

Sustainability Report **2022**

Aker Mainstream Renewables AS

IMPLEMENTING THE TRANSITION TO RENEWABLE ENERGY



About this report

Aker Mainstream Renewables AS (referred to within this report as “Mainstream Renewable Power”, the “Company” or the “Group”), is a pure-play renewable energy company with a mission to lead the global transition to renewable energy.

We are dedicated to creating positive long-term value for our stakeholders and society through socially and environmentally sustainable project development.

This is Mainstream’s fifth standalone Sustainability Report, covering the period from January to December 2022.

Following Global Reporting Initiative (GRI) standards, and published on 24 April 2023 (GRI 2-3), this report takes account of entities in which we have control, those in which we have significant influence, and activities that are important for the Group from a governance, environmental, and social perspective.

Aligned with Aker Horizons

The report covers Mainstream’s global activities, as well as those of our direct contractors when working on our behalf (GRI 3-1). The material included in this report references the GRI Standards 2021: Disclosures 2, 3, 4, 201, 204, 205, 304, 308, 401-405, 509, 411, 413-415.

Mainstream’s Sustainability Report 2022 is structured according to the World Economic Forum (WEF) Stakeholder Capitalism Metrics and its four pillars of Good Governance, Respect for People, Planet-Positive Impact and Prosperity for All. Mainstream’s sustainability reporting is aligned with majority shareholder Aker Horizons’ reporting approach and calendar.

Aker Horizons develops green energy and green industry to accelerate the transition to Net Zero. The company is active in renewable energy, carbon capture and hydrogen and develops industrial-scale decarbonisation projects.

Comments on the report or requests for further information can be made to:

***Ingrid Lomelde, Group Head of Sustainability,
Mainstream Renewable Power
Ingrid.Lomelde@mainstreamrp.com***

The year in numbers



Planet

	2022	2021
Absolute scope 1, 2 and 3 GHG emissions (tCO ₂ e)	9,112	5,877
Avoided emissions (tCO ₂ e)	2.7 million	2.2 million
Acres affected (ha)	637,551	Not available
Water consumption (mL)	54.41	50.66
Waste (t)	6,506	5,875
GW constructed	0.6	0.2

People

LTI rate under (4) per million hours for employees	2.74	0
No. of nationalities globally	37	34
Employee gender (male / female)	59% / 41%	60% / 40%

Prosperity

No. of learners / community members assisted	187,951	395,069
Total tax paid (€)	7.2 million	6.7 million
R&D spend (€)	2.7 million	1 million

Good Governance

HR-related training hours	30,845	1,895
SHEQ-related training hours	56,000	25,000
Governmental inspections	17	0
Legal proceedings of non-compliance with laws and regulations	0	0



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01.

Introduction



1.1

Welcome and review of 2022



Mary Quaney
Group Chief Executive Officer

2022 has been a full year for Mainstream as we continue to move forward on our mission to lead the global renewable energy transition.

We are delighted that both Aker Horizons and Mitsui & Co. Ltd, which joined as shareholders this year, are strongly sustainability minded investors. That gives us the confidence to invest to deliver sustainable development across all our markets.

Our focus on sustainability was strengthened in 2022 as we established a Group Sustainability function to support the Company with our implementation, tracking and reporting of sustainability targets and progress. With an ambitious Sustainability Policy and targets approved by our Board of Directors in December 2022, we are poised to implement new sustainability initiatives across our projects, markets, and management systems in 2023.

2022 was also the year when society's collective focus shifted firmly towards implementing the energy transition, as demonstrated in the conclusions of the COP27 climate summit at Sharm El Sheikh. With the combined urgency of cutting emissions, reducing fossil fuel dependency, and increasing energy security, as well



With the combined urgency of cutting emissions, reducing fossil fuel dependency, and increasing energy security, as well as reducing the cost of living at a time of global inflation, renewable energy has proven itself a robust solution across countries and markets.

as reducing the cost of living at a time of global inflation, renewable energy has proven itself a robust solution across countries and markets. What is needed now is a recognition that renewable energy needs to be properly rewarded for these benefits, so that companies like Mainstream can continue to invest in projects that will implement the energy transition.

In Chile, we achieved a significant milestone towards the end of the year when we reached 1.1 GW connected to the grid, an important marker in the delivery of our 1.4 GW Andes Renovables

platform, reaching the energisation of eight out of ten projects. In South Africa, we have signed power purchase agreements (PPAs) for six solar plants, with a combined capacity of 450 MW, awarded under Round 5 of Renewable Energy Independent Power Producer Procurement Programme (REIPPPP). And in Scotland, through a 50-50 partnership with Ocean Winds, we have signed a seabed lease agreement with Crown Estate Scotland for the development of a 1.8 GW floating offshore wind farm off the Shetland Islands, named Arven Offshore Wind Farms.



Over the course of 2022, Mainstream and partner projects delivered investment of EUR 4.58 million in community initiatives in Latin America, Africa, and Asia-Pacific.



Mainstream actively works to support the development of the wider renewable energy industry

In addition to developing, building, and operating projects, Mainstream actively works to support the development of the wider renewable energy industry. In 2022 we joined as a founding member of the International Ocean Renewable Energy Action Coalition to advance sustainable deployment of ocean-based renewable energy and mitigate the harmful impacts of climate change.

We also committed our support for the Global Offshore Wind Alliance, a new international coalition of industry and state stakeholders that aims to unleash the full potential of the world's ocean energy, and we helped launch the Asia Clean Energy Council to push for a transition to renewable energy in APAC.

During COP27 we joined as a signatory to the Corporate Knights' Action Declaration on Climate Policy Engagement, and we will be impressing on policymakers that they have the backing of the business world to act on their climate pledges, as part of this new campaign which is supported by more than 50 of the largest global corporations.

Respect for our shared natural world

The global Kunming/Montreal biodiversity agreement which was adopted during COP15 in the very last days of the year also underscored the need to implement the energy shift with care and respect for our shared natural world.

Mainstream is already working to reduce biodiversity impacts and supporting the protection of ecosystems in areas where we operate.

An example of this in action occurred in 2022, when we decided not to move forward with a planned solar power plant in South Africa because of what we determined to be unsustainable biodiversity impacts. We have included a case study on this further in this report.

Through 2022, our sustainability priority remained our people and their safety. We continued to support colleagues across the world with initiatives for physical and mental well-being as collectively we responded to the sustained challenges of the global COVID-19 pandemic.

Our investment in our people and the absolute priority that we place on their health and safety was rewarded with a reconfirmation of Mainstream as a *Great Place to Work* in 2022. I am thrilled to see an overall employee satisfaction rating of 88%, which underlines our work to be an employer of choice across all our markets by empowering and motivating our colleagues to drive the energy shift forward on the ground across all our markets.



Our safety key performance indicators disclose zero fatalities for employees and contractors

During the year, we had more than three million contractor hours in the build-out of our 10 projects in Chile, several of which have now celebrated their first full year in operations without any incidents. Our safety key performance indicators disclose zero fatalities for employees and contractors, and our Lost Time Incident (LTI) rate of 2.19 for contractors and 2.74 for employees was within the LTI target rate of less than four per million hours.

We did however experience two Significant Incident with Potential (SIP) LTIs involving contractors. A lessons learnt exercise has led to a new safety Culture Campaign and increased training to manage high-risk activities without incidents in 2023. Zero harm is our goal.

I am very proud of our continued commitment to be a good neighbour and support the communities in which we are privileged to develop and construct our projects.

Over the course of 2022, Mainstream and partner projects delivered investment of EUR 4.58 million in community initiatives in Latin America, Africa, and Asia-Pacific. This report highlights a number of those initiatives, where developing local skills and new businesses in local communities, supporting schools, protecting biodiversity, and developing innovative sustainability solutions are amongst the topics we were happy to support.

This year has been a significant one for Mainstream, as well as for the wider energy community. As we look to 2023 and beyond, I look forward to continuing our focus on sustainability throughout our entire business so that we can move forward in our vision to electrify the world with renewable energy.

Mary Quaney,
Group Chief Executive Officer



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1.2 Review of 2022



Ingrid Lomelde
Group Head of Sustainability

In 2022, Mainstream worked systematically to strengthen, coordinate, and invest in our sustainability efforts.

A new corporate function for sustainability was created to support all business units and markets in implementing sustainability initiatives across the Group. Our reporting efforts have also been strengthened by appointing a dedicated Sustainability Manager and increasing our coordination and synergies with Aker Horizons and the rest of the Aker Group. Based on the foundations laid in 2022, Mainstream is well-positioned to implement a green energy transition while creating a planet-positive impact.

In 2022, a Materiality Assessment was performed by KPMG to identify Mainstream's material risks and opportunities which will guide our sustainability priorities in the coming year. The results, including a gap analysis against existing and upcoming reporting requirements, will guide our priorities in the coming year. Our material topics are described further down in this report on page 22.



Mainstream is well-positioned to implement a green energy transition while creating a planet-positive impact.

Our sustainability achievements

As part of our work in 2022 a PESTEL (Political, Economic, Sociocultural, Technological, Legal and Environmental) risk assessment was also performed, and key sustainability risks were integrated into Mainstream's Enterprise Risk Management system, as described on page 33. Together with a new approach to collecting and coordinating sustainability data across the Group, these efforts have provided us with a clearer overview of our sustainability achievements to date, as well as our opportunities to close any gaps and create increased impact going forward.

A new global Sustainability Policy was approved by Mainstream's Board of Directors in December 2022. The policy sets out clear targets (page 12) for Mainstream across the pillars of Good Governance, Respect for People, Planet-Positive Impact and Prosperity for All. These targets will be used to identify sustainability KPIs for 2023 across our markets and business functions.

Increasing reporting requirements

In 2022 Mainstream also established a revised corporate function for Compliance, which works closely with the Sustainability function. In collaboration with the procurement team and finance team efforts have been made to identify and manage sustainability risks in supply-chain, as well as map and prepare for increasing reporting requirements such as the Norwegian Transparency Act, the EU taxonomy, and the EU Corporate Sustainability Reporting Directive.

Our goal for 2023 is to turn Mainstream's key value of Sustainability into a key value-creator through supporting every Mainstream employee with both the mandate and the expectation to deliver sustainability improvements in their field of expertise.

Ingrid Lomelde,
Group Head of Sustainability

BUILDING BLOCKS FOR A SUSTAINABILITY FRAMEWORK



Sustainability in Mainstream Renewable Power for 2022 has been a year of establishing the building blocks to create a firm foundation for the development of a Sustainability Framework for the organisation.

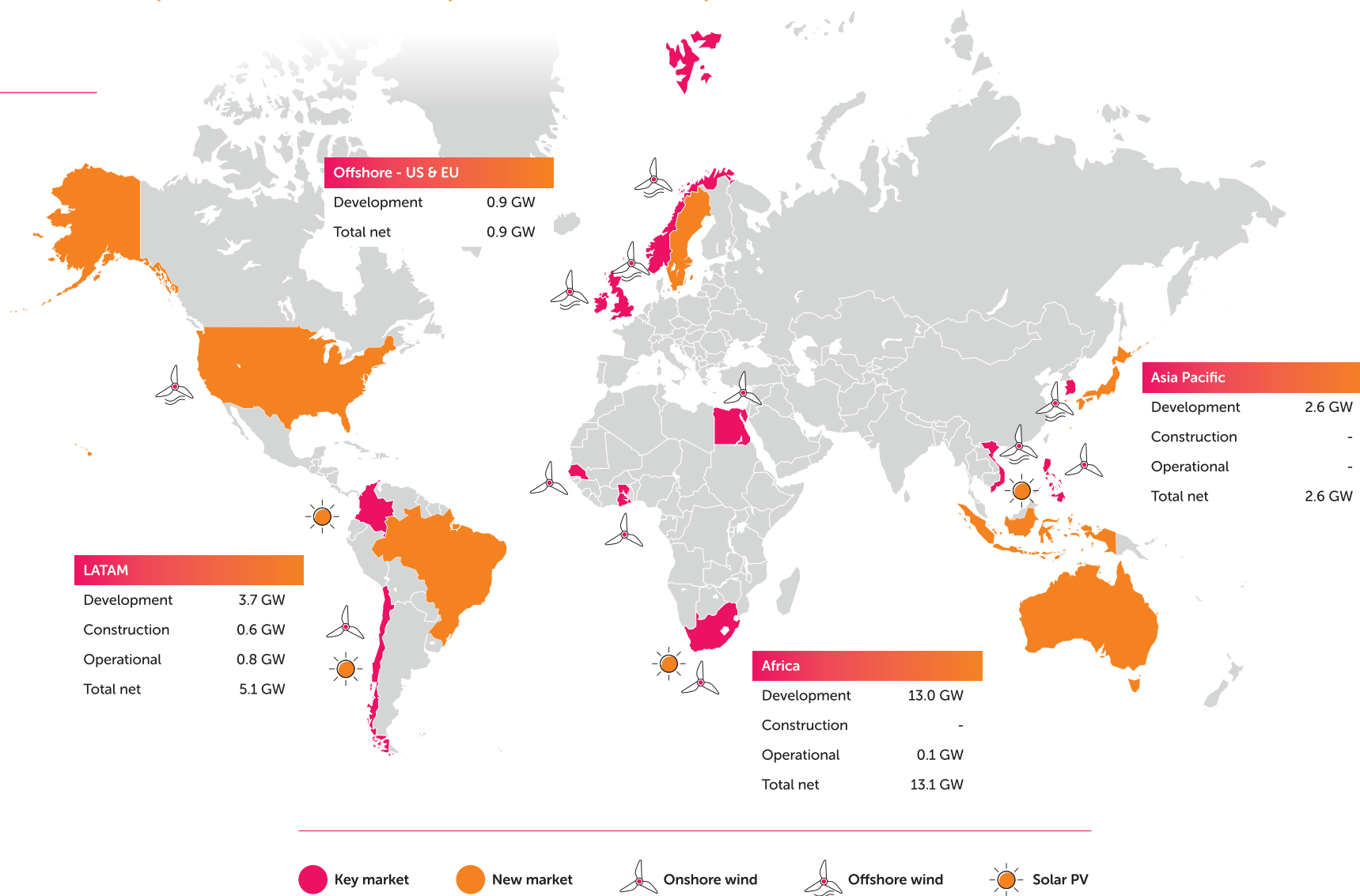
The global regulatory focus on sustainability is increasing and developing rapidly, which demands both a systematic approach and an agile attitude from the organisation.

Our strategy is to transparently report any gaps we find and how we plan to close them, as transparent sharing of information is our best pathway towards a truly sustainable future. At Mainstream, we are well-positioned to deliver a green and sustainable energy revolution to the world.

