblower tools encourage a disciplined, lawful and compliant process.

Identified potential risks related to corruption are overall government relations, negotiations of agreements (e.g. grid connection), land transfer agreements and permits. Our Company monitors different key aspects of all projects, and one of the general aspects that is monitored is the incidents related to business ethics, such as corruption allegations.

No incidents of corruption were reported during 2021. No employees were dismissed or disciplined for corruption, and there were no incidents of contracts with business partners being terminated or not being renewed due to corruption. MPC Energy Solutions is not aware of any legal cases brought against the Company nor our employees relating to corruption.



## SUPPLIERS AND BUSINESS PARTNERS

Our Company places great emphasis on cooperating with business partners that promote high standards of good business practice. Our business partners must practice fair dealing, honesty and integrity in every aspect in dealing with employees, suppliers, competitors, the public and government authorities. For instance, we do control that the contracted construction companies and sub-contractors are paying minimum wages and do pay their workers as stipulated in the labor contracts including applicable social security contributions.

A dedicated Business Partner Guideline has been established to ensure transparency and good corporate conduct. By embedding our Company's core values into this guideline, we aim to demonstrate strong commitment to our business standards. The Business Partner Guideline is publicly available on our website and we plan to also include it in contracts with business partners going forward. We will also implement a 'read and confirmed' option for this guideline in 2022.

A violation of the Business Partner Guideline should immediately be reported to the business partner's point of contact at MPC Energy Solutions. Breach of the Business Partner Guideline may result in actions being invoked against the business partner in addition to any contractual or legal remedies. Actions applied will depend on the nature and seriousness of the violation and on the degree of commitment shown by the business partner.



### Business Partner Guideline:

[www.mpc-energysolutions.com/investors/corporate-governance](http://www.mpc-energysolutions.com/investors/corporate-governance)

## REPORTING IRREGULARITIES

Our reporting guidelines are set out in our SVS and SVS-MS (upcoming). All risks and other business practices that give rise to concern should be reported to either:

- + The employee's immediate supervisor,
- + A member of the Management Board,
- + The compliance manager, or
- + The ESG Director.

### Examples of concerns that should be reported include:

- + Conflicts of interest,
- + Criminal activities,
- + Violations of health, safety or the environment,
- + Violations of the Code of Conduct, or
- + Violations of generally accepted rules/regulations.

All communications are taken seriously, and if warranted, any reports of violations are investigated. Our internal notification procedure includes ensuring confidentiality and protecting the personal data of the person reporting the concern.

In February 2022, our Company established an external whistleblowing channel in addition to the internal notification procedures. The whistleblowing channel is accessible via our website and has also been communicated to our employees.

No irregularities were reported in 2021.

## THE FOLLOWING GOALS AND TARGETS HAVE BEEN SET FOR THE CORPORATE GOVERNANCE FOR 2022:



100% of employees having signed the Code of Conduct



Arrange refreshment training for all employees in the Code of Conduct



Implement a 'read and confirm' option for the Business Partner Guideline

# Working Environment

Maintaining a professional and positive workplace is vital to achieving a high degree of employee engagement. We take great pride in our organizational build-up where we seek to create an inclusive working environment and to ensure that employees thrive and succeed, and are offered personal development, guidance, and motivation.

We are committed to promoting labor rights and fostering decent job opportunities which support responsible economic development and guarantee safe working conditions throughout the entire business phase. Our workplace should be recognized by fair treatment, non-discrimination and equal opportunities for everyone.

Our Company operates in accordance with local working environment acts in all countries where we are present, including but not limited to, the Universal Declaration of Human Rights, the International Labor Organization (ILO) guidelines, the Modern Slavery Act, and IFC Sustainability Performance Standards.

The Company's SVS-MS and legacy ESMS contain information about the working environment and worker's rights, including information about health and safety policies, gender and cultural heritage policies and more. Once it is completed, the SVS-MS will be shared with all employees, and we will regularly communicate on progress, explain about new concepts developed, and arrange regular ESG trainings together with our partner Eco Ingenieros.

We are also in the process of establishing Company-wide values, vision and mission, which will be completed and communicated to all stakeholders during 2022.

