

Reporting according to section 99a of the Danish Financial Statements Act regarding Corporate Social Responsibility

The reporting is a part of the Management Review of the Annual Report for 2015. The reporting has been read by the auditor but not audited.

European Energy is highly aware of the Company's role as a player in society in a local, national and international context. Therefore, European Energy remains attentive towards making targeted efforts to ensure that its core business area and activities are developed in a financially, environmentally and socially responsible manner by both complying with statutory requirements and taking voluntary corporate responsibility initiatives in the countries and communities in which European Energy operates. European Energy believes that responsible business behavior is a precondition for long-term value creation for the Company and its stakeholders.

The UN principles on human rights, labour rights, environment and anticorruption form the guiding framework on which European Energy's corporate responsibility efforts are based. In its considerations relating to Corporate Responsibility initiatives, European Energy seeks inspiration in the UN Global Compact initiative for corporate social responsibility.

Climate and environment

Through the Company's core business of producing and selling renewable energy, European Energy directly contributes to set a positive footprint in terms of reducing the environmental and climate impact. In line with European Energy's business goal of enlarging the operational portfolio, European Energy strives to generate and distribute clean energy production in order to preserve the environment and to contribute to a world sustainable growth. During the past years, European Energy has provided an overall increasing production of renewable energy providing environmental advantages in terms of savings of fossil fuels and reduction of CO₂ emissions as European Energy offers an alternative to the dependency on scarce and polluting power sources providing clean energy without emissions of hazardous particles or greenhouse gases, no special environmental risks are related to European Energy's activities. The Company, however, stays extremely attentive towards and is highly committed to assess the physical impact of its activities. European Energy's projects are subject to environmental permits, and at all project stages European Energy is governed by comprehensive environmental legislation and rules which, through mandatory surveys and analyses, serve to safeguard the surroundings of the Company's plants, i.e. flora and fauna, local residents and the landscape. European Energy has no outstanding environmental issues with authorities, nongovernmental organizations or local residents related to the Company's activities. To the extent possible, European Energy also limits the environmental impact of its business activities. European Energy focuses on replanting of e.g. trees and shrubs in corresponding areas if removal of such plants is needed to complete the Company's activities.

People

European Energy considers diversity an important asset and remains committed to ensuring equal opportunities and rights for employees and therefore does not tolerate discrimination or harassment based on religion, race, ethnicity, gender, age, sexuality, political opinion or other status. European Energy has a diverse workforce with a broad employee composition in terms of geographical and cultural background,

gender and age distribution. Moreover, a safe and healthy workplace continues to be a priority for European Energy. Particularly in the Company's wind and solar plants, severe health and safety procedures are implemented to secure the employees and minimize risk of occupational accidents. Also in 2015, these provisions have contributed to an injury- and incident-free working environment. As European Energy's activities are often carried out in geographical areas that have a high rate of unemployment, European Energy also contributes to ensuring growth in local communities through employment of local workers, contractors and suppliers.

Diversity in management – Reporting according to section 99b of the Danish Financial Statements Act.

It is always the primary criteria that the candidates proposed for the Board of Directors are selected considering their suitability based on professional and personal skills and competences. Additionally, the Company has adopted policies regarding the proportion of gender in the other management levels of the Company:

European Energy is still committed to working towards creating and maintaining equal opportunities for women and men at all management levels in the Company. In connection with all recruitment, including recruitment at management level, it is European Energy's policy to fulfil the Company's requirements for employees with the necessary skills and competences, regardless of gender, age, ethnicity etc.

When choosing between equally qualified candidates, the diversity among the employees shall be taken into consideration. In connection with recruitment for managerial positions it should be ensured, where possible, that the candidates invited for interview include both men and women.

At year-end 2015, the managerial positions below top-management level in the Company were covered by respectively 80% men and 20% women. This gender distribution was generally in line with the previous year. The goal for the coming years for recruitment for managerial positions and for top-level positions will be covered by minimum 75% men and 25% women.

Ethics and behavior

Transparency and compliance with national and international regulation and standards are considered cornerstones in European Energy's business behavior, and the Company is committed to undertake its activities and perform its practices responsibly with due consideration and respect of internal and external procedures and guidelines. A code of ethics has been introduced for the majority of the Group companies which addresses relevant issues and prescribes the correct behavior in interactions with the Company's internal and external stakeholders. European Energy operates in an international context, currently in 12 different European countries (Denmark, Sweden, Finland, UK, Germany, Italy, Poland, Bulgaria, Spain, Croatia, Greece and Maldives) which all constitutes fairly limited risk factors in terms of businesses' exposure to human rights violations. Consequently, European Energy does not conduct any activities, liaise or contract with business partners or suppliers in countries considered high-risk in terms of negatively impacting human rights.

Human Rights

European Energy has not prepared a specific policy on human rights as, so far, the Company has not deemed it relevant, considering its business activities and locations. In the future, European Energy will continuously endeavor to expand its corporate responsibility efforts by integrating environmental and social aspects in its planning and decision-making processes. These efforts will be based on the topics most relevant with respect to European Energy's core business and commercial goals as this is the best way in which European Energy can contribute through relevant initiatives to the benefit of the Company and of its stakeholders.