Keristena Grewan,
Group Sustainability Manager

1.3 Mainstream at a glance

Global pipeline of wind and solar assets
Pipeline reflects assets in development, construction and operational

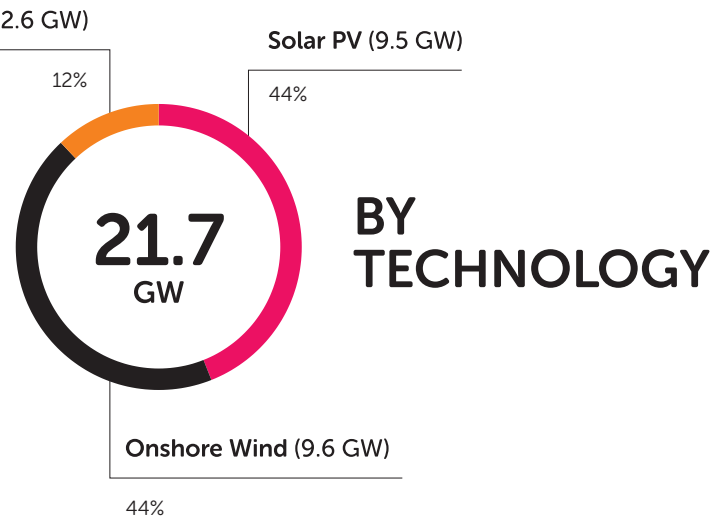
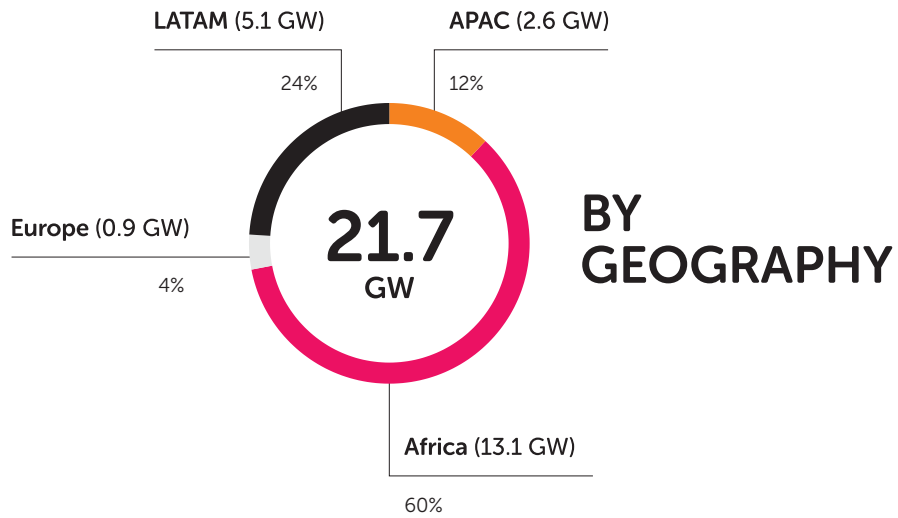


Note: All figures shown on a net ownership basis at 31 December 2022



A wind farm in Chile, one of our key markets.

Capacity distribution



Note: All figures shown on a net ownership basis at 31 December 2022

1.4 Approach to sustainability

Sustainability strategy and policy

We strive to position ourselves as the industry leader on sustainability entrepreneurship, to reduce business risk and increase our competitiveness by implementing sustainability initiatives across our projects.

Building a planet-positive Company culture, and integrating sustainability in all our business processes, tools, and management systems, are key approaches to achieving that leadership position.

Our unique Global Development Standard

We strive to develop and deliver best-in-class projects on time, on budget, and with zero harm, in line with our unique Global Development Standard (GDS). Our aim is to achieve this in a way that embeds sustainability throughout our business approach, recognising our impacts and responsibilities, and transparently reporting on our progress against the targets set forth in our Sustainability Policy.



Mainstream Renewable Power Sustainability Policy

Our Sustainability Policy has been developed in accordance with the WEF Framework for Measuring Stakeholder Capitalism, the Equator Principles, the World Bank International Finance Corporation (IFC) Sustainability Framework and the Global Reporting Initiative (GRI), as well as with similar policies in Aker Horizons and Aker ASA.



Building a planet-positive Company culture, and integrating sustainability in all our business processes, tools, and management systems, are key approaches to achieving our leadership position.

Our Sustainability Policy's targets include:



Good Governance

- > Embedded in Company strategy
- > Forms basis for leadership remuneration
- > Focus on sustainability performance in selection of suppliers



Respect for People

- > Abide by OECD Minimum Social Safeguards
- > Zero tolerance for human rights breaches and forced labour
- > Zero-harm target



Planet-Positive Impact

- > Net Zero emissions
- > Biodiversity net gain
- > Zero waste to landfills



Prosperity for All

- > Zero tolerance for corruption and bribery
- > Create sustainable job opportunities and skills development
- > Support local value creation and economic development

1.5 Climate and energy context



Adam Bruce
Global Head of
Corporate Affairs

We face a complex set of crises to which the rapid implementation of renewable energy projects can provide several answers.

2022 marked the year that the UN Secretary General warned that we are “on a highway to hell” if climate change mitigation efforts are not immediately implemented.

Without strong near-term mitigation, the average global temperature increase is expected to overshoot the 1.5°C pathway. UNEP’s Emissions Gap Report 2022 found that policies currently in place point to a 2.8°C temperature rise by the end of the century, a number that would lead to catastrophic consequences for people and ecosystems across the planet.



Full implementation of the latest pledges to reduce greenhouse gases could slow this increase to 1.8-2.1°C.

‘Polycrisis’

The climate crisis is not the only crisis we are currently facing as a global community. 2022 introduced the word ‘polycrisis’ to describe the interconnectedness of a changing climate, an unprecedented loss of global biodiversity, a global energy crisis triggered by war in Europe and resulting in increasing cost of living, growing inequality as a result of the global pandemic, and global supply-chain disruptions. A complex set of crises to which the rapid implementation of renewable energy projects can provide several answers.

Increased expectation

Fossil fuel supply disruptions, triggered by Russia’s invasion of Ukraine, have underlined the energy security benefits of domestically generated renewable electricity, leading many countries to strengthen policies supporting renewables. Meanwhile, higher fossil fuel prices worldwide have improved the competitiveness of solar PV and wind generation against other fuels. According to the International Energy Agency (IEA) renewables are set to account for over 90% of global electricity capacity expansion over the next five years.

The increased expectation is mainly driven by China, the European Union, the United States, and India, which are all implementing existing policies and regulatory and market reforms, while also introducing new ones more quickly than expected in reaction to the energy crisis. China’s 14th Five-Year Plan and market reforms, the REPowerEU plan and the US Inflation Reduction Act are the main drivers of increased market expectations.

According to the Intergovernmental Panel on Climate Change (IPCC) in their 1.5°C Report there is a strong set of synergies between reaching SDG 7 of securing access to clean and affordable energy to all, and the achievement of the other 16 Sustainable Development Goals.

Scaling up on implementation

Scaling up on the implementation of renewable energy projects will contribute to cutting emissions, reducing the cost of energy, the cost of living, and inequality. The challenge for our industry in the coming years is to build projects that achieve this at scale while reducing the industry's biodiversity footprint. A further challenge - but also an opportunity - is to develop a global supply chain that produces sustainable products and services at the scale needed to deliver the energy transition.

Solutions are at hand

Solutions are at hand, and the potential has never been greater, but in the coming year there is a need to speed up on policy in order to scale up on the implementation of the global transition to renewable energy which Mainstream is on a mission to lead.

COP27

Mainstream was actively present in discussions at the Sharm el-Sheikh climate summit COP27 where the need to scale up and speed up the energy transition was reiterated with force.

We shared a developer's perspectives in bilateral talks with ministers, helped launch industry initiatives such as the Global Offshore Wind Alliance and Asia Clean Energy Coalition, and explored opportunities for a just energy transition in panel sessions co-hosted with South Africa's National Business Initiative.



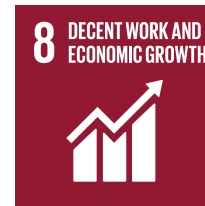
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1.6 The United Nations' Sustainable Development Goals

This is the decade when the global community is faced with a tremendous task: the achievement of the UN's 17 Sustainable Development Goals (SDGs).

Through the development of renewable energy projects and through our community development programmes, Mainstream supports the implementation and achievement of several SDGs. We have prioritised six goals towards which we believe we can make a particularly meaningful impact.

Mainstream also contributes to the work of the UN Global Compact and supports its 10 principles for sustainable business development, as well as the UN Ocean Principles for a Sustainable Blue Economy.



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SDG 4

Quality education



4.4
By 2030, substantially increase the number of youths and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs, and entrepreneurship.

Mainstream target

Mainstream will actively contribute to skills development through our projects, including support for local apprenticeships.

Mainstream activity in 2022

In 2022, 120 young people experienced the Mainstream Energy Drive in three local schools in Witzenberg Municipal area in South Africa, 12 local youths were provided Wind Turbine Service training in our South African wind farms, while in the Philippines, school goers received learning materials and computers to enhance access to and knowledge of tech-based learning tools.



“It is important for us to look for opportunities to enhance local skills development as part of the development and operations of our projects. Local skills strengthen our local licence to operate, and increase the basis for our operations and maintenance contractors to recruit.”

Bart Doyle, Group Chief Operating Officer

SDG 5

Gender equality



5.5
Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life.

Mainstream target

Mainstream shall ensure equality, diversity, and inclusion throughout our business. We strive for a balance between the genders, increased diversity and inclusion in all parts and levels of the businesses, including equal leadership opportunities and pay equality.

Mainstream activity in 2022

- > Target for female hires in 2022 was 35%, we achieved 41%.
- > Target for females in senior management was 45%, we achieved 34%.
- > The executive management team increased female representation from 22% to 40%.



“2022 was a year of rapid growth for Mainstream, 41% of new hires were female which exceeded our target. We also increased our female representation at Leadership level from 22% to 40%. The level of overall females in management is fewer than that we were aiming for and we will continue to work on this in the coming year.”

Elaine Quinlan, Global Head of Human Resources

SDG 7

Affordable and clean energy



7.2

By 2030, substantially increase the share of renewable energy in the global energy mix.

Mainstream target

Mainstream actively seeks to develop projects in markets where we can contribute to increased access to renewable energy and replace fossil energy sources.

Mainstream activity in 2022

600 MW constructed in 2022.



“It is deeply motivating to work for a Company where we see that our projects alleviate difficult energy situations across several countries and contribute to reduce the dependency on increasingly expensive fossil fuels.”

Patrick Warren, Chief Technical Officer

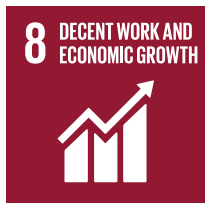


“There are no climate scenarios with a credible pathway to 1.5°C without a massive scaling up of offshore wind. We work hard to develop these opportunities because we need a blue shift to reach the goals of the green shift.”

Tove Røskaft, General Manager, Offshore Wind

SDG 8

Decent work and economic growth



8.3

Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity, and innovation, and encourage the formation and growth of micro-, small- and medium-sized enterprises, including through access to financial services.

Mainstream target

Mainstream will seek measures to support local value creation and contribute to higher levels of economic productivity in markets where we operate.

Mainstream strives to create sustainable job opportunities through our projects which adhere to relevant union standards and tariff agreements and to provide living wages.

Mainstream activity in 2022

In 2022, Mainstream and partner projects supported local business development and the creation of new skills and jobs through our community engagement programmes, which in total represented an investment of EUR 4.58 million.



“Mainstream is a strong value creator in the countries where we operate, aiming to support green economic growth both through our projects and through supporting local business development through our community engagement efforts.”

Paul Corrigan, Group Chief Financial Officer



“Looking for ways to support local livelihood opportunities is an important part of our project development process in countries like Vietnam and the Philippines.”

Eduardo Karlin, General Manager, APAC

SDG 13

Climate action



13.2
Integrate climate change measures into national policies, strategies, and planning.

Mainstream target

Mainstream is committed to develop as a planet-positive Company which delivers projects that go beyond Net Zero emissions and contribute to biodiversity net gain.

Mainstream activity in 2022

Mainstream has set ambitious Net Zero targets in our Sustainability Policy and will in 2023 detail our pathway to reaching them by implementing emission reductions across our business.



“By testing innovative solutions like low carbon cement in our foundations, we aim to reduce our projects’ climate footprint and contribute to climate solutions that can be scaled up across the industry.”

Hein Reyneke, General Manager, Africa



“As the largest 100% renewable generation company in Chile, we are continuously working to replace fossil fuel power generation with renewable energy, contributing to the reduction of CO₂ emissions.”

Manuel Tagle, General Manager, LATAM

SDG 16

Peace, justice, and strong institutions



16.5

Substantially reduce corruption and bribery in all their forms.

16.10

Ensure public access to information and protect fundamental freedoms, in accordance with national legislation and international agreements.

Mainstream target

Mainstream has an independent responsibility to respect human rights and to protect vulnerable individuals and groups of people affected by our business and throughout our supply chain.

Mainstream shall implement and enforce effective systems to minimise risks and mitigate any adverse human rights impact in its operations and in its value chain.

Mainstream activity in 2022

In 2022 our Code of Conduct was updated and revised and we introduced training for our staff in anti-corruption and the new Code of Conduct.

In 2022 we also conducted a reputation audit and a thorough, independently produced stakeholder engagement survey was performed to understand how our activities are perceived across our markets.



“Mainstream has a zero-tolerance policy towards bribery and corruption. We continue to provide proactive training across the business and work closely with our partners in all our markets.”

Birgitte Karlsen, General Counsel

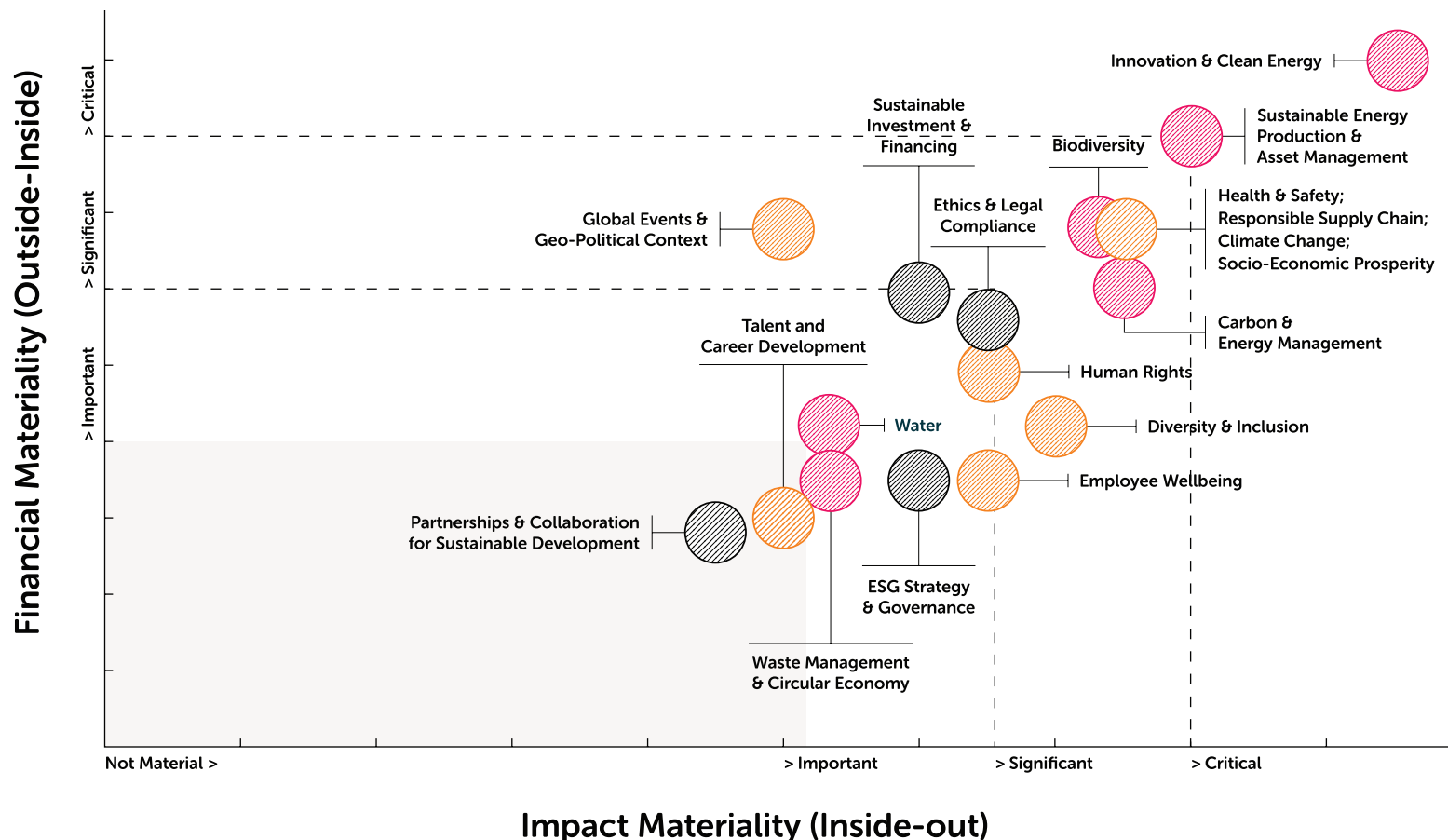
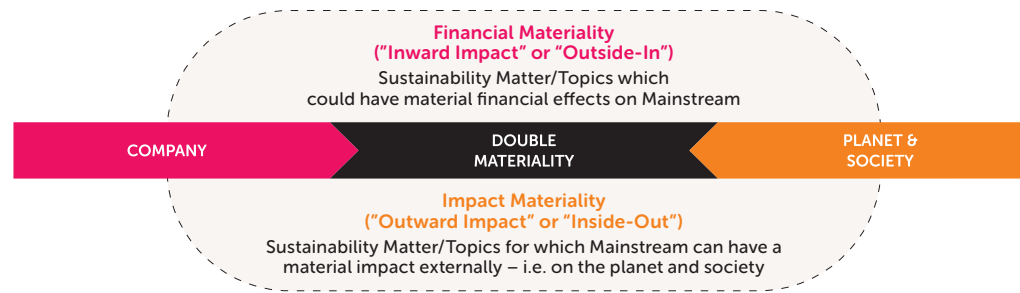


“We are happy to receive consecutively positive feedback from stakeholders across markets as we work hard to support and respect local institutions and people where we operate.”

