



CREATING THE FUTURE. WITH SUBSTANCE.

SUSTAINABILITY REPORT

22

GREETINGS FROM THE GREENTECH PARTNERS

To give each of the issues that are currently affecting us sufficient recognition and consideration is no easy feat. Nevertheless, we would like to take this opportunity to comment on some recent developments and changes.

Developments over the past year have made it clear just how sensitive and important aspects of our basic requirements are for us as a society, in particular having access to a functioning and affordable energy supply. Our need for security in terms of our economic and infrastructural provisions as well as our social interactions have become central topics in 2022. A number of challenges that we need to overcome in order to achieve a future that offers a high quality of life for society became apparent over the course of the year.

One thing has become increasingly clear: how far away we really are from achieving the climate targets that are so vital for the planet. This was highlighted at the UN Climate Change Conference (COP27) in Sharm El-Sheikh, Egypt, as well as in the sixth report published by the Intergovernmental Panel on Climate Change (IPCC). In order to meet the goals of the 2015 Paris Climate Agreement, humanity must massively reduce its emissions.

The transformation process that is already underway is geared towards these energy policy objectives, but has also quickly shed a light on the challenges involved. Established energy sources such as nuclear power and

process as a society. This suffering of people, which is to be condemned in the strongest terms and is utterly unjustifiable, has shed an unsparing light on the current state of our energy supply.



fossil fuels need to be balanced out by renewable energy sources to meet demand. In other words, as quickly and cheaply as possible with availability to everyone at all times. The terrible war of aggression against Ukraine has revealed where we stand in this

The present situation makes it all the more important that we do our homework at every level of society. On the one hand, we must ensure that the framework and environment are in place for the rapid realisation of national renewable energy proj-

ects and, on the other, create the infrastructure urgently required for the transformation process. We at greentech are more than happy to rise to the challenge and view it as an opportunity to accelerate and support the strived-for and urgently needed change. We want to play our part in creating a liveable future, especially in areas where we specialise and can therefore make a difference: the expansion of renewable energies.

Needless to say, transformation processes are challenging and not always easy. We too have transformed ourselves over recent years in order to navigate turbulent market developments and face the future stronger than before. We can now look back on more than 15 successful years. Today, the greentech Group is renowned for its many years of in-depth industry experience, top PV expertise and the ongoing development of its value chain.

It could be tempting to rest on one's laurels. The positive development of the Group - or perhaps even more the fact that the business purpose is sustainable by design and therefore conducive to transformation - could perhaps justify this approach.



However, at greentech we aren't willing to sit to the status quo as we believe in the work we do. We follow this mantra every day, aiming to constantly improve in this area and constantly increase the contribution we make. This sustainability report marks another building block in our sustainability strategy. We are already in the midst of becoming an increasingly sustainable company, as we outline in this report. We have opted to explain how we want to manage our company and what impact greentech can and should have on environmental, economic and social issues. We believe that our goals and a liveable future for everyone can

only be achieved through joint and coordinated action. We are therefore very proud that a great deal of crucial impetus comes from our employees.

By signing the United Nations Global Compact (UNGC) and aligning ourselves with the Global Reporting Initiative (GRI), the European Sustainability Reporting Standards (ESRS) and the United Nations Sustainable Development Goals (SDGs), we have defined and implemented a recognised framework for managing and reporting on sustainability at greentech. We look forward to all the next steps we will take together.

WE LOOK FORWARD TO ALL THE NEXT STEPS WE WILL TAKE TOGETHER...



Oliver Herzog



Ingo Rehmann



Felix von Buchwaldt



Aleksis Schäfer



Jörn Carstensen

HIGHLIGHTS 2022

As of 31 December 2022



127
employees
(90 men, 37 women)



27 MWp
systems built
in the first year



over 3 GWp
systems in the project
development pipeline

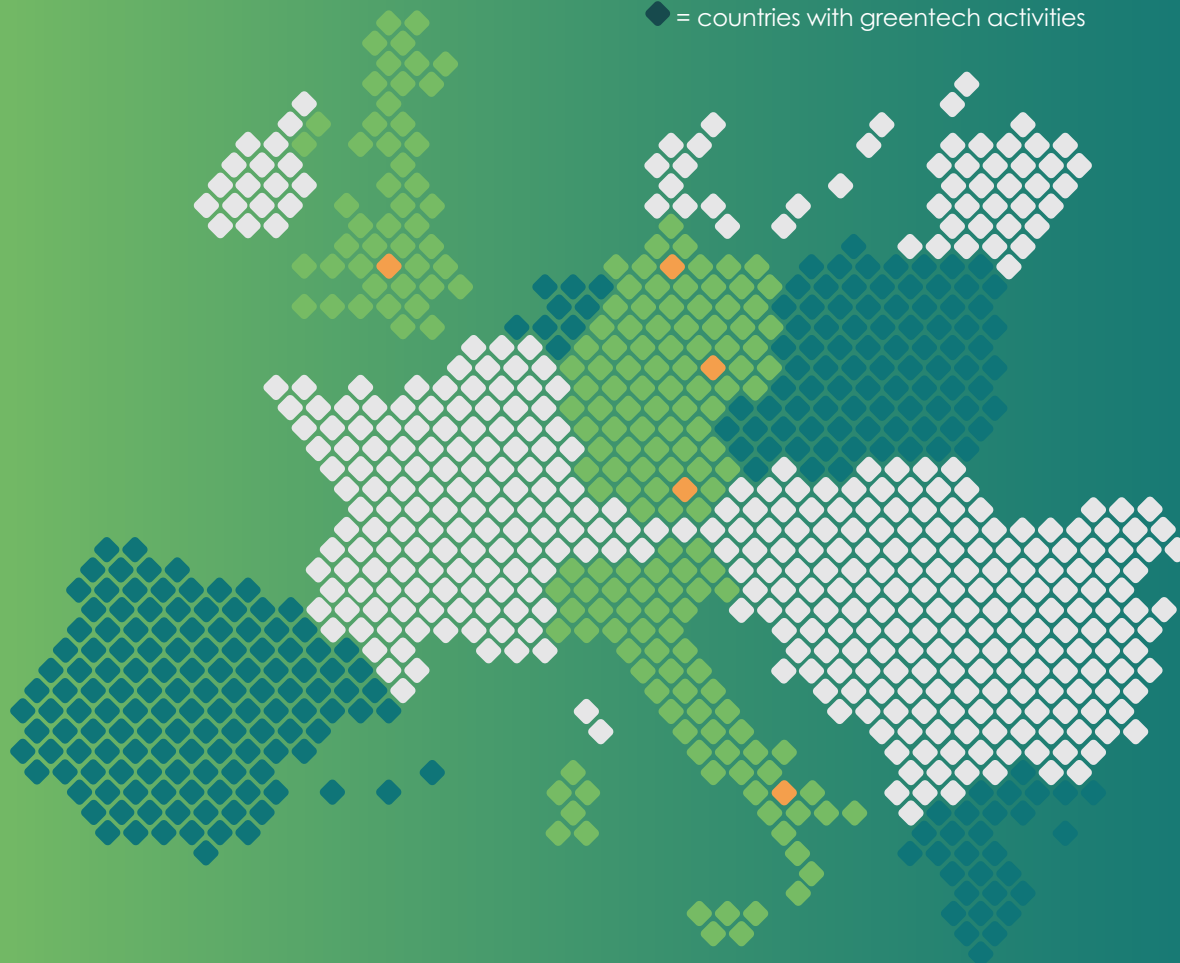


> 290 plants
with > 1 GW in
operational management



Active in 9 countries
Global presence with a focus on Europe. Main focus on
our core markets Germany, the UK and Italy

