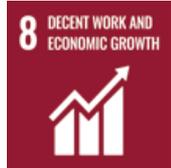


Sustainability Policy

Our mission is to utilize wind and solar resources in combination with the latest technology to create value for our partners and society as a whole.

European Energy (EE) is committed to the 10 principles of the UN Global Compact on human and labour rights, the environment, and anti-corruption. We align our work to maximize our positive impact and reduce our negative impact on the UN Sustainable Development Goals. Our contribution is particularly demonstrated in seven of these goals.

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|  <p>7 AFFORDABLE AND CLEAN ENERGY</p> | <p>By grid connecting new parks every year, EE positively contributes to the increase in the share of clean and affordable energy in the global energy mix.</p> |  <p>13 CLIMATE ACTION</p> | <p>By contributing to a world powered by renewable energy, EE strengthens communities' long-term resilience capacity to climate-related hazards.</p> |
|  <p>8 DECENT WORK AND ECONOMIC GROWTH</p> | <p>By investing in high unemployment areas and in accordance with national labor laws, EE can positively contribute to economic growth and to decent working conditions.</p> |  <p>15 LIFE ON LAND</p> | <p>By investing in activities that foster the coexistence between renewable energy and biodiversity EE reduces its potential negative impact on local ecosystems.</p> |
|  <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p> | <p>By increasing its investment in quality, reliable and resilient energy infrastructure, EE positively contributes to supporting economic development and human well-being.</p> |  <p>17 PARTNERSHIPS FOR THE GOALS</p> | <p>By promoting and engaging in partnerships with private and public stakeholders EE can positively contribute to building on the resourcefulness that partnerships foster.</p> |
|  <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p> | <p>By adopting sustainable practices and integrating these in our reporting cycle, EE can positively impact the transition to sustainable and efficient resource management strategies.</p> | | |

Human and Labour Rights

We are committed to respect internationally recognized human rights and to continuously identify and mitigate potential adverse impacts on human rights from our activities or business relationships. We oppose all forms of slavery, forced labour, trafficking, child labour and violations of human rights in our construction and operation activities. EE is especially aware of more vulnerable individuals and groups, such as particular local communities and indigenous peoples, that may be at a higher risk of human rights violations. A whistleblower mechanism operated by an independent third-party is available to our employees and external stakeholders.

We recognise our employees' right to collective bargaining and to freely associate, or not to associate, with any personal standpoint.

EE values diversity and inclusion at work. We are committed to having a safe workplace with equal opportunities for all, free from discrimination, bullying or harassment, as detailed in our Policy on Bullying and Harassment. We firmly oppose any type of less favourable treatment on the grounds of colour, nationality, ethnicity, gender, age, sexual orientation, disability, religion or belief. Furthermore, we are committed to the fair and respectful treatment of all job applicants, employees and partners regardless of their background. This policy is written in alignment with the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles.

Environment and climate

EE aims to minimise the environmental impact of its business operations, prioritizing three areas: climate change, environmental management and biodiversity. We safeguard the areas surrounding our wind and solar farms by attending to the surrounding flora and fauna, local residents and the landscape, as detailed in our Environmental Policy.

We commit to taking action for a world run on renewable energy by selling green power from our wind and solar farms to private and public bodies and boldly setting ambitious targets every year. However, we are aware that our activities also have an environmental impact. As we continuously work to identify our Greenhouse Gas (GHG) emission sources, we become better equipped to address these in meaningful ways, finding solutions to reduce the organization's footprint throughout its value chain.

We commit to waste reduction, both in our offices spread around the world and in our sites under construction and in operation. In our offices, this commitment is materialized through recycling, composting and environmental awareness campaigns. On our sites, waste reduction is addressed through partnerships that foster greater environmental management and a monitoring system that keeps track of occurrences and progress made.

Lastly, it is of utmost importance to EE that our business activities foster the coexistence between renewable energy and biodiversity, thereby avoiding or minimizing our impact on local ecosystems and actively restoring these.

Health and Safety

EE understands the importance of having a safe, secure and healthy work environment both in our offices and in our sites. Our Health and Safety Policy describes our safety, health and security procedures. It shall be followed, together with the guidelines set in our Code of Conduct. By promoting health and safety practices to our employees and subcontractors, we reduce the probability of work-related accidents, stress-induced illness and other work-related losses. We work towards zero harm to personnel, assets and the environment. This is done in a systematic way to identify, assess and respond in an appropriate manner to all occupational health, safety and security risks.

Anti-Corruption

EE does not tolerate corrupt practices or bribery of or by any business partner, government agency or public authority. We support fair and free competition in accordance with each country's competition laws. Our Anti-Corruption and Anti-Bribery Policy describes how we conduct business. We promote fair business practices in our company and amongst the suppliers and partners we work with through our self-assessment supplier questionnaire. We

strive to strengthen our existing systems through employee trainings on anti-corruption and anti-bribery behavior and promote reporting of unlawful practices through our whistleblower mechanism.

Compliance

This policy has been approved by EE's CEO and Board of Directors. It is valid for all employees and throughout the entire Group and it should be read together with EE's package of corporate policies.

Søborg, February 28th 2021

Executive Board



Knud Erik Andersen

Board of Directors



Jens-Peter Zink



Knud Erik Andersen



Mikael Dystrup Pedersen



Jesper Helmuth Larsen



Claus Dyhr