Adam Bruce, Global Head of Corporate Affairs

1.7 Materiality assessment

In 2022, KPMG conducted a materiality assessment for Mainstream to determine ESG topics that are most material to us & our stakeholders.



This is an important process for Mainstream, to enable us to manage our key ESG impacts, risks, and opportunities, and to respond effectively to our stakeholders.

The assessment was conducted with a 'double materiality' approach, in accordance with the methods included in the EU Corporate Sustainability Reporting Directives (CSRD).

The assessment included interviews and surveys with all Mainstream staff and a wide range of internal and external stakeholders across all our markets.

The main output of the assessment is a Materiality Matrix mapping out Mainstream's material topics, as shown here.

Based on the materiality assessment, the following topics were identified as our top-rated materials topics:

TOPICS	WHY THIS TOPIC IS IMPORTANT	HOW ARE WE ADDRESSING THIS TOPIC
Innovation and Clean Energy	Innovation is a core element of our business strategy – it involves embedding a culture of innovation within Mainstream, development of new technologies, producing renewable energy in a sustainable manner and making it accessible to communities to address energy security issues and enabling the growth of economies in the areas where we operate.	See Page 74
Sustainable Energy Production and Asset Management	Renewable energy is crucial to facilitate the transition to low-carbon economy and decarbonise the planet, in line with Paris Agreement goals. We are focused on amplifying the production of renewable energy, taking into account the needs and concerns of communities and ensuring sustainable use of resources (e.g. water, land and biodiversity preservation, etc).	See Page 38
Climate Change	Managing our direct and indirect carbon emissions arising from our business operations and supply chain is an integral part of our strategy of tackling climate change. This includes evaluating the financial impacts of climate change on our business in the long term – with a focus on climate change adaptation and mitigation measures to ensure the resilience of our assets, and therefore ensuring continuity of renewable energy supply in the areas where we operate.	See Page 39
Health and Safety	Potential risks for our colleagues, workers and contractors could come from various sources such as workplace hazards, working at great heights, fires, confined spaces, electrical currents, etc. We are proactive in promoting a safe working culture and improving our health and safety systems (e.g. H&S training, adoption of ISO 45001, H&S risk assessments and implementing preventive measures, etc).	See Page 56
Responsible Supply Chain	As a renewable energy company, we are exposed to a host of supply chain risks (e.g. human rights, environmental impacts, labour issues, community engagements, land and natural resource management, etc). Securing “licence to operate” is an integral part of our project development and operations – and we achieve it through our rigorous supply chain processes.	See Page 55
Biodiversity	The World Economic Forum (Global Risks Report 2022) has identified biodiversity as one of the most significant global risks for the next decade. We constantly monitor the impacts of activities on biodiversity and the wider ecosystem in the areas we operate. We also consider biodiversity-related risks and opportunities throughout our renewable energy project lifecycle – aimed at reducing negative impacts on the nature, restoring habitats and preserving the ecosystem that we share with the communities that we interact.	See Page 38
Socio-economic Prosperity	Development of renewable energy projects not only benefits the environment but also benefits the socio-economic development of the communities involved. We continue to create significant economic value for employees, customers and wider society through direct and indirect job creation, supporting underserved communities, development of infrastructures, tax contribution, supporting transformative industry growth through innovation, and investing in the productive capacity of the economy in the areas where we operate.	See Page 69

02.

Sustainability reporting and progress



2.1 Good governance

Strategy

Mainstream is committed to creating long-term value for our shareholders, local communities, and the planet with integrity and respect.

Good governance systems provide the mechanisms for achieving economic, environmental, and social impact, while monitoring risk and identifying new opportunities.

We are integrating sustainability in our company strategy, decision-gate processes, management systems and procedures, including compliance systems and training.

Targets

We are committed to the following sustainability frameworks:

- > UN Sustainable Development Goals (SDGs) and SDG implementation framework.
- > UN Global Compact Sustainability Principles and Sustainable Ocean Principles.
- > The OECD Guidelines for Multinational Enterprises and OECD Principles for Good Corporate Governance.

We will transparently share our sustainability goals, results and progress.

Implementation

HR-related training hours
2021: 1,895
2022: 30,845

Government inspections
2021: Zero
2022: 17

Legal proceedings of non-compliance with laws and regulations
2021: Zero
2022: Zero

Our Vision, Mission and Values



2.1.1 Setting Purpose

About the Company: Ambitions, Vision, Mission, and Values

Vision

The realities of climate change and concerns for energy security are driving world leaders to look to renewable energy as the solution. Our vision is to electrify the world with renewable energy.

Mission

The world is undergoing a transition from its reliance on fossil fuels to investing and building the infrastructure for a future powered by renewable energy. Our mission is to lead this transition.

Values

Our seven values unite our team in our common goal and guide us on how we develop renewable power resources all over the globe.

Our Values



Safety

Is our Number 1 priority. It is at the heart of everything we do.



Respect

Is fundamental and is at the core of all our relationships.



Entrepreneurship

We are a dynamic team focused on quality project delivery.



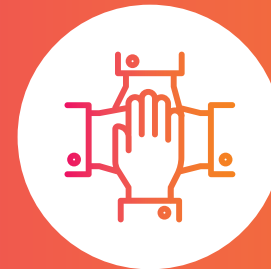
Innovation

Has led us to deliver quality projects at a lower cost than new fossil fuel plants.



Sustainability

We work with local partners to deliver cost-effective energy solutions.



Working Together

Our people work together closely as one team to deliver our vision.



Integrity

We adhere to the same Code of Conduct and anti-bribery and corruption statements.



Sustainability is embedded in the Company strategy and operationalised through internal processes and business operations across the organisation. Starting at the highest level of the organisation, our sustainability targets hold leadership, managers, and employees accountable for environmental and social sustainability, and good governance (ESG).

2.1.2 Governance body composition

Mainstream applies the GRI standards to its reporting, as well as the WEF Stakeholder Capitalism Metrics and the UN's SDGs. WEF's metrics are built on the SDGs and serve in this report as an overarching framework.

With respect to Mainstream's climate-related risks and opportunities management, we also include an appendix with disclosures under the Task Force on Climate-Related Financial Disclosures (TCFD) framework.

Sustainability is embedded in the Company strategy and operationalised through internal processes and business operations across the organisation. Starting at the highest level of the organisation, our sustainability targets hold leadership, managers, and employees accountable for environmental and social sustainability, and good governance (ESG).

Effective corporate governance provides the foundation for responsible business conduct, long-term value creation, for the benefit of shareholders, employees, and other stakeholders. It is a prerequisite for a planet-positive company to succeed.

New Sustainability Policy

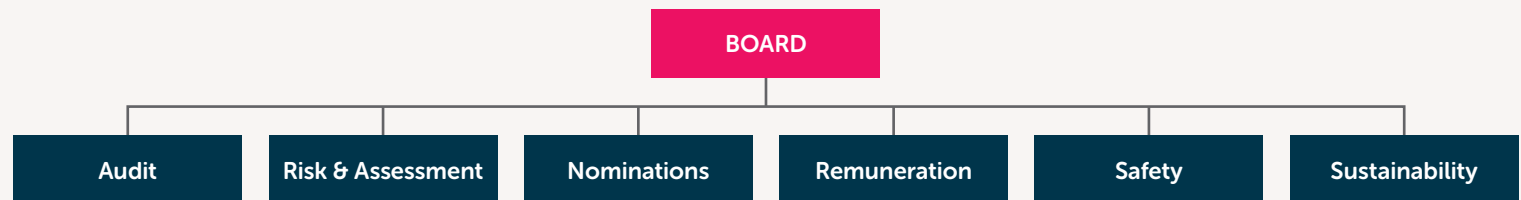
Mainstream's Board of Directors holds overall responsibility for the Company strategy and governance and approves our governing documents. In 2022, Mainstream launched a new Sustainability Policy with ESG targets, following Board approval. Our Sustainability Committee supports the Board's work with overseeing and safeguarding the Company's sustainability targets and progress.

Targets, strategy, reporting, and performance are reviewed by the Sustainability Committee and the Board. The Board approves membership of the Sustainability Committee, sets its mandate, and provides oversight of its activity.

Clear mandates, defined authorities

In addition to the Sustainability Committee, Mainstream's governance framework consists of established sub-committees, which operate under a set of clear mandates and defined authorities, as well as a strong Executive Team, which is responsible for the day-to-day management of the Group and its subsidiaries.

The Mainstream Executive Team is led by the Group Chief Executive Officer, who is accountable to the Board of Directors.





Surveys



Audits



Newsletter



Website



We use various channels to reach our stakeholders including the annual external reputation audit, employee engagement survey, audits, our corporate website, external and internal email newsletters, and social media channels. This allows us to understand our stakeholders' expectations of us and to consider these in our business decisions.



Face-to-face Meetings



Social Media

2.1.3 Material issues impacting stakeholders

Stakeholder engagement

Mainstream considers the impacts of its operations on the environment and wider society through regular and ongoing engagement with various stakeholders to understand their interests, needs and concerns.

Our main stakeholders are employees, communities, civil society including NGO's, think tanks and business and trade associations, business partners, government, investors, and the media. They are defined by having an interest in the Company, being affected by the impacts of business activities or those who may be able to affect or influence the actions of the business.

Engagement approach

We use various channels to reach our stakeholders including the annual external reputation audit, employee engagement survey, audits, our corporate website, external and internal email newsletters, and social media channels. This allows us to understand our stakeholders' expectations of us and to consider these in our business decisions.

When developing projects at a local level, our Global Development Standard outlines a stakeholder engagement approach that is aligned to international performance standards, such as those contained in the International Finance Corporation's Sustainability Framework and the requirements of the Equator Principles.

Additionally, Mainstream holds key positions in trade association and business and working groups globally contributing to industry policy and technology papers.



See the full list of trade associations, business and working groups in Appendix 3.

Reputation audit

With sustainability deeply embedded at the heart of our business, we recognise the importance of listening to our community of stakeholders and believe that it is a vital step to ensuring our action remains impactful and adds maximum value to those that we engage with. As such, every year we carry out a global in-depth listening exercise with key stakeholders across a wide range of sectors and jurisdictions in the form of a reputation audit.

Adding value to our partnerships

Through this exercise we capture a broad set of stakeholder insights to understand their perceptions of our business and our industry, as well as feedback on how well we are performing in meeting their expectations, along with guidance around what more we could do to add value to our partnerships and engagements with various stakeholders, from community groups and local government authorities to contractors and suppliers.

Year-on-year, we capture feedback and insights from hundreds of stakeholders across more than a dozen jurisdictions across the globe through both one-to-one interviews and online surveys. Through a

combination of qualitative and quantitative data, we are able to measure and track our reputation as well the impact of our work and various initiatives within the regions that we operate.

The research programme looks specifically at a wide range of different drivers underpinning our business model, value system and approach to sustainability, including Environmental Impact, Social Impact, Governance & Standards, Culture & Workplace, and Industry Leadership, with each of these drivers providing stakeholders the opportunity to provide rich and honest feedback in a safe and anonymous environment.

Participating stakeholders are carefully selected by our team to ensure full proportional representation across our global footprint. This helps us ensure that the results of the reputation audit provide an independent, accurate and real-time 360° measurement and overview of the current impact of our business on stakeholders. The reputation audit process allows us to remain proactive, responsive and accountable, enabling Mainstream to evolve and adapt with the expectations of our stakeholders so that we can continue to deliver for the communities in which we operate.



The results of the reputation audit provide an independent, accurate and real-time 360° measurement and overview of the current impact of our business on stakeholders.





The Code of Conduct is Mainstream's principal governing document, and a copy is provided to all parties engaged in business with Mainstream including through incorporation into contracts where appropriate.

2.1.4 Legal and Compliance

Legal and compliance

Responsible business conduct is a key concern for Mainstream's Board of Directors. The Board is engaged in setting ambitions and commitments, targets, strategies and a risk profile for the Company and responsible for implementing policies specific to the Company's business. Such policies should be sufficient to govern the business, meet stakeholder expectations and specific challenges relevant to the Company.

Mainstream's Board also receives and reviews updates on key risks, sustainability, compliance and the Company's corporate governance at least on an annual basis.

The Compliance function is responsible for the implementation and day-to-day follow-up of compliance in Mainstream, including risk-based monitoring and controls. The Chief Compliance Officer reports directly to both the General Counsel and Aker Horizons' Audit Committee, with the latter receiving compliance updates at least on a quarterly basis.

Compliance programme

Mainstream's compliance programme is anchored in the Company's Code of Conduct, Sustainability Policy and Speak Up Procedure. Together these documents set out the minimum requirements for integrity standards and integrity compliance programmes in the Mainstream Group. These documents are further supplemented by other governing documents that set out requirements and provide guidance on important aspects of business ethics and integrity.

The compliance programme in Mainstream is comprehensive and risk-based, and includes regular integrity risk assessments and internal monitoring processes to detect integrity risks. The compliance programme aims to prevent, identify and address unlawful conduct, as well as other integrity risks, ethical misconduct and adverse impacts on human rights in Mainstream's operations and supply chain. The programme comprises multiple, interlinked factors, including but not limited to specific procedures, integrity due diligence processes, training and awareness-raising and reporting mechanisms.

During 2022, the Compliance function was further strengthened in Q4 with the appointment of a Chief Compliance Officer and Compliance Executive. In addition, the compliance programme was strengthened with new and updated procedures, targeted training and awareness-raising activities across the Company and the introduction of a new Speak Up Line which supports our staff in achieving the highest standards of ethical behaviour allowing anyone to ask questions or report concerns, with the option to do so anonymously.