- = greentech offices
- = countries with greentech office
- = countries with greentech activities



We support

We signed the United Nations Global Compact (UNGC) on 24 October 2022

CONTENT

01 from p. 6 greentech

Our company	7
Business areas	9
Our mission statement	14
Our values	18

02 from p. 19 Sustainability strategy

Reporting principles	21
Development of our sustainability strategy	22
Focus SDGs of our Group	23
Materiality analysis	24
The greentech materiality analysis process	25
Sustainability programme	28

03 from p. 29 Main topics



E from p. 31 nvironment

Environment |
Climate protection |
Ecological responsibility

Clean and affordable energy	33
Climate protection measures	35
Biodiversity and land use	40
Innovation and infrastructure	44
Circular economy and waste	46
People – a key to sustainable management	48



S from p. 51 ocial

Employees |
Social responsibility

Shaping the future together	53
Our social responsibility towards society	62
Humanitarian commitment	65



G from p. 69 overnance

Corporate governance |
Compliance |
Economic responsibility

Good Governance	71
Compliance	74
Remuneration	77
Cooperation with strong partners	78

04 from p. 82 GRI-Index

GRI-Index	82
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05 p. 88 Contact

Contact / Imprint	88
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01 greentech

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“At greentech, we unite economic success and sustainable action. One cannot exist without the other in the long term.”

Ingo Rehmann, Managing Partner

OUR COMPANY

>> GRI 2-6, GRI 2-9, GRI 2-12, GRI 2-13, GRI 2-14

greentech has recognised the urgency of the energy transition since its establishment in 2008 and has supported it with great commitment and conviction. In order to operate sustainably, efficiently and effectively on the path to an energy system based exclusively on renewable energies and to remain agile and achieve results that enable the highest level of quality for society, our customers and our investors, we

are pursuing the path to becoming a fully integrated photovoltaic specialist with a clear focus on our core competences. We develop, plan, and build solar farms and operate them on a long-term basis. We also design long-term investment structures for institutional investors in the field of renewable energies and manage these as part of an active asset management programme. As a result, our business

divisions cover the entire value chain in the photovoltaic downstream market. We are stepping up the pace of the energy transition and constructing reliable, high-yield and durable solar power plants for the future. As of 31 December 2022, almost 130 employees located in Germany, the UK and Italy are working to provide green energy generation capacities and build a liveable future as part of an interdisciplin-

ary and collaborative approach. Our company is led by our five managing partners. In 2019, the Hamburg-based entrepreneur Erck Rickmers also acquired a majority stake in the greentech Group. With this move, we have united our extensive technical expertise and comprehensive project development knowledge in the PV sector with the capital strength and financial expertise of the Erck Rickmers Group.



PROJECT
DEVELOPMENT



PLANT
CONSTRUCTION -
EPC



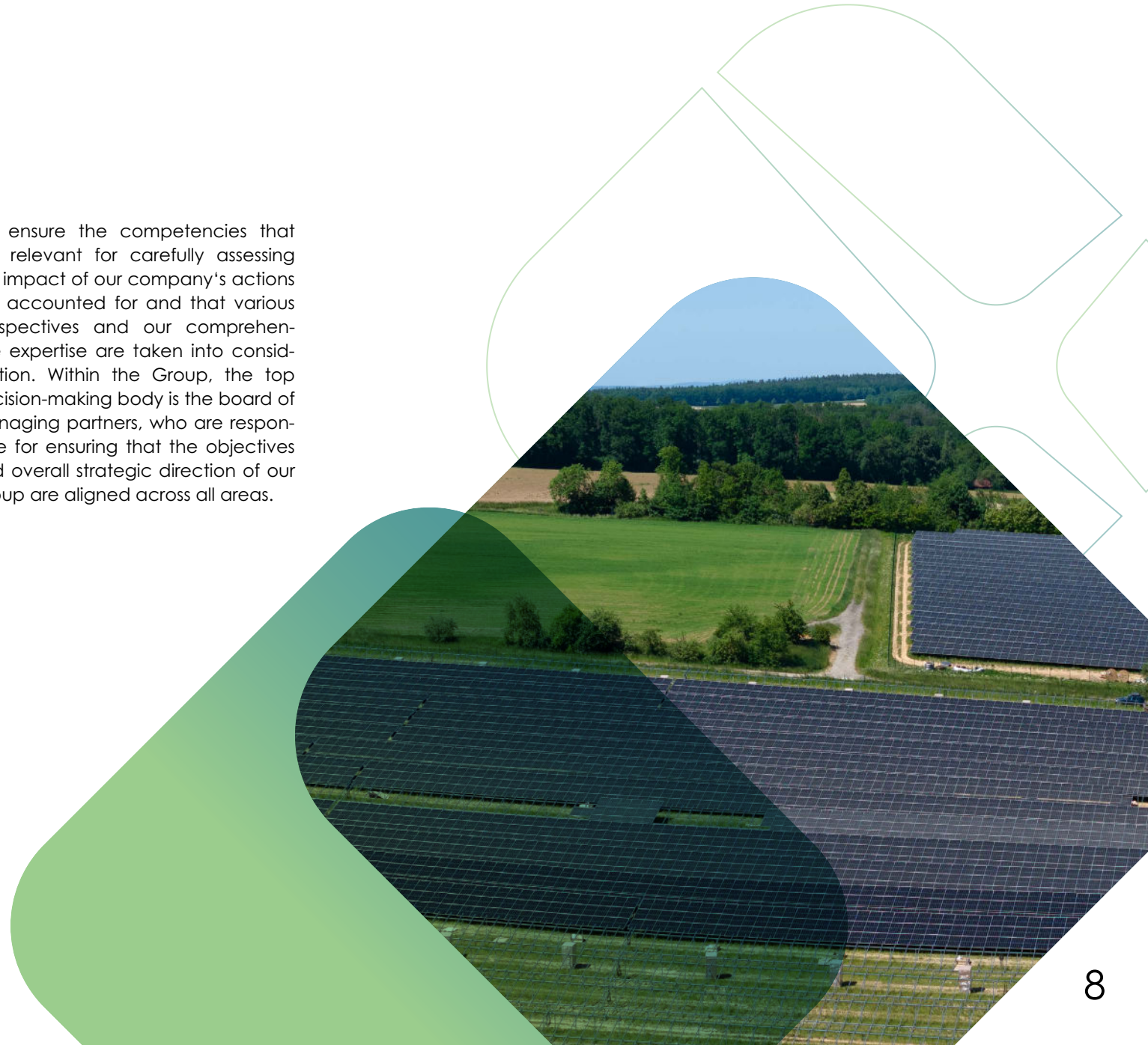
OPERATIONS &
MAINTENANCE



ASSET
MANAGEMENT

The greentech company structure is designed to achieve sustainable operations through lean and transparent processes as well as an open, honest and responsible approach to the activities of the Group and its impact on the economy, environment and society, and to enable qualified decision-making to achieve the company's sustainability goals. This approach involves the managing partners and employees in equal measure. By adopting this approach,

we ensure the competencies that are relevant for carefully assessing the impact of our company's actions are accounted for and that various perspectives and our comprehensive expertise are taken into consideration. Within the Group, the top decision-making body is the board of managing partners, who are responsible for ensuring that the objectives and overall strategic direction of our Group are aligned across all areas.



