2021

CONSOLIDATED NON-FINANCIAL STATEMENT

(Legislative Decree no. 254 of 30 December 2016)

Falck Renewables

PURE POWER TO GROW

CONSOLIDATED NON-FINANCIAL STATEMENT 2021

(Legislative Decree no. 254 of 30 December 2016)

Corporate duties

Board of Directors in charge

Olov Mikael Kramer (E) (**)	Chairman
John Hoskins Foster (**)	Vice Chair
Toni Volpe (E)	CEO
Elisabetta Caldera (*)	Director
Marta Dassù (*)	Director
Mark Alan Walters (**)	Director
Nicoletta Giadrossi (*)	Director
Georgina Grenon (*)	Director
Sneha Sinha (**)	Director
Andrew Lee Ott (*)	Director
Paolo Pietrogrande (*) (L)	Director
Silvia Stefini (*)	Director

(E) Executive Members
(*) Independent Members for purposes of the Italian Consolidated Law on Finance (TUF) and of the Corporate Governance Code
(L) Lead Independent Director
(**) Co-opted on 24 February 2022 following the resignation of Enrico Falck, Executive Chairman of the Company's Board of Directors and member of the Sustainable Strategy Committee, as well as Federico Falck, Filippo Marchi and Guido Corbetta.

The Board of Directors has been appointed by the Shareholders Meeting of 7 May 2020 and shall remain in office until the date of the Meeting for approval of the Financial Report for fiscal year 2022.

Board of Statutory Auditors

Dario Righetti	Chairman
Giovanna Conca	Statutory Auditor
Patrizia Paleologo Oriundi	Statutory Auditor
Domenico Busetto	Alternate Auditor
Daniela Delfrate	Alternate Auditor

The Board of Statutory Auditors has been appointed by the Shareholders Meeting of 7 May 2020 and shall remain in office until the date of the Meeting for approval of the Financial Report for fiscal year 2022.

Audit firm

PricewaterhouseCoopers S.p.A.

Summary

CONSOLIDATED NON-FINANCIAL STATEMENT 2021

(Legislative Decree no. 254 of 30 December 2016)

Foreword and methodological note

This document constitutes the second Consolidated Non-Financial Statement (hereinafter also the "Statement" or the "NFS") published by Falck Renewables Group (hereinafter the "Group" or "Falck Renewables"), in compliance with Legislative Decree no. 254 of 30 December 2016 (hereinafter "Decree 254" or the "Decree"), governing the disclosure/communication of non-financial information and diversity information.

The NFS presents information concerning the issues of fighting active and passive corruption, management of environmental concerns, management of personnel and social concerns, and respect for human rights, which became relevant at the end of the materiality analysis process, described on page 30.

Furthermore, in compliance with Art. 8 of Regulation (EU) 2020/852 of the European Parliament of the Council of 18 June 2020 on the establishment of a framework to facilitate sustainable investments (hereinafter "EU Taxonomy"), and of the related delegated act on climate, officially adopted on 4 June 2021, the NFS indicates the percentage of revenue, of expenses for investments (Capex) and ordinary operating expenses (Opex) of the Group activities that are qualified as sustainable from an environmental standpoint, disclosed in accordance with the methodology described on page 24.

The NFS is published by Falck Renewables as a separate document from the Annual Financial Report.

SCOPE OF THE STATEMENT

The scope of reference of the information contained in the NFS coincides with the area of consolidation of the Financial Report as of 31 December 2021 and, therefore, includes parent company Falck Renewables S.p.A. and all its subsidiaries and consolidated companies on a line-by-line basis[1], with the exception of Palermo Energia Ambiente ScpA, Platani Energia Ambiente ScpA, Tifeo Energia Ambiente ScpA and Elettroambiente S.p.A., as they are non-operational and under liquidation. The scope is discussed in detail on page 96[2].

To facilitate the reading of the main contents provided by the Decree, the table at page 31, for each of the scope, specifies the actual related issues, the main risks related to the respective mitigation measures, Group policies and commitments, management practices and the results achieved.

Data and information presented in the Statement, refer to the time period between 1 January 2021 and 31 December 2021; for comparative purposes, we are also providing data and information, if any, relating to the previous two years.

[1] The Group comprises 184, directly or indirectly controlled companies, 160 of which are included in the scope of consolidation on a line-by-line basis. The scope of consolidation is detailed in the Annual Financial Report.
[2] Any additional limitations in scope are presented within each individual chapter of the document, in the report/tables footnote.

REPORTING AND APPLICATION OF REPORTING STANDARD PROCESS

The Statement is prepared in accordance with the Decree and the "Sustainability Reporting Standards" published by the Global Reporting Initiative (GRI) currently in force. Compliance level to GRI Standards stated by the Company is the "in accordance-core" option and the GRI Content Index, with indication of the standard and the respective indicators applied, is indicated at page 92.

The Statement was prepared on the basis of a structured reporting process that included:

- the involvement of corporate facilities/departments that contributed to the identification and evaluation of material themes, as well as of significant projects/initiatives to be described in the document and to the collection, consolidation and validation of quantitative data, each insofar as its own area of purview[3];
- the NFS approval by the Board of Directors ("BoD") of Falck Renewables S.p.A., issued at the meeting of 10 March 2022 after preliminary investigation carried out by the Control and Risk Committee and analysed by the Board of Statutory Auditors;
- due diligence on the Statement' compliance by the Group's audit firm, PricewaterhouseCoopers S.p.A., in accordance with the criteria set forth in the ISAE 3000 Revised principle. It should be noted that the limited assurance carried out by the auditing firm does not extend to the information provided pursuant to the EU Taxonomy Regulation, contained in the "EU Taxonomy Information".

The contents of the NFS have been supplemented, as warranted, by other information contained in the Management Report, in the Report on Corporate Governance and Ownership Structure, and on the Company website, which can be consulted by following the specific references.

The Non-Financial Statement is available on the Company' website, at: www.falckrenewables.com

[3] Economic, financial, operational and governance data were gathered directly from the Annual Financial Report and the Report on Corporate Governance and Ownership Structure.

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THE FALCK RENEWABLES GROUP

The Falck Renewables Group

COMPANY PROFILE AND ACTIVITY

Falck Renewables was the result of the industrial project of consolidation carried out in the fourth quarter of 2010, of all the activities related to the production of electricity from renewable sources belonging to Falck S.p.A., founded in 1906, and operating in the steel sector until the 1990s, when it became involved in the production of electricity from renewable sources.

In the following years, the Group progressively increased its own production capacity installed and, broadened beyond the scope of activities, acquiring the control of companies that are active in the services sector. During the second half of 2021, a new investment is made in the design and construction sector of high-voltage electrical power systems and in the implementation of energy storage systems via the acquisition of 60% of SAET S.p.A. shares and of the subsidiary company Elettromeccanica Euganea S.r.l..

Today, the Group's activity is concentrated upon the sectors of production and sale of electricity from renewable sources through wind, photovoltaic, waste-to-energy and biomass plants, in the development activity of new systems and services for the technical-administrative management of both the Group and third-party assets, and for energy management and energy efficiency. The energy produced by the plants owned by the Group is fed into the grid or transferred to the end clients with long-term supply agreements (Corporate Power Purchase Agreement, CPPA), with a transfer cost valid for the entire duration of the agreement. Renewable plants in Italy, United Kingdom, France and the USA also benefit from incentive systems. The strong acceleration of development activities brought the Group to concentrate its efforts to increase greenfield projects, involving new industrial and technological partners.

Electrical energy production is located in the United Kingdom, Italy, United States of America, Spain, France, Norway and Sweden, whereas technical and engineering consulting activities for renewable energy, as well as the management of third-party assets is carried out in a broader geographical area, as it is provided also in Japan, Chile, Mexico and Australia.

As of 31 December 2021 the Group's employees totalled 693.

In the month of October 2021, Falck Renewables S.p.A. and the Infrastructure Investments Fund ("IIF"), investment vehicle such as J.P. Morgan Investment Management is an advisor, they reached an agreement for the acquisition of 60 percent of the share capital of Falck Renewables S.p.A., owned by Falck S.p.A., which will be followed by a mandatory public tender offer for the remaining portion of the share capital, in order to obtain stock delisting. The main purpose of this operation is to accelerate the growth process and strengthen the leadership of the entire platform of Falck Renewables in the renewable energy sector, primarily following the asset development acceleration process as explained hereinafter. The transaction was completed on 24 February 2022. IIF communicated that it intends to promote a public tender offer in cash, under the same terms and conditions, for the acquisition of 60 percent of the share capital and on the convertible bond of Falck Renewables S.p.A.

VALUE CHAIN OF FALCK RENEWABLES

Falck Renewables deals directly with the development, financing, construction and operational management of its own plants, and provides asset management, energy management, flexibility and energy efficiency services.

PLANTS DEVELOPMENT

- Greenfield projects development
- acquisition of projects in any phase of development, or ready for construction, or renewable assets already in operation

SERVICES

- dispatching on the energy markets
- advanced management solutions of production and demand on behalf of third parties, such as off-taking of energy produced and portfolio management services;
- installation, with its own investment, distributed generation capacity (photovoltaic, cogeneration, storage).
- energy community and energy storage services with related network services and flexibility management.
- innovative hardware, software and services for measuring, monitoring, managing and optimizing the performance of energy-consuming plants

ASSET MANAGEMENT AND CONSULTANCY

- management of individual project companies (Special Purpose Vehicles) and optimisation of plant performance;
- investment and financial model analysis, legal support for investments and due diligence;
- feasibility study, engineering consultancy on all technical aspects during project development and plant commissioning.

DIGITAL ASSET MANAGEMENT

- digital management of renewable assets through the proprietary NUO platform.

MAIN OPERATING AND ECONOMIC DATA

The installed capacity at 31 December 2021 was equal to 1333.5 MW (+15% in relation to 2020)[4]. An increase of 174.7 MW compared to the previous year, is consequent to the acquisition in April 2021, of 100% of the share capital of Desafio Solar SL, owner of an operating solar plant in Spain, with an installed capacity of 50.0 MW, of the commissioning, in June and October 2021, respectively of the Swedish plant in Brattmyrliden, for 74.1 MW and of Westmoreland County Solar Project, in Virginia (USA) that added additional 29.6 MW. Lastly, at year end, it started its own commercial activities, the Okla plant in Norway, with installed capacity of 21.0 MW.

Over the course of the year, the Group also gave a new growth spurt to its own projects development pipeline, either by launching new project ventures in the solar and "onshore" wind energy sector/industry, as well as the development of new projects that need battery support. The ventures portfolio has also been expanded to include the development of "off-shore" wind power project with floating technology. The development activity was started in the United Kingdom and Scotland, through the initial partnership with BlueFloat Energy, specialists in floating wind energy and with Ørsted, global leader in offshore wind energy. In the second half of 2021, project development of "off-shore" wind power with floating technology gained additional momentum thanks to the introduction of new projects in Southern Italy (Apulia and Calabria) along with its partner Bluefloat Energy. Scouting activities for project development in new geographic areas continued, resulting in an increase of "ready to build" wind power projects in Finland, for a total of 55 MW, and in the development of a wind power plant project in the Netherlands, in the Municipality of Beuningen, thanks to the granting of an environmental permit.

Thanks to this acceleration, the consistency of the gross pipeline under development reached 12 GW[5] (including the new off-shore projects with floating technology), increasing visibility on generation capacity of new projects under development and exceeding the target set at the beginning of 2021 (4 GW). This trend is expected to continue also through 2022 and in subsequent years.

Production and other operating data

Energy produced from all power technologies in 2021, was equal to 2,813 GWh, with a 4% increase in relation to the respective data for 2020, primarily benefiting from the production of plants that were commissioned, or within the scope of the Group during the year: such positive effect, together with the best performance recorded by the plants in Italy and Spain, has been partially taken up by the lower windy conditions recorded in the United Kingdom and France and in the Nordic countries (Sweden and Norway).

Energy management activities are also slightly on the rise, with 1,762 GWh dispatched, (+32% compared to 2020), of which 1,086 GWh produced by the Group plants, to which third-party managed production should be added (676.5 GWh).

Revenues and Profit & Loss Statement

Consolidated revenues amounted to € 568.4 million (+47.9 % compared to 2020), of which 85.7 % earned from the sale of electricity and thermal energy, with EBITDA at € 210.3 million (+6.6% than the previous year) and Group Net Loss of € 18.4 million which is significantly affected by non-recurring events and by events or operations either with non-ordinary nature or not attributable to normal business activity: without the cumulative effect of these elements, the Group Net Profit would be positive and equal to € 22.2 million. For more information, see the 2021 Financial Report.

[4] The value does include the plants held through minority shares.
[5] The data does not reflect 59 MW for projects that are under construction as of 31 December 2021.

INSTALLED CAPACITY AND PRODUCTION

	UM	2021	2020	2019
WIND				
Wind farms	**no.**	**32**	**30**	**28**
- of which in Italy	no.	4	4	4
- of which in the UK	no.	12	12	12
- of which in Spain	no.	2	2	1
- of which in France	no.	9	9	9
- of which in the USA	no.	1	1	0
- of which in Sweden	no.	2	1	1
- of which in Norway	no.	2	1	1
Wind turbines	**no.**	**481**	**456**	**442**
Installed capacity	**MW**	**1,057.8**	**962.7**	**922.7**
- of which in Italy	MW	291.6	291.6	291.6
- of which in the UK	MW	413.0	413.0	413.0
- of which in Spain	MW	33.3	33.3	23.3
- of which in France	MW	98.0	98.0	98.0
- of which in the USA	MW	30.0	30.0	0
- of which in Sweden	MW	120.9	46.8	46.8
- of which in Norway	MW	71.0	50.0	50.0
Average age of plants	years	9	9	9
Land occupied by wind farms - Average values	conventional m^2 [6]	4,089,500	3,877,000	3,758,000
Installed capacity per unit of land used	W/m^2	259	248	246
PHOTOVOLTAICS				
Photovoltaic plants	**no.**	**20**	**18**	**12**
- of which in Italy	no.	8	8	7
- of which in the UK	no.	0	0	0
- of which in Spain	no.	1	0	0
- of which in France	no.	0	0	0
- of which in the USA	no.	11	10	5
Installed capacity	**MW**	**240.8**	**161.2**	**128.6**
- of which in Italy	MW	17.1	17.1	16.1

[6] Calculation takes into account: 5m road width, 1.5 Km the distance between two WTGs, 1000 m^2 substation area, 1000 m^2 crane pad.

INSTALLED CAPACITY AND PRODUCTION

	UM	2021	2020	2019
- of which in the UK	MW	0	0	0
- of which in Spain	MW	50.0	0	0
- of which in France	MW	0	0	0
- of which in the USA	MW	173.7	144.1	112.5
Average age of plants	years	4	4	3
Land occupied by thermal plants [7]	conventional m^2	6,322,065	4,077,390	3,379,225
Installed capacity per unit of land used	W/m^2	38	40	38
THERMAL				
Thermal plants [8]	**no.**	**2**	**2**	**2**
- of which biomass	no.	1	1	1
- of which waste-to-energy	no.	1	1	1
Installed capacity	**MW**	**35.0**	**35.0**	**35.0**
- of which biomass	MW	15.0	15.0	15.0
- of which waste-to-energy	MW	20.0	20.0	20.0
Land occupied by thermal plants	conventional m^2	107,381	107,381	107,381
Installed capacity per unit of land used	W/m^2	326	326	326
ELECTRICITY PRODUCED				
Total production	**MWh**	**2,813,239**	**2,711,517**	**2,390,799**
Total production from wind farms	**MWh**	**2,298,530**	**2,336,774**	**1,994,440**
- of which in Italy	MWh	583,520	567,064	640,083
- of which in the UK	MWh	922,727	1,168,901	1,075,137
- of which in Spain	MWh	74,342	69,008	51,448
- of which in France	MWh	179,304	208,450	177,661
- of which in the USA	MWh	104,787	9,243	0
- of which in Sweden	MWh	289,112	160,901	42,990
- of which in Norway	MWh	144,738	153,206	7,122
Total production from photovoltaic plants	**MWh**	**304,120**	**182,596**	**179,828**
- of which in Italy	MWh	24,456	23,894	22,094
- of which in the UK	MWh	0	0	0
- of which in Spain	MWh	65,763	0	0

[7] Calculation of the area occupied by photovoltaic plants was implemented according to the method of the Technical Report NREL/TP-6A20-56290.
[8] All thermal plants are located in Italy.

INSTALLED CAPACITY AND PRODUCTION	UM	2021	2020	2019
- of which in France	MWh	0	0	0
- of which in the USA	MWh	213,901	158,702	157,734
Total production from thermal energy - biomass	**MWh**	**104,494**	**92,152**	**109,328**
Total production from thermal energy - waste-to-energy	**MWh**	**106,095**	**99,995**	**107,203**

PLANTS AVAILABILITY [9]				
Availability factor of wind farms	%	96%	96%	96%
Availability factor of photovoltaic plants	%	99%	96%	96%
Availability factor of biomass plants	%	96%	84%	98%
Availability factor of waste-to-energy plants	%	87%	91%	91%

Impacts of the Covid-19 pandemic

The onset and subsequent spreading of the "Covid-19" pandemic and the health emergency that has affected most countries since the end of 2019, both in Europe and globally, gave rise to an unprecedented upheaval in the approach to managing social and personal relationships, including corporate life, in addition to the macroeconomic effects arising thereof globally.

The directives and measures issued in order to contain the spread of Covid-19 contagion have resulted in increasingly restrictive rules on the mobility of people and goods, as well as in the reduction and halting of production activities in the areas most at risk of contagion, with consequent negative impacts on the production activity of all industrial sectors and on national and international trade. Furthermore, some countries borders were closed for periods of time to contain the pandemic, making it difficult both for people to circulate on the territory even for working purposes, as well as the procurement of raw materials.

Although there was no significant impact on main "core" activities, for Falck Renewables this situation, which is still evolving, led to the contraction in the services carried out directly at clients' premises, and to a delay in the progress of projects under development, both in Italy and in other countries, because of the strong attention that public entities had to dedicate to the management of the health crisis, personnel shortage and the previously mentioned "lockdowns".

The energy transition process which is underway on a global level, contributed to the resilience of the business model also supported by the push of investment programmes on a global scale and, in Europe in particular, where a substantial share will be allocated to the increase of installed capacity and to the development of energy efficiency programmes, as well as to the research for the use of new clean energy sources (i.e. hydrogen). Even in the United States, where the Group has been present since 2017, programmes are geared towards increasing investments in the country's infrastructure and, consequently, also to the growth of renewable energy installed capacity.

The Group has put in place all analysis activities and continuity strategies, defined in its operational plans, in order to best manage the effects described above, as well as to reduce the risk of contagion of its personnel in the workplace. For the best management and coordination of activities, a Crisis Team has been established since the beginning of the pandemic. The Crisis Team includes the CEO, the Human Resources Director, the QHSE Director, the IT Director and the Group Risk Manager and then local crisis committees have been appointed to manage the pandemic in various countries.
Over 90% of the Group staff in the various facilities, in Italy and abroad, have been working remotely since

[9] Wind and photovoltaic plants energy availability is calculated by referring to the value of the energy produced net of losses caused by *force majeure* events (for example, grid losses and dispatching orders).

the first days of the spread of the pandemic. This formula still allows to significantly reduce exposure to many risk factors, such as the risk of contagion linked to staff mobility, nonetheless, ensuring maintenance of a suitable service level, as described in the section "Health protection during the Covid-19 emergency", on page 80. A digital application was also developed to manage office accesses (including to check digital body temperature and credentials), distribution of Personal Protective Equipment (PPE), necessary to safely perform working activities and to receive information in real time on the latest restrictions and procedures. To provide an important support to its employees an EAP (Employee assistant programme) was created to provide continuous psychological support to the entire staff.

Based on the evolution of the pandemic emergency, Falck Renewables will concretely continue to promote and safeguard the health of its employees and to engage and support local communities where it operates.

SUSTAINABLE DEVELOPMENT MODEL

The push to decarbonise many sectors and the technological development driven by digitalisation are transforming the entire industrial and economic system, starting with a paradigm shift in terms of energy supply.

Energy production from renewable sources is constantly evolving, also thanks to the increase in sustainable investments promoted by the European Union through the "Green Deal", which comprises the political initiatives proposed by the European Commission to achieve climate neutrality in Europe by 2050. This acceleration is also accompanied by an evolved and conscious demand for green energy consumption at market prices.

Falck Renewables is committed to accompanying and supporting this trend, proposing an innovative business development model that combines economic sustainability with the generation of social and environmental value, thus contributing in a tangible way to fight climate change. Among the effects of this phenomena, the Group identifies within its business plans a driver for its own growth strategy which focuses on the expansion of power generation capacity from renewable sources, though being aware of energy production intermittency risks that may arise.

The advantage of renewable sources relies on raw material that is free and locally accessible. For Falck Renewables, energy production arising thereof constitutes a major value for the public as well as an important opportunity for sustainable development in the territories where it operates.

At present, the challenge is to find long-term buyers who are willing to purchase energy at contractually defined and fixed prices, which, in turn, allows plant owners to repay their investments and generate a fair return on invested capital. This model is temporarily hindered by current energy price volatility, primarily related to external market factors. The improvement of technology, the increase of its dissemination and the decrease of industrial costs, can generate instead, in the long term, a benefit transferable to consumers and to the community, as it happens in the case of virtual systems of self-consumption, which help to reduce energy expenditure and per capita CO_2 emissions.

Operating in the UK market for almost 20 years, Falck Renewables has succeeded in creating and disseminating an articulated and innovative model of value sharing with local communities, overcoming the traditional compensatory approach towards a new, generative and redistributive model. The company goal is to progressively adopt this model, also in the new countries where the Group has established its presence as described in the paragraph: "Social issues" on page 86.

The Group's commitment is also oriented towards the dissemination of knowledge in the field of clean energy and sustainability through participation in the activities of the most important international sector networks and associations, such as IRENA Coalition for Action, Wind Europe, Hydrogen Europe, Global Reporting Initiative and Irex.

Falck Renewables has integrated four strategic objectives in terms of sustainability within its strategic planning process. These commitments can be measured over the course of the plan, and progress is regularly verified through the development of Key Performance Indicators (KPIs).

KEY INDICATORS OF SUSTAINABLE DEVELOPMENT FOR FALCK RENEWABLES

Economic value generation		Involvement of local communities		Fighting climate change		Human capital upskilling and reskilling	
Added value distributed to stakeholders [10]		% of plants with a significant community engagement program [11]		Tonnes of CO_2 emissions avoided with wind and photovoltaic energy production [12]		Average hours of training provided per employee [13]	
2021	**2020**	**2021**	**2020**	**2021**	**2020**	**2021**	**2020**
174.8 M	170.2 M	40% [14]	45%	537,071	569,783	47.4	30.3

[10] To stakeholders such as employees, shareholders, providers of loan capital, central and local government and local communities.
[11] To be understood as the involvement of the local community through cooperative schemes, ownership schemes and benefit schemes, or with the local qualification of sustainable energy consumption services (i.e., community solar PPA, access to net metering credit schemes, etc.) for the benefit of communities or local bodies / institutions of public utility.
[12] References of the emission factors applied to this report: USA: "Emission Factors for Greenhouse Gas Inventories" (US EPA, 2021): 0.306 tCO_2/MWh for North Carolina and Virginia, 0.2215 tCO_2/MWh for Massachusetts, 0.4976 tCO_2/MWh for Iowa, 0.3148 for Maryland and 0.1052 for New York; EU and UK: "Efficiency and decarbonization indicators for total energy consumption and power sector. Comparison among Italy and the biggest European countries" (ISPRA, 2021): 0.2686 tCO_2/MWh for Italy, 0.2089 tCO_2/MWh for Spain, 0.0533 tCO_2/MWh for France, 0.0212 tCO_2/MWh for Sweden and 0.231 tCO_2/MWh for UK; Norway: "Electricity disclosure 2018" (NVE-RME, update 2020): equal to 0.0189 tCO_2/MWh. The emissions avoided in 2021 are lower than in 2020 due to the application of updated emission factors that have been affected by the progressive decarbonisation taking place in the countries where the Group operates. In the United States, the update also concerned the use of emission factors with reference to the single federal states in which the Group operates.
[13] Compared to 2020, the average hours increase provided per employee is equal to 56% and may be primarily ascribed to the fact that online courses are easier to access. For more information, please refer to page 75.
[14] The rate calculated on the 2020 values is higher when compared to 2021 mainly due to the increase in the number of plants included in the reporting perimeter: the 2020 data did not include the Behus plants, which entered the perimeter at the end of November 2020.

OUR CONTRIBUTION TO SUSTAINABLE DEVELOPMENT GOALS

More generally, by the spectrum of areas of impact, the business activities and sustainable and responsible practices of Falck Renewables provide a concrete contribution to achieving 9 out of the 17 Sustainable Development Goals set in the United Nations 2030 Agenda. **The SDGs to which the Group contributes the most are 9:**

SDG3 - HEALTH AND WELL-BEING

Through the adoption of the necessary measures to protect the health of employees and the people relate with;

SDG5 - GENDER EQUALITY

Promoting an inclusive work environment which guarantees everyone the same opportunities for growth;

SDG8 - DECENT WORK AND ECONOMIC GROWTH

Adhering to a business model that is developed around the concept of sharing value with stakeholders;

SDG12 - SUSTAINABLE CONSUMPTION AND PRODUCTION

Developing innovative solutions for responsible use of energy along the entire value chain;

SDG15 - LIFE ON LAND

Minimizing the environmental footprint of all our activities.

SDG4 - QUALITY EDUCATION

Spreading the culture of energy sustainability not only within the company, but also among external stakeholders and especially local communities;

SDG7 - CLEAN AND ACCESSIBLE ENERGY

Through its core business, namely the production of renewable energy and the supply of connected services, which makes the Group an enabler of the energy transition;

SDG11 - SUSTAINABLE CITIES AND COMMUNITIES

Offering services and creating opportunities for the sustainable development of the territories in which it operates;

SDG13 - FIGHT AGAINST CLIMATE CHANGE

Promoting the energy decarbonisation process through its activities and services, but also with the promotion of projects addressed to local communities;

The new "green finance": The Green Convertible Bond of Falck Renewables

On 23 September 2020, the Group successfully placed a senior unsecured equity-linked green bond ("Green Convertible Bond"), in the amount of € 200 million (ISIN: XS2234849649), whose convertibility into shares was authorised by the Shareholders' Meeting held on 17 November 2020. The Green Convertible Bond rules, subscribed by major institutional investors with demand far exceeding supply, providing that net proceeds be allocated used to finance and/or refinance, in whole or in part, new or existing renewable energy assets (wind farms, photovoltaic plants, energy storage and support services to the previous categories) with respect to Green Bond Principles published by the International Capital Market Association (ICMA) in 2018 and by Green Loan Principles published in the Loan Market Association (LMA) in May 2020. The allocation of financial resources is subject to an internal Group assessment through the duly established "Green Bond Committee", and - according to the market practise - to an external assessment performed by an independent third party (DNV GL).

On 4 August 2021, Falck Renewables disclosed to the market, within the Green Bond Report 2020, detail and allocation by technology and by geographic area of all the Green Convertible Bond resources allocated to green projects at 31/12/2020, and also published the Second Party Opinion produced by the independent third party DNV GL[15]. In the first year of life of the bond, Falck Renewables S.p.A. has allocated € 175 million, equal to 87.5% of the total proceeds (€ 200 million), of which € 146 million invested in wind farms and 29 million euro in solar energy plants. Financial resources used have been primarily allocated to refinance plants in operation for € 132 million and to finance the construction of new plants € 43 million. In terms of geographic area, investments were primarily allocated to Nordic countries (Sweden and Norway) for € 100 million, to which € 35 million and € 30 million respectively were added for the United States of America and France and, lastly, Spain with investments for about € 10 million.