Mainstream complies in all material respects with applicable laws and regulations in the various regions in which it operates. Where regulatory or local law requirements may vary, Mainstream is committed to meeting the highest standards and requiring the same from its employees, contractors, consultants, and partners across all markets.

The Code of Conduct is Mainstream's principal governing document, and a copy is provided to all parties engaged in business with Mainstream including through incorporation into contracts where appropriate.

2.1.5 Anti-corruption

Mainstream has zero tolerance for all forms of corruption, bribery, money laundering, insider dealing and any other financial crimes.

Mainstream is subject to applicable anti-corruption laws including laws with wide extra-territorial reach, such as the US Foreign Corrupt Practices Act (FCPA), the UK Bribery Act and local anti-corruption and bribery legislation in each jurisdiction in which Mainstream operates.

When representing Mainstream, we expect and require all employees and external stakeholders to comply with our Anti-Bribery and Corruption Policy and to report any concerns that may arise to the Management team, to the Legal & Compliance functions, or via Mainstream's Speak Up Line.

Mainstream was not subject to any legal proceedings related to corruption, fraud, insider trading, anti-trust, anti-competitive behaviour, or other economic crimes during 2022.

Training and awareness

In 2022, anti-corruption training was completed by 100% of Mainstream employees. In 2023, all employees will receive classroom-based integrity training with follow up online Code of Conduct training.

The training is mandatory for all employees as well as contract staff hired. Employees in higher risk roles from an integrity risk perspective, will receive additional in-depth training on relevant issues. In addition, relevant employees will receive in-depth training on specific data privacy issues.

Participation is logged and included in quarterly reports to management and the Audit Committee. In addition, internal awareness campaigns have been planned throughout the year.

2.1.6. Protected ethics advice and reporting mechanisms

Mainstream has a procedure in place which encourages reporting of unethical and illegal behaviour and sets out regulations for the protection of whistle-blowers. It also prescribes the mandatory steps the Company must take to investigate and manage whistle-blower reports. Mainstream has an open and independent third-party integrity channel where suspicions of unethical or illegal activities can be anonymously reported.

Reportable concerns include breaches of HSSE rules, discrimination, harassment, insider trading, corruption, money laundering and fraud, or any other violations of ethical norms or guidelines. Matters reported either to managers and Board members or through the integrity channel will be managed according to the same procedure.

In 2022, five whistle-blowing reports were received across the Mainstream Group. In 2023, Mainstream will conduct campaigns to increase awareness of the third-party whistle-blowing channel.



We launched a new Speak Up Line which supports our staff in achieving the highest standards of ethical behaviour allowing anyone to ask questions or report concerns, anonymously or not.





Mainstream's online Enterprise Risk Management tool includes sustainability risks identified, with an associated action plan to achieve the objectives for reducing or eliminating the risks.

Mainstream's Global Development Standard

The Global Development Standard (GDS) sets out Mainstream's approach to project development and the processes and standards that need to be adhered to.

The GDS is updated on an annual basis so that the information contained within it is always up to date and reflective of our learnings from each year. There are specific documents for Onshore Wind, Offshore Wind and Solar PV so that the standards of each energy type can be given in detail.

The GDS is benchmarked against established international standards and against our Company values.

The GDS is central to our risk management framework and is key to Mainstream's climate-risk management. The GDS is our proprietary development system that has been formulated from our vast in-house expertise in developing projects globally. It incorporates best international development practices and includes:

1. Equator Principles for project development,
2. The IFC Sustainability Framework which forms a key part of our development principles and,
3. The World Bank's construction and environmental, health and safety guidelines that influence how we construct and operate projects.

The GDS sets out the methods by which Mainstream develops its global portfolio of projects to the highest standards.

The Standards Library has expanded over the years with a ninth iteration of the Onshore Wind Global Development Standard, a third iteration of the Solar Standard will be released in January 2023, with plans underway to release Mainstream's second Offshore Global Development Standard later in 2023.

Project & Portfolio Management

Project & Portfolio Management (PPM) is a project information database which is made available across all of Mainstream's regions and provides the tools that project managers require to effectively carry out Risk, Issue, Schedule, and Metric Management.

It enables a consistent approach to project management and facilitates consistent project and portfolio reporting. The PPM is used to record all risks that could delay projects, increase costs above the budgets or prevent the project from achieving fully consented status.

As well as recording risks, PPM also provides for the tracking of project issues, key decisions, and metrics to ensure a holistic approach to risks.

Enterprise Risk Management: Sustainability

Mainstream's Enterprise Risk Management (ERM) process was developed in 2022 and will be completed in the first half of 2023. The digital tool is designed to help manage risks, and in doing so protect the Company; create opportunities to improve business performance and increase the likelihood that Mainstream will achieve its strategic objectives.

The online ERM tool includes sustainability risks identified, with an associated action plan to achieve the objectives for reducing or eliminating the risks.

Mainstream's ERM process is documented in Mainstream's Enterprise Risk Management Policy, Framework and Standard. The process is based on ISO 31000 and is being implemented in all Mainstream regions globally on a phased basis. Enterprise risks are reported to Mainstream's Audit Committee on a quarterly basis and will be included in future Board Reports. Training and ongoing support on ERM in Mainstream is provided by a dedicated ERM resource in the organisation.

Climate-related risks and opportunities the organisation has identified over the short, medium, and long term

TOP CLIMATE RISKS

Mainstream has considered transition risks across our business and supply chain through the lens of policy, legal, market and physical climate and they can be summarised as:

Risk Type	Risk	Impact	Mitigation measures/opportunity Identified
Policy & Legal	Political risk causing delays to renewable energy auctions timelines and subsequently construction and operations.	Short to Medium	Mainstream mitigates political risk by diversifying and investing in various jurisdictions.
Market	There is rapid increase in renewables demand globally and challenges may come to fore in the supply chain. Some scenarios anticipate a 10-fold increase, which could result in procurement and construction delays.	Medium to Long	Mainstream works closely with our supply chain directly and is aware of volumes required to meet our business objectives. Mainstream also participates in industry forums to closely map market developments and develop management strategies.
Physical climate risk: Acute	Perils such as changes in magnitude or frequency of wildfires, flood conditions (coastal, fluvial, pluvial), precipitation (hail, snow, icing), cyclones and water stress could have a negative impact on Mainstream's assets.	Medium to Long	In 2022 Mainstream piloted a climate modelling project to develop a methodology to integrate climate physical risk data into our processes, to make our assets (offshore wind, onshore wind, solar PV, and energy storage) more competitive and more resilient.
Physical climate risk: Chronic	Long-term weather changes, such the impact of rising temperatures on air density, humidity, pressure and wind speed, could have an impact on energy yield across the technologies of offshore wind, onshore wind, solar, storage.	Medium to Long	The key outcome of the climate modelling project was to understand how physical climate risk assessment and management can be implemented at different stages of the project lifecycle (Global Development Standard stages) from early market screening to operational assets to mitigate both acute and chronic climate risk.



Mainstream takes strategic actions to ensure the robustness and resilience of our assets to mitigate physical risk and drive down the total cost of risk to our business.



2.1.7. Insurance

Natural perils and risk & insurance context

Natural catastrophe ('NatCat') – or natural perils such as extreme windstorms, earthquakes, floods of any type including storm surges, and hail and lightning storms are potentially significant external hazards which represent risks to both safety (of our staff, contractors, and neighbours), as well as property damage, which can furthermore cause costly delays to construction or interruption to power generation and revenue.

Risk avoidance and mitigation

As such, NatCat is a key focus for both risk avoidance and mitigation through design, engineering and management of our projects, and risk transfer through insurance for low probability-high impact events.

NatCat is a primary driver of total insurance premium costs for our assets, and this is becoming increasingly significant to our cost base in certain markets. Furthermore, as NatCat events (except for earthquake) increase in frequency and impact due to climate change, the cost of NatCat cover is both trending upwards, and increasingly volatile from year to year.

Therefore, Mainstream takes strategic actions to ensure the robustness and resilience of our assets to mitigate physical risk and drive down the total cost of risk to our business.

2.1.8. Environmental management systems

In 2022, central parts of our management systems were updated with new sustainability criteria and assessments, including our Enterprise Risk Management system, our policies, our training material for human rights and anti-corruption, and key environmental certifications were renewed.

The overarching quality management system and the environmental management system, which are certified to ISO 9001 and 14001 respectively, in Ireland, Chile, South Africa and Vietnam, are important to both guide and improve environmental performance where the Company is developing, constructing and operating renewable energy assets. Occupational health, safety and wellbeing are paramount to Mainstream when we construct and operate energy projects. Our safety management systems, which are ISO 45001 certified in Ireland, Chile, South Africa and Vietnam, signals the Company's commitment to worker health and safety.

In 2022, our IS Management Systems (ISO 27001 and ISO 20000) were renewed in our Mainstream Ireland office. Our IS Management Systems have been certified since 2012 and 2013 respectively and these renewals are valid until 2024.



The overarching quality management system and the environmental management system, which are certified to ISO 9001 and 14001 respectively, in Ireland, Chile, South Africa and Vietnam, are important to both guide and improve environmental performance where the Company is developing, constructing and operating renewable energy assets.



Occupational health, safety and wellbeing are paramount to Mainstream as we construct and operate energy projects.



2.1.9. Sustainability rating

Carbon Disclosure Project

As 2022 was a transitional year for Mainstream, where our sustainability



focus was to establish and recruit a new corporate function and start analysing gaps and opportunities to further improve our sustainability performance from the previous year's A- rating, our CDP-rating for 2022 resulted in a B, slightly down from previous years.

The high score sections included risk management processes, opportunity disclosures, governance and business strategy, financial planning and scenario analysis. Areas to further improve include GHG-emissions reporting, where our procedures are under revision and will be updated in 2023.

Areas to further improve include GHG-emissions reporting, where our procedures are under revision and will be updated in 2023.

2.2 Planet-positive impact

Accelerating climate action: climate change and GHG emissions

Strategy	Targets	Implementation
<p>Mainstream is committed to the development of a planet-positive Company which delivers projects that go beyond Net Zero emissions and contributes to biodiversity net gain.</p>	<p>We report our Scope 1, 2 and 3 emissions in accordance with the international GHG Protocol and will set science-based or equivalent standard targets to align our operations, investments, and supply-chain with Net Zero.</p> <p>We are committed to protecting, preserving, and restoring the environment and biodiversity as defined by the mitigation hierarchy.</p> <p>We aim for zero waste to landfills through prevention, reduction, recycling, and reuse of materials throughout our value chain.</p> <p>We will systematically adopt measures that avoid or reduce deforestation and actively seek a deforestation-free supply chain.</p> <p>We will systematically adopt measures that avoid or reduce water usage so that our projects' water consumption does not have significant adverse impacts on others.</p>	<p>GHG emissions (tCO₂e)*: Scope 1: 771.36 Scope 2: 5,489.70 Scope 3: 2,850.83 <small>* Location-based</small></p> <p>Avoided emissions (tCO₂e): 2021: 2,194,561.28 2022: 2,728,523.19</p> <p>Acres affected (ha): 2022: 637,551.00</p> <p>Water withdrawn (mL): 2021: 50.66 2022: 54.41</p> <p>Waste (t): 2021: 5,875 2022: 6,506</p>



We are working to develop innovative ways to reduce our own carbon footprint and that of our contractors and supply chain, in order to reach our ambitious target of Net Zero emissions.

2.2.1. Greenhouse gas emissions Accelerating climate action: climate change and GHG emissions

Mainstream delivers large-scale renewable energy assets that displace the demand for fossil fuels, thereby reducing greenhouse gas emissions and accelerating the transition to a climate safe future.

We are working to develop innovative ways to reduce our own carbon footprint and that of our contractors and supply chain, in order to reach our ambitious target of Net Zero emissions.

Our aim for 2023 is to develop a pathway to implement this target across projects and markets and set milestone targets along that path.

We will also endeavour to avoid any incidents with negative climate impacts from all greenhouse gas sources including SF6-gas.

Our aim for 2023 is to develop a pathway to implement our Net Zero emissions target across projects and markets

The following table summarises the emissions:

	2022
Actual displacement from generation (tCO₂e)	2,737,635.00
Scope 1 (tCO₂e)	771.36
Scope 2 location-based (tCO₂e)	5489.70
Scope 3 location-based (tCO₂e)	2850.83
Total Scope 1, 2 and 3 (tCO₂e)	9,111.89
Net avoided CO₂ emissions from our operations (tCO₂e)	2,728,523.19





RESTORING MANGROVES IN VIETNAM

MEKONG DELTA AFFORESTATION PROJECT HELPS PROTECT LOCAL BIODIVERSITY AND ECONOMIC DEVELOPMENT

Together with the British Embassy in Vietnam and the Song Foundation's Green Happiness Program, Mainstream launched a fundraising activity to support the planting of mangrove trees across 10ha of alluvial plains in Vietnam's Soc Trang Province.

Mangroves are an important carbon sink, storing significantly more CO₂ than forests on land. They are also a crucial habitat for many species and serve as an important addition to safeguarding livelihoods as the local communities add to their income by collecting crabs and shellfish in the area.



It is hoped that the planting of 44,000 saplings over 10 hectares of land in 2022 will help alleviate the growing threat of landslides on the Mekong Delta – with the afforestation supported by Mainstream set to directly protect more than 7,000 people in Vinh Chau.



2.2.2. TCFD implementation Assessment of Climate-Related Financial Risk Using TCFD

In order to identify the main types of climate risks and opportunities and their impact on the business, Mainstream reviewed climate-related financial risks following the Task Force on Climate-Related Financial Disclosures (TCFD) recommendations in 2021.



The review covered our approach to climate-related risks and opportunities from a governance, strategy, and risk management perspective, including the use of metrics and targets. The review provided recommendations to identify climate-related focus areas for the coming years, which included:

- > Introducing more specific climate-related KPIs for management, beyond increasing MW production. This is under development for 2023.
- > Updating the Enterprise Risk Management system with climate-related risks and opportunities assessments. This was done based on a sustainability PESTEL-analysis in 2022.
- > Conducting a sustainability-related review of the Global Development Standard and its requirements. This is planned for inclusion in the annual GDS revision for 2023.
- > Aligning Scope 1 reporting with the GHG Protocol and extending reporting on Scope 3 emissions. This is under development and will be implemented in 2023.



A summary of the review and its recommendations is included in the TCFD assessment at the end of the report (Appendix 2).



2.2.3. Land use and ecological sensitivity

Biodiversity

Mainstream's mission to lead the global transition to renewable energy means we are fully committed to combating climate change.

With climate change projected to become the strongest driver of biodiversity loss over the coming decade, we are working across our business to construct and generate renewable energy in the most sustainable way, with the goal of contributing to biodiversity net gain. We work systematically to minimise negative impacts on biodiversity, and, where possible, ensure our installed assets leave the natural environment healthier than before.

Mainstream has set a target of contributing to biodiversity net gain through all our projects. We assess whether or not we should implement projects, and how we should do so, in accordance with the mitigation hierarchy for impacts on biodiversity.

We work to avoid, reduce, restore and replace impacts on biodiversity, in that order. In 2022, this commitment led us to a decision not to move forward with a solar development in South Africa where studies showed that the impact on associated wetlands would have been unreasonably large.

Our best practice and mitigation measures on biodiversity during construction, operations and maintenance and decommissioning are included in our Global Development Standard. This will be revised in 2023 in light of the new global biodiversity Kunming/Montreal-agreement, which was reached at COP15 at the end of 2022.