BUSINESS AREAS

At greentech, we focus on finding holistic and sustainable solutions in a working environment characterised by community and respect, with no negative impact on the results we produce. In terms of project development, plant construction, operations & maintenance (O&M) and asset management, this naturally involves our four main business areas, which we will provide brief summaries of below.



1 PROJECT DEVELOPMENT

In our project development unit, we are currently working on developing large ground-mounted photovoltaic systems in Germany, the UK and Italy. We take care of all aspects, from locating and obtaining the sites to approval plans and planning permission. This process involves securing the grid connection, the entirety of conduit planning and setting up the grid connection point for the PV system.

In addition, we obtain the necessary pre-financing and take care of long-term debt financing as well as marketing future electricity production to energy suppliers or direct customers.

Our primary goal is to realise projects in harmony with the environment and local structures in order to lay the foundations for secure and sustainable investments.

2 PLANT CONSTRUCTION – ENGINEERING, PROCUREMENT, CONSTRUCTION (EPC)

We have accumulated over 20 years of professional experience and expertise in this field. Our goal is to ensure a smooth process from planning to final acceptance and handing over the completed PV systems to their owners. The individual process steps (planning, ordering components and materials as well as construction) are executed in close coordination with the project development department in charge of the project.

On top of this, the entire process is backed by an excellent network of reliable partners and the use of state-of-the-art computer technology. We attach particular importance to the safety of the people present and working on the construction sites as well as providing complete documentation when handing over the PV systems.

In addition to offering turnkey construction of solar farms as a full-service partner, we also provide support in this field for construction managed by third parties with technical consulting (EPC management).

With a high degree of care and quality, we aim to ensure optimum system efficiency and reliability, therefore making a long-term and measurable contribution to the success of the energy transition and the achievement of the Group's sustainability goals.

3 OPERATIONS & MAINTENANCE

The management of photovoltaic systems forms the origin behind greentech. Since its foundation in 2008, greentech has developed into an established service provider in this segment throughout Europe. greentech currently manages over 290 PV systems producing a total capacity of over 1 GWp in nine European countries (as of 31 December 2022). We are proud of the fact that some of these PV power plants have been with us since our company was founded.

Our services in this segment include both technical and commercial management. As part of technical operational management (O&M), we are responsible for monitoring, reporting, maintenance and inspection of the PV system as well as repairs and technical optimisations. Along with preventing issues in the first place, professional and rapid incident management is particularly important to us. If required, we can also take care of outdoor maintenance or module cleaning, for example. In terms of commercial management, we take care of the administrative organisation and professional management of the PV systems. This currently includes mandates for portfolios from energy suppliers, investment funds and individual investors. The classic services of our technical and commercial management division are complemented by the services of our Engineering & Technical Advisory Team. We are PV specialists there to guide our customers through all project phases, from assessing land suitability to helping with complex re-powering projects or technical due diligence. We want to ensure the constant production of green electricity by providing a high quality of service and reliable support for the systems we oversee.

4 ASSET MANAGEMENT

Our ongoing expansion to become a fully integrated PV specialist was completed at the start of 2022 with the founding of greentech capital GmbH.

Establishing ourselves as an asset manager for institutional investors in the field of renewable energies is the logical step on the path to permitting the Group to provide a scope of services designed to cover the entire life cycle of large solar power plants. Our asset management team boasts leading expertise in all relevant commercial and technical disciplines. We employ the PV expertise on hand throughout the Group to continuously optimise investments in the interests of our investors.

In addition to structuring and designing equity and debt investments in the photovoltaics segment to meet the different needs of institutional investors, we also focus on the long-term management of these investments. This includes monitoring and controlling operational management (technical and commercial) as well as strategic aspects such as long-term electricity marketing and/or exit strategies in consideration of the respective market environment. As a rule, our management service covers the assets in question from the point at which they are ready for construction. A key success factor here is the existing access to the Group's own substantial and international project pipeline in the PV sector. By integrating asset management into our Group, we can create green investment opportunities for investors and consequently generate significant amounts of capital for the expansion of renewable energies.

INTERVIEW WITH INGO REHMANN

Ingo Rehmann is the founder and managing partner of greentech. Since his studies, his career has been inextricably linked to renewable energies and his strong desire to tackle existential challenges. In this interview, he discusses capitalism and sustainability, embracing the inevitable and the importance of credibility.



Your clients include insurance companies and investment funds along with municipal utilities, regional and international energy suppliers. Is there room for sustainability in a capitalist environment?

Ingo Rehmann:

Companies are an integral part of the market economy. However, I am convinced that long-term success can only be achieved if the economy and sustainability are in harmony. Both have their rightful place and we should give them both the space they deserve. From a longer-term perspective, I believe that the economy needs to be shaped by sustainability.

So the transformation towards sustainability can also be good for business?

Ingo Rehmann:

I am strongly influenced by my roots in southern Baden. I was born on the edge of the Black Forest and studied in Mannheim, among other places. The economic structure of this region is highly sustainable, characterised by medium-sized companies and many hidden champions. People who own companies in the region are engaged in local life and form part of the social tapestry. In this environment, overexploitation in any form would be unethical and generally incompatible with the owner's own convictions.

"COMPANIES
SHOULD SERVE
SOCIETY."

Generally speaking, the control exercised by the people, the social community, is capable of preventing misuse. Many companies get involved in their local communities and support associations, cultural organisations or other charitable causes. It's an ecosystem of give and take; a wonderful role model in many respects. In itself, doing business is not a negative. Success and money are fundamental to a functioning social market economy. But it's important to emphasize the social aspects. Raising capital on existing markets forms part of our business. The EU taxonomy gives us the opportunity to offer green investment opportunities that also provide social benefits.

However, we cannot achieve the energy transition without capital. That's why we want to transform adversity into opportunity and channel capital in the right direction while simultaneously enhancing our credibility.

You entered the renewable energy sector fresh out of university. Why did you opt to pursue this?

Ingo Rehmann:

During my alternative civilian service at a hospital, I regularly encountered inefficient structures and processes. I wanted to find out the reasons behind the inefficiency and come up with potential solutions. That's the reason why I decided to study business administration, the desire to understand organisations and improve them. I was also driven by my motivation to work on something existential, which spanned back to my youth. To me, it simply didn't make sense that we were burning finite resources and polluting our environment with harmful exhaust fumes in order to generate energy. This perhaps explains my particular fascination and interest in renewable energies. The opportunities they offer convinced me right from the start. Renewable energies encompass entrepreneurial and social interests in unison, steering the market economy to effectively pursue an issue relevant to society in the long term on this basis.

What makes greentech an attractive employer for others?

Ingo Rehmann:

We're certainly happy to have gained this reputation. I think it largely comes down to the fact that we are a team of intrinsically motivated people who have transformed their passion and conviction into their profession. As a result, their work brings them joy. We also offer a positive working environment with flat hierarchies. Our daily work is characterised by the fact that we unite economic and ecological aspects in all divisions and can therefore offer an exciting and multifaceted working environment. This comes at a time when people in our society are increasingly looking to combine their own professional activities with ecological or social aspects. At greentech, we firmly believe that we can make a long-term and sustainable contribution to solving important social and ecological issues through our actions and the strategic orientation of the Group. With this approach, we are also in a position to offer an attractive and stimulating working environment.

The company is not currently obliged to report on sustainability. Why does greentech still want to comply by publishing a report?