## OUR COMPANY HIGHLIGHTS THE IMPORTANCE OF THE FOLLOWING PRINCIPLES:

- + We prioritize local employment considering gender equality in the hiring process and ensure equal opportunities
- + We aim to ensure that employees receive fair treatment and equal working conditions
- + We prioritize local direct and indirect employment
- + Employees that are performing identical or similar jobs should receive equal remuneration
- + Employees shall be entitled to the same benefits regardless whether they are employed full-time or part-time, including parental leave
- + We strive to develop and implement labor management plans to promote the technical and professional skills of employees
- + We aim to ensure that information on compensation and career advancement is made available to all employees
- + We encourage employees to actively use the implemented grievance mechanisms
- + We promote workplace diversity in all projects



In our solar and wind parks in Latin America and the Caribbean, we create jobs and support communities with local initiatives.



## EMPLOYEE WELLBEING AND DEVELOPMENT

Our Company does not have any employee representatives, collective bargaining agreements or working environment committees today, but we are regularly communicating with employees on their wellbeing and personal development. This includes for example weekly meetings with teams and working groups, events, and direct conversations, as well as annual employee development reviews. Our management is always in direct and close contact with employees and is practicing a so-called 'open-door policy'.

Our Company is offering a market based overall compensation that reflects employees' career level, education and responsibility and benefits in line with market standards. We are also arranging several social activities, such as Christmas parties, team dinners, excursions, and after work gatherings, to further strengthen the corporate culture.

We carry out regular, quarterly employee surveys asking about specific aspects of the working environment, including satisfaction with remote working arrangements, personal challenges and feedback regarding overall team collaboration and communication. The last survey was conducted in December 2021 on the topic of remote work and impact on COVID-19 on teamwork and was sent to all employees (response rate 91%). Main findings include:

- + The majority enjoys working outside of the office and being more flexible in terms of work location

- + Nearly everyone agrees that they are able to do their work efficiently
- + Everyone agrees that they can reach their colleagues when needed
- + Most employees feel informed about developments in their department
- + Everyone feels trusted by their manager regarding working hours
- + There is a high acceptance of how the pandemic was handled by the Company

The next employee survey will be carried out in Q2 2022.

Our Company provides regular training on the job and also external training as needed for employees. Such training includes e.g. compliance and cyber security training, language courses (Spanish and English) and ESG training. We also encourage employees to make suggestions if they feel the need for a specific training or seminar.

The Company's Management Board together also conducted a detailed employee survey in March 2022 together with an external consultant, "Project Unity". In this survey, employees shared their opinions on values, vision and mission of the Company, their personal development and areas in need of improvement, including communication, leadership and continuous training and development. We will report on the progress of this project in our next reports.



## DIVERSITY AND EQUAL OPPORTUNITY

Diversity and equal employment opportunities are topics on which there are increasing expectations for transparency and corporate action. We have a direct responsibility to ensure that our Company has a diverse workforce and that equal opportunities are offered to all employees, regardless of their identity or background.

We are committed to providing equal opportunities for all employees and we aspire to be a Company with a professional, positive and inclusive working environment. All employees shall contribute to a working environment free from discrimination and sexual harassment, and we do not tolerate behavior that can be perceived as degrading or threatening.

We respect and value the contribution of both female and male employees and are committed to promoting gender equality in our Company's activities and the overall portfolio. We encourage gender equality and women's empowerment within our structure and day-to-day operations.

When evaluating the initiation of a new project, the principles of gender equality and empowerment of women should be respected, promoted and considered. Women and men should be provided with an equal and equitable opportunity to be fully and effectively engaged in the stakeholder engagement process, consultations and decision-making processes.

### Gender distribution

In 2021, the total number of employees were 13, with nine employees (69%) being men and four employees (31%) being women. One of our Company's goals is to further increase the number of female employees in 2022.

Our Company's Management Board was composed of two male members in 2021, and no females. The Supervisory Board consisted of three male and two female members.

Governance bodies	Men	Women	Total
Company total	9 (69%)	4 (31%)	13
Management	2 (100%)	0 (0%)	2
Supervisory Board	3 (60%)	2 (40%)	5

Employee category	Men	Women	Total
Construction	1 (100%)	0 (0%)	1
Engineering	0 (0%)	0 (0%)	0
Project Management	3 (75%)	1 (25%)	4
Management	3 (100%)	0 (0%)	3
Finance & Admin	1 (25%)	3 (75%)	4
ESG & community engagement	1 (100%)	0 (0%)	1

## THE GENDER ACTION PLAN

MPCES as part of its Sustainable Value Strategy will design strategies for tackling gender equity at all levels of the workforce, from Board, executive management (corporate) to project levels.