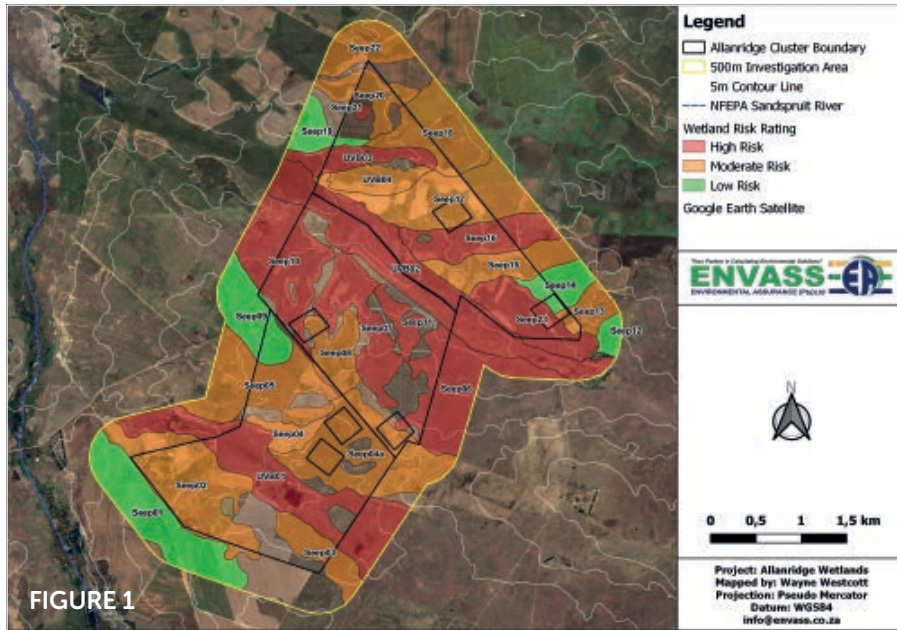


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OUR COMMITMENT TO PROTECTING THE ENVIRONMENT IN SOUTH AFRICA



The Allanridge Cluster was a solar development which consisted of 3 x 100MW solar projects situated in the Free State approximately 20km to Welkom. The projects were identified as suitable solar sites during Greenfielding and a lidar station was installed to measure the resource. A site visit was conducted by the Development team and the Energy Analysis Group team. The preliminary engineering report and a glint and glare study was completed, with no explicit risks raised.

During the Environment Impact Assessment (EIA) phase of the projects the wetland specialist delineated the wetlands, and they found excessive underground soil wetness indicators, which are classified as wetlands (FIGURE 1). The Environmental Assessment Practitioners called a meeting with Mainstream, and the specialist and a couple of additional steps were taken by the specialist to define the delineation.

FIGURE 1: SPECIALIST WETLAND DELINEATION

It was recommended that a second opinion was needed to confirm the findings. During Asset Review the decision to seek a second opinion was supported and a decision was to be made based on the second opinion. The second specialist's work showed a similar scenario (FIGURE 2).

FIGURE 2: SECOND OPINION SPECIALIST WETLAND DELINEATION

The outcomes were discussed with the Construction and Engineering teams in terms of the potential for construction and the risks associated, it was concluded that the projects could be constructed with additional engineering work. In terms of the environmental sensitivities, it was discussed that offsets would most likely be required and that the project would have severe environmental impacts.

Based on the above it was decided not to continue with the solar projects.





Llanos del Viento Wind Farm

ANDES RENOVABLES PLATFORM, CHILE

The Antofagasta Region of northern Chile has exceptional conditions for the development of wind energy projects; however, it is also home to a number of protected bird species.

As part of our commitment to minimising negative environmental impacts from our projects, Mainstream has explored new methodologies and partnerships to study local ecosystems in the area.

EXPANDING RENEWABLE ENERGY WHILST SAFEGUARDING THE ENVIRONMENT

In 2022, Mainstream constructed three projects in the region, namely, Llanos del Viento, Pampa Tigre and Cerro Tigre, and two other projects were at development stage, undergoing design and environmental studies.

One key focus was to minimise any negative impact on the protected bird species of the Gaviota Garuma (Grey Gull) and Golondrina de Mar (Wilson's Storm Petrel).

Working with ecological specialists from the University of Concepción in Bio Bio, Mainstream carried out a series of environmental studies on coastal birdlife in the north of Chile.

When planning the development sites, specially trained dogs were deployed to detect nesting grounds, and these areas were avoided when siting turbines and access roads.

A pilot project was also initiated to explore the use of computer vision and sensor technology to monitor bird activity in the area.

As well as supporting environmentally friendly project planning and execution, the data from these investigations will be used to further academic research on these protected bird species.

In addition, to support research and local skills development, Mainstream has signed an agreement with the University of Antofagasta to educate workers on environmental management, fauna rescue and rehabilitation.



Mainstream seeks to mitigate the impact of severe weather-related events through several mechanisms, including the requirement for contractors to provide Environmental Management plans which include water scarcity plans in water stressed regions.

2.2.4. Water consumption and withdrawal in water-stressed areas

Water scarcity

Mainstream strives to identify and adopt measures that avoid or reduce water usage so that our projects' water consumption does not have significant adverse impacts on others. We also look to support local communities with renewable energy solutions that will reduce water stress and increase water security in the communities.

During project development, Mainstream monitors rising mean temperatures and changes in precipitation patterns that might give rise to water stress in certain regions.

Mainstream seeks to mitigate the impact of severe weather-related events through several mechanisms. These include the requirement for contractors to provide Environmental Management plans which include water scarcity plans in water stressed regions.

We also look to support local communities with renewable energy solutions that will reduce water stress and increase water security in the communities.



CLIMATE RESILIENCE PROGRAMME



NOUPOORT, SOUTH AFRICA

The level of water in the main reservoir is very low and at times it is unable to provide residents with water. When this happens, a truck from Colesberg transports water to the residents. There is no back-up generator to pump water when the power is off.

This leads to residents not having water in their taps. Loadshedding and power outages impact the availability of water. The two rivers which have been dry for decades have not been maintained and thus have become dumping sites and in the process have narrowed overtime.

Planned Project by Impact Water Solutions in collaboration with Mainstream:

- > Decentralised Solar Powered Borehole Supply System
- > Water security to be achieved with Solar Powered Borehole Supply Scheme
- > Bulk Supply of Potable Water in the Municipal network
- > Full digital monitoring: Live production data, remote control, and improved operations and maintenance

The project will benefit water security in the area and ensure that basic needs are met. Impact Water Solutions is concluding their feasibility study to solarise and monitor the water aquifers supplying the main dam with water. This will ensure that the town does not run out of water, and that water will be available to residents during power outages as the dam pump operates on electricity.



2.2.5. Circularity and impact of solid waste disposal

Circularity and waste management (SDG: 12)

Mainstream is an environmentally conscious organisation, and we have set a target of zero waste to landfill from our projects.

The use of renewable energy is a key aspect of producing circular resources, leading to increased opportunities for Mainstream as well as requirements for how we supply the components of our projects.

Reducing climate footprint

We work systematically to understand and reduce the climate footprint of the components of our projects, including the way in which the components of renewable plants are designed, manufactured, built, and managed, as well as through decommissioning.

As part of our Global Development Standard, Mainstream avoids the generation of hazardous and non-hazardous waste material or, where this is not possible, works to reduce the generation of waste and recover and re-use waste in a manner that is safe for human health and the environment.

Zero waste to landfill

We are committed to disposing of any hazardous waste in an environmentally sound manner, adopting GIIP alternatives while adhering to the limitations applicable to transboundary movement.

Following the cradle to cradle (C2C) process, Mainstream aims for zero waste to landfill. This process will be embedded into the Global Development Standard in 2023.



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Wind turbine blades which have reached the end of their life cycle

TURBINE RECYCLING – MAINSTREAM IN £2M RESEARCH PILOT TO RECYCLE TURBINE BLADES

As the wind energy industry continues to expand, so too does the volume of waste produced by the sector, in particular from wind turbine blades which are reaching the end of their life cycle or are being replaced by more efficient models.

Trade association body Wind Europe is calling for a Europe-wide ban on sending decommissioned turbine blades to landfills – which is currently the most common practice of disposal.

Mainstream and researchers at the University of Strathclyde, together with other consortium members, are leading a GBP 2 million wind turbine blade recycling pilot in the UK.

The three-year pilot kicked off in 2022 and aims to develop a commercially viable method to separate and recover fibre glass in wind turbines, which can then be reprocessed, moulded, and reused in new products.

I SEA YOU UPCYCLING CAMPAIGN, KOREA FLOATING WIND



Korea Floating Wind, a joint venture established by Mainstream and Ocean Winds, is currently developing a floating offshore wind project off the coast of Ulsan, South Korea.

In November 2022, working with the local environmental NGO in Ulsan, it held the 'I Sea You Upcycling Campaign', aimed at raising awareness among children and the local community about the importance of the marine environment.

Using plastic bottles collected on beaches, local schoolchildren made their own whale dolls, and were told of the importance of marine biodiversity and how to protect it.

Jean Philippe Baudrey, Head of Business Development at Korea Floating Wind, said:

"We will continue to support upcycling campaigns to spread the importance of a sustainable and healthy marine environment, and we will work with Ulsan local communities and local governments to devise long-term measures to preserve the Ulsan marine environment."



2.3 Respect for people

Strategy	Targets	Implementation
<p>Mainstream is committed to powering a fair and inclusive energy transition which delivers clean and affordable energy for all.</p>	<p>We develop our projects in adherence with Minimum Social Safeguards as defined by the OECD¹.</p> <p>We work systematically for optimum health, safety, and wellbeing conditions and strive to achieve zero harm and continuous improvement throughout the value chain.</p> <p>We do not tolerate discrimination of any kind, including gender expression, sexual orientation, disabilities, race, or religious beliefs.</p> <p>We have a zero-tolerance approach to all forms of human trafficking, modern slavery and forced labour. We respect the rights of indigenous peoples and we develop our projects in accordance with the principle of Free, Prior and Informed Consent (FPIC).</p> <p>We identify and protect cultural heritage by ensuring that internationally recognised practices for the protection, field-based study, and documentation of cultural heritage are implemented in all our projects.</p>	<p>LTI rate among employees per million hours worked: 2021: 0 2022: 2.74</p> <p>No. of nationalities globally: 2021: 34 2022: 37</p> <p>Employee gender (male / female) %: 2021: 60% / 40% 2022: 59% / 41%</p>

¹ Minimum social safeguards involve abiding by the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights, including the principles and rights set out in the eight fundamental conventions identified in the Declaration of the International Labour Organisation on Fundamental Principles and Rights at Work and the International Bill of Human Rights. Further, we recognise the UN Convention on the Rights of the Child and the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and our responsibilities under these.



The Employee Engagement Survey findings help shape our Company initiatives and form an action plan which is in line with our values and Company objectives.

2.3.1. Diversity and Inclusion

Our People

At Mainstream we are proud of our people and our values and the strong and positive culture we have developed and curated across the Company. In 2022, this positivity was displayed through feedback from our colleagues in our 10th annual Employee Engagement Survey and our 3rd Great Place to Work Survey.

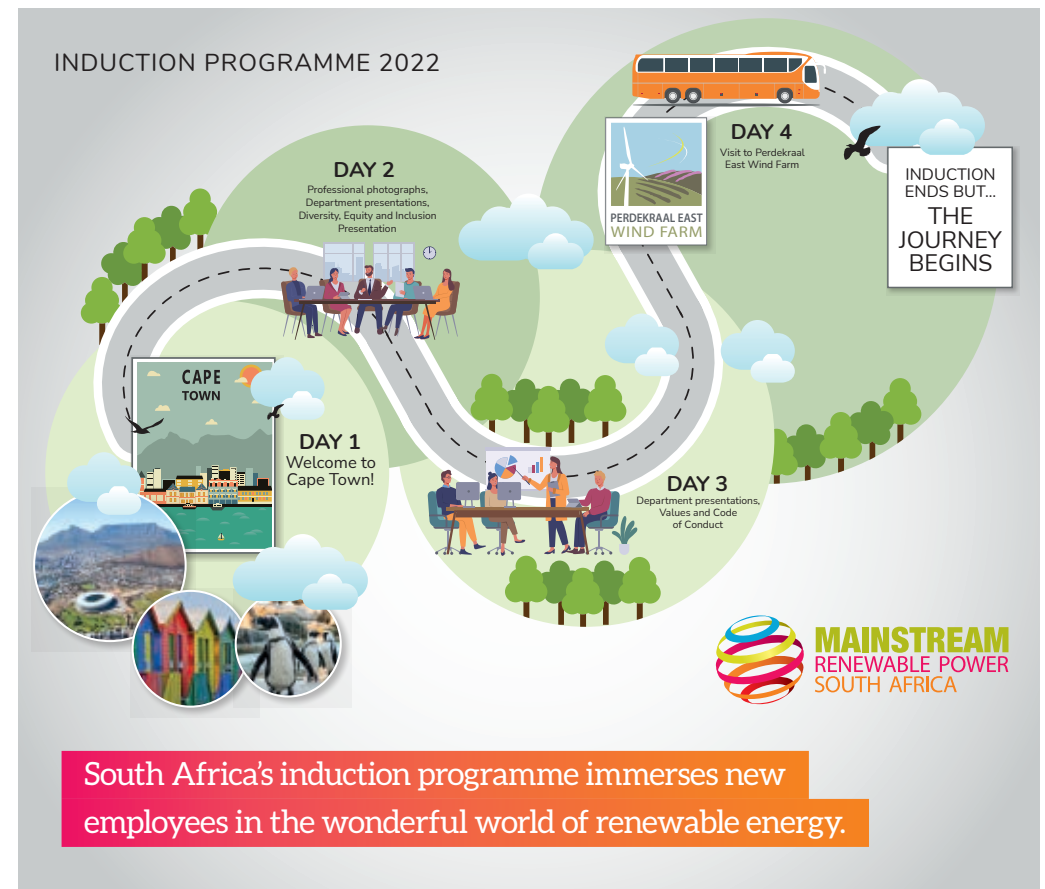
Employee Engagement Survey

Our Employee Engagement Survey, which is managed by a third-party firm and guarantees every employee's anonymity and confidentiality, helps us gather the insights we need to create a workplace where individuals thrive and where Mainstream achieves long-term success.

The survey findings help shape our Company initiatives and form an action plan which is in line with our values and Company objectives. Survey results are categorised by region and by department, allowing relevant stakeholders to review engagement levels and satisfaction levels in their respective areas.

Great Place to Work

Mainstream Ireland received its third Great Place to Work certification in January 2022. A Great Workplace is where you achieve organisational objectives with employees who give their personal best and work together as a team in an environment built on trust.



Employees



Total #
Employees
691



% Under 30yrs
13%



% of Men in
Management
66%



% 30–50yrs
75%



% of Women
in Management
34%



Male
Employees
428 / 59%



Female
Employees
263 / 41%



% Over 50yrs
12%



Nationalities
37



An inclusive, diverse workforce fosters innovation and enhances Mainstream's position in the market, and we are happy to include people from 37 nationalities across 18 locations in Mainstream's workforce.

Career progression

72 promotions

Employee Satisfaction Survey

Participation Rate

98% vs 95% (2021)

Satisfaction Level

88% vs 82% (2021)

Training and education

Employee

30,845 hours, averaging 5.5 hours

Safety Employee and Contractor

56,000 hours

Diversity

Female representation in management positions has increased from 31% in 2021 to 34% in 2022.

Mainstream seeks to hire and promote the best talent by providing a dynamic environment that brings people with diverse skills and ideas together. An inclusive, diverse workforce fosters innovation and enhances Mainstream's position in the market, and we are happy to include people from 37 nationalities across 18 locations in Mainstream's workforce.

This is part of the culture that has been carefully crafted since the outset and aims to provide a safe and open working environment. We work in an inclusive environment where everyone can be comfortable being themselves and, vitally, where each one of us has a voice.