2021 ESG rating and awards

Notwithstanding that the Group has started to publish the NFS as of 2020, attention to ESG topics and, more generally, to the topics related to Sustainability, started much earlier, through a proactive approach within the scope of wind farms development in the United Kingdom and that in subsequent years, was first reported through publication of the Sustainability Report as of 2018. The combined effect of the Group's "public" documents allowed an organic and more significant approach towards third parties in charge of assessing the soundness of the commitment towards ESG topics. After an analysis of the available documentation and after discussing it with the management, for most of the cases it was possible to establish a dialogue that allowed the major rating companies to express their opinion that is summarised in the box below for the year 2021. As a result of the commitment dedicated to increasing ESG data about the Group, a raising interest was recorded that brought the main international rating agencies to analyse the Group performance. Furthermore, again during 2021, in addition to the awards obtained for drafting the NFS, Falck Renewables was included in the MIB® ESG Index launched by Euronext and the Italian Stock Exchange (first ESG Index dedicated to Italian blue-chip companies) and was also reconfirmed as a member of the Bloomberg Gender Equality Index. The awards obtained in 2021, shared within the Group, constituted a healthy and stimulating pretext to further improve disclosure within the scope of ESG, also leveraging inputs that emerged during the various rating processes.

[15] Further information is reported in the Investor Relations section of the Group's web site in the following reports: "DNV GL Periodic Review", "Green Bond Allocation" and "DNV GL Second Party Opinion".

ESG RATING/INDEX TABLE [16]

ESG RATING COMPANY/ INDEX	RATING SCORE/ INDEX STATUS
MSCI	MSCI ESG RATINGS A (CCC B BB BBB A AA AAA)
SUSTAINALYTICS a Morningstar company RATED	LOW RISK 18.8 Updated Jul 7, 2021
Moody's | ESG Solutions	54/100 Robust
Gaïa RESEARCH by EthiFinance	66 / 100
Bloomberg Gender-Equality Index 2022	INCLUDED
REFINITIV	63.63
MIB ESG EURONEXT BORSA ITALIANA	INCLUDED

[16] As requested by the rating agencies, the following notes/disclaimers must integrate the ESG scores received in 2021.
MSCI: The use by Falck Renewables Spa of any MSCI ESG Research LLC or its affiliates ("MSCI") data, and the use of MSCI logos, trademarks, service marks or index names herein, do not constitute a sponsorship, endorsement, recommendation, or promotion of Falck Renewables Spa by MSCI. MSCI services and data are the property of MSCI or its information providers, and are provided 'as-is' and without warranty. MSCI names and logos are trademarks or service marks of MSCI.
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V.E, part of Moody's ESG Solutions: Rating as of September 2021. Rating performance levels: weak (0-29/100), limited (30-49/100), robust (50-59/100), advanced (60-100/100).
Bloomberg Gender Equality Index: Bloomberg GEI 2022 refers to data F.Y.2020.

AWARDS 2021

CEO Award - Toni Volpe

FORBES | Green Energy Category

CFO Award - Paolo Rundeddu

ANDAF | Finance

Italian Investor Relations Awards

AIR | Investor Relations and ESG Reporting

TOP ESG Sustainability Award

CREDIT SUISSE E KON | Sustainability and ESG Reporting

Sustainability Report Award

UNIVERSITÀ DI PAVIA | Investor Relations and ESG Reporting

EU TAXONOMY DISCLOSURE

To obtain a quantitative and consistent picture of the adherence and contribution of the private sector with reference to European Union addresses on the subject of ecological transition, article 8 of Regulation 2020/852/EU, imposed to financial and non-financial companies subject to the publication obligation of the NFS, to provide, within the scope of the NFS, information on environmental performance of their economic activities.
Thus, on the one hand, the purpose is to increase enterprises awareness pushing them towards the planning of structural changes paths and, on the other hand, consolidating transparency of reporting activities, for the benefit of the investors, directing the capital flow more effectively towards sustainable investments.

The reporting follows inclusion ("eligibility") criteria in relation to the list of activities identified in the taxonomy regulation and alignment to technical eco-sustainability parameters, as defined in the subsequent Regulation 2021/2139/EU of 4 June 2021.

The new European regulations shall be implemented gradually, starting from the sole application of activities "eligibility" criteria for fiscal year 2021.

Identification methodology of "eligible" activities in the European Taxonomy

Identification of Group activities pertaining to companies included within the scope of NFS reporting, was implemented starting from the NACE codes[17] attributed to the respective activities indicated in the Taxonomy[18] as a baseline of the analysis. Hence, the following activities were deemed "eligible":

ENERGY
- Electricity generation using solar photovoltaic technology (4.1 activity)
- Electricity generation from wind power (4.3 activity)
- Electricity generation from bioenergy (biomass) (4.8 activity)
- Storage of electricity (4.10 activity, the economic activities in this category do not have a dedicated NACE code)

CONSTRUCTION INDUSTRY
- Installation, maintenance and repair of energy efficiency equipment (7.3 activity)
- Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings (7.5 activity)

PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES
- Engineering activities and related technical consultancy dedicated to adaptation to climate change (9.1 activity)[19]

Falck Renewables' eligible activities

With reference to the three economic indicators identified by the EU Taxonomy for non-financial companies (Revenues and Other Revenues, Opex and Capex), it should be noted that the Group generates most of its revenue from the generation of energy from renewable sources (photovoltaic and wind) and, as far as its investments, it allocates a significant portion of its own financial resources to the development and construction of new installed capacity. In recent years and with the aim of business diversification, as emphasised in the initial part of this document, consulting services for the management of renewable energy assets (wind and solar), renewable energy dispatching services and energy efficiency projects have integrated company's scope of activities.

[17] Statistical classification used to systematise economic and industrial activities of the member States of the European Union.
[18] The classification of NACE codes updated in 2021 is available at this link: https://ec.europa.eu/sustainable-finance-taxonomy/. NACE codes associated to the economic activities of Falck Renewables are the following: D.35.11-Production of electricity, F.42.22- Construction of utility projects for the production of electricity and for telecommunications, F.42- Civil engineering, F.43- Specialised construction activities, M.71- Architectural and engineering activities' technical testing and analysis, C.27- Manufacture of electrical equipment, C.28 - Manufacture of machinery and equipment, M.71.12-Engineering activities and related technical consultancy.
[19] As specified in Annex I of Regulation (EU) 2020/852, this category also includes engineering and technical consulting activities related to adaptation to climate change (M.71.12), as well as research, development and innovation for technologies, products, or other solutions.

Therefore, to provide an organic representation of the disclosure, the above mentioned indicators have been identified with reference to the different Group's activities deemed to be "eligible", as follows:

- **Revenues and Other revenues**

The item includes "Electricity generation" from solar, wind and biomass sources, generated by the Group companies owning the single plants and invoiced net of any intercompany relationships with Falck Next Energy, arising from hedging activities on energy cost price (for the market component), as it pertains Group companies in Italy, UK and Spain. As regard to US wind farms and solar plants data, in order to provide a thorough picture, the amount of proceeds resulting from tax incentive schemes was included (ITC - Investment Tax Credits for solar plants and PTC - Production Tax Credits for wind farms).
For activities pertaining to "Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings", referring to Energy Team and Saet, revenues are associated to consulting activities towards third-party clients, net of any intercompany relationships.
Consultancy activities included in the "Professional, scientific and technical activities", controlled by Vector Renewables, target the management of renewable assets (solar and wind) both on behalf of the Group and on behalf of third parties and are presented net of intercompany relationships, whereas consulting and engineering services, performed again by Vector Renewables and related to the life cycle of a renewable plant (from design to construction and lastly to management), they are exclusively invoiced to third-party clients. Among the "Professional, scientific and technical activities" are also included those related to renewable energy dispatching by Falck Next Energy. The denominator considered to calculate the incidence of the eligible activities on the total assets of the Group, consists of the sum of the "Revenues and other Revenues" of the consolidated financial report.

- **Opex**

To determine the value of Opex, considering both the characteristics of the sector of the Group and the different types of business areas comprising it, reference is made to individual special purpose vehicle (SPV) companies, by identifying, on the basis of their accounting organisation, the cost items better representing operational activity not strictly related to what is theoretically defined by the EU taxonomy[20].
With reference to the "Electricity generation" from solar and wind sources, reference is primarily made to O&M costs, maintenance and repair, grid connection costs as well as provision of services considered as relevant operating costs.
For the "Electricity generation" from biomass, costs for the procurement of biomass were considered (and the respective changes in inventories), maintenance materials, maintenance costs, direct personnel costs, direct services as well as biomass chipping and the disposal of ashes.
For activities pertaining to "Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings", related to Energy Team and Saet, reference is made to direct costs and expenses (excluding amortisation, tangible and intangible devaluation and revaluation).
Consultancy activities included in the "Professional scientific and technical activities" headed by Vector Renewables and Falck Next Energy, respectively for the management of renewable assets of third parties and the dispatching of renewable energy, include all costs (net of depreciation, provisions, devaluations, and tangible and intangible revaluations) directly attributable to individual procurement orders: data is calculated eliminating the share pertaining to intercompany relationships. The denominator considered to calculate the incidence of eligible assets is represented by the value of direct costs that can be deduced from the consolidated financial report (net of depreciation, provisions, devaluations, and tangible and intangible revaluations).

- **Capex**

For the definition of Capex, as well as for Revenues and Opex, reference is made to individual special purpose vehicle (SPV) companies, carefully considering in the reporting, capitalised expenses incurred for tangible and intangible investments and for other types of investments (primarily related to the changes in the scope of consolidation).
Concerning the "Electricity generation" from solar and wind sources, reference is made to the items pertaining to end-phase development projects, for which the SPV has already been created for, as well as to projects under the construction phase. Within this scope investment costs relating to the acquisition of authorised projects and operating plants have also been considered.
For investments in activities associated to the "Storage of electricity" and "Installation, maintenance and repair of energy efficiency equipment", reference is made to Falck Next.

[20] Sustainable Finance Platform FAQs (n.12).

Lastly, evidence was provided of investments for activities pertaining to the "Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings", headed by Energy Team, and "Professional, scientific and technical activities" run by Vector Renewables. The denominator considered to calculate the incidence of eligible assets is represented by the total value of the expenses for investments in tangible, intangible and other types of investments (primarily related to the changes in the scope of consolidation) that can be deduced from the consolidated financial report.

Based on the above-mentioned methodology, and with reference to the scope of the Group's consolidated financial report for fiscal year ended 31 December 2021, 92% of Revenue and Other Revenue, 86% of Opex and 96% of Capex have been labelled as "eligible" activities. The table below reports mentioned data in detail, grouped by activity.

ACTIVITIES COVERED BY THE TAXONOMY	REVENUE AND OTHER REVENUE (M€)	% REVENUE AND OTHER REVENUE	OPEX (M€)	% OPEX	CAPEX (M€)	% CAPEX
Generation of electricity from solar photovoltaic technology	31.8 M€	5%	2.3 M€	1%	129.6 M€	63%
Generation of electrical energy from wind energy	266.6 M€	45%	38.7 M€	12%	54.2 M€	26%
Generation of electricity from bioenergy (biomass)	23.4 M€	4%	15.7 M€	5%	0.8 M€	0%
Storage of electricity	0.0 M€	0%	0.0 M€	0%	0.4 M€	0%
Installation, maintenance and repair of devices for energy efficiency	0.8 M€	0%	1.1 M€	0%	0.4 M€	0%
Installation, maintenance and repair of equipment and devices for energy measurement, regulation and control of buildings	46.6 M€	8%	42.1 M€	13%	11.2 M€	5%
Professional, scientific and technical activities	173.0 M€ [21]	29%	171.7 M€	54%	0.7 M€	0%
IN TAXONOMY	**542.1 M€**	**92%**	**271.6 M€**	**86%**	**197.4 M€**	**96%**
EX TAXONOMY	**48.3 M€**	**8%**	**45.3 M€**	**14%**	**7.4 M€**	**4%**
TOTAL	**590.4 M€**	**100%**	**316.9 M€**	**100%**	**204.8 M€**	**100%**

[21] The value is mainly attributable to the green energy dispatching activities by Falck Renewables Energy and to asset management and technical advisory activities of Vector Renewables.

2

MATERIAL TOPICS RELATED TO THE DECREE 254

Material topics related to the Decree 254

UPDATING OF THE MATERIALITY ANALYSIS

The materiality analysis, namely the identification and the critical analysis of the most relevant sustainability topics, is one of the main aspects that Falck Renewables considers for the update of sustainable development strategic plans of business activities and company management.

Likewise, a rigorous approach to the identification and governance of material impacts are deemed essential factors in maintaining a sustainable reporting that will meet the needs of all stakeholders.

For Falck Renewables, the periodic updating of the materiality analysis is a well-established good practice, which is performed whenever there are changes to elements of any external context or new internal assessments within the company.

THE STAKEHOLDERS' MAP

Also, on the occasion of the publication of the second NFS of the Group, the entire process was traced back to take into account the significant changes of context introduced by the European Union through the Green Deal and, in particular, with the adoption of sustainable finance regulations, including the classification of green investments.

For this reason, in this edition of the NFS, in addition to the consolidated critical review of material topics carried out by the management, it was deemed appropriate to involve the Group financial stakeholders as a result of the growing interest expressed by the financial operators and institutions, to provide financial support to projects that are useful to the society and that have a low environmental footprint.

The process was deployed through 18 individual interviews, between September and November 2021, which involved the major financial stakeholders such as ESG institutional investors, financial analysts, ESG analysts, members of major credit institutions, who were asked to express their opinions on the referenced topics and on the main current trends.

The table below shows the material issues that emerged as a result of the update of the materiality analysis, and that can be linked to the different areas of the Italian Decree 254/2016, with information on selected GRI standards to represent how the topics are managed.

DECREE 254/2016 AREA	MATERIAL TOPIC FOR FALCK RENEWABLES	FORMALISED POLICIES AND REFERENCE MANAGEMENT SYSTEMS (a)	RELATED RISKS (b)	GRI-RELATED ASPECTS (c)
Personnel management concerns	Specialisation and excellence of human resources	The Group operates according to consolidated practices in compliance with internal procedures	• Retention risk of key resources • Change management and management of integration processes (also following M&A)	401 - Employment 404 - Education and Training
	Inclusive workplace	• Diversity and Inclusion policy	The Group identified no risks in this area	405 - Diversity and equal opportunity (d)
	Health, Safety and Wellness	• Group QHSE Policy • ISO 45001 certified Management System	• Severity of risks associated to health and safety matters has decreased by effect of the measures implemented in time	403 - Occupational Health and Safety 414 - Supplier Social Assessment
Aspects related to social impact	Relationship (integration) with local communities and local development/Sustainable (and resilient) supply chain	The Group operates according to reference practices in compliance with internal procedures	• Risk of sustainability strategies that are inconsistent with the Group's objectives • Risk of non-compliance with internal procedures and with the expectations/needs of relevant stakeholders	413 - Local communities 203 - Indirect economic impacts 204 - Procurement Practices
Anti-corruption	Business and governance integrity and transparency	• Organisational Model 231 and related protocols • Compliance programme • Guidelines for relations with the Public Administration	The potential risks identified in this area have low severity	205 - Corruption prevention
Cyber Security (d)		The Group operates according to consolidated practices in compliance with internal procedures	Exposure to cyberattacks and potential loss of sensitive data	419 - Socio-economic compliance
Tax transparency (d)		Tax Control Framework	The potential risks identified in this area have low severity	207 - Taxes
Environmental Concerns	Protection and management of the environment/ Sustainable (and resilient) supply chain	• Group QHSE Policy • ISO14001 certified Management Systems • EMAS registrations [22]	The potential risks identified in this area have low severity	303 - Water collection 307 - Environmental Compliance 304 - Biodiversity
	Fighting climate change		First identification of potential risk in this area with mid-to-low severity (e)	308 - Supplier Environmental Assessment 302 - Energy 305 - Emissions
Human rights	Scope of the Decree which does not correspond to a specific theme that emerged from the analysis of materiality, but which, nevertheless, is related to other issues dealt with in the document: non-discrimination, protection of health and safety and right to a healthy environment.	The Group operates according to consolidated practices on compliance with legislation and with internal procedures (Data Protection Policy).	The potential risks identified in this area have low severity	412 - Assessment on human rights compliance 406 - Non-discrimination

(a) a list of the certified Management Systems held by each company is provided on page 37
(b) a complete list of risks and how they are managed is on page 40
(c) the indicators reported for each issue are shown in the GRI table on page 92
(d) this area is not provided in Decree 254/2016, but it is deemed as NFS reporting practice
(e) identification of the potential risks of the Group linked to climate change, is on page 43

[22] Eco-Management and Audit Scheme.

3

ORGANISATION AND ACTIVITY MANAGEMENT MODEL

Organisation and activity management model

Organisation and activity management model

Falck Renewables was subject to management and coordination activity by the holding company Falck SpA (with reference to Art. 2497 of the Italian Civil Code), controlled by the Falck family: some of its members have been members of the Board of Directors of Falck Renewables SpA, including Enrico Falck, who served as Chairman until 24 February 2022. On 24 February, Falck SpA transferred its 60% shareholding of Falck Renewables SpA. From that date on, the company has been controlled by IIF with the consequent co-optation of 4 new BoD members within the same day. In particular, Enrico Falck, Executive Chairman of the Company's Board of Directors and member of the Sustainable Strategy Committee, as well as Federico Falck, Filippo Marchi and Guido Corbetta, non-executive and non-independent directors, have resigned, with immediate effect, as members of the Company's Board of Directors. At the same time, the Board of Directors appointed the following directors for co-optation: Olov Mikael Kramer, John Hoskins Foster, Mark Alan Walters and Sneha Sinha. The Board of Directors also appointed (i) Director Olov Mikael Kramer as Executive Chairman of the Company's Board of Directors as well as a new member and Chairman of the Sustainable Strategy Committee, and (ii) Director John Hoskins Foster as Vice Chairman.

Through 24 February 2022, the parent company, Falck SpA performs coordination activities, without prejudice to the autonomy and independence of Falck Renewables SpA and its corporate bodies. In turn, the parent company Falck Renewables SpA exercises management and coordination activities over some of its subsidiaries. In consideration to the Group's international presence and the various technologies, there are subsidiaries whose governance systems, even in a context with uniform applicable principles and guidelines, are structured differently to better meet management requirements, in compliance with national and international regulations.

Corporate governance as of 31 December 2021

The corporate governance is based on the provisions of the law and the Articles of Association, supplemented by the good practice principles set out in the Good Governance Code for Listed Companies [23]. The system is organised according to the traditional model, characterised by the presence of a Management Body, the Board of Directors, a Supervisory Body and the Board of Statutory Auditors. On 7 May 2020, the Falck Renewables SpA Board of Directors was renewed after approval by the Shareholders' Assembly: the new Board will remain in office until the approval of the Financial Report of 31 December 2022.

The Board of Directors is vested with the broadest powers for routine and extraordinary management of the Company and is currently made up of 12 members (7 men and 5 women), 58% of whom are independent: one of the independent directors is a representative of the minority shareholders. The new Board of Directors includes members with diversified expertise in management and other professional skills, as well as by diversity in terms of gender, age and seniority. The Board of Directors operates with the support of the Sustainable Strategy Committee, which is made up of 6 internal members, 4 of whom are independent directors with sector expertise, in addition to the Chairman and the Managing Director, and which performs an advisory, preparatory and support function as it pertains to sustainability, energy markets and technological innovation for the purpose of defining the Group' strategic objectives.

[23] Approved in July 2018 by the Corporate Governance Committee and promoted by Borsa Italiana SpA, ABI, Ania, Assogestioni, Assonime and Confindustria. By resolution dated 3 December 2020, the Board of Directors revised its Corporate Governance Regulations to align them with the new contents of the Corporate Governance Code approved by the Corporate Governance Committee of Borsa Italiana SpA in January 2020, and which came into force in the first financial year after 31 December 2020.

Other advisory functions are referred to the Control and Risks Committee and the Remuneration Committee, comprising independent members with specific expertise. The Board of Statutory Auditors, made up of 5 members (3 Statutory Auditors and 2 Substitute Auditors), was appointed pursuant to the provisions of Legislative Decree no. 231/2001 and performs the functions provided for by law.
The organisational structure is consistent with the governance system and configured to ensure a streamlined and efficient supervision of the corporate activities. Both the functions involved in business development and management, and the staff functions report to the Managing Director, who also holds the position of General Manager, except for the Internal Audit structure, which reports to the Board of Directors, which has delegated the Chairman to coordinate operations.

For more detailed information on the remuneration practices of the Directors, of the Executives with strategic responsibilities and of the members of the Board of Auditors, the Remuneration Report is available on the company website, under the "Ethics and Governance" section. On 15 April 2021 the Board of Directors; approved the Engagement Policy with the Shareholders, in order to formalise the process of communication and interaction with the market. The document is available on the company website, under the "Ethics and Governance" section.

FALCK RENEWABLES SPA BOD COMPOSITION

Name	Qualification	Control and Risk Committee	Remuneration Committee	Sustainable Strategy Committee
Enrico Ottaviano Falck	Chairman (E)			X
Guido Giuseppe Maria Corbetta	Vice Chair			
Toni Volpe	Managing Director (E)			X
Federico Francesco Sergio Falck	Director			
Andrew Lee Ott	Director (I)			X
Elisabetta Caldera	Director (I)	X	X	
Nicoletta Giadrossi	Director (I)		X	X
Silvia Stefini	Director (I)	X		
Paolo Pietrogrande	Director (I) (L)	X	X	
Georgina Grenon	Director (I)			X
Marta Dassù	Director (I)			X
Filippo Marchi	Director			

(E) Executive Members
(I) Independent Members for purposes of the Italian Consolidated Law on Finance (TUF) and of the Corporate Governance Code
(L) Lead Independent Director

AVERAGE AGE OF DIRECTORS	FEMALE COMPONENT OF THE BOD	INDEPENDENT DIRECTORS	EXECUTIVE DIRECTORS
57	42%	58%	17%

COMPOSITION OF THE BOARD OF DIRECTORS AND OF COMMITTEES BY GENDER AND AGE GROUP (GRI 405-1)

	Board of Directors	Control and Risk Committee	Remuneration Committee	Sustainable Strategy Committee
Men	58%	33%	33%	50%
Women	42%	67%	67%	50%
Under 30 years old	-	-	-	-
30 to 50 years old	25%	0%	0%	50%
Over 50 years old	75%	100%	100%	50%

Relevant events after 31 December 2021

On 24 February 2022, the transfer was finalised for the entire shareholding equity (equal to 60%) held by Falck SpA to the Company and Institutional Investors assisted by JPM. Following the completion of the transaction, Green BidCo S.p.A. was designated as the buyer of the majority stake held by Falck S.p.A. On the same date, as described above, 4 directors were co-opted to replace those appointed by Falck S.p.A.

POLICIES, PROCEDURES AND MANAGEMENT SYSTEMS

Conduct of activities

The activity of Falck Renewables is subject to laws and regulations, as well as to the control and supervisory by Regulatory Authorities, in Italy and abroad. The principles and guidelines for sound and correct management, in compliance with the reference regulatory framework and with the Company's values and objectives, are ensured by an internal regulatory system based on various instruments and applicable to the whole Group, including:

- the Group's Code of Ethics;
- Organisation and Management Model, pursuant to Legislative Decree 231/2001[24] adopted by Falck Renewables SpA and by the Italian companies of the Group;
- *Manual de Prevención y Detección de Delitos* adopted by Spanish companies;
- Compliance Programme adopted by the Group's foreign companies;
- compliance with local corruption-prevention regulations applicable to foreign companies (e.g., UK Bribery Act, *Ley Orgánica spagnola*);
- compliance safeguards pursuant to legislation relating to slavery, human trafficking and human rights in the workplace (e.g., UK Modern Slavery Act);
- Procedural Body, which includes internal management documents applicable to the entire Group.

The Procedural Body, consisting of procedures and operating instructions, defines the role of the organisational units and individuals involved, provides details of the activities to be performed and establishes the controls and authorisations within each individual process. The Procedures and operating instructions, including amendments and updates, are brought to the attention of all personnel by means of specific announcements available on the Company's Intranet Network.
In 2021, Model 231 of Falck Renewables SpA was updated, with reference to:

- Tax offences and crimes were added
- Composition, eligibility, and honourability requirements of the Supervisory Committee
- Explanation of sanctionable conducts of the Model 231 recipients and associated sanctions.

Model 231 update was communicated to all employees in Italy during the year and made available on the company's website.

[24] The Model is provided by the Company to all its employees, as well as to its Italian subsidiaries, who must endeavour to adopt their own Model and appoint a Supervisory Body, on the basis of the principles and contents of the Company's Model, without prejudice to their own specificities.

In 2021, a Policy on how to manage relationships with the Public Administration was adopted. The Policy, applied to all the Group's companies, is provided to employees in Italy and abroad and made available on the company's website.

Certified management systems of Falck Renewables

Falck Renewables constantly undertakes to adjust its internal processes to the new industry standards through the certification process of its plants and subsidiary companies.
The following table summarises the status of management systems certifications of the Group as of 31 December 2021, pertaining to occupational health and safety, environment and quality.
In 2021, Energy Team company also obtained a certification of its environmental management system according to the ISO 14001 standard.