Ingo Rehmann:

We have long believed that we are doing something good for the photovoltaic industry. Nowadays it's important to take a more nuanced standpoint. With the continuing rise of greentech and the fact that we are now active throughout the entire value chain, we have increasingly come to the realisation that we can pay closer attention to the topic of sustainability. Ultimately, the topic affects all areas of our company, from recruiting young talent, who are also guided by how companies deal with socio-ecological issues when selecting potential employers, to our own day-to-day business processes and business relationships with our partners and potential investors. In many areas, the requirements for managing sustainability are very similar. If we take a correct and careful approach when it comes to the small things, this gives us more credibility when it comes to the big things. In this vein, we plan to use this format to report on our progress.



OUR MISSION STATEMENT

In spring 2023, we rolled out the greentech mission statement, which we first drafted in 2022. This mission statement summarises what drives us as a company and the things we care about. It communicates to our employees and external partners the expectations and guidelines we set and how they can expect to be treated. We don't take a neutral stance on either of these points. Our mission statement is designed to build

trust and strengthen partnerships and interactions based on our values. The mission statement process launched with the formation of a values task force made up of employees from all of the company's divisions who wanted to get involved in this process. Due to the strong impact of values, we have consciously identified them over an extended period of time and systematically compiled them. During the initial analyses, we established the

impact of the results on each individual employee, but also on the owners and management, on business partners, on competitors and especially on customers. In our mission statement, we outline our main aims and objectives, the influence greentech as a company should have on our society and on the cohabitation of the planet, and the vision behind these elements. Ultimately, we cared about putting our findings into practice.

greentech VISION

We are convinced that there will only be a sustainable environment for future generations when energy is derived solely from renewables.

Our vision is therefore: a future powered by green energy.

greentech MISSION

As an active proponent of this eco revolution we drive the requisite switch to a fully renewable energy system via the implementation of solutions and projects to make sustainable electricity affordable and accessible.

Our mission is therefore: We are paving the way to a world where green energy is a given. For everyone, at any time and everywhere.



OUR MOTTO:

”CREATING THE
FUTURE.WITH
SUBSTANCE.”

With the conviction that a completely new energy system based on green technologies is imperative, we have been advocating for sustainable energy solutions that create the future – not destroy it – since 2008. Every single one of our employees is committed to this future: well-founded, far-sighted, quality-

oriented. Our solutions should be consistent, our actions should have a positive effect and be economically successful. In doing so, we build on a value-based foundation that makes a future possible in the first place: thinking and acting together, with respect, commitment and a focus on excellence and sustainability.

IN CONVERSATION WITH: ANIKA WIST

CORPORATE COMMUNICATIONS

Anika Wist has been working in Corporate Communications for greentech since 2020. In her role, she has been closely involved in and experienced the values process from the very beginning.



Partnership is one of the greentech values. How collaborative is everyday life at the office in reality?

Anika Wist:

For us at greentech, partnership means working together towards the same goals and treating each other as equals. We follow this approach every day throughout the company. It incorporates both employees and management in equal measure and affects our cooperation in all areas: from regular all-hands meetings and topic-specific working groups to cross-organisational issues and complex interdisciplinary topics within our value chain. Ultimately, it refers to the community spirit in profession-

al and everyday office interactions within our greentech family. For us, the collaborative approach to customers and business partners means being open to ideas and suggestions, engaging in mutual dialogue, creating transparency and developing the optimum individual solution or the best way to achieve an optimal result in close partnership and coordination.

Who came up with the greentech values?

Anika Wist:

The entire process spans a long period of time and was initiated by management, but also desired by many

employees. Most people can get a sense of a company and a culture in one way or another, but everyone feels and perceives things differently, and with the increasing growth of the greentech Group, we wanted to provide more orientation as well as more clearly define what we stand for and what we want to be. One of our main priorities was to obtain feedback from the company and to incorporate the findings when defining our values. In a smaller task force, we developed an initial set of values, which we then trialled in a workshop with all employees across all locations invited. The results were then fine-tuned and finalised in collaboration with an experienced external consultancy

and the greentech managing partners. By following this approach, we have successfully outlined our values, permitting all employees to contribute and hopefully producing results with which the vast majority resonate.

"IT'S NICE TO SEE THAT OUR EXTENSIVE DEVELOPMENT IS NOT JUST REFLECTED IN WORDS, BUT ALIGNS WITH WHAT'S HAPPENING IN THE REAL WORLD."



What happened once the values were defined?

Anika Wist:

In addition to the values, we have developed our vision, our mission and our motto. As the company grew, we wanted to create a guiding star for our joint endeavours that would provide all employees with a transparent focus and direction, making it tangible throughout the company at all times. As an employee, I have been involved in the entire process from the very beginning. Now that the process is complete, it's nice to see that our extensive development is not just reflected in words, but aligns with what's happening in the real world. We now have a small mission statement group in charge of providing constant support by organising measures and campaigns to raise awareness within the company and acting as a point of contact for specific questions or suggestions.



OUR VALUES

PARTNERSHIP IN PARTNERSHIP AS A TEAM FOR THE FUTURE

Together we are devoted to our mission. To do so, everyone we work with and who is involved in our activities is regarded as valued partner, with equal status. We realise that it is only through cooperation and trust that we are able to implement our vision.

RESPECT RESPECTFUL IN DEALING WITH PEOPLE, VALUES AND RESOURCES

We appreciate and are respectful of people and resources, as well the values entrusted to us, which we actively uphold, nurture and develop. After all, these form the basis of our success

EXCELLENCE EXCELLENT IN SERVICES AND OUTCOMES

We provide excellence in terms of quality, professionalism and reliability for everything we offer and in every approach. Excellence is a necessary pre-requisite to create value-based outcomes, both personally and in terms of business, and long-lasting success.

COMMITMENT COMMITTED IN OUR THOUGHTS AND ACTIONS

We are ambitious, passionate and full of energy. Our strengths in terms of implementation and our entrepreneurial spirit set us apart. We encourage and solicit initiative and flexibility in thoughts and actions.

SUSTAINABILITY SUSTAINABLE IN IMPLEMENTATION AND IMPACT

We use our strength, our expertise and our resources to make our actions sustainable and fit for the future. In doing so, we develop solutions that last, have a positive impact on our environment and are economically successful.



02 Sustainability strategy

”

“Understanding our impact on sustainability issues and the impact of sustainability issues on our company form the basis for our sustainability strategy.”

Felix von Buchwaldt, Managing Partner

ABOUT THIS REPORT

>> GRI 1, GRI 2-1, GRI 2-2, GRI 2-3, GRI 2-4, GRI 2-5, GRI 2-23

The first published greentech sustainability report looks at the 2022 financial year and therefore covers a reporting period that was characterised by a number of challenges for our company, but above all for our society and our fellow human beings. Many of which continue to this day.

We firmly believe that by expanding renewable energies, we as a company can make the greatest contribution to the energy transition, to greater sustainability and therefore to a more liveable future. We have been committed to endeavour this since our foundation. We want to continue to drive forward the transformation process that has been initiated and align our actions with the climate targets of the 2015 Paris Agreement. This can only be achieved by implementing an overarching strategy that clearly focuses on these goals from the outset. The internationally recognised and widely used principles of the Global Reporting Initiative (GRI) therefore serve as guidelines for our report. The report was prepared

with reference to the GRI standards. On this basis, we would like to explain how we handle the complex issues and challenges associated with the topic of sustainability as an organisation and how we plan to continue to grow in compliance with these requirements moving ahead.