2.3.2. Wage level and pay equality

Mainstream's incentive remuneration includes sustainability performance indicators linked to the long-term development of the Company for all employees including the executive management team.

Mainstream does not track gender pay gap in the general workforce, but as part of our target to increase the number of female employees in management positions any existing gaps will be assessed and sought mitigated.

The ratio of CEO's total annual compensation to median total annual compensation of all employees (excluding the CEO) is 9:1.



As part of our target to increase the number of female employees in management positions any existing gaps in pay will be assessed and sought mitigated.


Mainstream respects and actively supports the protection of human rights, as well as all applicable local labour laws and regulations.

2.3.3. Risk of incidents for child, forced or compulsory labour

Labour rights

Mainstream strives to create sustainable job opportunities through our projects which adhere to applicable union standards and tariff agreements and to provide living wages. We recognise the Freedom of Association & Right to Collective Bargaining and support employees' rights to form and join trade unions and to be represented in collective bargaining agreements.

Mainstream respects and actively supports the protection of human rights, as well as all applicable local labour laws and regulations.

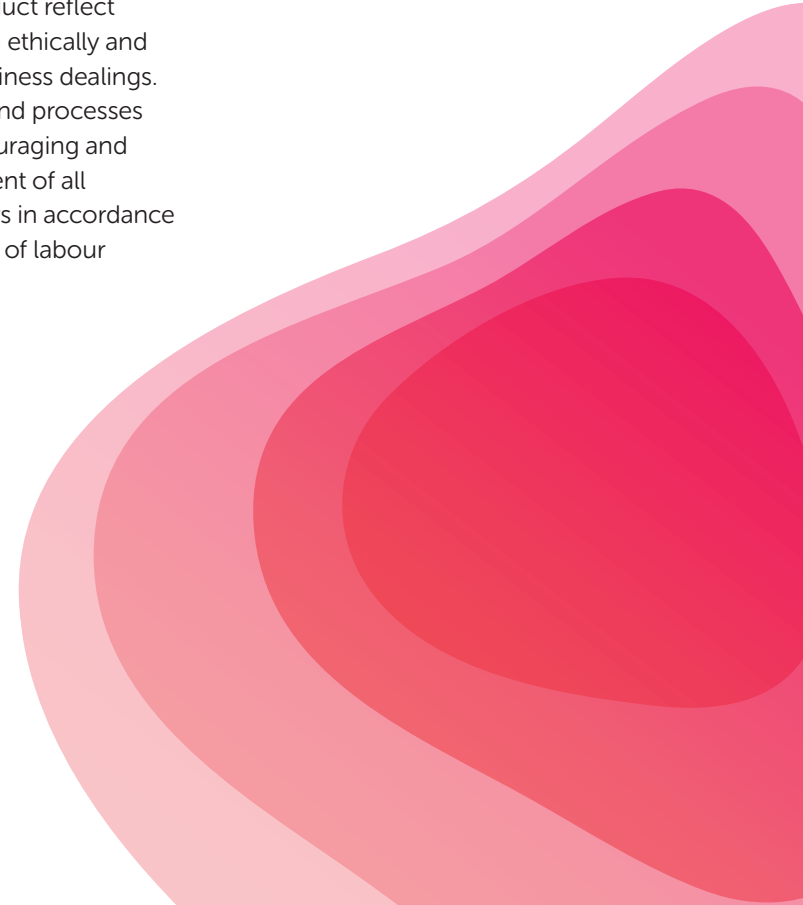
Mainstream's Modern Slavery Statement for financial year 2021 was approved by the Board of Directors in July 2022. Written in accordance with Section 54 of the Modern Slavery Act 2015, it sets out the steps that Mainstream is committed to taking to combat slavery and human trafficking in our business and supply chain.

Acting ethically and with integrity in all our business dealings

Our Modern Slavery Policy and the Mainstream Code of Conduct reflect our commitment to acting ethically and with integrity in all our business dealings. Our recruitment policies and processes are focused towards encouraging and supporting the fair treatment of all employees and contractors in accordance with the highest standards of labour practices.

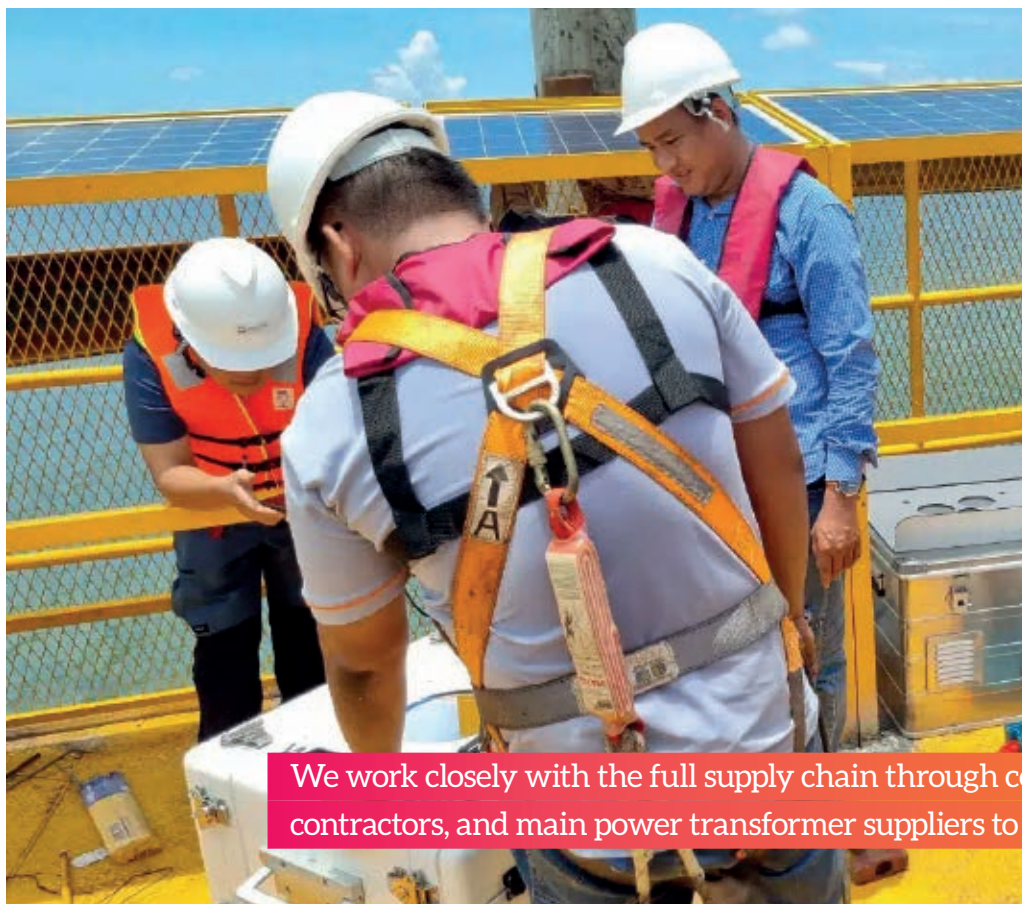


Our recruitment policies and processes are focused towards encouraging and supporting the fair treatment of all employees and contractors in accordance with the highest standards of labour practices.



Responsible supply chain management

Responsible supply chain management is important for Mainstream as a developer and operator of projects. Mainstream recognises and acknowledges that the nature of our business, the industry we operate in, and the jurisdictions in which we operate expose us to a potential risk of modern slavery in our supply chains.



We work closely with the full supply chain through contracts with turbine suppliers, contractors, and main power transformer suppliers to deliver responsibly sourced materials.

Since 2008, we have developed a pipeline today of over 21 GW of wind and solar assets in Latin America, Europe, Africa, and Asia-Pacific. We work closely with the full supply chain through contracts with turbine suppliers, contractors, and main power transformer suppliers to deliver responsibly sourced materials.

As part of the procurement process, we issue potential suppliers and contractors with our Code of Conduct and our Modern Slavery Statement and request them all to read and comply with them during project execution. Many of our contractors have their own processes and procedures with their own strict Codes of Conduct which they also adhere to.

 Visit [Mainstreamrp.com](https://www.mainstreamrp.com) to view our Code of Conduct and Modern Slavery Statement

For construction companies, we include compliance with the Equator Principles and the IFC Performance Standards, Country, and project specific standards as requirements in the engineering, procurement, and construction (EPC) contracts.

Mainstream has set a target of developing a deforestation-free supply chain and we are actively working to adopt measures that avoid or reduce deforestation.

Due diligence is conducted on all third parties prior to entering into the business relationship, with enhanced due diligence conducted on third parties operating in high-risk countries or sectors (or otherwise considered to be high risk). Mainstream's due diligence process screens for risks related to, among others, environment, corruption, human and labour rights, economic crimes, and sanctions.

All third parties are subject to ongoing monitoring for the duration of the business relationship. In 2022, the Group Ethics and Compliance team incorporated a third-party questionnaire in the update to the Integrity Due Diligence procedure which includes questions related to beneficial ownership structure, anti-bribery and corruption initiatives and respect to human and labour rights.

The responses help us better understand our suppliers' policies to mitigate a range of risks. In 2023, Mainstream will implement a Business Partner Code of Conduct, requiring business partners to sign up to the principles and values of the Mainstream Code of Conduct.

Safety by the numbers



Lost Time Incidents (LTI)

Among
Employees
3

Among
Contractors
6



LTI rate per million hours worked

Among
Contractors
2.19

Among
Employees
2.74

2.3.4. Health and Safety

Mainstream continued its focus on Health and Safety in 2022, a year in which more than 3.7 million employee and contractor hours were recorded in the build-out and operation of multiple wind and solar assets.

There were no fatal events, and the number of environmental, health and safety events with a high risk of serious injury or death, known as a Significant Incidents with Potential (SIPs), fell well below the target limit of 4.0 per million hours and achieved a rate of 1.75 across all Mainstream activities. There were no SIPs among Mainstream employees.

The Lost Time Incident (LTI) rate of 2.19 for contractors and 2.74 for employees was also within the target limit of 4.0, as was the LTI number of 3 among employees.

Following two SIP LTIs involving contractors, a lessons learnt exercise was completed and an outcome was the introduction of a safety culture campaign to reinforce safety in construction and support safety-related activities like the safety culture committees, enhanced communications via podcasts and SHEQ alerts, safety hero, SHEQ school (through e-learning) and promoting the Stop Work Authority initiative.

More than 2,200 field observations and safety walks took place in 2022, focusing on turbine and solar electricity commissioning, substation activities, lifting, development site visits and logistics.



More than 2,200 field observations and safety walks took place in 2022.



BRITISH SAFETY AWARDS: PERDEKRAAL EAST WIND FARM, SOUTH AFRICA

In March 2022, Mainstream's Perdekraal East Wind Farm, part of the Lekela Power platform, was selected among the winners of the British Safety Awards, organised by the British Safety Council.

The 110 MW Perdekraal East Wind Farm has 48, 115 metre-high wind turbines and is located in the Western Cape in South Africa. It generates approximately 368.8 GWh/year of clean renewable energy per year and powers approximately 11,118 South African homes.

Award winners were judged on 12 criteria including significant operational hazards (health, safety, wellbeing); health and safety competency; COVID-19 communication and control measures; staff wellbeing; legislative compliance and continual improvement of the health and safety management system.

Safety training

Embedding safe practices into our culture is critical to Mainstream's ability to comply with regulations across all of our different markets, and over the year our Safety, Health, Environment and Quality (SHEQ) team delivered more than 56,000 hours of training covering different SHEQ subjects.

In 2022, Mainstream started to de-escalate strict on-site COVID-19 protocols. During Q1 2022, the focus turned to local regulatory requirements, and the Company encouraged a hybrid work environment where possible, providing 'work from home' support.

Encouraging workplace wellbeing

To encourage workplace wellbeing, a number of global training initiatives were launched, covering nutrition, sleep and tech-life balance. Staff were offered free counselling through Employee Assistance Programmes, whilst enhanced internal communications programmes and virtual social activities were also introduced.

Major hubs in Santiago, Cape Town, Ho Chi Minh and Dublin redoubled their efforts in maintaining ISO systems by delivering thousands of hours of training based on country-specific mandatory requirements and for SHEQ risk mitigation.

The SHEQ team continuously works to enhance SHEQ training requirements, to ensure that we reach our target of compliance, awareness and eventually zero harm, and that all our staff and contractors embody Mainstream's main value: Safety.

The SHEQ team continuously works to enhance SHEQ training requirements, to ensure that we reach our target of compliance, awareness and eventually zero harm, and that all our staff and contractors embody Mainstream's main value: Safety.





Puelche Sur Wind Farm in the Los Lagos region of Chile

LESSONS LEARNT: CREW SAFETY

Puelche Sur Turbine 10, Chile

In May 2022, a TSA crew was running commissioning tests on a turbine in Puelche Sur, when the idle turbine suddenly started to spin.

The crew immediately initiated the emergency stop procedure, however, this did not work. In line with emergency protocols, the crew commenced an evacuation of the nacelle.

Four crew members started descending the turbine shaft, when one lost their grip of the ladder and fell from height. The technician was taken by local paramedics to the nearest hospital.

Following an investigation, it was found that the main cause of the incident was the incorrect use of Personal Protective Equipment, most likely due to confusion over the instructions.

This event was categorised as a 'Serious Incident', with a number of Lessons Learnt:

- > Ensure a clear, standardised safety procedure for working at heights in wind turbines is implemented along the project site. Avoid procedures that can cause confusion, be difficult to understand or contradict the Global Wind Organisation principles of working at height.
- > Arrange a schedule of audit to monitor work at heights, and ensure all other applicable relevant procedures are implemented across all project sites in a common frequency and correct any deviations in a timely fashion.
- > Ensure turbine technicians and paramedics on site hold up-to-date Global Wind Organisation certification and have the skills required for wind turbine rescue.
- > Require turbine suppliers to provide SKID-type stretchers for rescue at height and from wind turbines.



Building Caman Wind Farm, Chile

CELEBRATING A YEAR FREE OF ACCIDENTS ON OUR WIND FARMS

Mainstream's commitment to safety is paramount. A safe and productive workplace in construction and operation of large renewable assets often depends on excellent teamwork, communications, and compliance, not just between Mainstream employees, but also among the contractors we work with.

For instance, in 2022, such cooperation was exemplified by a number of our wind farms in Chile.

Our Llanos del Viento Wind Farm had zero accidents over 365 days, involving 516,236 accumulated man-hours and 40,340 cumulative training hours.

Our Caman Wind Farm also recorded 365 days with zero accidents, during which 8,000 m² of concrete, 920 tonnes of iron and 270,000 m³ of earth was moved.

Safety statistics such as these are reflected in our operations globally, due to our 'safety-first' approach to everything we do. Safety is our number one value and we celebrate its application at all levels of the business and beyond.



Safety is our number one value and we celebrate its application at all levels of the business and beyond.

2.3.5. Training provided

Various trainings were conducted in 2022 from multiple departments. For instance, the Compliance function provided training on anti-corruption, the Code of Conduct, human rights, health and safety, first aid and ergonomics training. Permanent employees set annual goals for upskilling in relevant training.

Talent planning

Mainstream places a significant focus on developing its employees with a view to identifying and growing talent to fill leadership and business-critical positions in the future. 2022 was arguably the busiest in Mainstream's history, and with simultaneous construction programmes, bidding activities and the opening of multiple new business fronts came plenty of opportunities in terms of career development. By the end of the year, there had been no fewer than 72 promotions across the Group. Those figures reflect Mainstream's commitment to developing its future leaders from within.



Mainstream places a significant focus on developing its employees with a view to identifying and growing talent to fill leadership and business-critical positions in the future.