The Gender Action Plan will address recruitment and retention strategies including gender pay parity, training programs on gender equality, collecting data on recruitment and promotion on a gender disaggregated basis as well as proactive steps to attract qualified females to positions in the Company at all levels. In addition, MPCES will seek to achieve gender equality amongst its suppliers across the value chain, especially in technical and engineering specialities.

Through the Gender Action Plan, contractors, subcontractors and consultants are encouraged to include local women specifically in the construction and operations of the projects.

Each project should adjust and detail specific procedures of its activities and prepare a project-specific Gender Action Plan following five main steps (see on the right).

The first step is to explore the data for each project to understand where gender imbalances may exist, while the second step includes defining specific objectives of the plan and the approach and actions to address them.

Then, specific gender indicators should be defined to assess the outcomes of the Gender Action Plan implementation, and after the plan's implementation, a monitoring plan should be included to verify the effectiveness of the strategy.



Identify gender imbalances



Actions to correct the imbalances



Establish actions



Operational changes and training



Monitoring and evaluation



## Age distribution

In 2021, 2 of our employees (15%) were under 30 years old, while 11 (85%) were between 30 and 50 years old. Our Company did not have any employees over 50 years. The members of our Management Board were between 30-50 years old, and all Supervisory Board members were over 50 years old.

Governance bodies	Under 30	30-50	Over 50
Company total	2 (15%)	11 (85%)	0 (0%)
Management	0 (0%)	2 (100%)	0 (0%)
Supervisory Board	0 (0%)	0 (0%)	5 (100%)

Employee category	Under 30	30-50	Over 50
Construction	0	1 (100%)	0
Engineering	0	0	0
Project Management	1 (25%)	3 (75%)	0
Management	0	3 (100%)	0
Finance & Admin	1 (25%)	3 (75%)	0
ESG & community engagement	0	1 (100%)	0

## Nationalities represented at MPC Energy Solutions

Today, MPC Energy Solutions' employees represent seven different nationalities from Europe and South America. The Supervisory Board represents four different nationalities: German, Belgian, Norwegian and American.



## OCCUPATIONAL HEALTH AND SAFETY

Securing safe and healthy working conditions is one of our highest priorities. Our Company has a direct and indirect responsibility to minimize health and safety risks through our policies, and by maintaining a proactive approach to health and safety in the working environment.

Our policy is to operate our business in accordance with all applicable safety laws and regulations. We adhere to established IFC Performance Standards on Environmental and Social Sustainability, the Guidelines on Environment, Health and Safety (EHS) of the IFC / World Bank Group and other guidelines, such as certification systems or internationally recognized practices and standards.

Additionally, we have established a Worker's Health and Safety Management Framework, which is a document underlining the requirements to manage hazardous situations. Each project should adjust the procedures of its activities based on this framework and local regulations or requirements. The Framework will be included in the SVS-MS once finished, and all employees are required to comply with its guidelines.

Before site operations start, the project manager is responsible for the completion of an occupational health and safety risk assessment and will determine appropriate control measures to protect our employees' health and safety. Activities are monitored and reviewed throughout the different phases of each project to control potential issues that may negatively impact the workers' health and safety. The monitoring includes regular inspections of the workplace to ensure that appropriate safety standards are maintained.

## COVID-19

During the COVID-19 pandemic, our Company has taken several precautionary measures to ensure the health and wellbeing of our employees. This includes for example testing of employees before coming to the office and offering COVID-19 vaccinations to everyone.

We also offered our teams in Colombia and Panama financial support to get vaccinated in the US when no vaccination was yet available in Colombia and Panama. For those team members who accepted the offer, we reimbursed their travel cost to the US. The Company also shipped free COVID-19 tests to our offices in Latin America.

## Incidents

Our Company's ambition is to have zero accidents, loss, or damage to people, material, and the environment. However, if hazardous situations should occur, this should be reported to the project manager or supervisor who will make a detailed incident / accident report, addressing the causes or probable causes, outcomes, and possible course of actions to address it, and if applicable, the plans to be taken to address them and to prevent any future similar event.