CERTIFIED MANAGEMENT SYSTEMS OF THE GROUP[25]

Scope	Certification	Certified companies (site)	Certificate issue date	Certification expiration date
Quality of Services	UNI EN ISO 9001:2015	Ambiente 2000 Srl (Trezzo sull'Adda)	17/12/2020	03/10/2023
		Prima Srl (Trezzo sull'Adda)	22/06/2021	26/06/2024
		Falck Next	25/02/2022	02/12/2025
		Energy Team	28/05/2021	28/05/2024
		Vector Cuatro Slu	14/02/2020	24/01/2023
Companies providing energy services (ESCO)	UNI CEI 11352:2014	Energy Team	17/07/2019	16/07/2022
Asset Management System	UNI EN ISO 55001:2015	Vector Cuatro Slu	11/10/2019	10/11/2022
Environment	UNI EN ISO 14001:2015	Ambiente 2000 Srl (Trezzo sull'Adda)	17/12/2020	03/10/2023
		Prima Srl (Trezzo sull'Adda)	14/07/2020	14/07/2023
		Ecosesto SpA (Rende)	13/11/2018	11/11/2024
		Energy Team	14/09/2021	13/09/2024
		Eolica Sud Srl (San Sostene)	20/12/2019	19/12/2022
		Eolo 3W Minervino Murge Srl (Minervino Murge)	20/02/2019	19/02/2022
		Falck Next	25/02/2022	02/12/2025
		Geopower (Buddusò)	23/12/2020	22/12/2023
	EMAS Registration	Prima Srl (Trezzo sull'Adda)	22/06/2021	21/06/2024
		Eolo 3W Minervino Murge Srl (Minervino Murge)	26/06/2019	19/02/2021
Energy Management	UNI ENISO 50001:2018	Energy Team	14/09/2021	20/07/2024
Health and Safety	UNI EN ISO 45001:2018	Falck Next	25/02/2022	02/12/2025
		Ambiente 2000 Srl (Trezzo sull'Adda)	17/12/2020	16/12/2023
		Ecosesto SpA (Rende)	13/11/2018	11/11/2024
		Falck Renewables SpA (Sesto San Giovanni offices in Milan)	22/12/2020	21/12/2023

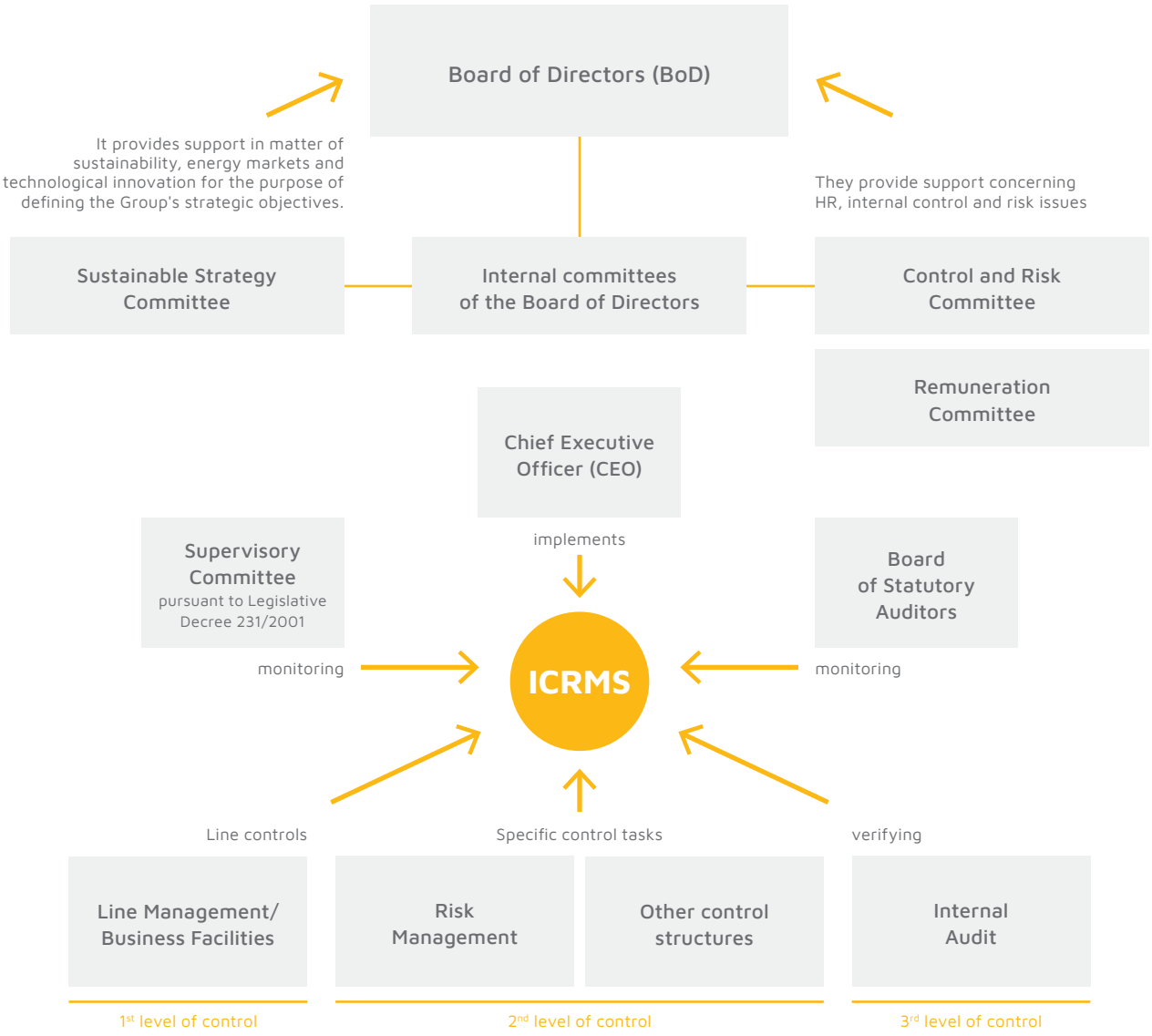
The companies of the Group that are covered by UNI EN ISO 9001 certifications concern 36% of the company population[26].

[25] The companies SAET SpA and Elettromeccanica Euganea Srl, which joined the Group in the second half of 2021, are not included.
[26] The companies SAET SpA and Elettromeccanica Euganea Srl, which joined the Group in the second half of 2021, are not included.

CONTROL AND RISK MANAGEMENT SYSTEM

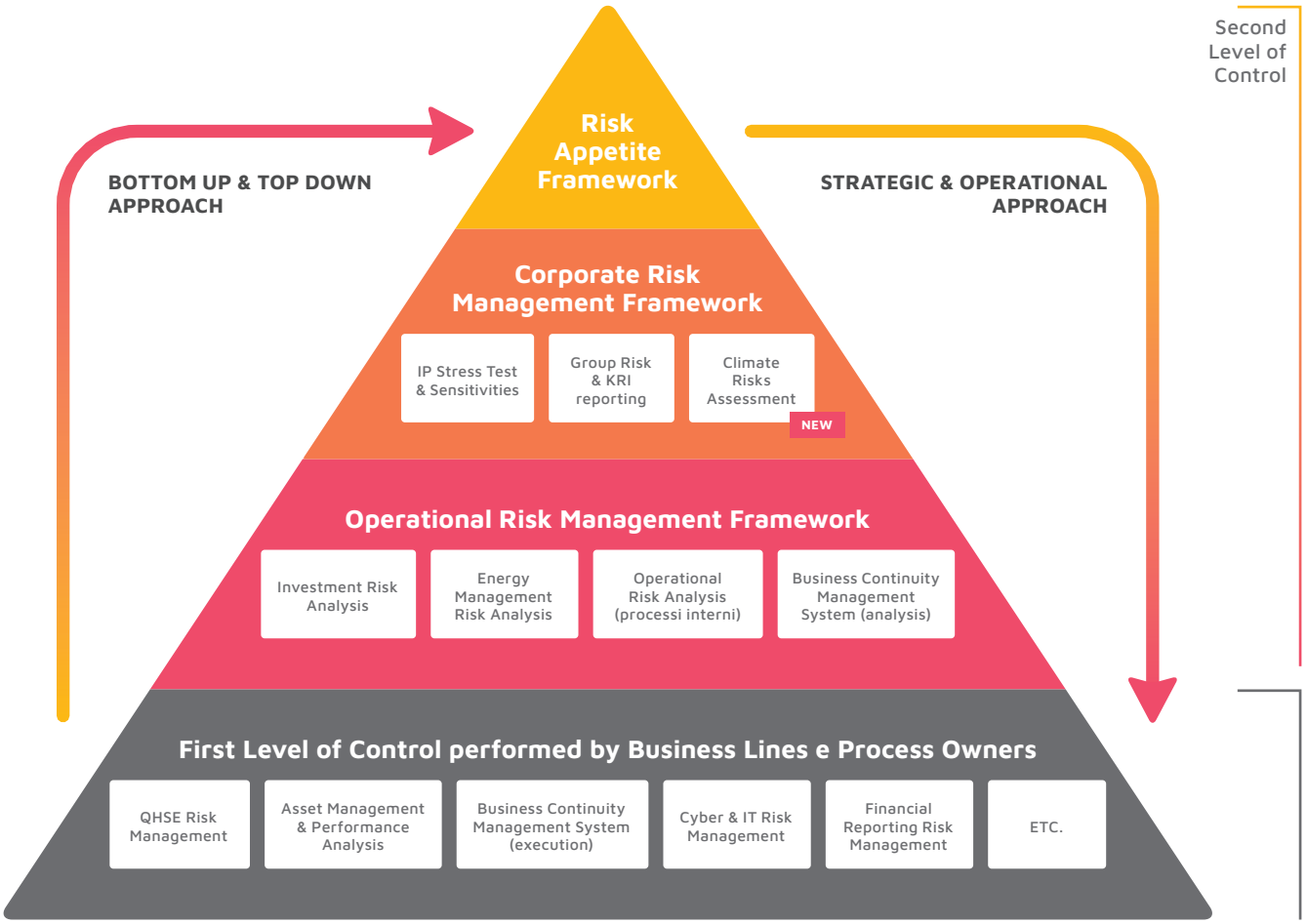
Falck Renewables has adopted a system that defines rules, procedures and organisational structures to monitor company management compliance with internal and external regulations, and to identify, measure, monitor and manage the risks to which the Group is exposed.

The system is called the "Internal Control and Risk Management System" ("ICRMS") and it is formed by multiple players such as the BoD, supported by the Control and Risk Committee that plays a leading role and assesses the adequacy of the ICRMS, while the CEO takes care of its establishment and maintenance.



The Risk Management structure, which reports directly to the CEO, identifies, assesses, and prioritises risks and contributes to the development of actions to manage them, by means of an Enterprise Risk Management ("ERM") framework, which integrates the "Strategy - Risk - Business Performance" relationship, based on the following taxonomy: External Risks, Strategic Risks, Operational Risks, Financial Risks, and Compliance Risks. The framework, as shown in the figure below, comprises risk analysis and management processes, which incorporate different assessment technologies and rely on data analytics, entailing constant proactive involvement of management in the identification and monitoring of risk scenarios.
The ERM framework is developed around four methodological pillars: (1) Risk Appetite (defines the tolerance thresholds for all strategic activities exposed to risks, which integrate annual sustainability objectives defined in the Sustainable Framework); (2) Corporate Risk Assessment (analysis and assessment processes of relevant risks at the Group level that would impact strategic planning); (3) Operational Risk Management (analysis and assessment of risks that would impact corporate processes deemed critical, such as M&A and Project Development, Management of Counterparties, Energy Management); (4) Risk Reporting (standard information set allowing the Bodies in charge for strategic supervision (BoD) and those in charge of management (CEO and top management), to assess and manage in a more effective and aware manner the uncertainties from which risks and opportunities derive.

ENTERPRISE RISK MANAGEMENT FRAMEWORK



A major innovation introduced by the Risk Management structure within the ERM framework during 2021 is the Climate Risk Assessment project, developed in collaboration with MIP - Politecnico di Milano, with whom an integrated analysis model was defined, geared towards the identification of the corporate scopes with higher exposure and vulnerability to the risks related to climate change, as well as the main opportunities offered by the energy transition. For further details on the model developed, please refer to the dedicated section on page 43.

The table below summarises the Corporate Risk Assessment update process conducted by the Risk Management department during 2021. In particular, the table shows the main ESG risks included in the corporate Risk Universe, having the greatest impact linked to the combined effect of their probability/impact (severity) on the Group's business, according to the ERM method[27].

SCOPE OF THE RISK	RISK DESCRIPTION	MANAGEMENT METHOD
Sustainability strategies inconsistent and non-compliant with the established plans.	Risk of failing to take advantage of the opportunities arising from the implementation of investment-sharing models also based on unsuitable counterparties.	• Involvement of local partners for the identification of appropriate community plant financing schemes and to run counterparty checks to reduce risks • Monitoring the single actions related to community engagement programmes
Change management and management of integration processes (also following M&A).	Risk of resistance and management change difficulties linked to business restructuring and innovation processes, also following M&A activities, aggravated by improper communication or failure to understand the change.	• Creation of a dedicated division (Organisation & Governance) within Human Resources & Organisation • Adoption of an "Internal Control Handbook", a dedicated manual to internal organisation control
Retention of key resources.	Potential loss of key resources in relation to a variety of elements of the value chain and to technological and service supervision and at corporate level, with a consequent potential loss of skills and/or competitiveness of the Group. Consequent difficulties replacing key resources.	• Launch of the "Group Learning Programme" specifically targeting the identification and management of points of dissatisfaction for the employees • Reinforcing corporate department that are more exposed to workloads connected to business growth or other factors
Exposure to cyberattacks and data privacy security.	Risk of exposure to cyber-attacks or failure to maintain adequate security with potential loss of confidential information and data, and consequent adverse impact on the privacy of employees and third parties, as well as the Group's operations or reputation.	• Update of the "Remediation Plan" and implementation of reinforcement actions in the control of the network and increasing back-up capacity

Supervision and checks on the functioning of the system and, more generally, on the accuracy of corporate management are entrusted to the bodies tasked with control activities: the Board of Statutory Auditors, the Supervisory Committee and the Internal Audit Department[28].
The Internal Audit Department operates on the basis of an Audit Plan approved by the Board of Directors, subject to the approval of the Control and Risk Committee and after consulting the Board of Statutory Auditors, as well as on the basis of specific requirements. In terms of management and monitoring of the ICRMS, some specific tasks are assigned to dedicated corporate departments. In addition to these independent bodies, other corporate departments are entrusted with specific tasks regarding the management and monitoring of the ICRMS. During 2021, 9 audits were carried out under the supervision of the team of internal auditors, who produced 16 audit reports, based on a variety of issues considered and divided into three areas: operational[29], financial[30] and compliance[31]. Out of all of these, 5 audit reports pertained to ESG topics.

[27] In the 2020 Non-Financial Statement, the table on the Group's ESG risks also included the "Biological risk" (linked to the Covid 19 pandemic), the "Environmental non-compliance risk" and the "Health & Safety Non-compliance risk", which this year were not reported as they were deemed to be of lesser severity, following the progress of the mitigation actions undertaken.
[28] The head of the Internal Audit Department is appointed and dismissed by the Board of Directors upon recommendation of the Chairman of the Board of Directors, in consultation with the Audit and Risk Committee. This approach was taken in order to reinforce the independence required by the role.
[29] Audits aimed at verifying the effectiveness and efficiency of corporate operations. They may relate to strategic processes, business processes, or processes that support business operations.
[30] Audits aimed at verifying the reliability of accounting and financial information, and situations used for internal purposes (management reporting) or disclosed to the market (external reporting).
[31] Audits whose main objective is to verify the adherence of corporate processes and activities to external laws and regulations, as well as to internal procedures or policies.

Finally, alleged violations of laws, regulations, internal procedures, principles, and ethical standards can also be monitored through the analysis of reports that can be submitted in any of the following ways:

- electronic mailboxes of the Supervisory Committee pursuant to Legislative Decree 231/2001 of the Group's Italian companies;
- email box codice.etico@falckrenewables.com;
- email box internal.audit@falckrenewables.com;
- through the Whistleblowing Portal, available in Italian and English, which can be accessed from the Company's website in no-log mode to prevent the identification of the whistle-blower.

Reports are accepted even if submitted anonymously. All reports are kept confidential, by adopting suitable verification procedures to protect the reporting party from possible intimidation and retaliation, where he/she has provided his/her personal information, as well as the identity and integrity of the alleged violators[32]. Reporting shall not pertain to communications of a commercial nature (for example, complaints).

Finally, if a report concerns or involves the Head or members of the Internal Audit Department, the report must be submitted by regular mail directly to the Company's Board of Directors, to the attention of the Chair. During 2021, through the present channels, no reports were received.

INTERNAL AUDITS[33]	UM	2021	2020	2019
Number of internal audits carried out	no.	16	16	15
of which operational	no.	5	3	4
of which financial	no.	9	9	7
of which compliance	no.	2	4	4

SOCIOECONOMIC COMPLIANCE[34]	GRI Ref.	UM	2021	2020	2019
Sanctions received for non-compliance in the socioeconomic area		no.	0	0	3[35]
Monetary value of sanctions	419-1 a	k€	0	0	148.8
Cases managed with dispute resolution mechanisms.		no.	0	0	0

[32] The reporting procedure is available on the Company website at https://www.falckrenewables.com/etica-governance/whistleblowing.
[33] Data do not include SAET SpA and Elettromeccanica Euganea Srl, which joined the scope of the Group in the second half of 2021.
[34] Data do not include SAET SpA and Elettromeccanica Euganea Srl, which joined the scope of the Group in the second half of 2021.
[35] These are sanctions resulting from closure of fiscal and administrative checks, two of which pertain to matters related to the previous fiscal years (€ 91,000 for 2014 and € 35,457.6 for 2011/2012).

CLIMATE CHANGE RISK ASSESSMENT

During 2021, the Risk Management Department, in collaboration with MIP - Politecnico di Milano, conducted a project on Climate Change Risk Assessment, with the objective to develop a model of analysis and integrate with the ERM framework currently in use.

The project was deployed to identify the company scopes that were majorly exposed and vulnerable to the risks connected to climate change and to identify the main opportunities offered by the energy transition. The framework taken from the Task Force on Climate-related Financial Disclosures (TCFD) was the risk analysis reference.

The Climate Change Risk Assessment project may be summarised in the following phases:

1. A gap analysis was made in relation to certain best practices identified by the TCFD, which highlighted key elements necessary to develop the assessment model of climate risks connected to 4 scopes (Governance, Strategy, Risk Management, Metrics and Targets), duly ensuring a suitable integration process with the Group ERM framework.

2. A taxonomy and a catalogue of climate risks was created, starting from macro-categories of drivers identified in the TCFD: acute physical risks, chronic physical risks, regulatory or market transition risks. For each one of the macro-categories, eight primary climate drivers were identified and defined as potential risk events and/or opportunities that were overall applicable to Group activities.

3. Each climate driver was then assessed based on three parameters: Impact, Probability and Time Horizon. Impact and Probability were analysed according to quantitative and qualitative analysis criteria, similar to ERM model criteria in use, so as to facilitate their integration. The Time Horizon identified instead the potential time frame (short, mid and long term), in which each driver may manifest its effects, as a risk source or as a potential business opportunity.
The entire asset portfolio generated by the Group was analysed, assessing for each plant, climate exposure based on available data on different databases on extreme climate events and climate anomalies, provided by major national institutions and international providers. Vulnerability results for each plant were subsequently weighted, based on the actual portfolio relevance, in consideration of the incidence in terms of expected production and revenue.

4. Two plan-of-action checklists were then created, one for physical risk and one for transition risks, to identify the main risk-response activities useful to mitigate the vulnerabilities emerged, highlighting both the actions already implemented or being implemented by the Group, as well as new potential actions to implement. For all the climate drivers identified as relevant, in terms of potential severity, a monitoring and reporting system was also defined through the identification of Key Risk Indicators (KRIs) allowing continuous monitoring of the risk exposure and of the implementation status of mitigation actions.

5. A roadmap was designed to start a project for an additional development of the framework, which may provide use of scenario analysis tools to support the strategic planning process. Such tools could allow the Group to assess possible impacts resulting from exposure to climate risks within the different "RCP" (Representative Concentration Pathways) scenarios, the possible evolutions expected for the specified risk drivers and their potential effects on the Group business in the middle term.

Based on the process described herein, the table below highlights the macro-areas of climate risk considered, regarding this specific risk assessment and describing mitigation activities to be implemented.

CLIMATE CHANGE RISK CATEGORY	ASSESSMENT APPROACH	MITIGATION ACTIONS
Acute Physical Risks[36]	Acute physical risk is always more linked to the manifestation of extreme climate events, with potential catastrophic impact on the integrity and business continuity of the assets. The risk is managed through mitigation strategies and transfer of the potential economic impact.	Implementation of an Operational Risk Management Framework focused on initiatives for a better safeguard of the assets in operation.
Chronic Physical Risks[37]	Volatility and variability of weather conditions may affect productivity (energy source availability) and the Group plants revenue and, more generally, may affect market prices.	Implementation of a Hedging Policy (against the risk of energy price) at the Group level that would deem proper coverage objectives in line with assets production profiles. Perform an exhaustive market analysis on weather derivatives and on similar financial instruments to assess the production risk coverage effectiveness.
Transition risk (Regulatory Risks)[38]	The risk is linked to energy policy regression and to the legislation governing energy transition in different geographic areas. This risk may have a potential impact in the short term, on the development of new initiatives and, in the mid-term, on the support of a growth trend of renewable energy at the European and at global level.	Guarantee adequate monitoring of the legislation with dedicated teams (new resources, as specialists on the regulatory subjects), in all the countries of interest of the Group.
Transition Risks (Market Risks)[39]	The supply chain and the competition for the raw materials in the various sectors, may already have an impact in the short term. Other significant impact may arise from a slowing down, or failure to reach the energy transition objectives due to a lack of social acceptance (just transition) and decreased interest by the various stakeholders and investors.	Negotiation and finalisation of a framework and agreements for the supply with the major suppliers of strategic components for the renewable energy plants, so as to reduce the risks linked to price volatility and to the procurement of the supply chain.

In addition to all the above, it should be emphasised that, within the scope of business development activities, the assessment of "climate-related" potential risk exposure, is one of the parameters considered in the country risk analysis and it is an integral part of the assessment for the area where the renewable energy plant is going to be established.

Audits on third parties and in the M&A field

The need to define a governance policy of the "Counterparty Risk" arises from the evolution of activities that got more and more integrated with the electricity generation supply chain from renewable sources, exposing the Group to a higher level for "Counterparty Risk". The objective of the policy is, therefore, to provide the main guidelines about Counterparty Risk for all the business lines, consistent with the risk appetite level defined in the Risk Appetite Framework (RAF) of the Group.

[36] The main drivers, namely, the potential events that may give rise to risks and/or opportunities in this category are: tornados, storms/hurricanes, lightening and hail, fires, heat waves, cold waves and snow or ice, floods, droughts, landslides and avalanches.
[37] The main drivers, namely, the potential events that may give rise to the risks and/or opportunities in this category are: change in wind direction and chance of temperatures trend, temperature increase, average temperature increase, change of raining patterns, increased stratospheric ozone radiation, global Earth stabilisation, desertification and soil deterioration, rising sea level.
[38] The main drivers, namely, the potential events that may give rise to risks and/or potential opportunities in this category are: uncertainty or lack of regulations, environmental legislation, including planning "cap and trade" schemes, carbon tax and atmospheric pollution caps, product efficiency regulations and labelling standards regulations, fuel and energy taxes, relocation of carbon emissions, mandatory notification of emissions.
[39] The main drivers, namely, potential events that may generate risks and/or opportunities in this category are: value chain shortage due to the unbalanced supply and demand caused by the progressing energy transition and/or by an inadequate increase of production, global interruption of the "value chain", capital markets changes, fluctuations of socio-economic conditions due to climate change, consumer behaviour changes, social awareness of climate change, shortage of natural resources for energy transition, weak technological improvements.

The number and types of counterparties are changing, with increasing interest in industrial clients or the service sector, bringing an average increase of the credit and reputation risk. Furthermore, in 2021, the Group activities were expanded towards new markets (Finland and Mexico) and new technologies (offshore wind farms and green hydrogen), with the consequent broadening of the network of partners, counterparties, institutions, etc.

As part of the qualification and selection of suppliers, the Purchase Procedure provides for a policy for the management of Counterparty Risks through the identification of guiding principles, roles and responsibilities, as well as functional analysis activities such as:

- financial and credit analysis, which aims to verify the financial soundness of the Counterparty in relation to the obligations arising from the specific contract under negotiation;
- "background" analysis, which verifies the existence of potential reputational "Red Flags" against the Counterparty linked to legal, financial, or commercial issues;
- according to the nature of the Counterparty, and based on the scope of application, either both analyses or only one can be relevant. These analyses may be performed internally within the company or through external specialised providers that may audit;
- the collection of useful documents for the purpose of assessing ethical-reputational integrity, including the self-declaration of honourability of either the professional or the company's legal representative;
- analysis of any information available from open sources;
- local assessments (e.g., a supplier's registered office in offshore countries or countries with privileged tax regimes or banking secrecy, or in a country or region considered sensitive to certain political and economic risk factors, etc.);
- evaluation of any behaviour of the supplier that may suggest possible red flags.

Mergers and acquisitions, on the other hand, require an assessment of the corruption-prevention compliance policies and programmes, as well as any related control systems and the track record of companies to be purchased, also for the purpose of risk assessment. Following acquisition, integration into the Group's compliance and control systems and training for new employees will begin.

SUPPLY CHAIN RESPONSIBLE MANAGEMENT

The supply chain is a fundamental component of the value chain of the Group and constituted a scope of corporate management that is relevant both in terms of compliance and application of good practices within ESG scope.

The running of Falck Renewables' business involves the need to supply various types of goods and services, mainly of a technical nature, starting with the main components of the plants and ending with contracts for their construction and maintenance. For development activities, the Group also makes use of professional technical services provided by external consultants.

Purchases are managed both by the local Procurement units and by the Business Lines/Corporate Staff Structures, in accordance with a specific group procedure that governs due diligence activities on issues like economic soundness, technical and managerial capability, sustainability and Quality Health Safety and Environment (QHSE) compliance, as well as ethical and reputation reliability necessary for qualification.

All things being equal and where the market allows, Falck Renewables prefers to use local companies, in line with its connection to the territory, which is inherent in the Group's approach.

Among the responsibilities of the Business Lines/Corporate Staff Structures, "strategic procurement" involves the supply of technology components and work related to the construction and maintenance of facilities. During the qualification phase, strategic suppliers must also demonstrate that they share with Falck Renewables a common approach and values in terms of sustainability, and that they consider these elements also in the selection of possible subcontractors.

This collaboration makes the processes more efficient, also thanks to the use of shared digital tools, improving coordination in terms of logistic and favouring a positive environmental impact for the entire life cycle of the products. This approach also enables the development of complementary strategies with suppliers for repowering/

revamping plants and recycling different components. Moreover, strategic procurement endeavours to establish a general orientation in the supplier selection process, involving the different corporate functions in the qualification.

In 2021, a Group Enterprise Resources Planning management system was implemented in order to consolidate all corporate processes and improve collaboration between the different departments, the control on resources, on the supply chain and the management of operations. The system manages the supplies in the main countries where the Group operates (Italy, United Kingdom, Spain, France, Sweden, Norway). The procurement management system in the United States, is likely to be integrated as of 2022.

In 2021, the value of supplies procured at Group level amounted to € 180,1 million, of which 48% were procured locally. In general, the total value of supplies is lower than the average of the previous two years mainly due to the consistent decrease of the value of supplies linked to the construction of wind farms in Norway and Sweden that started operating. This decrease is offset by the increase in investment and construction of photovoltaic plants in the United States and of the Illois wind farm in France.

The value of supplies from local facilities decreased compared to the previous year due to the contraction in supplies related to the construction of wind farms in Sweden and Norway, that was mainly carried out by local contractors and the start of construction of the Illois wind farm carried out by non-local contractors[40]. Partially compensating, there is an increase in supplies from defined "local" suppliers in the United States, thanks to the acceleration of investment activities.

The number of suppliers assessed based on environmental and social criteria reached 32% in 2021: in absolute terms the value is on the rise as compared to 2020.

SUPPLIES[41]	GRI Ref.	UM	2021	2020	2019
Total suppliers (estimate)[42]		no.	1,760	1,748	1,478
VALUE AND LOCATION OF THE SUPPLIES	204-1				
Total value of supplies		k€	180,138	190,352	192,234
Values of supplies from local suppliers	204-1 a)	k€	86,438	140,145	143,392
% from local suppliers		%	48%	74%	75%
DISTRIBUTION OF THE VALUE OF SUPPLIES BY REGION AND BY LOCAL SUPPLIER					
Total value of supplies in Italy	204-1 a)	k€	89,303	79,522	65,738
Value of supplies from local suppliers in Italy		k€	40,117	47,620	43,270
% from local suppliers (regional scope)		%	45%	60%	66%
Total value of supplies in the UK		k€	19,862	19,592	16,733
Value of supplies from local suppliers in UK		k€	7,866	8,543	7,179
% from local suppliers (constituent country scope)		%	40%	44%	43%
Total value of supplies in Spain		k€	4,915	3,924	12,599
Value of supplies from local suppliers in Spain		k€	1,183	1,493	842
% from local suppliers (autonomous community scope)		%	24%	38%	7%

[40] The value of local supplies also depends on the definition of "local suppliers" which for Sweden and Norway follows a national perimeter, while for France it follows a regional perimeter.
[41] Data do not include SAET SpA and Elettromeccanica Euganea Srl, which joined the scope of the Group in the second half of 2021.
[42] Estimate obtained by data aggregation of data received from each individual country.