TRAINING: SAFETY IN APAC



Sea survival training

Safety first at Mainstream Vietnam

Safety is the number one value at Mainstream, and all our staff and contractors receive regular training on all relevant aspects of our business, managed by our SHEQ department.

For instance, in 2022 our staff in Vietnam completed:

- > Sea survival training
- > First aid refresher courses



First aid refresher course



Across the Company, our human resources, SHEQ teams and our social committees strive to enhance our workplaces, including our home offices, through increased access to equipment and wellbeing initiatives.

2.3.6. Health and wellbeing

A healthier workplace leads to better employee morale and engagement, increased productivity and improved staff retention. Mainstream strives to boost physical and mental health among our staff.

Across the Company, our human resources, SHEQ teams and our social committees strive to enhance our workplaces, including our home offices, through increased access to equipment and wellbeing initiatives.

For instance, in 2022, our South Africa office launched a new programme to support parents returning to work after maternity or parental leave.

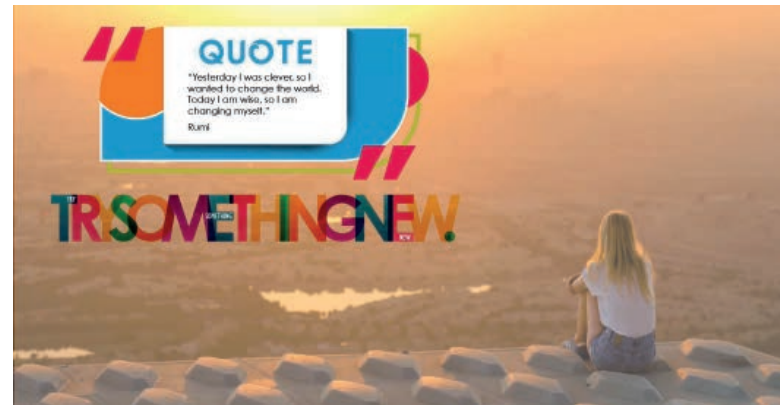
We actively support Mental Health in the workplace. Mainstream has employee assistance programmes in Europe, Africa and LATAM, which typically provide a range of services to colleagues such as counselling, parent and career coaching, critical incident support, access to exercise facilities and medical support.



Great EXPECTATIONS

Parental Transition
COACHING PROGRAMME

Helping Expectant and New Mothers and Fathers at Mainstream RP, **Thrive** in the Transition to Parenthood





2.3.7. Indigenous peoples

Mainstream respects the rights of indigenous peoples and we are guided by the principle of Free, Prior and Informed Consent (FPIC) when developing our projects.

Mainstream's seven values are aligned with the community engagement principles outlined by the 169 ILO Convention (C169 – Indigenous and Tribal Peoples Convention, 1989) to which Mainstream adheres.

Good faith, procedures, transparency and listening carefully are at the core of Mainstream's community engagement philosophy.

2.3.8. Cultural heritage

Mainstream aims to identify and protect cultural heritage by ensuring that internationally recognised practices for the protection, field-based study and documentation are implemented in our projects, and have in 2022 updated our procedures for cultural heritage management.

During the Environment Impact Assessment (EIA), a cultural heritage survey should be carried out by qualified professionals, and if the survey indicates potential adverse impacts, further analysis will be necessary to ascertain the nature and scale of these impacts and engage with the community to understand how such impacts can best be mitigated. The archaeological survey is done as part of the EIA baseline.

Mainstream's seven values are aligned with the community engagement principles outlined by the 169 ILO Convention (C169 – Indigenous and Tribal Peoples Convention, 1989) to which Mainstream adheres.



INDIGENOUS WORKSHOP AT PAILLACO, CHILE



Mainstream was pleased to participate in an Indigenous Workshop, at the invitation of the Futa Trawün community of Paillaco, which is located beside our Caman Wind Farm Project in Chile.

Colleagues from a range of business functions took part in the workshop, during which they learnt about the culture of the Mapuche people of the Los Ríos Region.

Mainstream's representatives also had the opportunity to promote the importance of fostering good Community Relations in the local transition to renewables.



2.3.9. Community relations and stakeholder management

Maintream's values of Respect and Teamwork frame our approach to stakeholder engagement, and our goal is to be considered a good neighbour for people and communities we interact with.

As part of our project development community engagement and investment plans are developed to understand how Mainstream's activities can best benefit local communities and create local value through the lifetime of our projects.

Contribution to local communities

Mainstream is committed to being a good neighbour, and to actively include and support local communities as part of our project development process.

Community is defined as the people who live in the area impacted by a proposed project and whose livelihoods and identity are based in the area. We aim to develop socially responsible and sustainable projects in our communities and support them by providing local employment, skills and investing in community initiatives.

We recognise the importance of early and frequent engagement and we do this right from the outset of the project so we can understand any concerns our communities have and take these into account during the project design.

We establish community liaison officers for all our project locations and we get to know our communities so we can understand their needs or concerns. They follow the guidance from our Global Development Standard and our Community Charter.

Community Charter

1. Comprehensive engagement: take account of any concerns during the design, construction and operation of a project.
2. Open and timely communication: provide information on project scope, timeline, progress.
3. Understanding community context: endeavour to gain an understanding of the strengths and assets of the community.
4. Supporting community initiatives: support policies and programmes that contributes to local development.



We establish community liaison officers, for all our project locations and we get to know our communities so we can understand their needs or concerns. They follow the guidance from our Global Development Standard and our Community Charter.



ROADSHOWS PROMOTE BENEFITS AND OPPORTUNITIES WITH OFFSHORE WIND, NORWAY



In 2022, Mainstream's offshore wind unit developed and executed a comprehensive offshore wind roadshow to local coastal communities.

The purpose of the Norway Coastal Roadshow was to strengthen our presence on the offshore wind scene in Norway and to raise awareness of Mainstream as an offshore wind developer and operator, our national and global ambitions, and the opportunities present for the Norwegian supply chain.

We aimed to raise supplier awareness, obtain market knowledge, and build relations with local supply chains, while gathering valuable input and learning from local communities.



The Roadshows revealed a general need for offshore wind information, in particular relating to market opportunities, scope, technicality, technologies and delivery opportunities for the industry and supply chain.

MOBILE PRIMARY CARE CLINIC LAUNCHED IN WITZENBERG, SOUTH AFRICA



As part of its Socioeconomic Development Programme prioritising local healthcare, Mainstream's Perdekraal East Wind Farm, part of the Lekela Power platform, worked in partnership with the Ceres Provincial Hospital to launch a new mobile clinic, providing free healthcare services within the local community.

The clinic was launched in August 2022 at the Bella Vista Community Hall, with several community members and local healthcare service providers in attendance, to mark the new service.

The mobile clinic provides a range of health care services including family planning, referrals for safe TOP & STOP Breast examination; cervical smear screening, immunisation, COVID-19 testing & vaccination; TB screening & testing; HIV screening & testing; and later collection of chronic medication.

Public Health Care Manager Lulamile Wawini said at the launch:

"The highlight for me is the fact that Community-Oriented Primary Care is now more than a concept that is discussed within the circles of health care professionals. Its beneficiaries can now see and experience what it is about in their own communities by being close to it, talking about it, and experiencing it."



2.4 Prosperity for all

Strategy	Targets	Implementation
<p>Mainstream's mission is to lead the global transition to renewable energy. We are committed to securing clean and affordable access to energy for all communities where we operate and contribute to increased local value creation.</p> <p>We actively seek to develop our projects in markets where we can contribute to increased access to energy and replace fossil energy sources.</p>	<p>We will seek measures to support local value creation and contribute to higher levels of economic productivity in markets where we operate.</p> <p>We strive to create sustainable job opportunities through our projects which adhere to applicable union standards and tariff agreements and to provide living wages. We recognise the Freedom of Association & Right to Collective Bargaining and support employees' rights to form and join trade unions and to be represented in collective bargaining agreements.</p> <p>We actively contribute to skills development through our projects, including through supporting local apprenticeship.</p>	<p>Number of learners/community members assisted: 2021: 395,069 2022: 187,951</p> <p>R&D spend (€): 2021: 1 million 2022: 2.7 million</p>

2.4.1. Green Employment

Green economic activity

Mainstream supports local value creation and through our community engagement work we contribute to higher levels of economic productivity in markets where we operate. In 2022, we supported a range of small local business, training programmes and other initiatives to boost local economic activity.

Our growth last year resulted in a significant increase in colleagues around the world. At the end of the year, Mainstream supported 691 full-time permanent roles, up from 430 in 2021.

Mainstream has in place Human Resources (HR) Policies and Procedures and these are published in the Employee Handbook. The HR Policies and Procedures are appropriate to Mainstream's workforce and set out the Company's approach to managing employees in line with the requirements of IFC Performance Standard 2 as well as with local legislation and standards.

Mainstream provides all direct employees with documented terms and conditions of employment in an employment contract, complemented by country-specific employee handbooks. These set out employee rights in local jurisdictions, including rights on working hours, wages, overtime, compensation, and benefits.



Mainstream is committed to contributing to skills for the future in the local communities where we are engaged, and to create new job opportunities and increased economic value creation through our engagement.

Skills for the future

Mainstream is committed to ensuring that our growing global team is supported and enabled by their managers and HR teams to receive both internal and external training. In 2022, 109 new hires were onboarded and integrated into the Mainstream culture during a three-week induction programme.

Mainstream is equally committed to contributing to skills for the future in the local communities where we are engaged, and to create new job opportunities and increased economic value creation through our engagement.

2.4.2. Economic Contribution

As part of our project developments Mainstream develops Community Investment Plans in agreement with the community which are in line with the identified opportunities and Mainstream's values. The plan considers each phase of the project and its goal is to set up a long-term work roadmap that ensures the social license to develop, build and operate the project.

In 2022, Mainstream and partner projects invested EUR 4.58 million in the delivery of 245 community initiatives, benefiting an estimated 187,951 people, who are among the most disadvantaged or vulnerable in society in South Africa, Chile, Vietnam and the Philippines.



FUNDING TRAINING AND PROVIDING JOB OPPORTUNITIES

One critical benefit of the global transition to renewable energy is the significant number of skilled jobs the sector will create all over the world, and Mainstream is committed to both funding training and providing job opportunities within the local communities in which we operate.

For instance, in 2022, Mainstream's South African operation worked with local partners to provide people with training and employment opportunities at wind farms such as Perdekraal East, Noupoort, Loreisfontein and Khobab.

Skills taught on the funded programmes ranged from technical training to safety training, to wind turbine service training and business administration, meaning participants have access to a variety of career opportunities within the sector.

Ongezwa Khelengile, one of the programme participants, said:

"I enjoyed the training sessions both professionally and personally. Although I have never worked on a Wind Farm before, the technical skills gained from this programme will enable me to contribute to the growth of an organisation. This course was a stepping stone towards my dream of becoming an engineer."


SUPPORTING EDUCATION IN VIETNAM

A lack of school materials in poorer communities in Vietnam can hamper efforts to provide local children with a quality education, and consequently, limit their opportunities for a prosperous life.

In October 2022, working with its partner Phu Cuong, Mainstream answered a sponsorship call from the Soc Trang Youth Association, to help provide school materials to the Vinh Tan Secondary School.

The Mainstream-Phu Cuong Joint Venture delivered a range of educational items, including school bags, notebooks, pens, pencils, and geometry tools, and helped establish a computer room by donating 15 refurbished laptops, providing Vinh Tan pupils with greater access to tech-based learning tools.





The technical screening criteria that operationalise the EU taxonomy in its current form qualify wind and solar power production as an eligible green activity.

2.4.3. Taxes

Mainstream is committed to responsible tax practices and maintaining compliance with applicable tax laws.

Mainstream does not engage in tax positions or arrangements that could be defined or considered as aggressive tax planning.

Total tax paid * (€)

2021: 6,784,902

2022: 7,267,564

2.4.4. Financial Investment Contribution Disclosure

In 2022, Mainstream invested more than EUR 200 million in capital expenditure in both development and construction activities across several regions despite current market challenges.

Our net global pipeline capacity has increased to 21.7 GW during 2022, which was mainly driven by success in South Africa, Australia, and Chile.

There is also strong development in offshore wind with the signing of ScotWind seabed lease and with the integration of Aker Offshore Wind. Through our long-term financial investments we aim to be a leading pure-play renewable energy company.

EU Taxonomy

Mainstream has a portfolio of renewable energy projects under development and in production where 100% of activities are eligible activities under the EU Taxonomy.

The technical screening criteria that operationalise the EU taxonomy in its current form qualify wind and solar power production as an eligible green activity.

For 2022, Mainstream's assessment is that 100% of our activities are eligible under the technical screening criteria for climate mitigation, which is the Electricity Generation From Wind and Solar Power, where it states: Construction or operation of electricity generation facilities that produce electricity from wind and solar power.

As some of the Company's projects are in an early development phase, further steps are planned or under implementation to secure full alignment. As this work progresses, Mainstream expects to fulfil the taxonomy requirements, including Do No Significant Harm across our portfolio.

*Total tax paid is defined as the total global tax borne by the Company, including corporate income taxes, property taxes, non-creditable VAT and other sales taxes, employer-paid payroll taxes and other taxes that constitute costs to the Company.

2.4.5. Investing in innovation and R&D

Research and development by investing in industry, innovation, and infrastructure

Innovative solutions are a crucial part of the renewable energy transition, both for securing financial and environmental sustainability. Mainstream bases decisions on the best-available science and we contribute actively to improve the knowledgebase for the sustainable development of renewable energy.

In 2022, we established a new global function for innovation and an innovation fund to support the development of new ideas that can support the competitiveness of our projects, and the sustainable development of our industry.

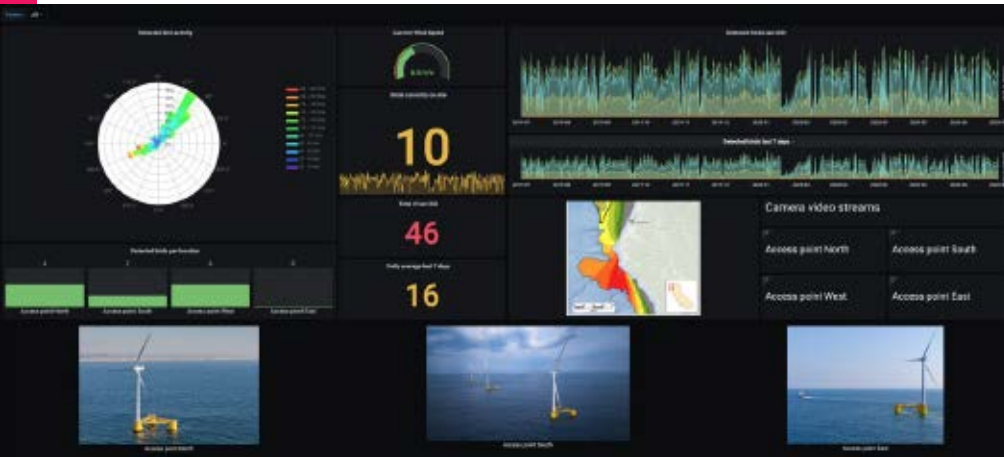
As a Company leading the energy transition, we aim to turn sustainability innovation into a competitive advantage by including climate and nature positive solutions in our projects. As part of our innovation work, we aim to drive the development and implementation of digital solutions to understand and reduce environmental impacts and associated costs in the renewable energy industry.