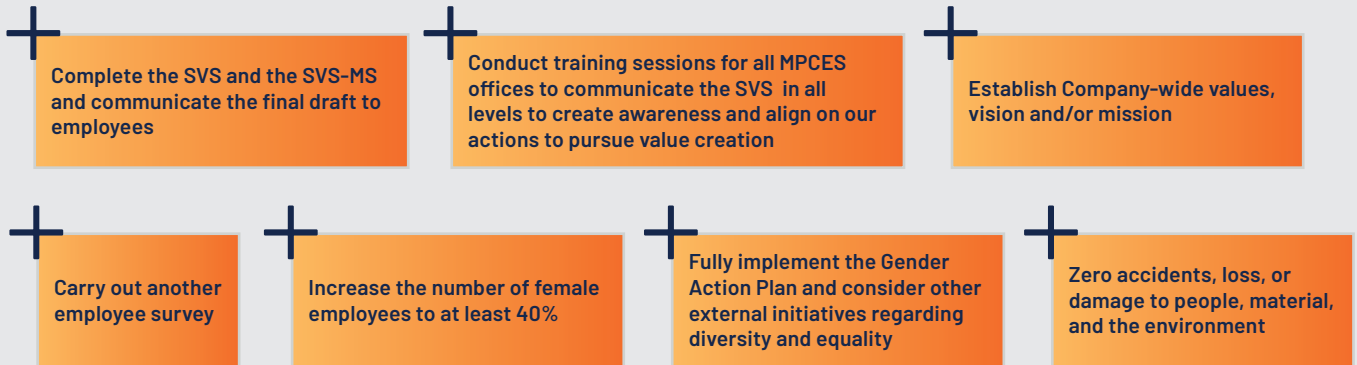
We continuously work to improve health and safety in the working environment by providing training and actively communicating with employees on main risks. Main health and safety risks involves subcontractors working at MPC Energy Solutions' facilities and includes working at heights, welding, cutting, heating, working with electricity, as well as noise and vibration risks. Our employees are mainly exposed to risks during site visits.

No incidents were reported in 2021. Absence due to illness was below 0.4% in the reporting period.

Injury rate	2021
Injury rate <sup>2</sup>	0
Work injuries (total number)	0
LTI (lost time injuries, number of injuries that have led to sick leave)	0
Deaths caused by work injuries	0
Absence due to illness	8 days (total)

<sup>2</sup> Injury rate is calculated as the number of new cases of injury during the calendar year divided by the number of workers in the reference group during the year, multiplied by 100,000.

## THE FOLLOWING GOALS AND TARGETS HAVE BEEN SET FOR THE WORKING ENVIRONMENT FOR 2022:



## Community Impact

The SVS includes actions to ensure that communities in the countries where MPCES operates benefit from the activities of the Company. There are direct economic benefits from employment during the construction phase and once operational. MPCES also works to ensure that businesses in local communities benefit indirectly by undertaking purchasing of supplies and having service providers for ongoing maintenance contracts including for security, electrical services and administration.

One important way in which MPCES aims to benefit communities is by providing educational and training opportunities in partnership with local colleges and universities (where possible). Having competent, qualified and certified technicians and maintenance staff who are local to the community benefits all parties. It will also assist with reducing urban migration away from rural communities.

As a good corporate citizen it is likely that MPCES will also be actively involved in other types of community activities including disaster preparedness training and providing information on sustainability to local stakeholders.

Our corporate responsibility is reflected in the quality of our work and services, and in our entire range of activities. We target to show consideration for the local communities in which we operate and contribute to learning and distribution of knowledge where we can. Our Company seeks to establish long-term working relationships and meet public authorities and customers with insight, respect and understanding.

We always ask our employees to consider how our activities affect the communities we operate in and to engage in respectful dialogue, understanding and accepting the livelihood, history and culture of these communities. All MPC Energy Solutions' operations are implemented with local community engagement, impact assessments, and a development program. A social impact assessment is prepared during the development phase of each project evaluating different aspects; however, the main aspect is to evaluate that the project activities do not cause, promote, or contribute to people inequalities.

Although there is no public disclosure of these assessments, the results are shared with the corresponding individuals or public organizations when required, for instance during the processes to obtain construction permits.