SUPPLIES	GRI Ref.	UM	2021	2020	2019
Total value of supplies in France		k€	16,570	4,813	2,658
Value of supplies from local suppliers in France		k€	1,879	3,654	1,967
% from local suppliers (regional scope)		%	11%	76%	74%
Total value of supplies in the USA		k€	33,042	4,117	2,963
Value of supplies from local suppliers in the USA		k€	19,546	1,602	627
% from local suppliers (federal state scope)		%	59%	39%	21%
Total value of supplies in Sweden and Norway		k€	15,387	76,932	91,543
Value of supplies from local suppliers in Sweden and Norway		k€	15,179	76,043	89,507
Percentage of local suppliers (national perimeter)		%	99%	99%	98%
Total value of supplies in other countries (Chile, Mexico, Australia, Japan)		k€	1,059	1,451	n.a.
Total value of supplies from local suppliers in other countries (Chile, Mexico, Australia, Japan)		k€	668	1,191	n.a.
Percentage of local suppliers		%	63%	82%	n.a.
NEW SUPPLIERS ASSESSED USING ENVIRONMENTAL CRITERIA	308-1				
Number of new suppliers		no.	549	88	126
New suppliers assessed using environmental criteria	308-1	no.	178	40	16
% of new suppliers assessed using environmental criteria		%	32%	45%	13%
NEW SUPPLIERS ASSESSED USING SOCIAL CRITERIA	414-1				
Number of new suppliers		no.	549	88	126
New suppliers assessed using social criteria	414-4	no.	178	40	16
% of new suppliers assessed using social criteria		%	32%	45%	13%

FIGHT AGAINST ACTIVE AND PASSIVE CORRUPTION

Falck Renewables considers business integrity to be a fundamental value[43], and considers corruption a serious threat to the development of economic and social relations within the scope of deployment of its activities.

The Company's approach is "zero tolerance" towards all forms of corruption in its relations with both public and private entities. This implies that all actions, operations, negotiations and, in general, the behaviours put in place in the business practice, must be based on utmost fairness, with the exclusion of any corruption or favouritism, on completeness and transparency of information and legitimacy, not only formal, on the basis of anti-corruption laws and regulations in force in the countries in which the Group operates, and of internal procedures.

Similarly, Falck Renewables complies with the provisions of the law on competition and refrains from deceptive, collusive and abuse of dominant position and from any form of unfair competition.

In 2021, there were no ascertained cases of corruption, nor were there any reports on the matter received through the whistleblowing tools activated (GRI 205-3).

General rules of conduct on anti-corruption

The main rules of conduct for the purposes of preventing corruption are contained in the Code of Ethics, in the specific protocols of Model 231, in the guidelines for managing relations with the Public Administration, in the Compliance Programme, in the *Manual de Prevención y Detección de Delitos*, and in the Group's internal procedures that govern, among other things, certain specific areas of management, as:

- procedure for managing relations with the Public Administration;
- charitable donations and sponsorships procedure;
- gifts and gratuities procedure;
- purchasing procedure.

The Compliance Programme is a tool designed specifically for the Group's foreign companies. It provides an analysis of each country's anti-corruption regulatory environment and specifies the requirements that must be met to ensure compliance. Its implementation has been approved by all the Boards of Directors of the Group Companies and entrusted to local management[44].

In terms of general principles of conduct, all Company representatives are required to report to their supervisor, without delay:

- any attempts at undue requests by representatives and/or employees of third parties with whom the Company has business relations, aimed, for example, at obtaining favours, illicit donations of money or other benefits;
- any critical issue or conflict of interest arising in the context of relations with representatives and/or employees of third parties with whom the Company maintains business relations.

It is also forbidden to pay or offer, directly or indirectly, even under different forms (aid or contributions, payments, or material benefits) to representatives and/or employees of third parties with whom the Company has business relations, or to persons close to them, for the purpose of illegally influencing their behaviour and ensuring advantages of any kind to the Company.

In 2021, the Group provided anti-corruption training courses to 224 employees worldwide[45].

With regard to third parties called upon to act in the name and on behalf of the companies of the Group (among these are agents, consultants and business partners), Falck Renewables carries out specific preventive controls (due diligence) that concern the possession of ethical and reputation requisites and checks on financial reliability.

[43] The relevance of the risk of corruption in relation to company activities is specifically analysed in Model 231 for Italian companies, as well as in the Compliance Programme for foreign companies and in the *Manual de Prevención y Detección de Delitos* for Spanish companies.
[44] The countries included in the Compliance Programme are: Italy, Spain, France, United Kingdom, Poland, Netherlands, Sweden, Norway, Bulgaria, Mexico, Chile, United States, Japan and Australia.
[45] Data do not include SAET SpA and Elettromeccanica Euganea Srl, which joined the scope of the Group in the second half of 2021.

ANTI-CORRUPTION COMMUNICATION AND TRAINING[46]	GRI Ref.	UM	2021	2020	2019
ANTI-CORRUPTION COMMUNICATION TO THE BOD					
Total members of the BoD who have been notified of anti-corruption policies and procedures	205-2 a	no.	12	12	12
Percentage of BoD members who have been notified of anti-corruption policies and procedures		%	100%	100%	100%
Total members of the BoD who have received training on anti-corruption policies and procedures	205-2 d	no.	0	12	10
Percentage of the BoD members who have received training on anti-corruption policies and procedures		%	0%	100%	83%
ANTI-CORRUPTION COMMUNICATION TO EMPLOYEES					
Total employees who have been notified of anti-corruption policies and procedures[47]	205-2 b	no.	615	553	95
Percentage of employees who have been notified of anti-corruption policies and procedures		%	100%	100%	19%
EMPLOYEES WHO HAVE BEEN NOTIFIED OF ANTI-CORRUPTION POLICIES AND PROCEDURES BY REGION (NUMBER)					
Italy	205-2 b	no.	388	363	95
UK		no.	42	29	0
Spain		no.	95	88	0
France		no.	13	8	0
USA		no.	13	13	0
Nordics (Sweden, Norway and Finland)		no.	9	7	0
other Countries		no.	55	45	0
EMPLOYEES WHO HAVE BEEN NOTIFIED OF ANTI-CORRUPTION POLICIES AND PROCEDURES BY REGION (PERCENTAGE)					
Italy	205-2 b	%	100%	100%	29%
UK		%	100%	100%	0%
Spain		%	100%	100%	0%
France		%	100%	100%	0%
USA		%	100%	100%	0%
Nordics (Sweden, Norway and Finland)		%	100%	100%	0%
other Countries		%	100%	100%	0%

[46] Data do not include SAET SpA and Elettromeccanica Euganea Srl, which joined the scope of the Group in the second half of 2021.
[47] During 2021, communication on anti-corruption was sent, with reference to:
- the publication of the Management Relations Procedure with the Public Administration to the entire Company population.
- Model 231 update to employees in Italy.

ANTI-CORRUPTION COMMUNICATION AND TRAINING	GRI Ref.	UM	2021	2020	2019
EMPLOYEES WHO HAVE BEEN NOTIFIED OF ANTI-CORRUPTION POLICIES AND PROCEDURES BY POSITION (NUMBER)					
Senior managers	205-2 b	no.	64	58	26
Middle managers		no.	118	102	30
White collars		no.	401	362	39
Blue collars		no.	32	31	0
EMPLOYEES WHO HAVE BEEN NOTIFIED OF ANTI-CORRUPTION POLICIES AND PROCEDURES BY POSITION (PERCENTAGE)					
Senior managers	205-2 b	%	100%	100%	47%
Middle managers		%	100%	100%	38%
White collars		%	100%	100%	12%
Blue collars		%	100%	100%	0%
ANTI-CORRUPTION TRAINING TO EMPLOYEES					
Total employees who have received training on anti-corruption policies and procedures	205-2 e	no.	224	154	104
Percentage of employees who have received training on anti-corruption policies and procedures		%	36%	28%	21%
BREAKDOWN OF EMPLOYEES WHO HAVE RECEIVED TRAINING ON ANTI-CORRUPTION POLICIES AND PROCEDURES BY REGION (NUMBER)					
Italy	205-2 e	no.	113	154	104
UK		no.	8	0	0
Spain		no.	82	0	0
France		no.	3	0	0
USA		no.	2	0	0
Nordics (Sweden, Norway and Finland)		no.	2	0	0
other Countries		no.	14	0	0

ANTI-CORRUPTION COMMUNICATION AND TRAINING	GRI Ref.	UM	2021	2020	2019
PERCENTAGE OF EMPLOYEES WHO HAVE RECEIVED TRAINING ON ANTI-CORRUPTION POLICIES AND PROCEDURES BY REGION (PERCENTAGE)					
Italy	205-2 e	%	29%	43%	31%
UK		%	19%	0%	0%
Spain		%	86%	0%	0%
France		%	23%	0%	0%
USA		%	15%	0%	0%
Nordics (Sweden, Norway and Finland)		%	22%	0%	0%
other Countries			25%	0%	0%
BREAKDOWN OF EMPLOYEES WHO HAVE RECEIVED TRAINING ON ANTI-CORRUPTION POLICIES AND PROCEDURES BY POSITION (NUMBER)					
Senior managers	205-2 e	no.	20	12	8
Middle managers		no.	35	17	27
White collars		no.	169	124	65
Blue collars		no.	0	1	4
PERCENTAGE OF EMPLOYEES WHO HAVE RECEIVED TRAINING ON ANTI-CORRUPTION POLICIES AND PROCEDURES BY POSITION (PERCENTAGE)					
Senior managers	205-2 e	%	31%	21%	15%
Middle managers		%	30%	17%	34%
White collars		%	42%	34%	19%
Blue collars		%	0%	3%	13%
CONFIRMED INCIDENTS OF CORRUPTION AND ACTIONS TAKEN					
Confirmed incidents of corruption	205-3 a	no.	0	0	0
Employees who received disciplinary action (including dismissal) for incidents of corruption	205-3 b	no.	0	0	0
Measures taken against business partners following confirmed incidents of corruption	205-3 c	no.	0	0	0
Proceedings against the organisation or employees for incidents of corruption	205-3 d	no.	0	0	0
Reports collected through the whistleblowing system	205-3 e	no.	0	0	0
ANTI-COMPETITIVE BEHAVIOR AND ANTI-TRUST					
Pending or completed legal actions against the company relating to anti-competitive behaviour and breaches of anti-trust and monopolistic legislation	206-1	no.	0	0	0

APPROACH TO TAXATION AND TAX GOVERNANCE

Approach to taxation and tax governance, control and risk management

In 2021, the company finalised a project whose goal is to streamline the Group's tax risk management process, i.e., to avoid the "risk of operating in violation of tax laws", or of operating contrary to the principles or purposes of the tax system in the various tax jurisdictions in which the Group operates[48]. Within this project, the Group will adopt a Tax Strategy document that aims to make explicit the principles that already govern its approach to taxation, summarised below:

1. business activities pursue real industrial and commercial objectives;
2. management choices are inspired by values of accuracy, transparency, integrity and professional diligence in order to responsibly manage fiscal risk, ensuring that processes and procedures used for this purpose are adequate;
3. in implementation of the principles of fair collaboration and full transparency, prior disclosure with the tax authorities and tax collection bodies is promoted through the use of the instruments provided for by the regulations, both in order to guarantee the correct assessment of taxes and to ensure transparent and accurate compliance, and in order to resolve situations of uncertainty regarding the interpretation of tax regulations;
4. tax rules are interpreted without manipulation and in keeping with their original spirit.

Moreover, the project envisages the adoption of a Tax Control Framework ("TCF"), i.e., an organised set of procedures and models for the detection, assessment, management, control and prevention of tax risks, which will complete the Internal Control and Risk Management System implemented by the Group. The TCF model adopted by the Group is inspired by the principles set by international[49] best practices, and is consistent with the requirements of the domestic regulations and practices governing access to the cooperative compliance regime set out in Legislative Decree 128/2015[50].

Reporting by country

The reporting on the different fiscal jurisdiction and venues where the Group operates, was performed in consideration of all the directly or indirectly controlled entities by Falck Renewables SpA and included in its Consolidated Financial Report[51]. Please note that only the companies on which the Holding Company has direct or indirect control have been included, along with the stable organisation of the Italian company Falck Next Energy Srl in the United Kingdom.
As fist reporting year, information is provided with reference to fiscal year 2020, as per the latest consolidated financial report filed with public registers as of the publishing date of this NFS.
Data from other consolidated entities are aggregated for each fiscal jurisdiction and venue where the Group operates, adding the amounts resulting from the financial reports of each of the entities whose tax residence is in that same jurisdiction.

[48] Definition of tax risk provided for in the order of 26 May 2017, No. 101573 of the Director of the Revenue Agency containing the "Provisions for the implementation of the cooperative compliance regime governed by Articles 3 et seq. of Legislative Decree 5 August 2015, no. 128".
[49] Specifically, the model is informed by the OECD Report (2013) "Co-operative Compliance: a Framework from Enhanced Relationships to Co-operative Compliance", and the OECD Report (2016) "Co-operative Tax Compliance: Building Better Tax Control Frameworks", which defines the elements underlying the design of an effective TCF for companies that voluntarily participate in the "cooperative compliance" regime.
[50] In particular, with reference to the provision of 14 April 2016, no. 54237 of the Director of the Revenue Agency containing the "Provisions concerning the requirements for access to the cooperative compliance regime governed by Articles 3 et seq. of Legislative Decree of 5 August 2015, no. 128". It should be noted that, at present, none of the Group companies meets the size requirements laid down by the regulations for application of the cooperative compliance regime.
[51] Therefore, this is a first application of the requirements provided by the GRI Standard 207-4.

SUMMARY OF THE DISTRIBUTION OF INCOME, TAXES AND ASSETS BY TAX JURISDICTION - YEAR 2020 (AMOUNTS IN EURO)

Country Tax Jurisdiction	Revenues			Profit (Loss) before Income Tax	Income Tax Paid (on Cash Basis)	Income Tax Accrued - Current Year
	Unrelated Party	Related Party	Total			
AUSTRALIA	21,006	12,426	33,432	-251,218	0	0
BULGARIA	138,909	0	138,909	9,516	0	-749
CHILE	0	0	0	-20,737	0	0
FRANCE	20,196,102	877,026	21,073,128	7,634,937	-1,055,966	-1,660,626
ITALY	236,018,321	52,168,772	288,187,093	76,825,453	-4,864,607	-2,475,117
JAPAN	4,323,237	55,796	4,379,032	681,297	-331,544	-393,019
MEXICO	49,625	1,360,571	1,410,196	-212,757	0	0
NEDERLAND	0	0	0	-529,069	0	0
NORWAY	4,592,584	57,901	4,650,485	-1,109,973	0	0
SPAIN	5,987,032	5,916,510	11,903,542	-1,241,609	-53,028	-56,119
SWEDEN	6,740,436	453,551	7,193,987	-525,706	0	0
UNITED KINGDOM	135,103,389	8,001,958	143,105,347	87,268,500	-14,307,643	-9,592,561
USA	5,521,927	30,691,178	36,213,105	4,386,799	0	-730,377

Disclosure GRI 207-4 paragraph b - x)	Stated Capital	Accumulated Earnings	Number of Employees	Tangible Assets other than Cash and Cash Equivalents
The operating result and tax base are both negative, hence no corporate income tax is due.	1	-267,032	1	0
The effective tax rate is approximately in line with the statutory 10% CIT rate.	1,023	98,133	0	88
The operating result and tax base are both negative, hence no corporate income tax is due.	22,932	0	0	0
The effective rate is approximately 22%, the statutory CIT rate is 28%: the difference is due to some entities with both negative operating results and tax bases, and to exempt dividend income.	32,692,738	-23,703,995	8	210,343,218
The statutory rate is 27.9% (including IRES and IRAP): the difference with the effective tax rate is largely due to exempt dividend income and to the complete offset of the IRES taxable base (having a statutory tax rate of 24%) by using tax losses and other tax attributes under the tax consolidation regime.	324,113,420	156,663,184	363	382,620,235
The difference with the effective tax rate is largely due to undeductible costs.	7,906	1,003,968	31	70,383
The operating result and tax base are both negative, hence no corporate income tax is due.	84,617	-775,524	12	723,433
The operating result and tax base are both negative, hence no corporate income tax is due.	1,840,000	-1,522,808	1	1,348
The operating result and tax base are both negative, hence no corporate income tax is due.	77,791,869	-857,427	2	67,952,622
The effective tax rate is affected by both negative operating results and negative tax bases.	6,614,806	912,428	88	17,089,476
The operating result and tax base are both negative, hence no corporate income tax is due.	142,192,599	4,188,352	5	133,466,355
The difference between the statutory CIT rate (19%) and the effective tax rate is due to exempt dividend income.	75,559,659	245,836,068	29	350,158,761
The effective tax rate is affected by the complete offset of the Federal taxable base (having a statutory tax rate of 21% by using previous the tax losses carried forward from previous years. The total tax charge is limited to the State income taxes due in the jurisdictions in which the various entities operate.	307,770,581	3,043,026	13	402,132,582

PROTECTION OF HUMAN RIGHTS

Falck Renewables is aware of the importance of the protection of human rights in relation to the performance of its activities. In particular, the Group focuses on

- the fundamental rights of the individual;
- labour rights as they are referred to in the conventions of the International Labour Organization (ILO),
- the right to health, safety and protection of personal data;
- the right to a healthy environment and access to energy and natural resources, in the interest of the individual and the community, as well as of future generations.

In the materiality analysis, the protection of human rights has not emerged as a material topic, as it is connected to other material topics treated in the document: inclusive and non-discriminatory environment, health and safety, right to a healthy environment, integrity and transparency in employees and suppliers relationships.

These topics are treated exhaustively in the various documents on the Group internal procedures, first and foremost the Code of Ethics, the Diversity and Inclusion Policy and the Modern Slavery and Human Trafficking Statement, the latter one with specific reference to the supply chain.

Through the Code of Ethics, the Group undertakes to provide a stimulating and gratifying work environment to all its employees. The document promotes the pivotal role of the human being, the respect for basic human rights and the safeguard of moral integrity, ensuring equal opportunities for all.

The Group Policy on Diversity and Inclusion promotes an inclusive work environment, as a guarantee to the Group commitment to immediately stop any racist, sexist, homophobic, biphobic and transphobic behaviour or attitude and ensuring that no mobbing or stalking episodes take place.

All employees shall comply with the Group's Code of Ethics and with the Policy on Diversity and Inclusion. Employees are provided continuous training on the principles contained in these documents and are promptly informed about any updates occurred.

The Company encourages employees to take an active stance against any form of discrimination and to report any suspicious acts or discriminatory practices through its whistleblowing portal. In this regard, no reports of incidents of discrimination were received during 2021 (GRI 406-1).

The focus on the protection of human rights also extends to the supply chain and third parties. Contractors, subcontractors, and business partners that act on behalf of the Group, shall comply with the principles and indications contained in the Code of Ethics and in the Policy on Diversity and Inclusion.

Furthermore, in cases where suppliers operate in "at-risk" countries, recognised as such by international bodies, Falck Renewables foresees specific contractual clauses that commit the supplier to respect human rights with the possibility to carry out controls at the premises or production units concerned.

Falck Renewables publishes an annual report in accordance with the provisions of 2015 Modern Slavery Act. The Modern Slavery and Human Trafficking Statement was updated in 2021 and is applicable to all Group companies operating in the United Kingdom. The Statement reiterated its zero-tolerance approach towards any form of modern slavery as far as the activities or the supply chains are concerned and, more specifically, towards any type of slavery, forced labour, human trafficking and child labour.

In 2021, checks have been implemented both on the supplier's assessment and on their offers of goods and services in areas deemed to be more at risk, and the fulfilment of the terms of contracts were inspected. The outcome of all said activities resulted in no findings of any suspected breach by the employees or by third parties. No report of any suspected "modern slavery" practices was detected.

On the topic of training on human rights, the employees attended various courses during 2021, such as:

- "The ethical principles of conduct of the Falck Renewables Group", a course on the Code of Ethics dealing with topics related to human rights (accounting for about 15% of the overall contents)
- "Diversity: The language and the value of diversity" to promote a work environment that is free from bias

of any kind and focused on valuing the importance of diversity intended as individual uniqueness.

- "Modern Slavery and ethical work principles": whose objective is to illustrate the values, principles and behavioural patterns that will lead the Group activity to avoid conducts that may be related to "modern slavery". Furthermore, a mandatory training course on the topic of "modern slavery" has been provided for 30 employees with strategic duties in the management of the Group's procurement processes.

TRAINING ON HUMAN RIGHTS[52]	GRI Ref.	UM	2021	2020	2019
Hours allocated to training on policies or procedures for human rights	412-2 a	no.	1,052[53]	n.a.	n.a.
Total employees who received training on human rights policies and procedures	412-2 b	no.	270	n.a.	n.a.
% of employees who received training on human rights policies and procedures	412-2 b	%	44%	n.a.	n.a.

[52] Data do not include SAET SpA and Elettromeccanica Euganea Srl, which joined the scope of the Group in the second half of 2021.
[53] The total hours of training on the topic of human rights considers the training courses provided throughout the year on: "Modern Slavery", "Modern Slavery for Buyer Responsible", "Diversity & Inclusion", "Code of Ethics" (contents on human rights constitute 15% of the course), "Compliance Programme" (contents on human rights constitute 3% of the course).

4

ENVIRONMENTAL CONCERNS

Environmental concerns

ENVIRONMENTAL MANAGEMENT POLICIES AND TOOLS

The protection and preservation of the environmental heritage and natural resources is a fundamental principle underlying the Company's mission, enshrined in the Group's Code of Ethics and in the Sustainability Charter.

In all the contexts in which it operates, Falck Renewables undertakes to act in full respect of the laws and regulations in force on the subject and aims at the continuous improvement of its environmental performance, through the application of advanced technologies, risk assessment and management, training, awareness and involvement of employees and collaborators, and the application of environmental sustainability criteria in the selection of suppliers.

An important initiative developed in recent years is the analysis and measurement of the "environmental footprint" generated by the various Group activities, through the calculation of the Carbon Footprint and of the Organisational Environmental Footprint.

MAIN ENVIRONMENTAL IMPACTS BY TYPE OF ACTIVITY[54]

	Electricity generation from wind/photovoltaic sources	Generation of thermoelectric energy	Electricity generation from biomass – (Rende plant)	Headquarters Activities
Consumption of energy resources		X	X	X
Atmospheric emissions		X	X	
Land Use/Biodiversity	X			
Water consumption and discharge		X	X	X

Environmental management policies and tools

The Group's QHSE Policy[55], together with the continuous monitoring and updating of the quality, environmental and safety management systems, define the guidelines to implement environmental monitoring at every stage of activities, and promote the culture of respect for the environment within the Company.

The implementation of the policy is managed centrally by the Group's QHSE department, which monitors the evolution of regulations at national and international level, providing advice and instructions to site managers, who are responsible for environmental management at local level, and carrying periodic audits on the application of the relevant legal provisions and internal procedures.

The principles of environmental protection apply to the entire life cycle of the plants, from the design phase to the construction site, until decommissioning. All projects for the construction of new wind farms and photovoltaic plants are started by environmental impact studies and, if required by law, undergo an Environmental Impact Assessment (EIA) procedure which, in Italy, each region regulates within the parameters and according to the principles of national legislation. In particular, the EIA assesses visual and landscape impact, land consumption, acoustic impact, repercussions on birdlife and possible loss of biodiversity. The authorisation process may give rise to specific commitments related to any requirements received.

[54] Following the internal assessments and materiality analysis, the issue related to waste management did not emerge as a relevant issue for the Group, net of the Trezzo d'Adda plant. Information does not include SAET SpA and Elettromeccanica Euganea Srl, which joined the perimeter of the Group in the second half of 2021.
[55] The Group's QHSE policy is available on the Company's website.

In 2021, projects were presented for the development of "agrivoltaic" plants allowing to integrate certain crop farming with the production of photovoltaic energy, avoiding the exclusive occupation of farming soil by the photovoltaic plants.

A number of operating plants are also covered by ISO 14001:2015 certified management systems, which require context analysis aimed at identifying risks and opportunities related to environmental aspects in areas near the plants, as well as the monitoring of data trends and performance indicators. The Trezzo sull'Adda thermoelectric plant, which serves the north-eastern area of the province of Milan, and the Minervino Murge wind farm are also EMAS registered and subject to the publication of an Environmental Statement in which all the plant's operating and environmental impact data are reported.
One of the Group's objectives is to increase plants and activities covered by the system certifications. In this perspective, in 2021, Energy Team also became ISO 14001:2015 certified.

In 2021, the biomass plant in Rende certified its compliance with the standards applied in relation to the Organisation Environmental Footprint ("OEF") analysis and to the Carbon Footprint study. This certification was also implemented to constantly improve monitoring of the Group's environmental footprint. This approach started in 2020 with a pilot project on the analysis of the Life Cycle Assessment ("LCA") of the wind farm in Hennoy, Norway, and with OEF analyses of the thermal plants of the Group. In 2022, the activity will continue by deepening the environmental footprints linked to the wind farms of the Group.

The application of environmental protection principles is extended to the supply chain. For product categories that present critical environmental, health and safety issues, the Group's purchasing procedure not only requires due diligence on a supplier's technical and management capacities, but also the collection and validation of information relating to the possession of authorisations and certified management systems or, as an alternative to these, the presence of applicable procedures on the subject. Suppliers who are critical to environmental issues are then audited both before they become service providers for the Group and then periodically to verify compliance with the required standards. The health emergency did not prevent the restart of the verification activities at the Group's plants and offices, recording a significant increase compared to the previous year. On the other hand, only one audit was performed at third party suppliers.

ENVIRONMENTAL AUDITS[56]	UM	2021	2020	2019
Internal audits[57]	no.	118	21	55
External audits carried out (third party, for recertification, etc.)	no.	20	13	13
Total audits	no.	138	34	68

EXTERNAL VISUAL INSPECTION[58]	UM	2021	2020	2019
Carried out by ASL, ARPA, VVF, ATS, the Municipality, the Province, the Region and other bodies within the scope of Falck Renewables	no.	2	8	2

ENVIRONMENTAL COMPLIANCE[59]	GRI Ref.	UM	2021	2020	2019
Sanctions received for non-compliance to environmental legislation and laws	307-1 a	no.	3	0	1
Monetary value of sanctions	307-1 a, i	k€	23.3	0	6.5
Number of non-monetary sanctions	307-1 a, ii	no.	0	0	n.a.
Cases managed via dispute resolution mechanisms	307-1 a, iii	no.	0	0	0

[56] Data do not include SAET SpA and Elettromeccanica Euganea Srl, which joined the perimeter in the second part of 2021.
[57] It refers to Falck Renewables staff visits for plant monitoring and O&M.
[58] Data do not include SAET SpA and Elettromeccanica Euganea Srl, which joined the perimeter in the second part of 2021.
[59] Does not include sanctions or fines for less 5,000€. Data do not include SAET SpA and Elettromeccanica Euganea Srl, which joined the perimeter in the second part of 2021.

ENERGY AND ATMOSPHERIC EMISSIONS

Energy consumption is concentrated in the activities of waste-to-energy of municipal solid waste and special non-hazardous waste and biomass (virgin wood and waste from short supply chain), for which diesel oil and natural gas are used as fuels respectively, and in the activities of the head offices, where electricity and gas are consumed and, in the case of the Sesto San Giovanni office, heat from the district heating network. On the other hand, energy consumption for the operation of wind farms and photovoltaic plants is almost irrelevant.

Falck Renewables, as a company subject to Legislative Decree 102/2014 and subsequent amendments and integrations, has scheduled an energy diagnosis every four years. During 2021, a new system was installed to monitor electricity consumption at the waste-to-energy plant of Trezzo sull'Adda, for the purpose of optimizing the plant management and revise the energy diagnostic document, assessing the need for any plant services or management improvement on an annual basis.

As far as thermal plants, Falck Renewables has chosen combustion technologies that minimise the production of pollutants by promoting upstream interventions over downstream purification. Atmospheric emissions are continuously monitored at these plants. In the case of the Trezzo sull'Adda plant, the Emission Monitoring System (SME) provides emission data in real time, both to the control authority and to other agencies, such as Arpa Lombardia which monitors and controls compliance with the emission limits as provided by law, for the greater safeguard of the environment and of local communities.

In 2021, the Group globally consumed 898 thousand MWh of energy, increasing of 9% in relation to the previous fiscal year. Increased consumption may almost entirely be ascribed to the improved operation activity of the plant in Rende, which was stopped last year for general maintenance.