In this chapter, we set out the principles of our reporting and the process used for our materiality analysis in accordance with the GRI Standards. In Chapter 3, we discuss our contribution to the topics we have identified as material.

We are just as certain of the path we have chosen and its necessity as we are of its success. For this reason, in our sustainability report, we have included

- ◆ **greentech projects GmbH,**
- ◆ **greentech capital GmbH,**
- ◆ **greentech systems GmbH,**
- ◆ **greentech energy services GmbH**

namely the main companies and subsidiaries of the greentech Group in Hamburg, Leipzig, Munich and Milton Keynes (UK) in our sustainability report. In this way, we take into account the entire value chain from project development to managing the long-term operation of our plants and maintaining an overview of our sustainable actions, act transparently and contribute in the best possible way to the environment, social aspects and good corporate governance (ESG).

In our sustainability report, we also refer to the United Nations Sustainable Development Goals (SDGs), which form a main pillar of our strategy. We conducted a materiality analysis to determine which SDGs we can contribute to with our activities as a company and the people who work for us. Moving ahead, we plan to embed this even more firmly at the core of our daily activities. Aspiring to contribute to as many SDGs as possible is not necessarily feasible, as some of them are simply too far out-

side our sphere of influence. Instead of taking this approach, we want to do our part in a targeted manner to focus on the aspects of sustainability whereby we as a company can have the greatest possible influence and therefore make a measurable contribution.

In addition to our focus on the SDGs, we are strongly committed to the ten principles of the United Nations Global Compact, which complement the standards mentioned above on our path to making a measurable contribution to sustainability.

As the first greentech sustainability report published, the figures stated herein can only be compared with figures released in future reports. In the future, we will publish our sustainability reports on an annual basis, which is why we are also looking at continuously developing our ESG data and recording more information. The report is not subject to an external audit for the time being.

REPORTING PRINCIPLES

>> GRI 1

As the values „Partnership, Respect, Commitment, Excellence, Sustainability“ are enshrined in our company philosophy, we aim to provide a high degree of accuracy, balance, comprehensibility, comparability and completeness in our sustainability report. We would like to ensure that our stakeholders have a comprehensive understanding of our sustainability commitment and management and can also view our actions in the context of sustainability. We attach particular importance to keeping our data and information up-to-date. We are in the process of establishing a sustainability-related reporting

system and, where possible, outlining what type of data has been included and processed as part of the reporting process for which companies and the quality of the data in question. This takes place with the aim of communicating our sustainability efforts transparently and improving them on a continuous basis. To ensure this, we regularly re-align our practices to market standards and set ourselves ambitious targets. Our priority lies in communicating our commitment to sustainability in an open, honest manner. By doing this, we ensure we act in accordance with our values.



DEVELOPMENT OF OUR SUSTAINABILITY STRATEGY

>> GRI 2-14, 2-22

In 2022, we developed and defined our sustainability strategy based on the three pillars of environment, social and governance with external support.

We started off by establishing an internal task force to involve employees from all areas of the company and therefore obtain a comprehensive view of our company with regard to its sustainable orientation.

Backed by our strong conviction in our values, we have addressed and pushed ahead with the topic of sustainability from the outset as part of a collaborative and intrinsic approach. At the beginning of 2022, we decided the time was ripe to cement sustainability in our business processes in a professional, structured manner and set up a corresponding task force.

Aware that both employees and management were keen to address the topic more closely, the project

was quick to gain traction and specific starting points were identified in a short time. Employees from all areas of the company were involved in this working group and analysed sustainability issues in the context of their respective specialist areas and the organisation as a whole. We also started working with an experienced sustainability consultancy. This gave us the opportunity to obtain additional sustainability expertise and integrate it into the company. In a joint next step, we carried out an intensive, company-wide assessment

to determine the detailed status of our sustainability activities. We were then able to use the findings from this assessment as the basis for a multi-day strategy workshop at management level to identify the sustainability issues relevant to greentech along our value chain and consequently define the key points of our sustainability strategy for the coming years (sustainability vision). By identifying the main SDGs relevant to our Group, we have successfully achieved another major milestone for our future ESG outlook.



FOCUS SDGS OF OUR GROUP



AFFORDABLE AND CLEAN ENERGY

We enable clean energy generation through ground-mounted PV systems. As an integrated service provider along the photovoltaic value chain, we want to make renewable energy affordable, available and even more sustainably usable for everyone, and to further drive the expansion of solar energy. In this way, we as a company are paying directly towards SDG sub-goal 7.2 of significantly increasing the share of renewable energy in the global energy mix by 2030.



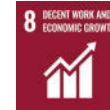
CLIMATE ACTION

By replacing fossil energy generation with the provision of "green" energy, we as a company are making an active contribution to climate protection. In this context, we are also concerned with the question of how we can develop and construct PV power plants in the most environmentally friendly way possible, as well as how we can ensure a long-term and economic life cycle in the context of operational management. Internally, we look at our own footprint: Our goal as a company is to become climate neutral and remain so in the long term. We determine our greenhouse gas balance annually and have set ourselves targets to further increase the data quality and depth and to be able to derive a concrete reduction path from this in the future.



INDUSTRY, INNOVATION AND INFRASTRUCTURE

We continue to expand the green infrastructure through the development, implementation and long-term operation of green energy projects. As experienced pioneers in the photovoltaic industry with a wealth of experience from over 30 years of plant technology, we seek a suitable, future-proof solution for every challenge in project development, plant construction and operational management and aim to be innovators.



DECENT WORK AND ECONOMIC GROWTH

We want to grow as a company and be economically successful. It is important to us that our internal structures and processes grow with us. Because we are convinced that not least this holistic way of growing is the basis for respectful cooperation and an open corporate culture. Our goal is to retain people in the long term as the most important factor in our company by ensuring a high level of job satisfaction. One goal for the future is to ensure and sustainably advance social and environmental standards in the supply chains used by greentech as well. For this reason we have joined the Solar Stewardship Initiative from Solar Power Europe whose goal is the further development of a responsible, transparent and sustainable solar value chain.



PARTNERSHIPS FOR THE GOALS

At greentech, we work together interdisciplinarily, collaboratively and at eye level. We know: We achieve more as a team. That is why we also rely on strong strategic partnerships to achieve our sustainability goals. Together, we are working hard for sustainable quality in photovoltaics, a circular economy and greater transparency within supply chains. For example, we cooperate with universities and colleges, offer networks, resources and many years of industry experience as well as our technical know-how to support and drive innovative approaches and developments. In this way, on the one hand we contribute to the development of new approaches, practical applications and scientific findings, and on the other hand we can make the results available to our group of companies, our partners and the general public.

MATERIALITY ANALYSIS

ACTIONS BASED ON CORPORATE RESPONSIBILITY

In order to identify sustainability issues that are relevant to us, we carried out a comprehensive materiality analysis in accordance with Global Reporting Initiative (GRI) guidelines for the first time as part of a multi-stage process.

This analysis was used in particular to determine the focal points of our sus-

tainability strategy. Accordingly, we will be conducting regular reviews and risk assessments moving ahead.

At present, we are unable to compare figures to previous years and discuss year-on-year development as this report forms the starting point for our data collection and analysis.