## DIALOGUE

Engaging with the communities where we operate is a key element of building trust. We believe that a good relationship with the community will result in positive impact for all concerned, stakeholders, partners and employees alike. We strive to engage in a respectful manner that will benefit our long-term relation with the local communities.

We aim to have an active dialogue with our Company's stakeholders. Therefore, each project within the Company prepares a stakeholder engagement plan to ensure efficient engagement with communities and individuals.



Relevant information concerning environmental and social issues of the projects is made available to the affected and potentially affected communities as well as external stakeholders. To be able to continue a transparent and open dialogue, we always install grievance mechanisms for the communities.

Furthermore, each project has prepared its own External Communications Plan (ECP). One of the principles of the ECP is to provide opportunities for community stakeholders to raise issues, make suggestions, and voice their concerns and expectations regarding the project. Examples of this includes meetings with the community, mailboxes placed outside the facilities, and email addresses for each project.

In December 2021, the Company hired a dedicated community engagement manager, who is responsible for managing the community stakeholder engagement at a project/country level

aligned with our Sustainable Value Strategy. The community engagement manager will maintain strong and sustainable relationships with projects' stakeholders and collaborate with ministries, government agencies, regional offices, and municipalities. He will lead and support environmental subcontractors during the socialization of the activities, carry out successful negotiation processes with the surrounding communities and stakeholders and will help to solve possible social conflicts through good practices and transparency.

No significant negative impacts on communities and local economies have been identified. We will continue to keep an active dialogue with all stakeholder groups going forward.

	2021
<b>Percentage of operations with implemented local community engagement, impact assessments and development programmes</b>	100% <sup>3</sup>
<b>Number of grievances received</b>	0
<b>Number of grievances addressed and resolved</b>	n/a

<sup>3</sup> Depending on the stage of a particular project, some of these programmes may still be in an assessment phase or under development. It is our focus to develop good community relations from the early days of a project.

## ECONOMIC IMPACT

Our projects have several indirect economic impacts which benefit our stakeholders. Access to affordable energy, promoting self-reliance of countries and less reliance on fuel imports are positive indirect effects of our operations, and so is improving the skills of our workers by training in different subjects such as PV Solar Plants and wind farms.

We have also made several investments and services that are in-kind, as well as pro bono engagements. This includes training to the staff on gender, health and safety, hiring local workers for the different project stages, and community engagement activities.