Direct emissions (scope I), related to waste-to-energy and biomass combustion activities, and indirect emissions (scope II) of CO_2, linked instead to electricity consumption, amounted to a total of 173.5 thousand tonnes, increasing of 9.4% compared to the previous year. The difference is mainly attributable to the increased operation of the Trezzo sull'Adda plant which processed a higher amount of waste than the previous year.

ENERGY CONSUMPTION[60]	GRI Ref.	UM	2021	2020	2019
Total energy consumption (B+C)	302-1 e	MWh	898,408	824,314	930,375
of which from renewable sources (A1+D)		MWh	691,654	524,280	623,401
BREAKDOWN OF DIRECT PRIMARY ENERGY CONSUMPTION BY SOURCE AND TYPE					
Direct primary energy consumption from renewable sources (A1)	302-1 b	MWh	685,775	523,777	622,856
of which biomasses (Rende)		MWh	397,040	341,262	434,005
of which waste - renewable component (Trezzo)		MWh	288,735	182,515[61]	188,851

[60] Data from 2021, include all energy consumption of all the plants in the Group and as well as those of the office facilities located in Italy (except for SAET SpA and Elettromeccanica Euganea Srl, which joined the scope of the Group in the second half of 2021) and office locations abroad (with more than 9 employees) where the energy supply is headed by the company.
[61] The variance from the data published in the 2020 NFS is due to a refinement of the calculation method applied.

ENERGY CONSUMPTION	GRI Ref.	UM	2021	2020	2019
Direct primary energy consumption from non-renewable source (A2)		MWh	204,777	293,627	302,848
of which natural gas (Rende)		MWh	4,207	5,903	7,922
of which diesel oil (Trezzo)		MWh	7,134	9,721	12,215
of which waste - non-renewable component (Trezzo)	302-1 a	MWh	192,875	273,226[62]	282,711
of which gas for heating offices		MWh	34	4,600[63]	n.a.
of which gasoline for automotive[64]		MWh	355	98	n.a.
of which diesel fuel for automotive[65]		MWh	172	79	n.a.
Total direct energy consumption (B=A1 + A2)	302-1	MWh	890,552	817,404	925,704
CONSUMPTION OF HEAT					
of which district heating	302-1 c	MWh	294	n.a.	n.a.
CONSUMPTION OF ELECTRICITY					
Electricity purchase (C)		MWh	7,562	6,910	4,671
of which for for powering wind farms		MWh	4,967	3,750	3,530
of which for operating the offices		MWh	576	736	646
of which for powering photovoltaic plants	302-1 c	MWh	1,232	1,143	252
of which for powering thermal plants		MWh	786	1,281	243
of which for automotive		MWh	n.a.	n.a.	n.a.
of which from renewable sources (D)		MWh	5,878	503	545
Self-produced energy consumption (E)	302-1	MWh	37,456	34,351	38,113
of which from renewable sources (F)		MWh	29,510	26,822	27,234

[62] The variance from the data published in the 2020 NFS is due to a refinement of the calculation method applied.
[63] In 2021 the methodology for calculating the data relating to gas consumption for heating the offices was revised. Using this new methodology also for the year 2020 the figure would be comparable to that of 2021 and would be equal to 38 MWh.
[64] The data takes into consideration the mixed use of the company car fleet (70% of consumption is attributed to the company).
[65] The data takes into consideration the mixed use of the company car fleet (70% of consumption is attributed to the company).

EMISSIONS	GRI Ref.	UM	2021	2020	2019
Direct CO_2 emissions - Scope I[66]	305-1 a	tCO_2	171,739	156,665	111,450.5
Indirect CO_2 emissions - Scope II[67] (location based)	305-2 a	tCO_2	1,715	1,824.5	1,176.9
Total CO_2 emissions		tCO_2	173,453	158,489.5	112,627.3
Atmospheric emissions					
NOx (Trezzo)	305-7 a, i	t	74.3	76.3	79.8
NOx (Rende)	305-7 a, i	t	180.9	148.0	159.5
SOx (Trezzo)	305-7 a, ii	t	5.7	3.9	5.5
SOx (Rende)	305-7 a, ii	t	0.019	0.070	0.050
CO (Trezzo)	305-7 a, vii	t	17.8	14.9	14.3
CO (Rende)	305-7 a, vii	t	81.5	62.6	76.04

Reduction of Scope 2 emissions

During the year, the Group has updated electrical energy supply agreements, gradually shifting to supply packages 100% based on renewable sources. This process led to the consumption of 691,654 MWh from renewable sources, equal to 77% of the energy consumed during the year and to reach 631 tCO_2 of total residual emissions.

INDIRECT CO_2 EMISSIONS - SCOPE II (305-2)		2021		2020	
Breakdown of indirect Scope II CO_2 emissions by country	UM	location based	market based	location based	market based
Spain	tCO_2	113.2	63.1	123.0	n.a.
France	tCO_2	26.6	0.0	24.7	11.8
Italy	tCO_2	796.0	100.5	1,035.1	n.a.
Norway	tCO_2	12.9	11.4	8.0	n.a.
Sweden	tCO_2	12.3	0.0	3.6	n.a.
UK	tCO_2	255.9	128.9	208.1	186.1
Mexico	tCO_2	0.0	0.0	3.1	n.a.
Japan	tCO_2	0.0	0.0	16.9	n.a.
USA	tCO_2	497.7	326.8	402.1	n.a.
Total	tCO_2	1,714.5	630.7	1,824.5	

[66] For emission calculation, the emission factors listed in the "National Standard Parameters Table" of the United Nations Framework Convention on Climate Change (UNFCCC), published annually by the Ministry of the Environment. Scope 1 emissions include a share equal to 9,280 kg of CO_2 deriving from 2.9 kg of SF6.

[67] References of the emission factors applied to this report: USA: "Emission Factors for Greenhouse Gas Inventories" (US EPA, 2021): 0.306 tCO_2/MWh for North Carolina and Virginia, 0.2215 tCO_2/MWh for Massachusetts, 0.4976 tCO_2/MWh for Iowa, 0.4976 tCO_2/MWh for Iowa; EU and UK: "Efficiency and decarbonization indicators for total energy consumption and power sector. Comparison among Italy and the biggest European countries" (ISPRA, 2021): 0.2686 tCO_2/MWh for Italy, 0.2089 tCO_2/MWh for Spain, 0.0533 tCO_2/MWh for France, 0.0212 tCO_2/MWh for Sweden and 0.231 tCO_2/MWh for UK; Norway: "Electricity disclosure 2018" (NVE-RME, update 2020): equal to 0.0189 tCO_2/MWh.

MANAGEMENT OF WATER RESOURCES

Water is primarily used in thermoelectric cycles for the plants in Trezzo sull'Adda and Rende in Italy, and residually for firefighting, landscape irrigation, and sanitary use.

During 2021, water usage totalled over 696,549 m^3 (approximately +6% compared to 2020). The increase in water consumption is mainly attributable to the fact that during the year 2020 the scheduled biennial maintenance activities of the Rende plant were carried out, resulting in less need for cooling water and for the thermal cycle.

Discharges, on the other hand, totalled 283,740 m^3. In thermoelectric plants, most of the water used is lost to the atmosphere in the form of water vapour, while wastewater from the process is largely reused for process needs.

WATER	GRI Ref.	UM	2021	2020	2019
WATER WITHDRAWN					
Total water withdrawn	303-3 a	m^3	696,549	658,489	772,331
BREAKDOWN OF WATER WITHDRAWALS BY SOURCE AND QUALITY					
from surface water (lakes, rivers, etc.)	303-3 a, i	m^3	579,485	531,242	660,395
of which freshwater	303-3 c, i	m^3	579,485	531,242	660,395
of which other water (non-freshwater)	303-3 c, ii	m^3	0	0	0
from groundwater	303-3 a ii	m^3	86,173	88,685	74,460
of which freshwater	303-3 c, i	m^3	86,173	88,685	74,460
of which other water (non-freshwater)	303-3 c, ii	m^3	0	0	0
from seawater	303-3 a, iii	m^3	0	0	0
of which freshwater	303-3 c, i	m^3	0	0	0
of which other water (non-freshwater)	303-3 c, ii	m^3	0	0	0
from produced water	303-3 a, iv	m^3	0	0	0
of which freshwater	303-3 c, i	m^3	0	0	0
of which other water (non-freshwater)	303-3 c, ii	m^3	0	0	0
from third-party water (municipal water or other public or private water services)	303-3 a, v	m^3	30,891	38,562	37,476
of which freshwater	303-3 c, i	m^3	30,891	38,562	37,476
of which other water (non-freshwater)	303-3 c, ii	m^3	0	0	0
WATER WITHDRAWALS FROM AREAS WITH WATER STRESS BY SOURCE AND WATER QUALITY					
Water withdrawals from areas with water stress	303-3 b	m^3	0	0	0
from surface water (lakes, rivers, etc.)	303-3 b, i	m^3	0	0	0
of which freshwater	303-3 c, i	m^3	0	0	0
of which other water (non-freshwater)	303-3 c, ii	m^3	0	0	0

WATER	GRI Ref.	UM	2021	2020	2019
from groundwater	303-3 b, ii	m^3	0	0	0
of which freshwater	303-3 c, i	m^3	0	0	0
of which other water (non-freshwater)	303-3 c, ii	m^3	0	0	0
from seawater	303-3 b, iii	m^3	0	0	0
of which freshwater	303-3 c, i	m^3	0	0	0
of which other water (non-freshwater)	303-3 c, ii	m^3	0	0	0
from produced water	303-3 b, iv	m^3	0	0	0
of which freshwater	303-3 c, i	m^3	0	0	0
of which other water (non-freshwater)	303-3 c, ii	m^3	0	0	0
from third-party water (municipal water or other public or private water services)	303-3 b, v	m^3	0	0	0
of which freshwater	303-3 c, i	m^3	0	0	0
of which other water (non-freshwater)	303-3 c, ii	m^3	0	0	0
of which surface water	303-3 b, v	m^3	0	0	0
of which ground water		m^3	0	0	0
of which seawater		m^3	0	0	0
of which from produced water		m^3	0	0	0
WATER DISCHARGE					
Total water discharge	303-4 a	m^3	283,740	253,197	313,178
in areas with water stress	303-4 c	m^3	0	0	0
BREAKDOWN OF WATER DISCHARGES BY DESTINATION					
of which into surface water (lakes, rivers, etc.)	303-4 a, i	m^3	283,623	252,819	312,826
into groundwater	303-4 a, ii	m^3	0	0	0
into seawater	303-4 a, iii	m^3	0	0	0
of which into the municipal sewers or into other public or private services	303-4 a, iv	m^3	117	378	352
of which into third-party water		m^3	0	0	0
BREAKDOWN OF WATER DISCHARGES BY WATER QUALITY					
Freshwater	303-4 b, i	m^3	283,740	253,197	313,178
Other types of water (non-freshwater)	303-4 b, ii	m^3	0	0	0
BREAKDOWN OF WATER DISCHARGES BY QUALITY OF WATER DISCHARGED IN WATER STRESS AREAS					
Freshwater	303-4 c, i	m^3	0	0	0
Other types of water (non-freshwater)	303-4 c, ii	m^3	0	0	0

LAND USE AND BIODIVERSITY PROTECTION

The protection of biodiversity is mainly related to the presence of wind farms and photovoltaic plants on given areas. Among all the plants in operation, two plants, both in Italy, are adjacent to protected areas with a high biodiversity:

- the Minervino Murge wind farm adjacent to the Alta Murgia National Park in Apulia;
- the San Sostene wind farm located near the Serre Regional Park in Calabria.

BIODIVERSITY[68]	GRI Ref.	UM	2021	2020	2019
OPERATIONAL SITES OWNED, LEASED, MANAGED IN, OR ADJACENT TO PROTECTED AREAS AND AREAS OF HIGH BIODIVERSITY VALUE OUTSIDE THE PROTECTED AREAS[69]					
Minervino Murge wind farm	304-1 v	km^2	8	8	8
San Sostene wind farm	304-1 v	km^2	7	7	7

The impact on fauna and vegetation of a given area is mostly attributable to site works during construction (or decommissioning) of the plant, which require the construction of an access road to the site, as well as service and storage and assembly areas, foundation works for turbines, and construction of power lines. Once the work is completed, the site is then upon the completion of greening works and the regrowth of any previously removed vegetation, generally facilitated also by high ventilation. For environmental restoration and re-qualification works, the Company relies on techniques, methodologies and materials that are adapted to the specific case and allow a quick and effective restoration of the original conditions, or, in some cases, go even further, enhancing a local area through the creation of natural habitats in areas around the plants.

OEF analysis, mentioned in the previous paragraphs, provide useful information to identify areas for improvement in the design and development of the single project and they also provide an important benchmark in relation to other renewable technologies.

Regarding wind farms in commercial operation, the most significant impact is on birdlife, which may collide with the wind turbine blades. Bird activity is greatest on calm or low wind days and tends to decrease to the point of cessation for some bird species on excessively windy days. At the same time, flight altitude decreases with increasing wind speed. Large wind turbines operate at a low RPM, which makes the movement of the blades sufficiently visible to birds. Rotation speed increases as windiness increases, but at near-zero or excessive windiness the activity of wind turbines ceases, thanks to the activation of control and safety systems, greatly reducing or eliminating collision risks. During the design phase, the main measure to protect birdlife is the mitigation of the barrier effect, which is implemented through the evaluation of the correct spacing and positioning of the wind towers.

The new "agrivoltaic" projects under development in Italy, are an example of how the Group is integrating both environmental sustainability principles in the design and construction of its own plants. The Landolina agrivoltaic park (9.7 MW) in the Scicli territory, in Sicily, whose construction works are expected to start in the first quarter of 2022 – will combine agricultural and zootechnical production with renewable energy, maximising land-use efficiency, by planting native crops such as fruit trees (olive trees, carob trees, almond trees), medicinal herbs and mixed species lawns – identified in collaboration with the Department of Agriculture, Food and Environment of the University of Catania. The plant will extend over 22 hectares of farmland: 17 hectares will be designated to the co-existence of photovoltaic plants and crop cultivations, and the remaining 5 hectares will be dedicated only to planting. The plant will be built on land left uncultivated over the last twenty-year period and will create new jobs even in the agricultural sector.

In 2021, with reference to the photovoltaic project currently being developed by the Municipality of Chiva, at the Valencia Autonomous Community in Spain, the Group obtained a Certificate of Excellence promoted by the Spanish Photovoltaic Union (UNEF), which awards land-based solar projects meeting the highest standards of sustainability preservation of biodiversity and social integration.

[68] Data do not include SAET SpA and Elettromeccanica Euganea Srl, which joined the scope of the Group in the second half of 2021.
[69] Calculation of the surface area was carried out by measuring the area enclosed in the perimeter that joins the outermost perimeter towers of the plant. The Minervino Murge wind farm is about 300 m from the borders of the Alta Murgia National Park and the San Sostene wind farm is about 500 m from the Serre Regional Park (the turbine closer to the Park is taken as reference).

5

PERSONNEL MANAGEMENT

Personnel management

Falck Renewables considers its people of pivotal importance for the success of the Group, both in the short term and especially in the long term.

With their skills, attitudes and sensitivity, employees enable the Company to grow, develop and contribute to the creation of transparent and valuable relationships with its stakeholders.

The Group's objective is to offer its employees opportunities for professional growth in a stimulating, inclusive, serene, and safe environment, where diversity is respected and valued, and where teamwork and the culture of getting things done serve as the glue that holds the Company together, leading it to the achievement of the expected results.

In this context, transparency takes on great importance and therefore in 2021 the Group's commitment was strengthened by sharing and publishing the basic principles that govern its compensation policy, in order to make the process transparent, both in terms of methods and application criteria. In terms of management processes, the Group operates in accordance with a specific procedure governing staff selection, recruitment, training and development.

During 2021, the Human Resources & Organisation Department continued the implementation of the Workday system to support personnel selection processes and to manage personal data, compensations and organisation aspects. Through the Workday system, employees and managers are able to have a clear and immediate update on their personal data and on company data. To facilitate employees' access to the various company tools, the development of Workday system will make it possible to interface with other company systems in order to ensure prompt synchronisation.

In 2021, collaboration between the Human Resources & Organisation Department and the Digital Transformation & IT Department, allowed the Group employees to be able to work remotely, a practice that was further established to manage the response to the pandemic crisis. Due to the pandemic, the Company adopted from the beginning an attitude of maximum protection towards its employees, by extending its "smart working" (remote working) policy, introduced in Italy since 2018, to the entire employee population that could benefit from it, in a consistent and lasting way.

Among the initiatives brought forth in 2021, the so-called "Growth Zone", a section within the company portal dedicated to accompanying the employees in carrying out their work activities remotely, making available to them various types of training courses and ideas on how to best manage their spare time.

At the end of the year, Human Resources & Organisation Department, through unofficial interviews, conducted a survey on morale, preoccupations and needs in terms of welfare of its collaborators. The findings from these interviews revealed the need to have a place to discuss psychological topics, possibly relying on medical professionals if necessary. In this view, the company made available to all employees' workshops, held in three different languages, offering collective psychological support. This service also provided a toll-free number to all employees for personal and anonymous support.

EMPLOYMENT

The Group's employment has grown steadily over the past few years, following the dynamics of the Company's business expansion. This trend continued through 2021. As of 12.31.2021, the Group has 693 employees, 67% of whom are employed in Italy and 33% abroad. At the end of 2020, the number of employees had grown by approximately 25%. During the year there were 220 new hires and 80 resignations, net of intra-group transitions.

The new hires met the needs of the business departments that reconfigured themselves in order to meet new initiatives pursuant to the business plan. The female company population is 30% of total workforce and almost the majority is hired on a full-time permanent contract basis.

In Italy, 11% of employees are members of a trade union organisation. Falck Renewables maintains regular relations with the workers' representatives which in 2021 resulted in 10 meetings mainly dedicated to the definition of goal-achievement bonuses. 7 employees fall within the protected categories.

EMPLOYMENT	GRI Ref.	UM	2021	2020	2019
INFORMATION ON EMPLOYEES AND OTHER WORKERS					
Number of employees as at 01/01	102-8	no.	553	499	464
Total starters		no.	220	112	128
Total leavers		no.	80	58	93
Total number of employees as at 31/12		no.	693	553	499
EMPLOYEES BREAKDOWN BY GENDER					
Men	102-8	no.	485	384	352
Women		no.	208	169	147
BREAKDOWN OF EMPLOYEES BY LENGTH OF EMPLOYMENT AND GENDER					
Permanent contract	102-8 a	no.	643	528	472
of which women		no.	193	164	143
Fixed-term contract		no.	50	25	27
of which women		no.	15	5	4
Other types of employment (internships, etc.)		no.	21	10	17
of which women		no.	6	3	10

EMPLOYMENT	GRI Ref.	UM	2021	2020	2019
BREAKDOWN OF EMPLOYEES BY EMPLOYMENT CONTRACT DURATION AND REGION					
Permanent contract	102-8 b	no.	643	528	472
of which in Italy		no.	435	343	306
of which in the UK		no.	38	27	31
of which in Spain		no.	89	87	79
of which in France		no.	11	7	4
of which in the USA		no.	13	13	9
of which Nordics (Sweden, Norway and Finland)		no.	8	7	6
of which in other geographical regions		no.	49	44	37
Fixed-term contract		no.	50	25	27
of which in Italy		no.	31	20	25
of which in the UK		no.	4	2	0
of which in Spain		no.	6	1	1
of which in France		no.	2	1	1
of which in the USA		no.	0	0	0
of which Nordics (Sweden, Norway and Finland)		no.	1	0	0
of which in other geographical regions		no.	6	1	0
BREAKDOWN OF EMPLOYEES BY EMPLOYMENT TYPE AND BY GENDER					
Full time	102-8 c	no.	676	543	489
of which women		no.	197	162	141
Part time		no.	17	10	10
of which women		no.	11	7	6
Percentage of employees by category and gender					
Senior managers	405-1b, i	%	10%	10%	11%
of which women		%	15%	16%	16%
Middle managers		%	18%	18%	16%
of which women		%	25%	25%	29%
White collars		%	64%	65%	67%
of which women		%	38%	37%	34%
Blue collars		%	8%	6%	6%
of which women		%	0%	0%	0%

EMPLOYMENT	GRI Ref.	UM	2021	2020	2019
Percentage of employees by category and age group					
Senior managers	405-1b, ii	%	10%	10%	11%
of which <30		%	0%	0%	0%
of which between 30 and 50		%	51%	60%	60%
of which >50		%	49%	40%	40%
Middle managers		%	18%	18%	16%
of which <30		%	2%	2%	1%
of which between 30 and 50		%	79%	80%	85%
of which >50		%	20%	18%	14%
White collars		%	64%	65%	67%
of which <30		%	23%	22%	24%
of which between 30 and 50		%	63%	63%	62%
of which >50		%	14%	15%	14%
Blue collars		%	8%	6%	6%
of which <30		%	16%	10%	13%
of which between 30 and 50		%	56%	65%	65%
of which >50		%	27%	26%	23%
OTHER DIVERSITY INDICATORS					
Employees belonging to protected groups	405-1b, iii	no.	7	11	11
COLLECTIVE BARGAINING AGREEMENTS					
Percentage of employees covered by collective bargaining agreements	102-41	%	81%	83%	67%
Labour union membership		%	11%	4%	4%
INCIDENTS OF DISCRIMINATION AND CORRECTIVE ACTIONS TAKEN					
Reports received for discrimination incidents	406-1	no.	0	0	0
GENDER PAYGAP					
Basic salary differential[70]	405-2a	%	81%	n.a.	n.a.
Senior managers		%	93%	n.a.	n.a.
Middle managers		%	95%	n.a.	n.a.
White collars		%	90%	n.a.	n.a.
Blue collars		%	0%	n.a.	n.a.

[70] Ratio of the basic salary of women to men for each employee category.

EMPLOYMENT	GRI Ref.	UM	2021	2020	2019
Salary differential (total remuneration)[71]	405-2a	%	78%	n.a.	n.a.
Senior managers		%	93%	n.a.	n.a.
Middle managers		%	91%	n.a.	n.a.
White collars		%	88%	n.a.	n.a.
Blue collars		%	0%	n.a.	n.a.

Falck Renewables is proud to be a member of the 2022 Bloomberg Gender-Equality Index (GEI)

Falck Renewables uses gender data to identify gaps, develop solutions and measure impact.

As part of Falck Renewables' continuing commitment to gender equality and inclusive workplace, the Group is proud to be one of the 418 firms across 45 countries and regions around the world, included in the 2022 Bloomberg Gender-Equality Index (GEI), a modified market capitalization-weighted index that aims to track the performance of public companies committed to transparency in gender-data reporting.

This reference index measures gender equality across five pillars: female leadership & talent pipeline, equal pay & gender pay parity, inclusive culture, anti-sexual harassment policies, and pro-women brand.

PERSONNEL SELECTION AND EQUAL OPPORTUNITIES

Falck Renewables supports its employees in the development of competencies, skills and the expression of individual talent, following the criteria of merit and equal opportunities. Therefore, at all levels of the Company's hierarchy, selection, hiring, performance grading, training, career paths, and compensation respond exclusively, without any discrimination, to objective considerations regarding professional and personal characteristics and the skills required to fill each position, regardless of race, religion, political opinion, country of origin, health status or physical abilities, age, and gender.
In the selection phase, knowledge and fluency in sustainability skills are also specifically considered through a targeted questionnaire to the candidate.

In 2021, with the objective to increase the female workforce in the Group, from a gender balance standpoint, and to also attract technical and engineering professionals, the Human Resources & Organisation Department

[71] In addition to the basic salary, it also includes the variable part of the salary paid during the year.

developed campaigns to raise information and public awareness on social networks, praising the roles of "ambassador" female colleagues and emphasising the importance of gender equality values.

The importance of these core values to the company are also apparent in the variable annual bonus incentive system of the CEO (MBO), of which 10% of its total is associated to gender equality objectives.

This commitment is supported by a corporate welfare system focused on initiatives and projects for the family, well-being, and work-life balance. The Company's commitment to enhancing the role of women at corporate level is also demonstrated by its "Value D" membership, which comprises an association of companies promoting gender diversity and supporting employee participation in training courses on inclusive organisation, corporate welfare, and social innovation.

23 female employees participated in the activities delivered in 2021, for a total of 138 hours of training.

NEW STARTERS AND STARTER RATE	GRI Ref.	UM	2021	2020	2019
Total new starters	401-1a	no.	220	112	128
New starters rate		%	32%	20%	26%
New starters and starter rate by gender					
Men	401-1a	no.	163	75	93
Women		no.	57	37	35
Male starter rate		%	34%	20%	26%
Female starter rate		%	27%	22%	24%
New starters and starter rate by age group					
Starters aged <30	401-1a	no.	61	32	41
Starters aged between 30 and 50		no.	120	68	81
Starters aged >50		no.	39	12	6
Starter rate aged <30		%	54%	37%	49%
Starter rate aged between 30 and 50 years		%	27%	19%	25%
Starter rate aged >50		%	28%	12%	7%

NEW STARTERS AND STARTER RATE	GRI Ref.	UM	2021	2020	2019
New starters and turnover by geographical area					
Italy	401-1a	no.	141	55	69
UK		no.	17	7	4
Spain		no.	26	20	33
France		no.	6	5	2
USA		no.	4	9	3
Nordics (Sweden, Norway and Finland)		no.	3	1	2
other geographical regions		no.	23	15	15
Italy starter rate		%	30%	15%	21%
UK starter rate		%	40%	24%	13%
Spain starter rate		%	27%	23%	41%
France starter rate		%	46%	63%	40%
USA starter rate		%	31%	69%	33%
Nordics (Sweden, Norway and Finland) starter rate		%	33%	14%	33%
Other geographical regions starter rate		%	42%	33%	41%
LEAVERS AND EMPLOYEE TURNOVER					
Total number of leavers	401-1b	no.	80	58	93
Employee turnover		%	12%	10%	19%
Leavers and employee turnover by gender					
Men	401-1b	no.	60	43	63
Women		no.	20	15	30
Male turnover		%	12%	11%	18%
Female turnover		%	10%	9%	20%
Leavers and turnover by age group					
Leavers aged <30	401-1b	no.	23	10	14
Leavers aged between 30 and 50		no.	44	39	62
Leavers aged >50		no.	13	9	17
Turnover aged <30		%	21%	12%	17%
Turnover aged between 30 and 50		%	10%	11%	19%
Turnover aged >50		%	9%	9%	20%

NEW STARTERS AND STARTER RATE	GRI Ref.	UM	2021	2020	2019
Leavers and turnover by geographical area					
Italy	401-1b	no.	40	22	47
UK		no.	4	10	5
Spain		no.	19	13	29
France		no.	1	2	6
USA		no.	4	5	0
Nordics (Sweden, Norway and Finland)		no.	1	0	0
other geographical regions		no.	11	6	6
Italy turnover		%	9%	6%	14%
UK turnover		%	10%	34%	16%
Spain turnover		%	20%	15%	36%
France turnover		%	8%	25%	120%
USA turnover		%	31%	38%	0%
Nordics (Sweden, Norway and Finland) turnover		%	11%	0%	0%
Other geographical regions turnover		%	20%	13%	16%

HUMAN RESOURCES DEVELOPMENT

Falck Renewables promotes the professional growth and motivation of its people through the delivery of training courses on a variety of topics and the creation of opportunities for mutual exchange of knowledge and information on their respective work experiences. Each employee is also called upon to contribute to the creation of a work environment that is always stimulating and rewarding and that, therefore, promotes the growth of everyone's potential.

In 2021, 29,131 hours of training have been provided that involved 658 employees, including leavers during the year. Compared to 2020, training hours increased by 74%, which may be primarily ascribed to the online courses being easier to access. This result is associated to the progressive digitalisation process implemented within the Group and to the concurrent stationing of employees in remote working mode, after the pandemic crisis emergency. A comparison with the previous year, also point to an increase in average training hours per employee, that go from 30.3 in 2020 to 47.4 in 2021, with a significant 56% increase. Training hours for both executive staff and employees are skyrocketing, with about 117% and a 65% respective increase since the previous year.