THE GREENTECH MATERIALITY ANALYSIS PROCESS

>> GRI 2-12, GRI 2-13, GRI 2-14, GRI 2-17, GRI 2-29, GRI 3

We began our process by first gaining a basic understanding of the impact of this complex topic in relation to our company. To this end, we analysed all relevant activities, business relationships and interest groups. We then took the information gathered to compile a large number of sustainability topics that could potentially have an impact on us and our actions, or on which we as a company have a positive or negative influence. Our approach closely aligns with the content of the Global Reporting Initiative and the draft European Sustainability Reporting Standards, as well as other topics arising from our strategy and sustainability vision.

We also conducted an industry analysis, accounted for the United Nations' SDGs and identified our core influences. Findings from the in-depth sustainability assessment were likewise incorporated when compiling relevant sustainability topics. We also used the dialogue with our stakehold-

ers to identify further relevant topics. We would like to further intensify this dialogue in the coming years.

For each sustainability topic identified in the previous process, we analysed the actual and potential impact of greentech on the topic in question (inside-out perspective) and its impact on greentech (outside-in perspective). This impact analysis was conducted as follows:

The first step involved getting to know how the greentech Group's activities, business relationships and various stakeholders interact with the topic of sustainability. Both the actual and potential effects triggered by our company were then analysed. We accounted for both positive and negative aspects. Relevant stakeholders were equally involved in the identification process. This resulted in the creation of a list of all the positive and negative actual and potential influences we have at greentech. The

results obtained were then evaluated and prioritised in terms of their materiality for greentech. The material aspects were provisionally determined based on defined threshold values in order to determine which of the influencing factors should be given more attention in the sustainability report. A separate workshop was then held to determine the final prioritisation of the topics.

Sustainability issues were discussed at the workshop with the involvement of internal and external experts. For each topic, the impact the company has and the topic's effect on greentech were jointly assessed on a scale based on the previously conducted impact and risk analysis. The findings gained from the workshop were evaluated to form a list of material topics, which categorises and prioritises all sustainability topics that are material to the company.



KEY SUSTAINABILITY TOPICS

In light of this, the following list of topics reflects the findings from our materiality analysis and acts as a guide for our sustainability efforts:

CLIMATE PROTECTION MEASURES

POSITIONING GREENTECH AS AN **ATTRACTIVE EMPLOYER**

TRANSPARENT **STAKEHOLDER COMMUNICATION AND COMPLIANCE**

CIRCULAR ECONOMY

IMPROVING **SOCIAL AND ENVIRONMENTAL STANDARDS** IN SUPPLY CHAINS

TECHNOLOGY & INNOVATION

SOCIAL COMPATIBILITY OF NEW CONSTRUCTION PROJECTS

BIODIVERSITY AND LAND USE



Chapter 3 of this report covers how we implement these topics as part of our sustainability strategy within the framework of our business activities and processes.

To better identify the multitude of topics and their interaction along with the related procedures, we first created a roadmap for managing the topics identified. On this basis, we were able to set up a comprehensive sustainability programme that addresses the topics that matter most to us in individual projects with corresponding responsibilities. Those

in charge of the programme report directly to top management on a regular basis. The project managers were selected from the relevant specialist areas. In addition, each project is strategically supported by a sponsor from management. Over the past year, we have delved deeply into the topics we care about most, identified interdependences and opposing influences and prioritised the most important issues. Project and programme progress is continuously monitored, allowing amendments to be made at an early stage. To also do justice to our strong growth trajectory

in this respect, we wanted to ensure sustainability issues were built into the fabric of our company and not introduced as part of parallel processes. In light of this, our aim was to directly incorporate and anchor our reflections into the ongoing development of the company. Our approach of involving the entire company and appointing project managers from the respective departments has paid off. Pursuing this interactive approach allows us to effectively utilise the knowledge from the organisation's various business areas to our advantage. We also work with an ex-

ternal consultancy to gain access to technical expertise. Over time, their expertise is gradually passed on to the project managers, providing greentech with in-house sustainability expertise in the long term. In the coming months, we plan to set ourselves further targets, revise our action plans and increase the efficiency of the programme. This proactive approach reflects our endeavour to continuously improve and adapt our sustainability efforts in order to make a positive contribution in line with our vision of a greener future in the long term.



SUSTAINABILITY PROGRAMME

AREAS	SDGs	KEY TOPICS	PROJECTS	MAIN FOCUS
E nvironment Environment Climate protection Ecological responsibility	  	Climate protection measures Circular economy Technology and innovation	Climate neutrality	- Continuous improvement of greenhouse gas accounting - Expansion of data pool - Creation of an emissions reduction pathway - Monitoring the advance of technology for the development of green energy infrastructure
	 	Biodiversity and land use	Biodiversity	- Concept development: Biodiversity at greentech - Increased integration of biodiversity topics in the planning process - Establishing cooperations with partners and implementation of measures to achieve a gain in biodiversity
S ocial Employees Social responsibility	 	Positioning Greentech as an attractive employer Social compatibility of new construction projects	Internal social responsibility	- Extension of responsibility towards employees (e.g. further training, diversity measures and other topics) - Strengthening sustainability-related expertise as basis for the implementation of our sustainability strategy - Implementation of recognised policies
	 	Improving social and environmental standards in supply chains	Sustainable procurement	- Intensifying the dialogue with service providers - Expansion of external social responsibility - Risk and impact analysis of relevant supply chains - Definition of purchasing criteria - Implementation of internal training courses - Joining of and participation in the Solar Stewardship Initiative
G overnance Corporate governance Compliance Economic responsibility		Transparent stakeholder communication and compliance	Corporate development	- Anchoring sustainability objectives in the corporate strategy - Establishing collaborations with research partners and universities - Integration of an innovation management - Definition and control of governance mechanisms with regard to sustainable development
	 		Compliance	- Implementation of a centralised compliance function within the Group - Implementation of a whistleblower system - Formulation and implementation of a Code of Conduct for employees and external partners
			Risk	- Implementation of risk assessment and risk management processes for climate-related risks
Cross-programme		Transparent stakeholder communication and compliance Positioning greentech as an attractive employer	Sustainability Reporting & ESG data	- Preparation of the first greentech sustainability report - Development of a structured ESG data pool - Development of an independent and long-term sustainability communication strategy for the Group

03 Main topics



E_{nvironment} from p. 31

Environment |
Climate protection |
Ecological responsibility

Clean and affordable energy	33
Climate protection measures	35
Biodiversity and land use	40
Innovation and infrastructure	44
Circular economy and waste	46
People – the key to sustainable management	48



S_{ocial} from p. 51

Employees |
Social responsibility

Shaping the future together	53
Our social responsibility towards society	62
Humanitarian commitment	65



G_{overnance} from p. 69

Corporate governance |
Compliance |
Economic responsibility

Good Governance	71
Compliance	74
Remuneration	77
Cooperation with strong partners	78

CONSCIOUS ACTIONS

>> GRI 3-3

As a company, we bear responsibility for our actions. We are acutely aware that our business activities and the decisions we make every day have an impact on people, society and the environment.

On the following pages, we outline the impact greentech has on the environment and climate protection (environment), social responsibility (social) and corporate management and compliance (governance). This is based on our key areas of activity

and focus SDGs. We are guided by GRI standards and have included corresponding references. A detailed overview of the GRI standards, the respective content and references to the text are set out in Chapter 4.

At this point, we would like to emphasise that we are still at the very beginning of our path towards structured sustainability management at the time of this report. We will continuously review our commitment as part of regular analyses and incor-

porate this into the overall strategic direction of the company, providing transparency on the subject on a regular basis. Our first sustainability report describes the starting point for our journey, which we plan to use as a benchmark for the coming years. We view the issue of sustainability as an ongoing process that will become an integral part of our strategic corporate goals and we will continue to pursue it consistently in line with our responsibilities.