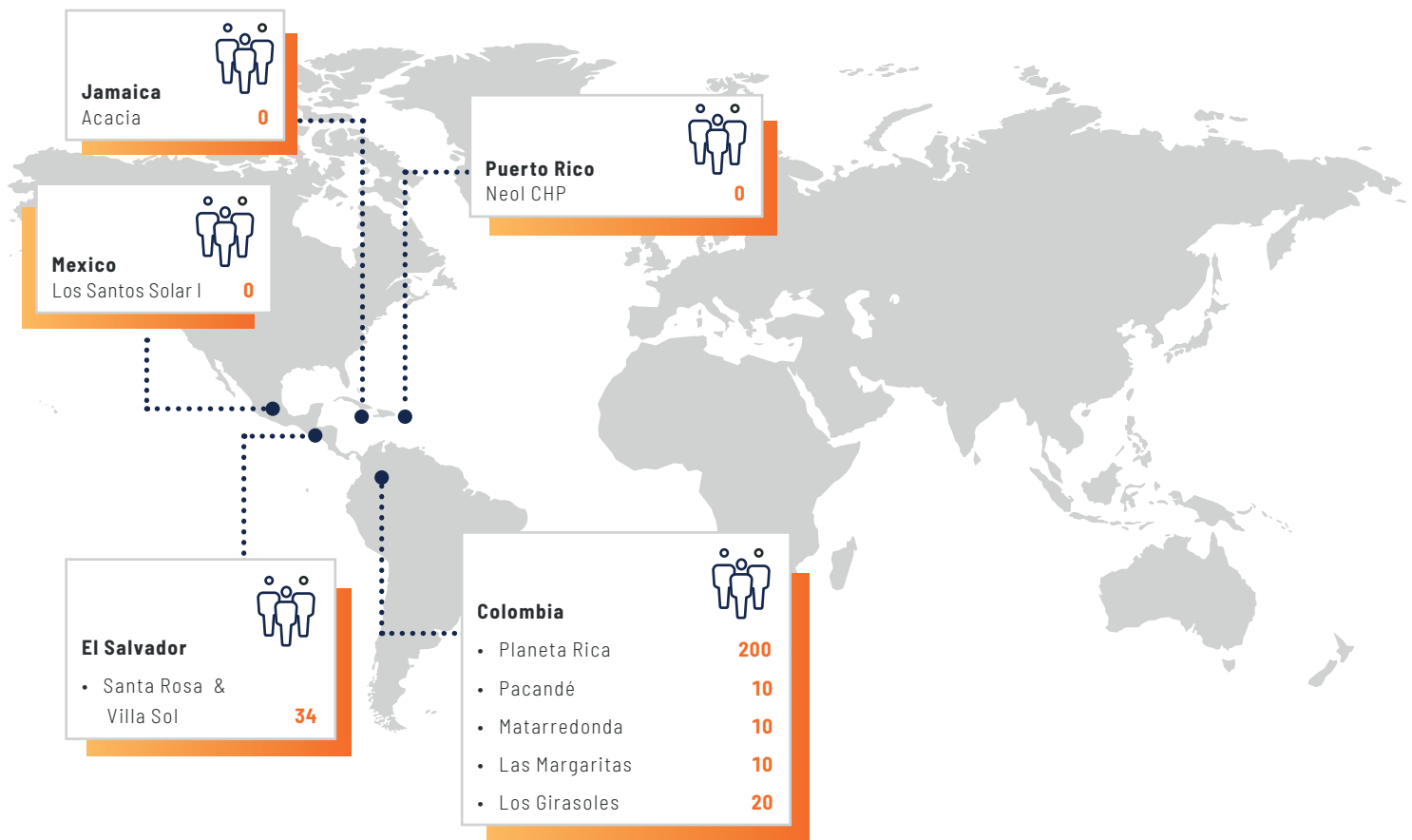
## INVESTING IN CRITICAL INFRASTRUCTURE

During 2021, we have made significant infrastructure investments in road improvement and maintenance. The investments are beneficial for the communities and the project's supply of goods and services, as it contributes to an easier flow between producers and markets, employers and workers, boosting the local economies.

The following table presents the number of jobs created in 2021. Most of the jobs were created for Planeta Rica , Santa Rosa & Villa Sol since these are in the construction stage, the stage that requires most manpower. The remaining projects in

Colombia will create more jobs when they reach construction phase. The projects that reported zero jobs created were acquired in an operational stage, therefore the personnel remained the same.

## NUMBER OF JOBS



## THE FOLLOWING GOALS AND TARGETS HAVE BEEN SET FOR COMMUNITY IMPACT FOR 2022:



Further strengthen the dialogue with local communities and relevant stakeholders



Integrate sustainability matter from early stages (Development Phase), supporting the team on engaging our stakeholders to include ESG aspects in activities and projects



Roll out the SVS with its emphasis on mutually beneficial relationships with all stakeholders including local communities

# SUMMARY GOALS AND TARGETS 2022

Summary of goals and targets 2022	
<b>Environment</b> 	<ul style="list-style-type: none"> <li>+ Prepare project-specific environmental risk assessments for each project currently under commissioning</li> <li>+ Map key risks and prepare reporting “scorecard” for each project based on its KPIs as based on the risk assessments</li> <li>+ Provide training in the SVS, SVS-MS, and policies for all levels of the company/projects</li> <li>+ Publish our environmental and social policies on our external website</li> <li>+ Expand climate accounting on Scope 1, 2 and 3</li> </ul>
<b>Corporate Governance</b> 	<ul style="list-style-type: none"> <li>+ 100% of employees having signed the Code of Conduct</li> <li>+ Arrange refreshment training for all employees in the Code of Conduct</li> <li>+ Implement a ‘read and confirm’ option for the Business Partner Guideline</li> </ul>
<b>Working Environment</b> 	<ul style="list-style-type: none"> <li>+ Complete the SVS and the SVS-MS and communicate the final draft to employees</li> <li>+ Conduct training sessions for all MPCES offices to communicate the SVS on all levels to create awareness and align our actions to pursue value creation</li> <li>+ Establish company-wide values, vision and /or mission</li> <li>+ Carry out another employee survey</li> <li>+ Increase the number of female employees to at least 40%</li> <li>+ Fully implement the Gender Action Plan and consider other external initiatives regarding diversity and equality</li> <li>+ Zero accidents, loss, or damage to people, material, and the environment</li> </ul>
<b>Community Impact</b> 	<ul style="list-style-type: none"> <li>+ Further strengthen the dialogue with local communities and relevant stakeholders</li> <li>+ Integrate sustainability matters from early stages (Development Phase), supporting the team on engaging our stakeholders to include ESG aspects in activities and projects</li> <li>+ Roll out the SVS with an emphasis on mutually beneficial relationships with all stakeholders including local communities</li> </ul>