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THE NEXTWIND SOLUTION – USING DIGITAL TOOLS FOR MORE SUSTAINABLE WIND FARMS, UNITED STATES



Snapshot of Bird Monitoring Dashboard

Credit: Cognite

*Based on the reference case provided by the National Renewable Energy Laboratory in its *2020 Cost of Wind Energy Review* report. Stehly, Tyler and Patrick Duffy. 2021. Golden, CO: National Renewable Energy Laboratory. NREL/TP-5000-81209. <https://www.nrel.gov/docs/fy22osti/81209.pdf>

In 2022, Mainstream completed a two-year research project – the NextWind Solution – which explored how digital tools can improve the reliability, safety, efficiency, and sustainability of floating offshore wind farms.

The project was funded through a \$2 million grant from the California Energy Commission. We worked alongside our partners, ecological research firm H.T. Harvey & Associates, and industrial software company, Cognite – an Aker ASA company.

Our team explored the methods and tools utilised for creating a digital foundation – or digital twin – of a floating offshore wind asset with the goal of tackling two of the major challenges this burgeoning industry faces: high costs, and a lack of understanding about environmental interactions. The project team explored a range of scenarios covering production optimisation, condition monitoring, maintenance, and the environment.

Cost reductions

Our research identified that digital twins, in addition to environmental monitoring could reduce operational costs for a 600MW* floating wind farm by up to 11.7% and reduce the levelised cost of energy by up to 8.2% over a 25-year operational period.

Environmental understanding – Seabird detection

The location of floating wind turbines far from shore presents a unique opportunity to gather environmental data about our oceans. Our project team utilised data collected from a lidar buoy in the Humboldt Wind Energy Area off the coast of Northern California to develop functional algorithms that could detect birds among more than 2,000 different objects, track them through video, and differentiate between more than 150 species.

We developed a dashboard that contextualises bird tracking data and alerts an operator to high bird activity. Our full findings will be released in 2023.



Green economic activity
Green industries, green jobs

Mainstream supports local value creation and through our community engagement work we seek ways of contributing to higher levels of economic productivity in markets where we operate.

In 2022, we supported small local business, training programmes and other initiatives to help boost local economic activity.



LOCAL LAUNDRY UP AND RUNNING WITH MAINSTREAM SUPPORT, SOUTH AFRICA



Mainstream actively supports local entrepreneurs in realising their business goals, by donating funds, equipment and providing relevant training.

Matjieskloof is a suburb in Springbok, South Africa, not far from our Kangnas Wind Farm. One local resident, Wendy Hendriks, set up an SME called Wendy's Laundry, which Mainstream was delighted to support under its commitments to SDG 8.3:

Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity, and innovation, and encourage the formalisation and growth of micro-, small- and medium-sized enterprises, including through access to financial services.



In 2022, Mainstream helped Wendy in her efforts to negotiate a contract with the nearby Goecap Nature Reserve Campsite, and now she does its laundry once a week. To ensure that Wendy could cater to this increased demand for her laundry services, Mainstream also supplied the business with two top-loaders, a tumble dryer, ironing boards and other supplies worth ZAR 25,000 (approximately €1,365). She also got a laptop, and access to a range of programmes.

JLK Business Consulting, Mainstream's local partners provided Wendy with business mentoring, to help hone her skills in business and financial administration, digital marketing, and advertising.

This support meant that Wendy was able to scale her business, serving a range of new clients within the community. Her business is now getting some great reviews online!

Mainstream's support meant that Wendy was able to scale her business, serving a range of new clients within the community.

ENERGYDRIVE INITIATIVE ADDS VALUE TO LEARNING, SOUTH AFRICA



The 2022 EnergyDrive, which is designed to be interactive, enticing, and educational, visited 120 learners across three local schools within the Witzenberg Municipal area, outside Cape Town.



Working with the South African Wind Energy Association, Mainstream's Perdekraal East Wind Farm, part of the Lekela Power platform, funded a novel campaign aimed at increasing awareness over the power of renewable energy among local schoolchildren – and future leaders – in South Africa.

The 2022 EnergyDrive, which is designed to be interactive, enticing, and educational, visited 120 learners across three local schools within the Witzenberg Municipal area, outside Cape Town.

The custom-built edu-vehicle, which features a solar roof structure, biogas digester, photovoltaic panel display unit as well as a solar hot water display unit, will provide a fun and impactful way for learners to grasp the benefits and uses of renewable energy technologies to learners at lingcinga Zethu High School, Ceres Secondary School, and Bella Vista High School.

Dennis Solomon, Plant Manager for Perdekraal East Wind Farm, says:

"I believe the programme adds value to learning and learners get an opportunity to see, experience, and relate to topics they cover in class. Learners also get an opportunity to speak to people working at the wind farms and ask interesting questions."

"The purpose of this is to allow learners to see things from a different perspective and assist them in choosing subjects and careers."

As well as encouraging young people to adopt sustainable lifestyles, the objective is to increase awareness so that future generations can play an essential role in increasing community adaptation and mitigation capabilities.

MAINSTREAM'S FUNDED TRAINING PROGRAMME CREATES OPPORTUNITY FOR DATA CONSULTANTS, SOUTH AFRICA

Mainstream's operations in South Africa have created opportunities for a group of young entrepreneurs, who established a data consulting agency which helps wind farms to measure the impact of our community projects.

Mainstream wind farms at Loeriesfontein, Noupport, Springbok and Ceres co-funded a Monitoring, Evaluating and Reporting (ME&R) training programme, and graduates were then contracted to gather and analyse project data on behalf of the wind farms.

Vanessa Fredericks, Economic Development Manager for Khobab and Loeriesfontein Wind Farms, said:

"We offer ambitious community members the opportunity to start their businesses and apply for training programmes like the ME&R. In this way, our Economic Development Programmes will support the development of new businesses and opportunities for the youth in the community, empowering community members to drive local economic development."



The Perdekraal Team with ED staff



The Kangnas Team



The Loeriesfontein Team







The Noupport Team

Appendix 1

Community Investment Project Summary

Community initiatives delivered in 2022 by country with our partners

Community initiatives by country	Monetary value (€) with our partners	Number of learners/community members assisted
 South Africa	3,710,932	70,332
 Chile	865,314	112,892
 Vietnam	5,412	1,473
 Philippines	1,098	3,254
TOTAL	4,582,756	187,951

Appendix 2

Disclosures under the Task Force on Climate-Related Financial Disclosures (TCFD) framework



Number	Disclosure	Summary of Progress
Governance		
1	<i>Describe the board's oversight of climate-related risks and opportunities.</i>	<p>The Board reviews climate risks and opportunities as part of its oversight of the company's activities, which includes enterprise risk reviews and the current strategy process.</p> <p>The Board's Risk and Investment Committee performs regular risk reviews and assesses investment decisions related to new projects and climate risk mitigation investments before Board approval. The Board's Sustainability Committee reviews a wide set of risks, including climate change, and the impact it has on business development and operations.</p>
2	<i>Describe management's role in assessing and managing climate-related risks and opportunities.</i>	<p>Responsibility for climate-related risks lies mainly with the Chief Operating Officer, the Chief Technology Officer, and the Global Head of Corporate Affairs, all of whom report to the Chief Executive Officer.</p> <p>The Company is completing a 10-year strategic exercise, which includes an assessment of climate opportunities and risks. In addition, climate risk is mitigated through the measures included in the Global Development Standard.</p>
Strategy		
3	<i>Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term.</i>	See table on Page 34

4	<p><i>Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning.</i></p>	<p>Mainstream's business model involves the early identification of greenfield sites in high growth markets which are then developed, built, and operated.</p> <p>Mainstream demonstrates strong awareness of the potential impacts from climate-related risks and opportunities, as the company's mission to "lead the global transition to renewable energy" testifies. The Company has an opportunity to increase the sophistication of its climate change risk identification, assessment and management of its pipeline sites, as physical climate change impacts are increasingly felt in the short and medium term.</p> <p>The new partnership with Aker Horizons will have significant strategic implications for Mainstream's transformation into a renewable energy major, as opportunities to collaborate with sister companies will facilitate synergies in technologies innovation, hybrid platforms and project partnerships.</p> <p>Mainstream is also developing a net-zero plan for the Company.</p>
5	<p><i>Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.</i></p>	<p>Mainstream's strategy is founded on meeting energy needs in a low emission society, and therefore is directly aligned with the Paris agreement (2°C or lower scenario).</p> <p>As part of our investment decisions and market entry analysis, different market scenarios are considered, including IRENA Climate-Related Scenario and IEA Scenarios (2DS, SDS, NPS and CPS).</p>
<p>Risk Management</p>		
6	<p><i>Describe the organisation's processes for identifying and assessing climate-related risks.</i></p>	<p>Transition risks are identified and assessed through the annual update of the 10-year look-ahead process, which includes analysis of climate and energy forecasts, technology trends and market evolution.</p>

		The Company is evolving its assessment of physical risks at the project level so that they can be assessed by a cross-functional Steering Committee and included in the quarterly Asset Review.
7	<i>Describe the organisation's processes for managing climate-related risks.</i>	<p>The Global Development Standard (GDS) is the cornerstone of Mainstream's climate risk management.</p> <p>Physical risk management: Assets are designed for extreme weather resilience. Two comprehensive pilot studies are currently underway, using historical data and forward-looking climate change scenarios to stress-test whether design parameters are valid for the future climate scenarios. The outcomes will be used to ensure resilience by integrating risk modelling into development processes and project stages and to identify revenue impacts. The GDS will be updated accordingly to ensure a detailed review of climate risk factors and forecasts to better manage climate-related risks from the investment decision and throughout the operational phases.</p> <p>Transition risk management: The 10-year look-ahead assessment is updated annually and informed by scenario analysis to inform investment decisions based on technology developments and market trends.</p> <p>Mainstream is reviewing its GHG emissions accounting in 2022 to understand the emissions reduction strategy as well as the alignment of the EU directive of the EU taxonomy assessment.</p>
8	<i>Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management.</i>	<p>Mainstream's recently implemented Enterprise Risk Management (ERM) process standardises risk management activities across the organisation. ERM supports the identification and assessment of climate-related risks through proactive risk ID sessions and assigned risk treatment plans.</p> <p>All risks will be measured against a business specific uniform scale and management's visibility of climate-related risks will be provided through ERM risk reports.</p>

Metrics and Targets

9	<i>Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.</i>	Mainstream discloses metrics for GW produced, and own emissions (Scope 1, 2 and 3).
10	<i>Disclose Scope 1, Scope2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.</i>	Total Scope 1, 2 and 3 emissions: 9,111.45 tCO ₂ e
11	<i>Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.</i>	Mainstream uses a series of platform-based targets for projects in development, construction and operation which are reviewed and updated annually. As of 31 December 2022, the Company had 21.7 GW of wind and solar projects in development globally.

Appendix 3

Membership associations



Global

Global Wind Energy Council
Ocean Renewable Energy Action Coalition
International Renewable Energy Agency
World Forum Offshore Wind

Europe

WindEurope
European Technology & Innovation Platform on Wind Energy (ETIPWind)
RenewableUK
Offshore Energies UK
ORE Catapult Floating Offshore Wind Centre of Excellence
Floating Offshore Wind Manufacturing Investment Scheme
Offshore Wind Acceleration Taskforce
Friends of Floating Offshore Wind
Net Zero Technology Centre
DeepWind Cluster
Aberdeen Energy Transition Zone
Scottish Renewables

Wind Energy Ireland (formerly IWEA)
German-Irish Chamber of Commerce
German-Norwegian Chamber of Commerce
UN Global Compact Norway
Norwegian Energy Partners (NORWEP)
Energy Valley
GCE NODE Agder Industry Cluster
Offshore Norge
Norwegian Offshore Wind
NORWEA
Norsk Industri
Confederation of Norwegian Enterprise (NHO)
GCE Ocean Technology

Svensk Vindenergi (Swedish Wind Energy Association)
Wind Energy Network
Renewable Energy Hamburg Network
AquaVentus Fördereverein
Chamber of Commerce Hamburg
Polish Wind Energy Association
German-Polish Chamber of Commerce
German-Baltic Chamber of Commerce
Eesti Tuuleenergia Assotsiatsioon (Estonian Wind Power Association)
Associação Portuguesa de Energias Renováveis (Apren)
Fórum Oceano
Asociación Empresarial Eólica (Spanish Wind Energy Association)

North America

American Clean Power (ACP)
Business Network for Offshore Wind (BNOW)
National Ocean Industries Association (NOIA)
Offshore Wind California (OWC)
Pacific Ocean Energy Trust (POET)
Alliance for Clean Energy NY
NY Offshore Wind Alliance
Southern Renewable Energy Agency (SREA)

LATAM

Asociación Chilena de Energías Renovables y Almacenamiento (ACERA)
Asociación Chilena de Energía Solar (ACESOL)
Líderes Empresariales por la Acción Climática (CLG)
Britcham (British-Chilean Chamber of Commerce)
Energía + Mujer Programme (Ministry of Energy)
ACCIÓN Empresas
Instituto Chileno de Administración Racional de Empresas (ICARE)
Asociación de Energías Renovables Colombia (SER-Colombia)

APAC

Developers of Renewable Energy for Advancement (DREAM)
Korean Wind Energy Industry Association (KWEIA)
Sustainable Energy Association of Singapore (SEAS)
Norwegian Business Associations (Singapore)
Norway-APAC Business Network: Energy (NABN:E)

Africa

South African Wind Energy Association (SAWEA)
South African Photovoltaic Industry Association (SAPVIA)
Grid Code Advisory Committee (GCAC), NERSA

Appendix 4

GRI Content Index



GRI Content Index

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Organisational Profile		
GRI 2: General Disclosure: 2-1	Organisational details	CEO Introduction, Pages 5-7; Mainstream at a glance, Pages 10-11
GRI 2: General Disclosure: 2-6	Activities, value chain and other business relationships	CEO Introduction, Pages 5-7; Mainstream at a glance, Pages 10-11
GRI 2: General Disclosure: 2-7	Employees	Respect for people, Page 50
GRI 2: General Disclosure: 2-23	Policy commitments	Approach to sustainability, Page 12
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GRI 2: Universal Standards 2021		
Strategy		
GRI 2: General Disclosure: 2-22	Statement on sustainable development strategy	Sustainability review of 2022, Page 8; Approach to sustainability, Page 12

GRI 2: Universal Standards 2021		
Ethics and Integrity		
GRI 2: General Disclosure: 2-23-26	Policy commitments	Good governance, Page 25
GRI 2: Universal Standards 2021		
Governance		
GRI 2: General Disclosure: 2-9	Governance structure and composition	Good governance, Page 25
GRI 2: General Disclosure: 2-12	Role of the highest governance body in sustainability reporting	Good governance, Page 25 and Sustainability Committee
GRI 2: General Disclosure: 2-13	Delegation of responsibility for managing impacts	Good governance, Page 25 and Sustainability Committee
GRI 2: General Disclosure: 2-14	Role of the highest governance body in overseeing the management of impacts	Good governance, Page 25 and Sustainability Committee
GRI 2: General Disclosure: 2-16	Communication of critical concerns	Good governance, Page 25 and Audit and Sustainability Committee
GRI 2: Universal Standards 2021		
Stakeholder Engagement		
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GRI 3: Material Topics: 3-2	List of material topics	Materiality assessment, Page 22
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GRI 1: Foundation 2021	GRI content index	Appendix 4, Page 90

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Disclosure 306-3	Significant spills	None
GRI 307		
Environmental Compliance		
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Disclosure 205-1	Operations assessed for risks related to corruption	Anti-corruption, Page 31
Disclosure 205-2	Communication and training about anti-corruption policies and procedures	Anti-corruption, Page 31
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GRI 404-3	Percentage of employees receiving regular performance and career development reviews	Respect for people, Page 50
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GRI 411 Rights of Indigenous Peoples		
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