03 | E

nvironment



Environment
Climate protection
Ecological
responsibility

“

“With our PV systems, we not only generate green electricity and therefore contribute to reducing CO₂ emissions; we also want to make an additional contribution to people and the environment.”

Oliver Herzog, Managing Partner

ENVIRONMENT

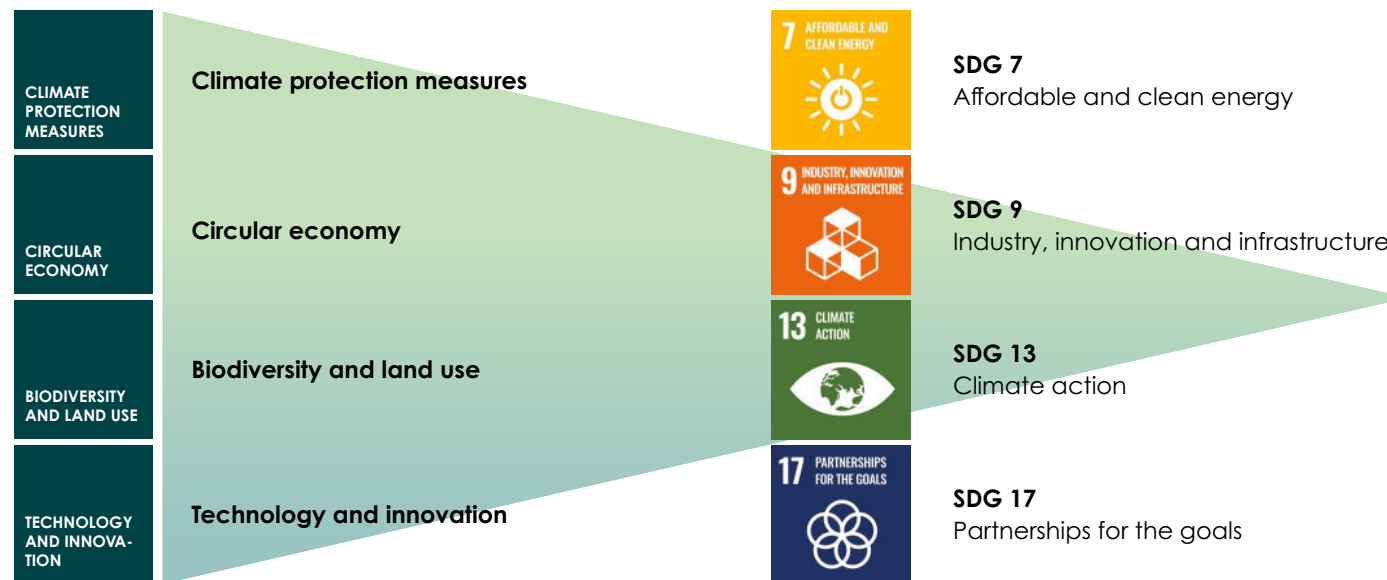
ENVIRONMENT | CLIMATE PROTECTION

ECOLOGICAL RESPONSIBILITY

>> GRI 3-3

The **key topics** for greentech on this topic include:

These aspects incorporate the following **focus SDGs** identified for the greentech Group:



The SDGs and key topics listed above are briefly explained below along with their application and significance within the greentech Group. In the following, we primarily focus on our activities in Germany.



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CLEAN AND AFFORDABLE ENERGY

>> GRI 3-3

The main objective of SDG 7 is to ensure that all people have access to affordable, reliable, sustainable and modern energy. We firmly believe that substantially expanding photovoltaic capacity is an unavoidable milestone when it comes to achieving this goal. As specialists in this field, we are working on the urgently required expansion across our value chain and in this way helping to make green energy accessible to people as a matter of course.

Within our value chain, we have specialised in four core areas in order to promote the development and use of solar energy (see Chapter 1). We specialise in project development, plant construction, O&M and financing complete PV power plants. Equipped with our in-depth expertise and many years of experience, we can offer our customers and business partners customised solutions in all segments, right through to the complete implementation and long-term management of photovoltaic power plants.





CLIMATE
PROTECTION
MEASURES

1. PROJECT DEVELOPMENT

We lay the foundations for an economically viable and sustainable PV power plant during the early project development stage. In addition to the use of modern and environmentally friendly technologies and components, we already take an optimised plant design in accordance with environmental protection authority requirements into account when planning the power plants, which includes the subsequent development of green spaces and species protection.

greentech currently has a project development pipeline encompassing just over 3 GWp in Germany, the United Kingdom (UK) and Italy, which will be accomplished in accordance with greentech's sustainability standards.

2. PLANT CONSTRUCTION – EPC

When building our plants, we rely on top quality and work together with experienced partners. We take care of the entire project, from concep-

tualisation and planning, through to the procurement of components and the turnkey installation and commissioning of the plants. We ensure that all components are optimally harmonised to achieve the highest possible energy efficiency and the highest possible green electricity yield. In 2022, we completed systems with a total output of almost 30 MWp on behalf of third parties. We expect to accomplish a further 100 MWp in 2023. This volume includes both our own PV power plants and plants for third parties.

3. OPERATIONS & MAINTENANCE

State-of-the-art technologies allow us to monitor the PV systems under our responsibility in real time and ensure optimum functionality. We rectify faults or failures as quickly as possible and propose suggestions for optimising performance on a regular basis. In this way, we guarantee reliable and green energy production by the systems. At the end of 2022, we were

responsible for and managed electricity generation capacities totalling more than 1 GWp as part of technical and commercial operational management.

4. ASSET MANAGEMENT

At the start of 2022, greentech capital GmbH was integrated into the greentech Group's value chain as an asset management platform aimed at institutional investors. Through this expansion, the Group offers institutional investors the opportunity to participate in the equity and/or debt financing of large ground-mounted PV systems through various investment structures. With this, we offer investors access and the opportunity to invest in renewable energies and likewise promote the expansion of sustainable electricity generation capacities with financially strong partners. Together, we are creating synergies to accelerate the energy transition and strengthen climate protection.



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CLIMATE PROTECTION MEASURES

>> GRI 3-3, GRI 305

CO₂ emissions and emissions of other greenhouse gases (GHG) are the main actors behind climate change, global warming and the complex range of consequences they entail. Reducing and limiting these emissions is one of the greatest challenges facing mankind. The United Nations Paris Climate Agreement of 2015 sets out the path we plan to follow as a company. In light of this, another core objective of our sustainability strategy is to take SDG 13 - Climate Action into account.

In order to monitor our impact on the climate and better manage it in the future, we have been calculating our corporate carbon footprint (CCF) every year since 2020. For 2022, we conducted our most comprehensive data collection effort to date with a new structure to gain an even better understanding of the opportunities we have as a company to sustainably improve our CCF by paying closer attention to detail. We will be able to provide a corresponding cross-year comparison of this structure as of the 2023 reporting year.

The CCF was prepared in accordance with the requirements of the Greenhouse Gas Protocol (GHG Protocol).

GREENHOUSE GAS PROTOCOL

The Greenhouse Gas Protocol (GHG Protocol) was jointly convened in 1998 by World Business Council for Sustainable Development (WBCSD) and World Resources Institute (WRI) and provides a globally accepted standard for the measurement and management of greenhouse gas emissions. The GHG Protocol distinguishes between three areas of greenhouse gas emissions associated with economic activities: Scope 1, Scope 2 and Scope 3. It is currently the most widely used framework for determining corporate carbon footprints.