Table 4: Summary of goals and targets 2022

# GRI INDEX

GRI Standard	Disclosure	Page number(s) and/or URL(s)
<b>GRI 101:</b> Foundation 2016 General Disclosures	<b>Organisational profile</b>	
	102-1: Name of the organization	p.5
	102-2 Activities, brands, products, and services	p.9
	102-3 Location of headquarters	p.11
	102-4 Location of operations	p.10
	102-5 Ownership and legal form	p.11
	102-6 Markets served	p.9
	102-7 Scale of the organization	p.11
	102-8 Information on employees and other workers	p.11
	102-9 Supply chain	p.10
	102-10 Significant changes to the organization and its supply chain	p.11
	102-11 Precautionary Principle or approach	p.6
	102-12 External initiatives	p.13
	102-13 Membership of associations	p.13
	<b>Strategy</b>	
	102-14 Statement from senior decision-maker	p.5
	<b>Ethics and integrity</b>	
	102-16 Values, principles, standards, and norms of behaviour	p.31, 37
	102-17 Mechanisms for advice and concerns about ethics	p.28
<b>GRI 102:</b> General Disclosures 2016	<b>Governance</b>	
	102-18 Governance structure	p.11
	102-20 Executive-level responsibility for economic, environmental, and social topics	p.22
	102-21 Consulting stakeholders on economic, environmental, and social topics	p.17
	102-22 Composition of the highest governance body and its committees	p.28
	102-29 Identifying and managing economic, environmental, and social impacts	p.22
	<b>Stakeholder engagement</b>	
	102-40 List of stakeholder groups	p.17
	102-41 Collective bargaining agreements	p.32
	102-42 Identifying and selecting stakeholders	p.17
	102-43 Approach to stakeholder engagement	p.17
	102-44 Key topics and concerns raised	p.18
	<b>Reporting practice</b>	
	102-45 Entities included in the consolidated financial statements	p.11
	102-46 Defining report content and topic Boundaries	p.21
	102-47 List of material topics	p.19
	102-48 Restatements of information	reporting start 2022
	102-49 Changes in reporting	reporting start 2022
	102-50 Reporting period	p.7
	102-51 Date of most recent report	p.7
	102-52 Reporting cycle	p.7
	102-53 Contact point for questions regarding the report	p.7
	102-54 Claims of reporting in accordance with the GRI Standards	p.7
	102-55 GRI content index	p.43
	102-56 External assurance	p.7