With the "Growth Zone" initiative, created in 2020 and continued in 2021, the Human Resources & Organisation Department maintained its commitment to increase and diversify training more and more, offering more contact opportunities among employees with a broader space to share their experiences. Remote work management courses, virtual classrooms and online training modules have been organised to provide new tools that can be used according to the time and access possibilities of each individual employee.

Internal workshops were also organised in order to share company performance, knowledge of the various departments to the benefit of all, with the purpose to keep a constantly open channel between business units and employees and to favour collaboration, which is always more and more necessary to carry out remote working activities.

Furthermore, a mental health pathway has been launched to help people to acquire greater awareness of their own self-management abilities and reaction to the most complex situation. A dedicated space was, therefore, dedicated to themes such as resilience, stress management and change.
The Group continues to pursue the objective of placing the individual at the centre of the organisation to create a sustainable and stimulating environment that respects diversity and is geared towards inclusion. Dedicated workshops were organised to learn about the meaning of diversity and inclusion, inserting these themes in different employer branding and internal communication activities, with the purpose to foster knowledge sharing, collaboration and above all a feedback culture. Listening and providing feedback are two instruments on which we intend to continue to invest to provide a venue for modes of interaction with other people more attentive to individual sensitivity.

Furthermore, the e-learning platform has been enriched with new training initiatives, while the Skilla platform was made available as an additional source of cross-cutting training on digital skills, soft skills, and managerial capacity.

The issues addressed covered the most relevant areas and training needs for the Company business, articulated on the different roles and responsibilities at corporate level:
- management training on leadership, communication, diversity management and negotiation (over 360 hours);
- technical training, through courses provided on the basis of employee requests (over 537 hours);
- training on transversal topics such as foreign languages, digital skills and skills related to organizational needs (over 580 hours).

Lastly, given the prolonged use of remote work and, especially, the emergency, Falck Renewables also prepared new courses on cyber security and psychological well-being, in addition to specific training courses.

Evaluation and feedback

All personnel are invited to participate in an annual evaluation process to guide their growth and development in a manner that is aligned with the Company's objectives. The process is divided into three phases that include the definition of objectives, an intermediate verification through engagement between evaluator and candidate, and a final evaluation. The evaluation focuses both on qualitative aspects of performance and on the results achieved against set objectives (MBO, management by objectives).

The Feedback – Enable to Grow process targets instead reinforcing the motivation level of the population. Feedback consists of a conversation between manager and employee during which an exchange of views takes place on a variety of topics concerning performance, goals, commitments, and behaviours. Feedback is included in the assessment processes for the purposes of updating the remuneration policy designed to reward people based on meritocracy.

TRAINING DELIVERED[72]	GRI Ref.	UM	2021	2020	2019
Total hours		no.	29,131	16,728	10,349
Employees who participated in at least one training course		no.	658	567	483
Average hours of training per trained employee		no.	44.3	29.5	21.4
Average hours of training per employee		no.	47.4	30.3	20.7
Breakdown of training hours by gender					
Men	404-1 a, i	no.	18,882	11,130	7,565
Women		no.	10,249	5,599	2,784
Breakdown of average training hours by gender					
Men	404-1 a, i	no.	44.9	29.0	21.4
Women		no.	52.8	33.1	18.9

[72] Data do not include SAET SpA and Elettromeccanica Euganea Srl, which joined the scope of the Group in the second half of 2021.

TRAINING DELIVERED	GRI Ref.	UM	2021	2020	2019
Breakdown of training hours by employee category					
Senior managers	404-1 a, ii	no.	2,530	1,705	1,419
Middle managers		no.	6,948	3,197	1,671
White collars		no.	19,140	11,619	6,650
Blue collars		no.	514	207	609
Breakdown of average hours of training by employee category					
Senior managers	404-1 a, ii	no.	39.5	29.4	25.8
Middle managers		no.	58.9	31.3	21.2
White collars		no.	47.7	32.1	19.9
Blue collars		no.	16.1	6.7	19.6
PERFORMANCE EVALUATION					
Employees subject to performance evaluation	404-3	no.	177	137	140
Breakdown of evaluated employees by gender					
Men	404-3	no.	107	98	102
Women		no.	70	39	38
% of evaluated employees by gender					
Men	404-3	%	25%	26%	29%
Women		%	36%	23%	26%
Breakdown of evaluated employees by position					
Senior managers	404-3	no.	22	18	15
Middle managers		no.	42	29	27
White collars		no.	110	88	96
Blue collars		no.	3	2	2
Percentage of employees assessed by job classification					
Senior managers	404-3	%	34%	31%	27%
Middle managers		%	36%	28%	35%
White collars		%	27%	24%	29%
Blue collars		%	9%	6%	6%

During 2021, 177 employees have been subjected to performance evaluation[73].

[73] Data do not include SAET SpA and Elettromeccanica Euganea Srl, which joined the scope of the Group in the second half of 2021.

PEOPLE OCCUPATIONAL HEALTH AND SAFETY

The protection of the physical integrity and psychological well-being of people are values that have always distinguished Falck Renewables' corporate culture.

Through the Health and Safety Policy, which is the Group's main point of reference, the Company promotes integrated management of processes with the aim of preventing and minimising risks to the safety and health of workers. The Policy defines the following Group commitments:

- continuous improvement in safety performance in the conduct of activities through careful risk assessment, compliance with health and safety regulations and requirements and commitment to prevent occupational injuries and illnesses, and to provide safe and healthy working conditions by eliminating hazards, to the extent possible, and reducing work hazards
- ensuring that all workers have the necessary skills and resources for their assigned roles, enhancing their professionalism and ability to promote a culture of safety in the workplace
- adoption of transparent communication and management of corporate activities, in synergy with local and national authorities and bodies, and the effective consultation and participation of workers, including through workers' safety representatives.

These commitments are expressed through a set of dedicated procedures and certified management systems that determine how to implement the contents of the Policy in the various sites where the Group operates, and according to the specifics of the applicable regulatory contexts.
During 2021, a new policy on *Mental Well Being*, was drafted, published and disseminated to emphasise the company commitment to take care of the well-being of its own employees and collaborators. Simultaneously, in order to provide practical and tangible support, the company started a new collaboration with an external company that makes continuously available to employees a team of psychologists, in addition to providing training to the management of employees' stress and emotional issues.

The most relevant Group Procedures and Documents applied to the entire corporate population are:

- Procedure for Handling Incident Reports and Initiating Investigations;
- Risk Assessment Document;
- Procedure for the management of Audits carried out by the QHSE Department;
- Procedure for managing Contractors;
- Procedures for managing the pandemic crisis due to Covid-19 (Procedure for returning to the office; Procedure for managing site and customer visits; Rules for travel; Management of consultants, visitors, maintenance technicians, and couriers; General rules and potential scenarios).

In addition to these procedures and with reference to the Italian context, health and safety management systems, certified by third party bodies, are also applied for the following:

- activities of Falck Renewables SpA at the Milan and Sesto S. Giovanni offices;
- activities of Falck Next Srl;
- thermal energy sites in Trezzo sull'Adda (Ambiente 2000 Srl) and Rende (Ecosesto SpA).

Health and safety Management Systems certificates ensure:

- an "internally certified" coverage equal to 100% of the Group employees;
- a third-party certified coverage for about 31% of the employees.

Group Procedures and certified systems are a fundamental tool for the continuous improvement of the corporate safety standards; for this reason, the Company intends to expand their adoption: in 2020 a five-year programme for the implementation of health and safety management systems covering the entire Group has been prepared which is currently being implemented.

Hazard identification, risk assessment and incident investigation

The QHSE Department constant monitors potential risks that may occur during the performance of activities on the corporate premises and implements the necessary actions to prevent accidents to employees and contractors. Health and Safety *Risk Assessment* activities are defined by the Risk Assessment Document and are developed through:

- identification of risk factors related to workplaces, structures, plants, machinery, equipment, work activities and substances used for any reason on the corporate premises;

- identification of exposed workers related to the various tasks performed (administrative clerks, technical clerks, and wind energy technical clerks);
- risk degree determination;
- mapping of preventive and protective measures implemented, as well as use of individual protection devices ;
- planning of additional preventive and protective measures to ensure the improvement of safety levels over time, defining roles, times, and responsibilities for their implementation.

The identification of hazards and the evaluation of the different risks at the Company are carried out through inspections in the working environments and an analysis of the available corporate documentation, to include the risk assessment documents of the plants.
The types of accident risks that are monitored the most are related to specific activities, and in particular:
- risk associated with maintenance work (on wind, thermal and photovoltaic sites);
- risk associated with working at height (on wind, thermal and photovoltaic sites);
- risk associated with electrical work (on wind and photovoltaic sites);
- risk associated with the manual handling of loads (on thermal sites).

Among the most monitored health risks there are:
- risk associated to noise (thermal sites);
- risk associated to dust (thermal sites);
- ergonomic risk and related stress (offices).

Underlying the process of hazard identification and risk assessment is the Group's approach to the specifics of the individual geographical contexts in which it operates, detailing, through the "Country Fact Sheets", the requirements of a variety of national regulations in terms of health and safety compliance.
These requirements are verified as early as the qualification of contractors, which occurs through the following steps:
- a Group General Supplier Qualification questionnaire;
- the "Country Facts Sheets", for each geographic context, ascertain, for each individual geographic context, the specific requirements that contractors must meet: health and safety issues are among the most common concerns in the standard agreements prepared by the Group.

The Group has also developed an Accident Management Procedure, applied to the entire Group, with the aim of regulating the individual phases of the accident management process, from reporting to identification of the different responsibilities.

During 2021, there were no work-related injuries among Group personnel or contractors' personnel. We report that during the year, a commuting injury occurred involving one employee and a commuting accident involving one employee of a contractor.

Moreover, specific field audits were also carried out to verify application of the safety standards by contractors' personnel at our sites. In view of transparency and sharing of QHSE aspects, two *ad hoc* meeting were scheduled with the companies that operate permanently at our plants, to share safety standards and procedures applied and to learn about any possible areas for improvement.

SAFETY[74]	GRI Ref.	UM	2021	2020	2019
Work-related injuries suffered by Falck Renewables employees					
Total injuries	403-9 a, iii	no.	0	0	2
Fatal injuries	403-9 a, i	no.	0	0	0
Serious injuries (more than 180 days of absence)	403-9 a, ii	no.	0	0	0
Hours worked	403-9 a	no.	1,007,330	945,120	810,943

[74] Data do not include SAET SpA and Elettromeccanica Euganea Srl, which joined the scope of the Group in the second half of 2021.

SAFETY	GRI Ref.	UM	2021	2020	2019
Contract worker injuries					
Total injuries	403-9 b, iii	no.	0	2	n.a.
Fatal injuries	403-9 b, i	no.	0	0	n.a.
Serious injuries	403-9 b, ii	no.	0	1	n.a.
Hours worked	403-9 b		489,627[75]	n.a.	n.a.
Health and safety policies and systems					
Employees covered by health and safety management policies or systems	403-8 a, i	no.	615	553	499
		%	100%	100%	100%
Employees covered by internally certified health and safety management policies or systems	403-8 a, ii	no.	615	553	499
		%	100%	100%	100%
Employees covered by externally certified health and safety management policies or systems	403-8 a, iii	no.	190	177	162
		%	31%	32%	32%
Hours of health and safety training					
Total hours	403-5	no.	3,607	4,517	3,359

Occupational health services

Falck Renewables, pursuant to Italian laws, has developed a procedure to manage the process related to its Occupational Health Service, appointing a dedicated medical professional, and identifying in detail the functions carried out and the workers' terms of access to this service.

The main aspects of this procedure include:
- identification of subjects under Periodic Health Surveillance;
- preparation of the Health Surveillance Plan by the corporate doctor;
- frequency of the Health Surveillance Plan review;
- organisation of preventive and periodic medical exams.

In 2020, with reference to employees in Italy, agreements with private healthcare facilities Multimedica and Centro Diagnostico Italiano were activated, in addition to the purchase of supplementary insurance stipulated from the AON insurance group that were renewed also for 2021, as described in the paragraph on the Covid-19 emergency.

Health protection during the Covid-19 emergency

During the Covid-19 emergency, Falck Renewables operated to guarantee business continuity and, at the same time, ensure the protection of the health of its employees, aligning the measures to fight and contain the spread of the virus in the workplace with the provisions of the Memorandum of Understanding between the Government and the Social Partners. Specifically, employees at offices in Italy and abroad have been working remotely, and Italian employees at offices in the Lombardy region began telecommuting as early as 24 February 2020.
Employees assigned to plants continued working on site, taking measures to fight and contain the spread of the virus in the workplace. The agreements entered into with workers' representatives have provided for even more precautionary measures than those discussed in the Memorandum of Understanding between the

[75] The calculation of the hours worked by contractors was carried out starting from the actual data provided by the contracting companies to which the estimates made based on the average standard maintenance hours are added, according to the technology considered.

Government and the Social Partners (for example, the requirement to comply with the minimum distance of 1.5 metres instead of 1 metre), and for shared operating procedures aimed to the containment of the virus.
All maintenance activities that could be postponed were scheduled for a later time. For the management of activities that cannot be postponed, procedures have also been prepared and shared with contractors, to safely manage all operations. Finally, workers were informed and sensitised about all the protocols and operating procedures provided by the *Istituto Superiore di Sanità* [Italian Health Institute] for the containment of the spread of the Covid-19 virus, with reference to the increase in the frequency of cleaning and sanitisation and the adoption of adequate hygiene practices.
The Company purchased a supplementary insurance with the AON group to provide online medical assistance 24/7 to its employees and their families in Italy, given the critical situation and the difficulty in accessing the services provided by the National Health System. Services provided by the insurance company include the ability to receive a diagnosis through a "video visit" from a doctor, the dispatch of a medical professional on-duty, or an ambulance to the employee's home.
Other services provide specialist advice on issues outside of the Covid-19 crisis. Overall, starting from January 2021 through December 2021, about 50 medical consultations and psychological support have been recorded covered the insurance to employees in Italy and over 40 contacts for request for information.
Moreover, in order to inform and update its employees on constantly evolving regulatory developments and on the various initiatives and procedures implemented by the Group, the Company sent periodic updates by email and via the MEA digital application, which was also developed for managing attendance at work.
Over the course of 2021, the application was then implemented in all the Group office locations, also abroad, therefore making it possible to track the employees' office presence, reserved desk stations and work schedules of most of the employees. MEA application also allows to request and reserve Personal Protective Equipment (PPE) necessary to safely perform work activities and to travel.

Worker participation and consultation services and communication on occupational health and safety issues

Worker participation and consultation and any related communication regarding health and safety at work is implemented by the Group using specific tools and approaches. In Italy, this communication is carried out primarily through the election of a Workers' Safety Representative (Italian acronym "RLS"). Pursuant to Legislative Decree. 81/2008, workers can contact their RLS, who is also listed on the organisation chart, by a dedicated email address. The RLS can protect any worker who submits a risk report from possible retaliation. The RLS is not currently required in the other countries where the Group operates.

In the specific case of the Covid-19 emergency management, workers were consulted and participated in the implementation of health and safety prevention measures through the following means:

- internal protocol in partnership with a single union representation (RSU) and competent doctor for the thermal plants of Trezzo sull'Adda (Prima Srl) and Rende (Ecosesto SpA);
- specific protocols for all the companies in the Group;
- fact-finding surveys to identify worker needs that have emerged as a result of measures taken with regard to the extensive use of remote working;
- group meetings and web meetings to introduce and share new procedures and regulatory compliance.

Occupational health and safety training for workers

Information, education and training activities are aimed at ensuring that each worker is aware of his or her role and responsibilities, and about the actual or potential impact of his or her work and the correct behaviours to adopt. All workers at the Company are subject to training, and in particular: newly hired workers, workers employed by one of the companies of the Group, workers who change jobs, temporary workers and interns.
Falck Renewables also pays particular attention to the training of new employees and employees joining the Group following acquisitions, in order to ensure alignment in terms of skills and awareness of safe work.
Continuous training of occupational health and safety workers was largely provided internally, to make the content more focused, often making use of the Company's online platform (Matrix), especially during the pandemic emergency.

For courses taught by external faculty members, the Company turned to agencies that specialise in health and safety education. Training is designed and delivered using easy-to-understand tools, such as PowerPoint presentations and videos. Training effectiveness is assessed both through a special test (administered at the end of training) and through internal audits and interviews. Training is provided free of charge and during

paid work hours, while duration and frequency vary depending on nature of the training and whether the course is mandatory.

In 2021, the following training activities were provided in order to increase workers' awareness of the existing risks within the company, as required by the Consolidated Act (T.U.) 81/08: general and specific training in accordance with the State-Regions agreement; RSPP and RLS refresher course; specific training courses for employees working at height; use of lifts and confined spaces; electrical risk for Expert Person and for Informed person (PES and PAV in Italian); construction site management; safety officers; first aid; external defibrillator training (AED); fire prevention; safe and off-road driving; stress management.

In addition, during the year, the QHSE Department coordinated the course to become senior managers. Below is a list of the main topics covered:

- Safety Management System: policy and objectives, organisation chart, Risk Assessment results and delivery of the Occupational Health and Safety Disclosure;
- procedures pertaining to first aid, firefighting, and evacuation of workplaces;
- workers in charge of applying first aid and fire prevention measures;
- manager and employees of the prevention and protection service, RLS and occupational competent doctor;
- specific risks to which a worker is exposed in relation to the activity performed, safety regulations and corporate provisions on the subject;
- hazards associated to the use of hazardous substances (based on the safety data sheets provided under the current legislation);
- safety protection and prevention measures for working mothers;
- protection and prevention measures and activities implemented;
- serious and immediate hazards that may be produced by the natural sources in the area where activities are performed.

Ongoing health and safety training has been provided to all employees with 3,607 hours delivered in 2021.

Contractor training was provided around operational management of construction sites, and with a focus on compliance with regulations to contain the Covid-19 pandemic.

Considering that in 2020 there were two work-related injuries of personnel from external companies, QHSE decided to implement a specific training plan for our contractors to raise the safety standards and agree on their more specific safety management model.

During 2021, 1,559 hours of training were provided, including "induction training" and more specific training courses.

6

SOCIAL ISSUES

Social issues

Sustainability Charter

CREATING SHARED VALUE

We promote the economic participation of local communities by providing the opportunity to invest in our plants through local cooperative schemes

COMMUNITY DEVELOPMENT

We support social, education, environmental or infrastructure initiatives in local communities through our community benefit schemes and encourage the sharing of best practice

TRAINING AND EDUCATION

We support the creation of skills, competence and knowledge sharing in relation to energy sustainability through training projects and educational initiatives

ENVIRONMENTAL PROTECTION

We minimize the impact of our activities on the environment in the areas where we operate

LOCAL SUPPLY CHAIN

We encourage the use of local workforces and short supply chains, benefitting local economies and the environment

Social commitment to local areas and communities is rooted in the Company's DNA.
Since the days when the Falck Group was one of the main players of the Italian iron and steel production, this vocation concretely translated into the creation of services and facilities in the urban areas where the plants were located, through the management of a broad programme of social and welfare benefits for its employees and their families.

Today, Falck Renewables, through its Sustainability Charter, remains equally committed to the areas where it builds its plants, to provide a concrete benefit to the local communities deriving from the presence of energy infrastructures. The Group's aim is therefore to ensure that part of the value generated by renewable energy production is left where it is generated, thus creating a positive impact locally.

This objective is pursued through a variety of initiatives that Falck Renewables carries out in concert with the local communities of the territories in which it operates: from the support of the local workforce and suppliers, to opportunities for plant financing and the support of concrete and tangible initiatives in the social, environmental, cultural and educational fields.

This commitment translates into community engagement programmes[76], in accordance with the guidelines of the Sustainability Charter that are regularly monitored by the Company and assessed through specific Key Performance Indicators (KPIs).

At the end of 2021, there were 20 plants in operation with a significant community engagement programme in place out of a total of 50 plants, namely, 40% of cases (GRI 413-1).

[76] To be understood as the involvement of the local communities through cooperative, ownership and benefit programmes, or with the local qualification of sustainable energy consumption services (i.e., community solar Power Purchase Agreement, access to net metering credit programmes, etc.), for the benefit of the communities or public bodies/institution.

OPERATIONS WITH LOCAL COMMUNITY ENGAGEMENT, IMPACT ASSESSMENTS, AND DEVELOPMENT PROGRAMS	GRI Ref.	UM	2021[77]	2020	2019
Number of assets (plants) with implemented local community engagement, impact assessments, and/or development programs	413-1	no.	20	18	16
Total number of assets (plants)	413-1	no.	50	40	39
Percentage of operations (plants) providing the involvement of local communities, impact assessment and/or development programmes	413-1	%	40%	45%	41%

Impact on local development

Interaction with local stakeholders begins in the early planning stages of facility development through consultation with project stakeholders (local authorities, landowners and residents).

Each step is agreed with local authorities, and the project is designed to minimise the impact on the environment and on residents. During the construction phase, a permanent communication channel is opened with the local community, and namely a Construction Liaison Group, whose purpose is to offer continuous and transparent updates on the work progress and to promptly address any issues reported during construction activities.

Another pillar of its approach concerns Falck Renewables' propensity to opt for short supply chain whenever technical and quality requirements and safety standards can be met by local companies. The work created during the construction phase is temporary in nature and then it becomes permanent for ongoing maintenance or site surveillance activities.

A Contractors Open Day is usually organised in the designated territory, with the aim of illustrating to the interested companies the standards required in terms of supply of goods or services.

During 2021, due to the Covid-19 pandemic, the aforementioned event could not be held for the wind farm project of Illois, in France, which is currently under construction. In this case the search for local suppliers, also supported by local partners, was performed informally and proactively, through a targeted search for companies within the scope of design and supply of equipment and accessories (BoP).

Cooperative and co-ownership programmes

Falck Renewables has designed innovative models for sharing the economic value generated by renewable plants with local communities, through two main schemes:

- Local cooperative scheme - is a local partnership for plant financing that involves the creation of cooperatives whose members are part of the local community. Cooperative members purchase a share of funding of the plant, and they are then remunerated annually through the interest earned by the financing, along with the final repayment of the invested share. This model has been adopted in the UK since 2005 and Falck Renewables was its pioneer on an international level. To date, the cooperative scheme is applied to 8 of the Group's wind farms in the UK.
- Co-ownership scheme - this model envisages the local community to be set up as a social enterprise or other legal form, in order to purchase a share equivalent of the plant owned by Falck Renewables, and from which the community earns income from the sale of electricity referred to a virtual plant turbine. This program is implemented in Scotland, in Fintry, a town of 700 inhabitants where, since 2007, Fintry Renewable Energy Enterprise (FREE) has signed an agreement with the British subsidiary of Falck Renewables that provides for the ownership by FREE of a share of the Earlsburn plant, equal to one turbine equivalent.

In Italy, in view of extending this value sharing practice, in 2021 the Group developed a participatory model, also known as lending crowdfunding, of an agrivoltaic project (10MW) in Scicli, Sicily. The project has allowed the residents of the municipality of Scicli and the inhabitants of the Region to co-finance the construction of

[77] The rate calculated on the 2020 values is higher when compared to 2021 mainly due to the increase in the number of plants included in the reporting perimeter: the 2020 data did not include the Behus plants, which entered the perimeter at the end of November 2020.

the plant with an annual yield of up to 6% gross over a ten-year period, accessing more advantageous return conditions. At a later time, the initiative became also available to the Italian employees of the Group.
In 60 days, the campaign collected € 178,861 from a total of 68 investors, 50% of which are Sicilian investors, exceeding the initial target of 100,000 euro.
The objective of the initiative is to place centre stage the local community and each one of its citizens, with whom the Group wants to share the value generated by its presence on the territory and to create and disseminate awareness on the topics of renewable energy and climate change. Thanks to the creation of the platform: www.coltiviamoenergia.it, this opportunity may eventually be replicated on the new plants that the Group will build.

Social commitment

Falck Renewables supports the development of social projects in the local communities in which it operates through donations and sponsorships, or by creating trust funds (collective benefit schemes) that are managed and administered independently by local associations. Falck Renewables' contribution to these funds is guaranteed for the entire active life of the plant.

In December 2021, the Group launched one new Community benefit scheme to support the local community around the wind farm in Okla, Norway. The Oklastiftelsen foundation will manage the fund on behalf of the community to provide support to innovative projects with a positive impact on the area such as outdoor activities or the preservation of historical monuments.

In 2021, 17 wind and photovoltaic plants funded a community benefit programme, including 12 in the UK, 2 in Sweden, 2 in Norway, and 1 in Spain. Over the course of 2021, these funds have supported about 128 projects developed by individual associations for the benefit of the communities concerned, spanning a variety of areas: education, culture, leisure, social impact, environmental protection, sustainable energy and, infrastructure. The results of supported projects, as well as experiences and good practices in the use of funds are shared through the Falck Renewables Sustainable Communities network, which has been active since 2018, also through the web portal (www.community.falckrenewables.eu). The portal allows the populations living around our plants to exchange ideas and good practices on the topics of sustainable development and renewable energy. This opportunity is renewed annually also through the organisation of Falck Renewables' Sustainable Communities Forum.

In 2021, the "Falck Renewables Support Scheme for Sustainable Energy Studies" initiatives were launched in several countries where the company has its facilities: the United Kingdom (fourth edition), Spain and Sweden (second edition), Norway and France (first edition). This initiative geared to concretely support professional capabilities related to the renewable energy sector at the local level, provided the creation of a scholarship in each country to benefit students and young professionals to attend professional training in the sector[78].

The Group yearly promotes company volunteering day, so that employees can spend time together while helping people. In 2021 the following initiatives took place:
- Digital Challenge Against Hunger, an initiative promoted by the international humanitarian organisation Azione Contro la Fame (Action Against Hunger) that through a sport challenge made it possible to support the activities carried out in various Countries in the world;
- Social Energy Days, which made it possible to convey knowledge primarily on energy topics, to children affected by the aftermath of earthquakes in the Municipality of Cascia (PG) and to children of the Casa Famiglia Sant'Ana in Domenican Republic of the Rava Foundation.

Overall, including all the different forms of contribution, from benefit schemes to sponsorships and support for trust funds, the amount for the GRI 203-1 indicator in 2021 was € 5.2 million, 97% of which was made in the United Kingdom.

[78] Residence in the areas adjacent to the Falck Renewables Group renewable plants (municipality/province, depending on the country of reference) was one of the eligibility criteria for scholarship award.

SPONSORSHIPS AND INVESTMENTS IN THE COMMUNITY[79]	GRI Ref.	UM	2021	2020	2019
INVESTMENTS IN THE COMMUNITY					
Total investments	203-1	k€	5,246	3,106	2,631
Type of investment					
Sponsorships	203-1 c	k€	85	76	81
Donations (including funding to collective benefit schemes)		k€	1,489	1,404	1,384
International support programme for the Covid-19 crisis		k€	n.a.	783	n.a.
Interests for the cooperative schemes and for ownership scheme		k€	3,658	843	1,166
Other (donations in kind, value of hours of work donated)		k€	14	0	0
Distribution of investments by area of action					
Social commitment		k€	5,132	2,745	2,533
Sustainable energy		k€	7	50	0
Environment		k€	12	59	2
Local culture and tradition		k€	88	0	14
Education		k€	7	32	82
Sport		k€	0	0	0
Health		k€	0	221	0
Other		k€	0	0	0
Distribution of investments by geographical area					
Italy		k€	109	483	131
UK		k€	5,070	2,385	2,489
Spain		k€	21	56	2
France		k€	1	88	0
USA		k€	0	79	0
Nordics (Sweden and Norway)		k€	44	13	9
Other countries (Mexico)		k€	0	2	0

[79] Data do not include SAET SpA and Elettromeccanica Euganea Srl, which joined the scope of the Group in the second half of 2021.

7

APPENDIX

Appendix

GRI STANDARD CORRESPONDENCE TABLE

GRI DISCLOSURE	INDICATOR DESCRIPTION	REFERENCES/FRAMEWORK	NOTES - OMISSIONS
GRI 102 - GENERAL INFORMATION DISCLOSURE			
102-1	Organisation name	Falck Renewables S.p.A.	
102-2	Brands, products and services	Pages 12, 13	
102-3	Head office location	Falck Renewables, with registered offices at Corso Venezia no. 16, in Milan, Italy.	
102-4	Location of operations	Page 12	
102-5	Ownership structure	Page 34	
102-6	Markets served	Page 12	
102-7	Size of the organisation	Page 12	
102-8	Information on employees and other workers	Page 69	
102-9	Supply chain	Pages 44, 45	
102-10	Significant changed in the organisation and in its supply chain	n.a.	
102-11	Precautionary principle or approach	Pages 38-43	
102-12	External initiatives	Page 20	
102-13	Associations membership	Page 18	
102-14	Statement by the main decision maker	n.a.	
102-16	Values, principles, standards and rules of behaviour	Pages 36, 37	
102-18	Government structure	Pages 34-36	
102-40	List of the stakeholders groups	Page 30	
102-41	Collective labour agreement	Page 71	
102-42	Identification and selection of the stakeholders	Page 30	
102-43	Stakeholder engagement approach	Page 30	
102-44	Key themes and main concerns	Page 31	
102-45	Subjects included in the consolidated financial statement	Pages 96-98	
102-46	Definition of report content and theme limitations	Pages 30, 31	
102-47	List of material themes	Page 31	
102-48	Information redefinition	n.a.	
102-49	Reporting changes	n.a.	
102-50	Reporting accounted period	Page 7	
102-51	Most recent report data	n.a.	
102-52	Reporting frequency	Annual	

GRI DISCLOSURE	INDICATOR DESCRIPTION	REFERENCES/FRAMEWORK	NOTES - OMISSIONS
102-53	Contact people for report clarifications	Back cover	
102-54	GRI Standard compliance statement	Page 8	
102-55	GRI Index	Pages 92-95	
102-56	External assurance	Page 108	
GRI 200 – ECONOMIC			
203 – Indirect economic impacts			
103-1; 103-2; 103-3	Management method	Pages 86-89	
203-1	Infrastructure investments and funded/subsidises services	Page 89	
204 – Procurement practices			
103-1; 103-2; 103-3	Management method	Pages 44, 45	
204-1	Value and location of the supplies	Pages 45, 46	
205 – Anti-corruption			
103-1; 103-2; 103-3	Management method	Page 47	
205 -2	Communication and training on the subject of anti-corruption policies and procedures	Pages 48-50	
205-3	Verified corruption episodes and measures taken	Page 50	
207 – Taxes			
103-1; 103-2; 103-3	Management method	Page 51	
207-1	Approach to taxation	Page 51	
207-2	Fiscal governance, risk control and management	Page 51	
207-3	Involvement of the stakeholders and concerns on taxation matters	Page 51	
207-4	Reporting Country by Country	Pages 52, 53; Pages 99-105	
GRI 300 – ENVIRONMENTAL			
302 – Energy			
103-1; 103-2; 103-3	Management method	Pages 58-62	
302-1	Energy consumption within the organisation	Pages 60, 61	
303 – Water and water discharges			
103-1; 103-2; 103-3	Management method	Pages 58, 63	
303-1	Water interaction as a shared resource	Pages 58, 63	
303-2	Management of the impacts related to water discharge	Pages 58, 63	
303-3	Water extraction	Pages 63, 64	
303-4	Water discharge	Page 64	
304 – Biodiversity			
103-1; 103-2; 103-3	Management method	Page 65	
304-1	Sites of operation owned, leased, managed in (or adjacent to) protected areas and areas of high biodiversity value outside the protected areas	Page 65	

GRI DISCLOSURE	INDICATOR DESCRIPTION	REFERENCES/FRAMEWORK	NOTES - OMISSIONS
305 – Emissions			
103-1; 103-2; 103-3	Management method	Pages 58-60	
305-1	Direct GHG emissions (Scope 1)	Page 62	
305-2	Indirect GHG emissions from energy consumption (Scope 2)	Page 62	
305-7	Atmospheric emissions	Page 62	
307 – Environmental Compliance			
103-1; 103-2; 103-3	Management method	Pages 58, 59	
307-1	Non-compliance with environmental laws and legislation	Page 59	
308 – Suppliers Environmental Assessment			
103-1; 103-2; 103-3	Management method	Pages 44, 45, 59	
308-1	New suppliers that were subject to assessment by application of environmental criteria	Page 46	
GRI 400 – CORPORATE			
401 – Employment			
103-1; 103-2; 103-3	Management method	Page 69	
401-1	New personnel hiring and turnover	Pages 73-75	
403 – Occupational Health and Safety			
103-1; 103-2; 103-3	Management method	Pages 78, 79	
403-1	Occupational health and safety management system	Pages 78, 79	
403-2	Hazard Identification, Risk Assessment, and Incident Investigation	Pages 78, 79	
403-3	Occupational Health Services	Pages 80, 81	
403-4	Worker Participation and Consultation, and Communication on Occupational Health and Safety Issues	Page 81	
403-5	Occupational Health and Safety Training for Workers	Page 80	
403-6	Promotion of workers health	Pages 80, 81	
403-7	Prevention and mitigation of impacts on occupational health and safety within business relationships	n.a.	
403-8	Workers covered by an occupational health and safety management system	Page 80	
403-9	Work injuries	Page 79, 80	
403-10	Occupational diseases	n.a.	
404 – Education and training			
103-1; 103-2; 103-3	Management method	Pages 75, 76	
404-1	Average hours of training per employee	Page 76	
404-2	Employees skills update programmes and transition assistance programmes	Pages 75, 76	
404-3	Percentage of employees subject to periodic performance and professional development assessment	Page 77	

GRI DISCLOSURE	INDICATOR DESCRIPTION	REFERENCES/FRAMEWORK	NOTES - OMISSIONS
405 – Diversity and Equal opportunities			
103-1; 103-2; 103-3	Management method	Pages 72, 73	
405-1	Diversity of governance bodies and employees	Pages 35, 36, 70	
405-2	Report on base wage and female versus male remuneration	Pages 71, 72	
406 – Non-discrimination			
103-1; 103-2; 103-3	Management method	Page 54	
406-1	Discrimination episodes and corrective measures adopted	Page 71	
412-2	Training on Human Rights	Page 55	
413 - Local communities			
103-1; 103-2; 103-3	Management method	Pages 86-89	
413-1	Activities providing the involvement of local communities, impact assessments and development programmes	Pages 86, 87	
414 - Supplier Social Assessment			
103-1; 103-2; 103-3	Management method	Pages 44, 45	
414-1	New suppliers subject to assessment through the application of social criteria	Page 46	
419 - Socioeconomic Compliance			
103-1; 103-2; 103-3	Management method	Pages 36, 37	
419-1	Non-compliance with laws and legislation on social and economic subject matters	Page 41	

REPORTING PERIMETER

COMPANY	COUNTRY
Vector Cuatro Australia Pty Ltd	Australia
Vector Cuatro Chile Spa	Chile
Falck Renewables Finland Oy	Finland
Greenwatt Koiramäki Oy Ab	Finland
Greenwatt Mustalamminmäki Oy Ab	Finland
CEP Tramontane 1, Sas	France
Parc eolien de Bois Ballay Sas	France
Parc eolien des Coudrays Sas	France
Parc eolien de Mazeray et de Bignay Sas	France
EOL Team Sas	France
Ferme éolienne de Noyales Sas	France
Esquennois Energie Sas	France
Falck Energies Renouvelables Sas	France
Parc Eolien du Fouy Sas	France
Parc Eolien des Cretes Sas	France
Parc Eolien d'Illois Sarl	France
Se Ty Ru Sas	France
Vector Renewables France Sarl	France
Actelios Solar Spa	Italy
Falck Renewables Spa	Italy
Ambiente 2000 Srl	Italy
BIG FISH SPV S.R.L.	Italy
Consorzio Energy Aggregator	Italy
Consorzio Energy Cloud	Italy
Ecosesto Spa	Italy
Elettroambiente SpA (under liquidation)	Italy
Energy Team Spa	Italy
Eolica Sud Srl	Italy
Falck Next Srl	Italy
Falck Next Energy Srl	Italy
Falck Renewables Sicilia Srl	Italy
Falck Renewables Sviluppo Srl	Italy
Geopower Sardegna srl	Italy
Iron SpV Srl	Italy
Eolo 3W Minervino Murge Srl	Italy

COMPANY	COUNTRY
NUO Srl	Italy
Palermo Energia Ambiente ScpA (under liquidation)	Italy
Eolica Petralia Srl	Italy
Prima Srl	Italy
Solar Mesagne Srl	Italy
Tifeo Energia Ambiente ScpA (under liquidation)	Italy
Vector Renewables Italia Srl	Italy
Consorzio Next Energy	Italy
Saet SpA	Italy
Elettromeccanica Euganea Srl	Italy
Platani Energia Ambiente ScpA (under liquidation)	Italy
Vector Renewables Japan KK	Japan
Falck Renewables Mexico,Sociedada de Responsabilidad Limitada de Capital Variable	Mexico
Vector Renewables Mexico SA de CV	Mexico
Falck Renewables Vind AS	Norway
Elektrownie Wiatrowe Bonwind Lyszkowice Sp.Z.o.o.	Poland
Eolica Cabezo San Roque SAU	Spain
Energia Eolica de Castilla, Slu	Spain
Falck Renewables Power I, SL	Spain
Falck Renewables Power 2, SL	Spain
Falck Renewables Power 3, SL	Spain
Falck Nuo Spain SL	Spain
PV Diagnosis Fotovoltaica SLU	Spain
Vector Renewables España SL	Spain
Desafio Solar S.L.	Spain
Premier 17	Spain
Åliden Vind AB	Sweden
Brattmyrliden Vind AB	Sweden
VC Renewables AB	Sweden
Falck Renewables Nederland B.V.	The Netherlands
Winssen Wind Energy B.V.	The Netherlands
Waalwijk Wind Energy B.V.	The Netherlands
Falck Renewables Offshore HoldCo 1 Ltd	UK

COMPANY	COUNTRY
Falck Renewables Offshore HoldCo 2 Ltd	UK
Assel Valley Wind Energy Ltd	UK
Auchrobert Wind Energy Ltd	UK
Ben Aketil Wind Energy Ltd	UK
Boyndie Wind Energy Ltd	UK
Cambrian Wind Energy Ltd	UK
Earlsburn Mezzanine Ltd	UK
Earlsburn Wind Energy Ltd	UK
Falck Next Energy UK, Ltd	UK
Falck Renewables Finance Ltd	UK
Falck Renewables Wind Ltd	UK
FRUK Holdings (No.1) Ltd	UK
Kingsburn Wind Energy Ltd	UK
Kilbraur Wind Energy Ltd	UK
Mochrum Fell Wind Energy Ltd	UK
Millennium South Wind Energy Ltd	UK
Millennium Wind Energy Ltd	UK
Nutberry Wind Energy Ltd	UK
Spaldington Airfield Wind Energy Ltd	UK
Vector Renewables UK Ltd	UK
West Browncastle Wind Energy Ltd	UK
Nov NY53 Holdings, LLC	USA
Nov NY53 Lessee, LLC	USA
NRH Project Holdco, LLC	USA
Webb PV Holdings, LLC	USA
EF NY CDG 001, LLC	USA
EF NY CDG 002, LLC	USA
EF NY CDG 003, LLC	USA
EF NY CDG 007, LLC	USA
EF NY CDG 011, LLC	USA
Falck Renewables DLP MA, LLC	USA
SPME Dartmouth Holdings, LLC	USA
Fisher Road Solar I, LLC	USA
Falck Renewables IS 42 LLC	USA
Falck Middleton Generation, LLC	USA
Falck Middleton, LLC	USA
Falck Renewables North America Inc	USA

COMPANY	COUNTRY
Falck Renewables North America Development Services & Construction Management, LLC	USA
HG Solar Development, LLC	USA
SPME Holdings 2015, LLC	USA
Syncarpha Palmer, LLC	USA
Syncarpha Massachusetts, LLC	USA
Novis Renewables Holdings, LLC	USA
NC 42 LLC	USA
NC 42 Solar LLC	USA
NC 42 Energy LLC	USA
Innovative Solar 42 LLC	USA
Vector Cuatro USA, LLC	USA
TLS Holdco, LLC	USA
WMC Solar Holdings, LLC	USA
NOV RF Holdings, LLC (100% owned by Novis Renewable Holdings, LLC	USA
NOV RF Lessee, LLC (100% owned by NOV RF Holdings, LLC)	USA
Westmoreland County Solar Project, LLC" (100% owned by WMC Solar Holdings, LLC)	USA
Building Energy Holding US	USA
Building Energy Holdco I, LLC	USA
Building Energy Wind Iowa, LLC	USA
Green Cyclones, LLC (Capital One, National Association tax equity investor owns 100% of Class A shares granting protective rights)	USA
Michelangelo Wind 1, LLC	USA
Michelangelo Wind 3, LLC	USA
Michelangelo Wind 4, LLC	USA
Venus Wind 3 ,LLC	USA
Leonardo Wind 1, LLC	USA
Optimum Wind 3, LLC	USA
Optimum Wind 4, LLC	USA
Optimum Wind 5, LLC	USA
Optimum Wind 6, LLC	USA
Optimum Wind 7, LLC	USA
Calypso Solar 3, LLC (owned 5% by Distributed Sun, LLC)	USA
Odyssey Solar 3, LLC	USA
Daphne Solar, LLC (owned 99% by Nationwide Sol-I, LLC tax equity investor)	USA
Apollo Solar, LLC (owned 49% by Apollo Solar, LLC)	USA

COMPANY	COUNTRY
Laertes Solar, LLC	USA
Artemis Solar, LLC	USA
Odyssey Solar 2, LLC (owned 5% by Distributed Sun, LLC)	USA
Telemachus Solar, LLC (owned 99% by Nationwide Mutual Fire Insurance Company tax equity investor)	USA
Argos Solar, LLC (owned 49% by Telemachus Solar, LLC)	USA
Building Energy Asset Management, LLC	USA
Calypso Solar 1, LLC (owned 5% by Distributed Sun, LLC)	USA
Odyssey Solar 1, LLC	USA
Penelope Solar, LLC (owned 99% by Nationwide Mutual Fire Insurance Company tax equity investor)	USA

COMPANY	COUNTRY
Ulysses Solar, LLC (owned 49% by Penelope Solar, LLC)	USA
Annapolis Solar Park, LLC	USA
Cassiopea Solar, LLC	USA
Andromeda Solar, LLC	USA
Perseus Solar, LLC	USA
Building Energy Development US, LLC	USA
Mistral Wind, LLC	USA
Taku Wind, LLC	USA
Admiral Wind, LLC	USA
Grizzly Wind, LLC	USA
Brave Wind, LLC	USA
Black Bear Wind, LLC	USA

MAIN ACTIVITIES OF THE ORGANISATION (207-4)

TAX JURISDICTION	ENTITIES RESIDENT IN THE TAX JURISDICTION	CURRENCY	TAXPAYER IDENTIFICATION NUMBER	ADDRESS	MAIN BUSINESS ACTIVITIES												
					R&D	Holding or managing Intellectual property	Purchasing or Procurement	Manufacturing or Production	Sales, Marketing, or distribution	Administrative, management or support services and other services	Provision of services to unrelated parties	Internal Group Finance	Regulated Financial services	Insurance	Holding shares or other equity investments	Dormant	Other
ITA	Actelios Solar Spa	EUR	00583230123	Via Michele Capra 24 93018 Santa Caterina Villarmosa (CL)				X	X								
ITA	Falck Renewables Spa	EUR	03457730962	Corso Venezia 16 20121 Milano (MI)			X			X		X			X		
SWE	Åliden Vind AB	EUR	556856-7589	Centralplan 8, 211 20 Malmö, Sweden				X	X								
ITA	Ambiente 2000 Srl	EUR	02778640967	Corso Venezia 16 20121 Milano (MI)						X							
UK	Assel Valley Wind Energy Ltd	GBP	8038119472	Beauly House Dochfour Business Centre, Dochgarroch, Inverness, IV3 8GY				X	X								
UK	Auchrobert Wind Energy Ltd	GBP	9476316930	Beauly House Dochfour Business Centre, Dochgarroch, Inverness, IV3 8GY				X	X								
UK	Ben Aketil Wind Energy Ltd	GBP	1604603008	Beauly House Dochfour Business Centre, Dochgarroch, Inverness, IV3 8GY				X	X								
SWE	Brattmyrliden Vind AB	EUR	556856-7597	Centralplan 8, 211 20 Malmö, Sweden				X	X								
ITA	BIG FISH SPV S.R.L.	EUR	10796040961	Via Alberto Falck 4/16 20099 Sesto San Giovanni (MI)	X												
UK	Boyndie Wind Energy Ltd	GBP	7255716488	Beauly House Dochfour Business Centre, Dochgarroch, Inverness, IV3 8GY				X	X								
ITA	Consorzio Energy Aggregator	EUR	09163690960	Corso Venezia 16, Milano							X						
ITA	Consorzio Energy Cloud	EUR	10376940960	Corso Venezia 16, Milano							X						
FRA	CEP Tramontane 1, Sas	EUR	533117453-00019	103A Avenue Henri Fréville, 35200 Rennes													X
FRA	Parc eolien de Bois Ballay Sas	EUR	495367161-00033	103A Avenue Henri Fréville, 35200 Rennes				X	X								
FRA	Parc eolien des Coudrays Sas	EUR	487575045-00058	103A Avenue Henri Fréville, 35200 Rennes				X	X								
FRA	Parc eolien de Mazeray et de Bignay Sas	EUR	487575144-00042	103A Avenue Henri Fréville, 35200 Rennes				X	X								
FRA	EOL Team Sas	EUR	423831554-00044	103A Avenue Henri Fréville, 35200 Rennes				X	X								
FRA	Ferme éolienne de Noyales Sas	EUR	491417028-00033	103A Avenue Henri Fréville, 35200 Rennes				X	X								
UK	Cambrian Wind Energy Ltd	GBP	6052328294	2nd Floor 75-77 Margaret Street, London, United Kingdom, W1W 8SY				X	X								
USA	Falck Renewables DLP MA, LLC	USD	83-0571192	1 Bridge Street, Suite 11, Irvington, NY 10533													X
USA	SPME Dartmouth Holdings, LLC	USD	46-5196831	250 West 57th Street, Suite 701 New York, NY 10107											X		
USA	Fisher Road Solar I, LLC	USD	46-4378073	250 West 57th Street, Suite 701 New York, NY 10107				X	X								

TAX JURISDICTION	ENTITIES RESIDENT IN THE TAX JURISDICTION	CURRENCY	TAXPAYER IDENTIFICATION NUMBER	ADDRESS	MAIN BUSINESS ACTIVITIES												
					R&D	Holding or managing Intellectual property	Purchasing or Procurement	Manufacturing or Production	Sales, Marketing, or distribution	Administrative, management or support services and other services	Provision of services to unrelated parties	Internal Group Finance	Regulated Financial services	Insurance	Holding shares or other equity investments	Dormant	Other
ITA	Ecosesto Spa	EUR	07819360152	Località Cancello Magdaloni 87036 Rende (CS)				X	X								
SPA	Eolica Cabezo San Roque SAU	EUR	B88356159	Calle Serrano 27, 4° derecha, 28001, Madrid, Spain				X	X								
SPA	Energia Eolica de Castilla, Slu	EUR	B85256675	Calle Serrano 27, 4° derecha, 28001, Madrid, Spain				X	X								
ITA	Elettroambiente SpA (under liquidation)	EUR	11731660152	Via Alberto Falck 4/16 20099 Sesto San Giovanni (MI)											X		
UK	Earlsburn Mezzanine Ltd	GBP	1387314375	2nd Floor 75-77 Margaret Street, London, United Kingdom, W1W 8SY											X		
ITA	Energy Team Spa	EUR	11680670152	Corso Venezia 16, Milano				X	X		X						
ITA	Eolica Sud Srl	EUR	06946631006	Via Marconi 36 88060 San Sostene (CZ)				X	X								
FRA	Esquennois Energie Sas	EUR	484981600-00048	103A Avenue Henri Fréville, 35200 Rennes				X	X								
UK	Earlsburn Wind Energy Ltd	GBP	9986921273	Beauly House Dochfour Business Centre, Dochgarroch, Inverness, IV3 8GY				X	X								
USA	Falck Renewables CH-1, LLC	USD	83-4378960	1 Bridge Street, Suite 11, Irvington, NY 10533													X
FRA	Falck Energies Renouvelables Sas	EUR	488174509-00049	103A Avenue Henri Fréville, 35200 Rennes						X					X		
USA	Falck Renewables IS 42 LLC	USD	82-2865797	1 Bridge Street, Suite 11, Irvington, NY 10533											X		
USA	Falck Middleton Generation, LLC	USD	83-0525870	1 Bridge Street, Suite 11, Irvington, NY 10533											X		
USA	Falck Middleton, LLC	USD	82-4999833	1 Bridge Street, Suite 11, Irvington, NY 10533											X		
USA	Falck Renewables North America Inc	USD	35-2584785	1 Bridge Street, Suite 11, Irvington, NY 10533						X					X		
NED	Falck Renewables Nederland B.V.	EUR	857780736	St.-Jacobsstraat 123 3511 BP UTRECHT	X					X					X		
UK	Falck Next Energy UK, Ltd	GBP	9698521207	2nd Floor 75-77 Margaret Street, London, United Kingdom, W1W 8SY						X							
SPA	Falck Renewables Power I, SL	EUR	B88401260	Calle Serrano 27, 4° derecha, 28001, Madrid, Spain	X												
SPA	Falck Renewables Power 2, SL	EUR	B88401450	Calle Serrano 27, 4° derecha, 28001, Madrid, Spain	X												
SPA	Falck Renewables Power 3, SL	EUR	B88401443	Calle Serrano 27, 4° derecha, 28001, Madrid, Spain	X												
ITA	Falck Next Srl	EUR	10420860966	Via Alberto Falck 4/16 20099 Sesto San Giovanni (MI)							X						
USA	Falck Renewables North America Development Services & Construction Management, LLC	USD	83-4422887	1 Bridge Street, Suite 11, Irvington, NY 10533						X							

TAX JURISDICTION	ENTITIES RESIDENT IN THE TAX JURISDICTION	CURRENCY	TAXPAYER IDENTIFICATION NUMBER	ADDRESS	MAIN BUSINESS ACTIVITIES												
					R&D	Holding or managing intellectual property	Purchasing or Procurement	Manufacturing or Production	Sales, Marketing, or distribution	Administrative, management or support services and other services	Provision of services to unrelated parties	Internal Group Finance	Regulated Financial services	Insurance	Holding shares or other equity investments	Dormant	Other
ITA	Falck Next Energy Srl	EUR	07958400967	Via Alberto Falck 4/16 20099 Sesto San Giovanni (MI)					X								
UK	Falck Renewables Finance Ltd	GBP	1834817362	2nd Floor 75-77 Margaret Street, London, United Kingdom, W1W 8SY											X		
UK	Falck Renewables Wind Ltd	GBP	2382516930	2nd Floor 75-77 Margaret Street, London, United Kingdom, W1W 8SY						X					X		
NOR	Falck Renewables Vind AS	EUR	989074687	Sørstrandvegen 227,6823 Sandane				X	X								
ITA	Falck Renewables Sicilia Srl	EUR	10531600962	Corso Venezia 16 20121 Milano (MI)	X												
ITA	Falck Renewables Sviluppo Srl	EUR	10500140966	Corso Venezia 16 20121 Milano (MI)	X												
ITA	Geopower Sardegna srl	EUR	02064260900	Via Alberto Falck 4/16 20099 Sesto San Giovanni (MI)				X	X								
USA	HG Solar Development, LLC	USD	82-3522780	1 Bridge Street, Suite 11, Irvington, NY 10533				X	X								
UK	FRUK Holdings (No.1) Ltd	GBP	4203120603	2nd Floor 75-77 Margaret Street, London, United Kingdom, W1W 8SY											X		
UK	Kingsburn Wind Energy Ltd	GBP	5054209603	Beauly House Dochfour Business Centre, Dochgarroch, Inverness, IV3 8GY				X	X								
UK	Kilbraur Wind Energy Ltd	GBP	8313223594	Beauly House Dochfour Business Centre, Dochgarroch, Inverness, IV3 8GY				X	X								
ITA	Iron SpV Srl	EUR	10796050960	Via Alberto Falck 4/16 20099 Sesto San Giovanni (MI)	X												
USA	Lake Osiris Road Solar Farm, LLC	USD	83-2764745	1 Bridge Street, Suite 11, Irvington, NY 10533													X
USA	SPME Holdings 2015, LLC	USD	27-4619955	250 West 57th Street, Suite 701 New York, NY 10107											X		
USA	Syncarpha Palmer, LLC	USD	47-1575536	250 West 57th Street, Suite 701 New York, NY 10107				X	X								
USA	Syncarpha Massachusetts, LLC	USD	46-1610142	250 West 57th Street, Suite 701 New York, NY 10107				X	X								
ITA	Eolo 3W Minervino Murge Srl	EUR	07267741002	Via Alberto Falck 4/16 20099 Sesto San Giovanni (MI)				X	X								
UK	Mochrum Fell Wind Energy Ltd	GBP	N/A	Beauly House Dochfour Business Centre, Dochgarroch, Inverness, IV3 8GY												X	
UK	Millennium South Wind Energy Ltd	GBP	N/A	Beauly House Dochfour Business Centre, Dochgarroch, Inverness, IV3 8GY												X	
UK	Millennium Wind Energy Ltd	GBP	4170407614	Beauly House Dochfour Business Centre, Dochgarroch, Inverness, IV3 8GY				X	X								
USA	Novis Renewables Holdings, LLC	USD	84-4742516	1 Bridge Street, Suite 11, Irvington, NY 10533											X		
USA	NC 42 LLC	USD	32-0521947	1 Bridge Street, Suite 11, Irvington, NY 10533											X		