GRI Standard	Disclosure	Page number(s) and / or URL(s)
GRI 103: Management Approach 2016	<b>Material topics</b>	
	<b>200 Series (Economic topics)</b>	
	<b>Anti-corruption</b>	
	103-1 Explanation of the material topic and its Boundary	p.28
	103-2 The management approach and its components	p.28
	103-3 Evaluation of the management approach	p.28
	<b>GRI 205: Anti-corruption</b>	
	205-1 Operations assessed for risks related to corruption	p.28
	205-2 Communication and training about anti-corruption policies and procedures	p.28
	205-3 Confirmed incidents of corruption and actions taken	p.29
GRI 103: Management Approach 2016	<b>300 Series (Environmental topics)</b>	
	<b>Climate emissions</b>	
	103-1 Explanation of the material topic and its Boundary	p.25-27
	103-2 The management approach and its components	p.25-27
	103-3 Evaluation of the management approach	p.25-27
	<b>GRI 305: Climate emissions</b>	
	305-1 Direct GHG emissions	p.26
	305-2 Energy Indirect GHG emissions	p.27
	305-3 Indirect GHG emissions	p.27
	<b>400 Series (Social topics)</b>	
GRI 103: Management Approach 2016	<b>Employment</b>	
	103-1 Explanation of the material topic and its Boundary	p.31
	103-2 The management approach and its components	p.31
	103-3 Evaluation of the management approach	p.31
	<b>GRI 401: Employment</b>	
	401-1 New employee hires and employee turnover	p.11
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	p.31
	401-3 Parental leave	p.31
	<b>GRI 103: Management Approach 2016</b>	
	<b>Occupational health and safety</b>	
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	p.36
	103-2 The management approach and its components	p.36
	103-3 Evaluation of the management approach	p.36
	403-1: Occupational health and safety management system	p.36
	403-2: Hazard identification, risk assessment, and incident investigation	p.36
	403-3: Occupational health services	p.36
	403-4: Worker participation, consultation, and communication on occupational health and safety	p.36
	403-5: Worker training on occupational health and safety	p.36
	403-6: Promotion of worker health	p.36
	403-7: Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	p.36
GRI 103: Management Approach 2016	403-8: Workers covered by an occupational health and safety management system	p.36
	403-9: Work-related injuries	p.36
	403-10: Work-related ill health	p.36
	<b>Diversity and equal opportunity</b>	
	103-1 Explanation of the material topic and its Boundary	p.33
	103-2 The management approach and its components	p.33
	103-3 Evaluation of the management approach	p.33
	<b>GRI 405: Diversity and equal opportunity</b>	
	405-1 Diversity of governance bodies and employees	p.33
	405-2 Ratio of basic salary and remuneration of women to men	p.32

## APPENDIX 1: LIST OF POLICIES AND FRAMEWORKS

Policy	Description	Status	Available on website
<b>Code of Conduct (CoC)</b>	The Code of Conduct is MPC Energy Solutions' governing document outlining our ethical guidelines. The purpose of the Code of Conduct is to maintain a sound corporate culture and to preserve the integrity of MPC Energy Solutions by helping our employees to promote standards of good business practice. The Code of Conduct is further intended to be a tool for self-evaluation and a vehicle for development of the Company's identity.	Complete	Yes
<b>Limits of Authority</b>	The purpose of this policy is to ensure that signing powers exercised at MPC Energy Solutions are defined in a legally effective and uniform manner and in compliance with the respective internal Rules of Procedures and the Code of Conduct.	Complete	No
<b>Business Partner Guideline</b>	A dedicated Business Partner Guideline has been established to ensure transparency and good corporate conduct. By embedding the Company's core values into this guideline, MPC Energy Solutions aims to demonstrate the strong commitment to our business standards.	Complete	Yes
<b>Inside information policy</b>	The inside information policy contains rules and procedures to identify confidential or inside information and to prevent unauthorized insider trading and abuse of confidential information.	Complete	No
<b>Sustainable Value Strategy (SVS)</b>	The Sustainable Value Strategy sets out the framework that MPCES uses to define and to promote actions to create added value from its core business, its commitment to environmental, social and good governance targets and engagement with stakeholders.	In development	No
<b>SVS- Management System (SVS-MS)</b>	The Company's internal guidelines on working environment and worker's rights are rendered in the SVS-Management System (MS), which is currently being developed. Upon completion, the SVS-MS will be made available and communicated to all employees. The SVS-MS will contain information about labour and working conditions, health and safety policies, gender and cultural heritage policies and more, and thus work as the Company's employee handbook.	In development	No

Appendix 1: List of policies and frameworks

Gender Action Plan	MPC Energy Solutions has started to prepare a Gender Action Plan which aims to targeted to involve women in all activities of the Company's projects. Through the Gender Action Plan, contractors, subcontractors and consultants are encouraged to adopt good practices and include local women in the construction and operations of the projects.	In development	No
Worker's Health and Safety	A document underlining the requirements to manage hazardous situations. Each project should adjust the procedures of its activities based on this framework and local regulations or requirements. The Health and Safety Management Framework will be included in the SVS-MS once finished.	Complete	No
Community Health and Safety Policy	This policy describes the actions to be undertaken to avoid or mitigate potential adverse community health and safety impacts that may arise from project related-activities; with attention to vulnerable groups, promoting and protecting human rights.	Complete	No