TAX JURISDICTION	ENTITIES RESIDENT IN THE TAX JURISDICTION	CURRENCY	TAXPAYER IDENTIFICATION NUMBER	ADDRESS	MAIN BUSINESS ACTIVITIES												
					R&D	Holding or managing Intellectual property	Purchasing or Procurement	Manufacturing or Production	Sales, Marketing, or distribution	Administrative, management or support services and other services	Provision of services to unrelated parties	Internal Group Finance	Regulated Financial services	Insurance	Holding shares or other equity investments	Dormant	Other
USA	NC 42 Solar LLC	USD	37-1843300	1 Bridge Street, Suite 11, Irvington, NY 10533											X		
USA	NC 42 Energy LLC	USD	81-4679385	1 Bridge Street, Suite 11, Irvington, NY 10533											X		
USA	Innovative Solar 42 LLC	USD	46-4219840	1 Bridge Street, Suite 11, Irvington, NY 10533				X	X								
ITA	NUO Srl	EUR	11053780968	Via Alberto Falck 4/16 20099 Sesto San Giovanni (MI)		X											
SPA	Falck Nuo Spain SL	EUR	B88464235	Calle Serrano 27, 4° derecha, 28001, Madrid, Spain						X							
UK	Nutberry Wind Energy Ltd	GBP	2228608394	Beauly House Dochfour Business Centre, Dochgarroch, Inverness, IV3 8GY				X	X								
ITA	Palermo Energia Ambiente ScpA (under liquidation)	EUR	05203500821	Via Alberto Falck 4/16 20099 Sesto San Giovanni (MI)													X
FRA	Parc Eolien du Fouy Sas	EUR	487603979-00039	103A Avenue Henri Fréville, 35200 Rennes				X	X								
FRA	Parc Eolien des Cretes Sas	EUR	487575532-00030	103A Avenue Henri Fréville, 35200 Rennes				X	X								
ITA	Eolica Petralia Srl	EUR	10010841004	Via Alberto Falck 4/16 20099 Sesto San Giovanni (MI)				X	X								
FRA	Parc Eolien d'Illois Sarl	EUR	539900639-00011	103A Avenue Henri Fréville, 35200 Rennes													X
ITA	Platani Energia Ambiente ScpA (under liquidation)	EUR	05205240822	Via Alberto Falck 4/16 20099 Sesto San Giovanni (MI)													X
ITA	Prima Srl	EUR	11734330159	Via Alberto Falck 4/16 20099 Sesto San Giovanni (MI)				X	X								
SPA	PV Diagnosis Fotovoltaica SLU	EUR	B85714228	Calle Serrano 27, 4° derecha, 28001, Madrid, Spain													X
USA	Route 23A Solar Farm, LLC	USD	83-2778000	1 Bridge Street, Suite 11, Irvington, NY 10533													X
ITA	Solar Mesagne Srl	EUR	06484610966	Via Consiglio Filomeno 40 72100 Brindisi (BR)				X	X								
SPA	Sol Occidental SL	EUR	B88356159	Calle Serrano 27, 4° derecha, 28001, Madrid, Spain													X
UK	Spaldington Airfield Wind Energy Ltd	GBP	4404603461	2nd Floor 75-77 Margaret Street, London, United Kingdom, W1W 8SY				X	X								
ITA	Tifeo Energia Ambiente ScpA (under liquidation)	EUR	05205210825	Via Alberto Falck 4/16 20099 Sesto San Giovanni (MI)													X
FRA	Se Ty Ru Sas	EUR	480211994-00037	103A Avenue Henri Fréville, 35200 Rennes				X	X								
AUS	Vector Cuatro Australia Pty Ltd	AUD	44 628 702 545 (ABN) 572 306 782 (TFN)	Level 16, 201 Elizabeth Street, Sydney NSW 2000						X	X						
BUL	Vector Cuatro EOOD	BGN	202203923	Sofia 1421, 25 Kapitan Andreev str.							X						

TAX JURISDICTION	ENTITIES RESIDENT IN THE TAX JURISDICTION	CURRENCY	TAXPAYER IDENTIFICATION NUMBER	ADDRESS	MAIN BUSINESS ACTIVITIES												
					R&D	Holding or managing intellectual property	Purchasing or Procurement	Manufacturing or Production	Sales, Marketing, or distribution	Administrative, management or support services and other services	Provision of services to unrelated parties	Internal Group Finance	Regulated Financial services	Insurance	Holding shares or other equity investments	Dormant	Other
FRA	Vector Cuatro France Sarl	EUR	530036128	5, rue Jean Macé 35700 Rennes France						X							
ITA	Vector Cuatro Srl	EUR	10267750015	Via Alberto Falck 4-16 – 20099 Sesto San Giovanni (MI)						X	X						
JAP	Vector Cuatro Japan KK	JPY	5-0104-01-105870	Hanai Building 5F, Shibakoen 1-2-9, Minato-ku, Tokyo 105-0011							X						
CHI	Vector Cuatro Chile Spa	CLP	76.686.223-3	Calle los Militares, núm. 5001, Depto:1101, Comuna: Las Condes, Ciudad: Santiago, Rol: 607-794, Chile							X						
MEX	Vector Cuatro Energias Renovables Mèxico SA de CV	MXN	VER130531NU6	Paseo De La Reforma 300 Colonia Juarez, Cuauhtemoc, Ciudad De Mexico 06600						X	X						
SPA	Vector Cuatro SLU	EUR	B84544428	C/ SERRANO 27, 4 DER						X	X						
USA	Vector Cuatro USA, LLC	USD	30-1127516	One Bridge Street, Suite 11, Irvington Ny 10533							X						
UK	Vector Renewables UK Ltd	GBP	3564825754	2nd Floor, 75-77 Margaret Street, London, W1W 8SY						X	X						
SWE	VC Renewables AB	EUR	559239-9579	C/o EC Södertull, Södra Vallgatan 5						X							
UK	West Browncastle Wind Energy Ltd	GBP	5439923212	Beauly House Dochfour Business Centre, Dochgarroch, Inverness, IV3 8GY				X	X								
ITA	Windfor Srl	EUR	04489450967	Corso Venezia 16 - 20121 Milano						X	X						
USA	TLS Holdco, LLC	USD	85-2371870	1 Bridge Street, Suite 11, Irvington, NY 10533											X		
USA	WMC Solar Holdings, LLC	USD	85-2346364	1 Bridge Street, Suite 11, Irvington, NY 10533											X		
USA	NOV RF Holdings, LLC (100% owned by Novis Renewables Holdings, LLC)	USD	85-3805130	1 Bridge Street, Suite 11, Irvington, NY 10533											X		
USA	NOV RF Lessee, LLC (100% owned by NOV RF Holdings, LLC)	USD	85-3827772	1 Bridge Street, Suite 11, Irvington, NY 10533											X		
USA	Westmoreland County Solar Project, LLC (100% owned by WMC Solar Holdings, LLC)	USD	30-1039558	1 Bridge Street, Suite 11, Irvington, NY 10533				X	X								
USA	Building Energy Holding US	USD	80-0910842	1250 I (Eye) Street NW, Suite 300, Washington, DC 20005											X		
USA	Building Energy Holdco I, LLC	USD	81-4668701	1250 I (Eye) Street NW, Suite 300, Washington, DC 20005											X		
USA	Building Energy Wind Iowa, LLC	USD	47-5556210	1250 I (Eye) Street NW, Suite 300, Washington, DC 20005											X		
USA	Green Cyclones, LLC (Capital One, National Association tax equity investor owns 100% of Class A shares granting protective rights)	USD	47-5549689	1250 I (Eye) Street NW, Suite 300, Washington, DC 20005											X		

TAX JURISDICTION	ENTITIES RESIDENT IN THE TAX JURISDICTION	CURRENCY	TAXPAYER IDENTIFICATION NUMBER	ADDRESS	MAIN BUSINESS ACTIVITIES												
					R&D	Holding or managing Intellectual property	Purchasing or Procurement	Manufacturing or Production	Sales, Marketing, or distribution	Administrative, management or support services and other services	Provision of services to unrelated parties	Internal Group Finance	Regulated Financial services	Insurance	Holding shares or other equity investments	Dormant	Other
USA	Michelangelo Wind 1, LLC	USD	-	1250 I (Eye) Street NW, Suite 300, Washington, DC 20005				X	X								
USA	Michelangelo Wind 3, LLC	USD	-	1250 I (Eye) Street NW, Suite 300, Washington, DC 20005				X	X								
USA	Michelangelo Wind 4, LLC	USD	-	1250 I (Eye) Street NW, Suite 300, Washington, DC 20005				X	X								
USA	Venus Wind 3 ,LLC	USD	-	1250 I (Eye) Street NW, Suite 300, Washington, DC 20005				X	X								
USA	Leonardo Wind 1, LLC	USD	-	1250 I (Eye) Street NW, Suite 300, Washington, DC 20005				X	X								
USA	Optimum Wind 3, LLC	USD	-	1250 I (Eye) Street NW, Suite 300, Washington, DC 20005				X	X								
USA	Optimum Wind 4, LLC	USD	-	1250 I (Eye) Street NW, Suite 300, Washington, DC 20005				X	X								
USA	Optimum Wind 5, LLC	USD	-	1250 I (Eye) Street NW, Suite 300, Washington, DC 20005				X	X								
USA	Optimum Wind 6, LLC	USD	-	1250 I (Eye) Street NW, Suite 300, Washington, DC 20005				X	X								
USA	Optimum Wind 7, LLC	USD	-	1250 I (Eye) Street NW, Suite 300, Washington, DC 20005				X	X								
USA	Calypso Solar 3, LLC (owned 5% by Distributed Sun, LLC)	USD	30-0990579	1250 I (Eye) Street NW, Suite 300, Washington, DC 20005											X		
USA	Odyssey Solar 3, LLC	USD	47-5414131	1250 I (Eye) Street NW, Suite 300, Washington, DC 20005											X		
USA	Daphne Solar, LLC (owned 99% by Nationwide Sol-I, LLC tax equity investor)	USD	30-0943936	1250 I (Eye) Street NW, Suite 300, Washington, DC 20005											X		
USA	Apollo Solar, LLC (owned 49% by Apollo Solar, LLC)	USD	32-0498846	1250 I (Eye) Street NW, Suite 300, Washington, DC 20005											X		
USA	Laertes Solar, LLC	USD	47-2382391	1250 I (Eye) Street NW, Suite 300, Washington, DC 20005				X	X								
USA	Artemis Solar, LLC	USD	47-5624598	1250 I (Eye) Street NW, Suite 300, Washington, DC 20005				X	X								
USA	Odyssey Solar 2, LLC (owned 5% by Distributed Sun, LLC)	USD	47-4507559	1250 I (Eye) Street NW, Suite 300, Washington, DC 20005											X		
USA	Telemachus Solar, LLC (owned 99% by Nationwide Mutual Fire Insurance Company tax equity investor)	USD	98-1261181	1250 I (Eye) Street NW, Suite 300, Washington, DC 20005											X		
USA	Argos Solar, LLC (owned 49% by Telemachus Solar, LLC)	USD	47-2277333	1250 I (Eye) Street NW, Suite 300, Washington, DC 20005				X	X								
USA	Building Energy Asset Management, LLC	USD	47-2354004	1250 I (Eye) Street NW, Suite 300, Washington, DC 20005						X							

TAX JURISDICTION	ENTITIES RESIDENT IN THE TAX JURISDICTION	CURRENCY	TAXPAYER IDENTIFICATION NUMBER	ADDRESS	MAIN BUSINESS ACTIVITIES												
					R&D	Holding or managing Intellectual property	Purchasing or Procurement	Manufacturing or Production	Sales, Marketing, or distribution	Administrative, management or support services and other services	Provision of services to unrelated parties	Internal Group Finance	Regulated Financial services	Insurance	Holding shares or other equity investments	Dormant	Other
USA	Calypso Solar 1, LLC (owned 5% by Distributed Sun, LLC)	USD	36-4866877	1250 I (Eye) Street NW, Suite 300, Washington, DC 20005											X		
USA	Odyssey Solar 1, LLC	USD	47-1623748	1250 I (Eye) Street NW, Suite 300, Washington, DC 20005											X		
USA	Penelope Solar, LLC (owned 99% by Nationwide Mutual Fire Insurance Company tax equity investor)	USD	47-1623901	1250 I (Eye) Street NW, Suite 300, Washington, DC 20005											X		
USA	Ulysses Solar, LLC (owned 49% by Penelope Solar, LLC)	USD	46-3400321	1250 I (Eye) Street NW, Suite 300, Washington, DC 20005				X	X								
USA	Annapolis Solar Park, LLC	USD	47-4444489	1250 I (Eye) Street NW, Suite 300, Washington, DC 20005											X		
USA	Cassiopea Solar, LLC	USD	82-2199793	1250 I (Eye) Street NW, Suite 300, Washington, DC 20005				X	X								
USA	Andromeda Solar, LLC	USD	82-2220207	1250 I (Eye) Street NW, Suite 300, Washington, DC 20005				X	X								
USA	Perseus Solar, LLC	USD	82-2205421	1250 I (Eye) Street NW, Suite 300, Washington, DC 20005				X	X								
USA	Building Energy Development US, LLC	USD	37-1717500	1250 I (Eye) Street NW, Suite 300, Washington, DC 20005											X		
USA	Scylla Solar, LLC (owned only 1% by Building Energy Development US, LLC)	USD	47-5623524	1250 I (Eye) Street NW, Suite 300, Washington, DC 20005													X
USA	Mistral Wind, LLC	USD	-	1250 I (Eye) Street NW, Suite 300, Washington, DC 20005													X
USA	Taku Wind, LLC	USD	-	1250 I (Eye) Street NW, Suite 300, Washington, DC 20005													X
USA	Admiral Wind, LLC	USD	-	1250 I (Eye) Street NW, Suite 300, Washington, DC 20005													X
USA	Grizzly Wind, LLC	USD	-	1250 I (Eye) Street NW, Suite 300, Washington, DC 20005													X
USA	Brave Wind, LLC	USD	-	1250 I (Eye) Street NW, Suite 300, Washington, DC 20005													X
USA	Black Bear Wind, LLC	USD	-	1250 I (Eye) Street NW, Suite 300, Washington, DC 20005													X
NED	Winssen Wind Energy B.V.	EUR	861940039	St.-Jacobsstraat 123 125 3511 BP Utrecht													X
NED	Waalwijk Wind Energy B.V.	EUR	861943156	St.-Jacobsstraat 123 125 3511 BP Utrecht													X

ABBREVIATIONS AND ACRONYMS

ABI: Associazione Bancaria Italiana (Italian Banking Association)
Ania: Associazione Nazionale fra le Imprese Assicuratrici (Italian National Association of Insurance Companies)
ARPA: Agenzia regionale per la protezione ambientale (Regional Environmental Protection Agency)
Art.: Article
ASL (LHA): Azienda Sanitaria Locale (Local Health Authority)
Assogestioni: Associazione italiana del risparmio gestito (Italian Investment Management Association)
Assonime: Associazione fra le società italiane per azioni (Italian Association of joint-stock companies)
BEHUS: Building Energy Holdings US
BoD: Board of Directors
BoP: Balance of Plant
Capex: Capital Expenditure
CEO: Chief Executive Officer
CO: carbon monoxide
CO_2: carbon dioxide
COVID-19: Corona Virus Disease 2019
CPPA: Corporate Power Purchase Agreement
L.D.: Law Decree
Leg. D.: Legislative Decree
AED: Automatic External Defibrillator
NFS: Consolidated Non-Financial Statement
EBITDA: Earnings Before Interest, Taxes, Depreciation and Amortisation
EMAS: EU Eco-Management and Audit Scheme
EN: European standard
ERM: Enterprise Risk Management
es.: example
ESCO: Energy Service Company
ESG: Environment, Social, Governance
ET: Energy Team
FKR: Falck Renewables
FREE: Fintry Renewable Energy Enterprise
FTSE: Financial Times Stock Exchange
GHG: Green-House Gas
GRI: Global Reporting Initiative
HR: Human Resources
i.e.: Id est
IIF: Infrastructure Investments Fund
IFRS: International Financial Reporting Standards
ILO: International Labour Organization
Inc.: Incorporated
IRENA: International Renewable Energy Agency
Irex: share index linked to renewable companies elaborated by Althesys
ISAE: International Standard on Assurance Engagements
ISO: International Organization for Standardization
ISPRA: Istituto Superiore per la Protezione e la Ricerca Ambientale (Institute for Environmental Protection and Research)
IT: Information Technology
KPI: Key Performance Indicator
KRI: Key Risk Indicator
L.: Law
LCA: Life Cycle Assessments
LLC: Limited Liability Company
M&A: Mergers and Acquisitions
MBO: Management by objectives
MEA: My Enabler App
Mid Cap: Middle Capitalisation
n.a.: not applicable/not available
NACE: Statistical classification used to systematise economic and industrial activities of the member States of the European Union.
NOx: Nitrogen Oxide
NVE: Norwegian Water Resources and Energy Directorate
O&M: Operations and Maintenance
OCSE: Organisation for the Co-operation and Economic Development
OEF: Organisation Environmental Footprint
Opex: Operating Expense
LCV: Lower Calorific Value
PAV: Alerted Person
PES: Expert Person
PPA: Power Purchase Agreement
PV: Photovoltaics
QHSE: Quality, Health, Safety and Environment
RAF: Risk Appetite Framework
RLS: Workers health and safety representative
RME: Energy Regulatory Authority of Norway
RSPP: Responsabile del Servizio di Prevenzione e Protezione (Occupation Health and Safety Manager)
RSU: Unitary Union Representative body
ICRMS: Internal Control and Risk Management System
ScpA: Joint-stock consortium company
SDG: Sustainable Development Goal
S.L.: Sociedad Limitada
SLU: Sociedad Limitada Unipersonal
SME: Emission Monitoring System
SOx: Sulphur Oxide
S.p.A.: Società per Azioni (Joint Stock Company)
SPV: Special Purpose Vehicle
S.r.l.: Società a Responsabilità Limitata (Limited Liability Company)
STAR: Segmento titoli con alti requisiti (High Requirements Securities Segment)
SUF: Sustainability Framework
TCF: Tax Control Framework
TCFD: Task Force on Climate-related Financial Disclosures
T.U.F.: Consolidated Act/Law
EU: European Union
UK: United Kingdom
UM: Unit of Measurement
UNFCCC: United Nations Framework Convention on Climate Change
UNI: Ente Nazionale Italiano di Unificazione (Italian National Unification Body)
US/USA: United States of America
EIA: Environmental Impact Assessment
WtE: Waste to Energy

UNIT OF MEASUREMENT

%: percentage
€: Euro
dd: days
GW: gigawatts
GWh: gigawatt hour
k€: thousand euro
km: kilometre
km^2: square kilometre
kW: kilowatt
kWh: kilowatt hour
M: millions
M€: (million euro)
m^2: square metre
m^3: cubic metre
MW: megawatts
MWh: megawatt hour
no.: number
t: tonne
tCO: tonne of carbon monoxide
tCO_2: tonne of carbon dioxide
tNOx: tonne of nitrogen oxides
tSOx: tonne of sulphur oxide

FALCK RENEWABLES SPA

INDEPENDENT AUDITOR'S REPORT ON THE CONSOLIDATED NON-FINANCIAL STATEMENT PURSUANT TO ARTICLE 3, PARAGRAPH 10, OF LEGISLATIVE DECREE NO. 254/2016 AND ARTICLE 5 OF CONSOB REGULATION NO. 20267 OF JANUARY 2018

YEAR ENDED 31 DECEMBER 2021

Independent auditor's report on the consolidated non-financial statement

pursuant to article 3, paragraph 10, of Legislative Decree no. 254/2016 and article 5 of CONSOB regulation no. 20267

To the Board of Directors of Falck Renewables SpA

Pursuant to article 3, paragraph 10, of Legislative Decree No. 254 of 30 December 2016 (the "Decree") and article 5 of CONSOB Regulation No. 20267/2018, we have undertaken a limited assurance engagement on the consolidated non-financial statement of Falck Renewables SpA and its subsidiaries (the "Group") for the year ended 31 December 2021 prepared in accordance with article 4 of the Decree, and approved by the Board of Directors on 10 March 2022 (the "NFS").

Our review does not extend to the information set out in the paragraph "EU Taxonomy disclosure "of the NFS, required by article 8 of European Regulation 2020/852.

Responsibilities of the Directors and the Board of Statutory Auditors for the NFS

The Directors are responsible for the preparation of the NFS in accordance with articles 3 and 4 of the Decree and with the "Global Reporting Initiative Sustainability Reporting Standards" defined in 2016, and updated to 2019, by the GRI - *Global Reporting Initiative* (the "GRI Standards"), identified by them as the *reporting standards*.

The Directors are also responsible, in the terms prescribed by law, for such internal control as they determine is necessary to enable the preparation of a NFS that is free from material misstatement, whether due to fraud or error.

Moreover, the Directors are responsible for identifying the content of the NFS, within the matters mentioned in article 3, paragraph 1, of the Decree, considering the activities and characteristics of the Group and to the extent necessary to ensure an understanding of the Group's activities, its performance, its results and related impacts.

Finally, the Directors are responsible for defining the business and organisational model of the Group and, with reference to the matters identified and reported in the NFS, for the policies adopted by the Group and for the identification and management of risks generated and/or faced by the Group.

The Board of Statutory Auditors is responsible for overseeing, in the terms prescribed by law, compliance with the Decree.

PricewaterhouseCoopers SpA

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Auditor's Independence and Quality Control

We are independent in accordance with the principles of ethics and independence set out in the Code of Ethics for Professional Accountants published by the International Ethics Standards Board for Accountants, which are based on the fundamental principles of integrity, objectivity, competence and professional diligence, confidentiality and professional behaviour. Our audit firm adopts International Standard on Quality Control 1 (ISQC Italia 1) and, accordingly, maintains an overall quality control system which includes processes and procedures for compliance with ethical and professional principles and with applicable laws and regulations.

Auditor's responsibilities

We are responsible for expressing a conclusion, on the basis of the work performed, regarding the compliance of the NFS with the Decree and with the GRI Standards. We conducted our work in accordance with International Standard on Assurance Engagements 3000 (Revised) – Assurance Engagements Other than Audits or Reviews of Historical Financial Information ("ISAE 3000 Revised"), issued by the International Auditing and Assurance Standards Board (IAASB) for limited assurance engagements. The standard requires that we plan and apply procedures in order to obtain limited assurance that the NFS is free of material misstatement. The procedures performed in a limited assurance engagement are less in scope than those performed in a reasonable assurance engagement in accordance with ISAE 3000 Revised, and, therefore, do not provide us with a sufficient level of assurance that we have become aware of all significant facts and circumstances that might be identified in a reasonable assurance engagement.

The procedures performed on the NFS were based on our professional judgement and consisted in interviews, primarily of company personnel responsible for the preparation of the information presented in the NFS, analyses of documents, recalculations and other procedures designed to obtain evidence considered useful.

In detail, we performed the following procedures:

1. analysis of the relevant matters reported in the NFS relating to the activities and characteristics of the Group, in order to assess the reasonableness of the selection process used, in accordance with article 3 of the Decree and with the reporting standard adopted;
2. analysis and assessment of the criteria used to identify the consolidation area, in order to assess their compliance with the Decree;
3. comparison of the financial information reported in the NFS with the information reported in the Group's consolidated financial statements;
4. understanding of the following matters:
   a. business and organisational model of the Group with reference to the management of the matters specified by article 3 of the Decree;
   b. policies adopted by the Group with reference to the matters specified in article 3 of the Decree, actual results and related key performance indicators;
   c. key risks generated and/or faced by the Group with reference to the matters specified in article 3 of the Decree.

   With reference to those matters, we compared the information obtained with the information presented in the NFS and carried out the procedures described under point 5 a) below;
5. understanding of the processes underlying the preparation, collection and management of the significant qualitative and quantitative information included in the NFS.
   In detail, we held meetings and interviews with the management of Falck Renewables SpA and we performed limited analyses of documentary evidence, to gather information about the

processes and procedures for the collection, consolidation, processing and submission of the non-financial information to the function responsible for the preparation of the NFS.

Moreover, for material information, considering the activities and characteristics of the Group:

- at a group level,
  a) with reference to the qualitative information included in the NFS, and in particular to the business model, the policies adopted and the main risks, we carried out interviews and acquired supporting documentation to verify its consistency with available evidence;
  b) with reference to quantitative information, we performed analytical procedures as well as limited tests, in order to assess, on a sample basis, the accuracy of consolidation of the information.
- for the company Falck Renewables North America Inc and for the sites Falck Middleton LLC Innovative Solar 42 LLC, Westmoreland County Solar Project LLC, Building Energy Wind Iowa, LLC, which were selected on the basis of their activities, their contribution to the performance indicators at a consolidated level and their location, we carried out meetings and interviews during which we gathered supporting documentation regarding the correct application of the procedures and calculation methods used for the key performance indicators.

Conclusion

Based on the work performed, nothing has come to our attention that causes us to believe that the NFS of Falck Renewables Group for the year ended 31 December 2021 is not prepared, in all material respects, in accordance with articles 3 and 4 of the Decree and with the GRI Standards.

Our conclusions on the NFS of Falck Renewables Group do not extend to the information set out in the paragraph "EU Taxonomy disclosure" of the NSF, required by article 8 of European Regulation 2020/852.

Milan, 30 March 2022

PricewaterhouseCoopers SpA

Signed by

Marco Sala
(Partner)

Signed by

Paolo Bersani
(Authorised signatory)

This report has been translated from the Italian original solely for the convenience of international readers. We have not performed any controls on the NFS 2021 translation

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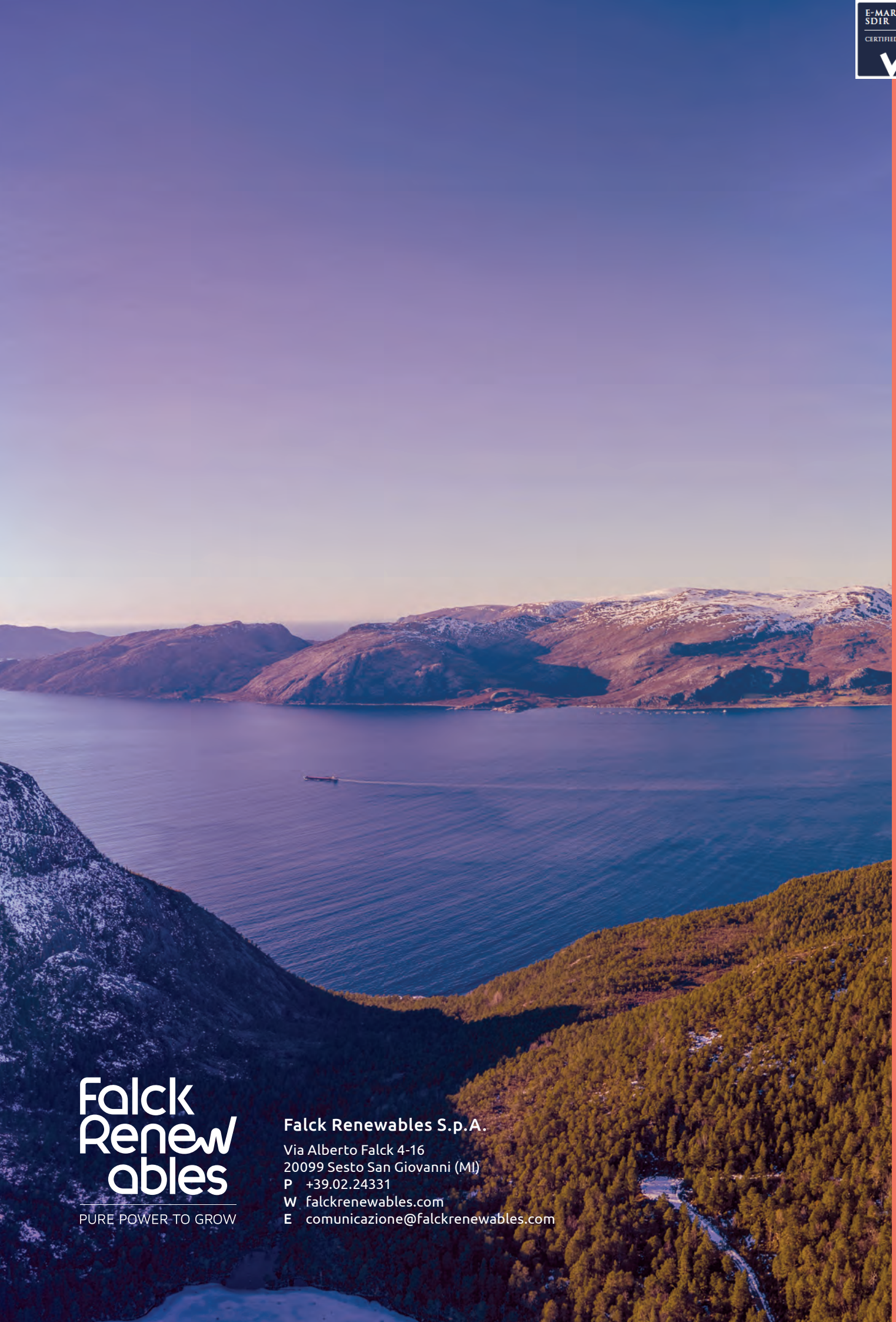

Falck Renewables

PURE POWER TO GROW

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