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SYSTEM BOUNDARIES

ORGANISATIONAL SYSTEM BOUNDARIES

2022

The corporate carbon footprint was calculated for the **year 2022**



Locations included: Hamburg, Leipzig, Munich, Milton Keynes (UK)



Selected **consolidation method:** Operational control approach

OPERATIONAL SYSTEM BOUNDARIES



The corporate carbon footprint was determined in accordance with the principles of the **Greenhouse Gas Protocol**



Calculation of **Scope 1, 2** and **relevant Scope 3 categories**



Environment | Climate protection | Ecological responsibility

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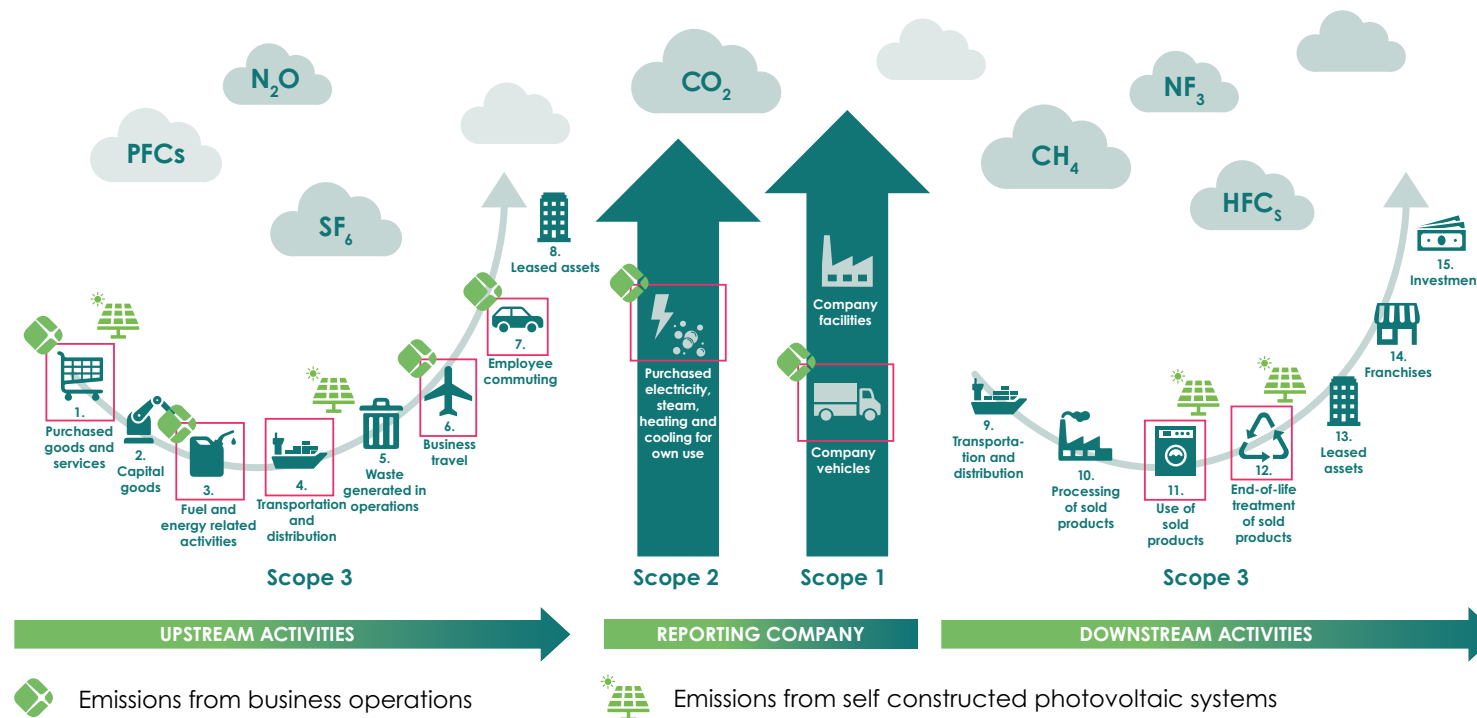


Environment | Climate
protection | Ecological
responsibility

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CORPORATE CARBON FOOTPRINT 2022

To calculate the emissions generated in 2022, we looked at the greentech office locations in Hamburg (head office), Leipzig, Munich and Milton Keynes (UK), including all company cars. We used an operational control approach to determine the GHG balance of the solar plants managed by greentech and the PV plants built in-house.





SCOPE 1

Scope 1 covers emissions emitted directly by a company or its subsidiaries (direct emissions) that damage the environment. At greentech, these emissions are primarily caused by the use of company cars. Where possible, we have calculated emissions using consumption-based data. In addition, we relied on expenditure- and activity-based calculations to ensure the overall result reflects both methods.

SCOPE 2

Scope 2 encompasses all indirect emissions that are primarily caused by secondary energy sources such as electricity, district heating, steam or cooling energy consumed in buildings, for example. As we rent our offices at all locations, we do not necessarily have access to the original data for each office. Emissions calculations are therefore partly based on extrapolations or estimated values and not exclusively on consumption-based data.

SCOPE 3

Scope 3 covers all other indirect emissions within a company's relevant supply chains. The emissions from upstream and downstream activities are determined as part of Scope 3 emissions. After evaluating the key elements of the GHG Protocol for greentech, we recorded data for the following activities:

UPSTREAM ACTIVITIES:

- ◆ Purchased goods and services
- ◆ Fuel and energy-related activities
- ◆ Transportation and distribution (for components of the solar farms constructed in 2022)
- ◆ Business travel
- ◆ Employee commuting

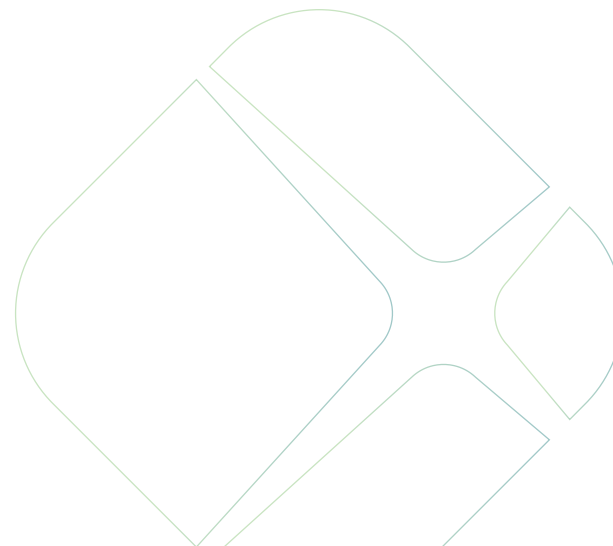
DOWNSTREAM ACTIVITIES:

- ◆ Use of sold products (electricity consumption of solar farms built by the company in 2022)
- ◆ End-of-life treatment of sold products (for components of solar farms built by the company in 2022)

Where possible, consumption and activity-based data were used. As we do not have a full set of data available for all of the categories included, in order to achieve the highest possible data quality and depth, we used an expenditure-based approach to calculate emissions in order to evaluate the relevant business activities. We used quantity- and distance-based calculations to determine the emissions from the PV plants we built. The three main components of the plants (inverters, solar modules and support structures) were analysed.

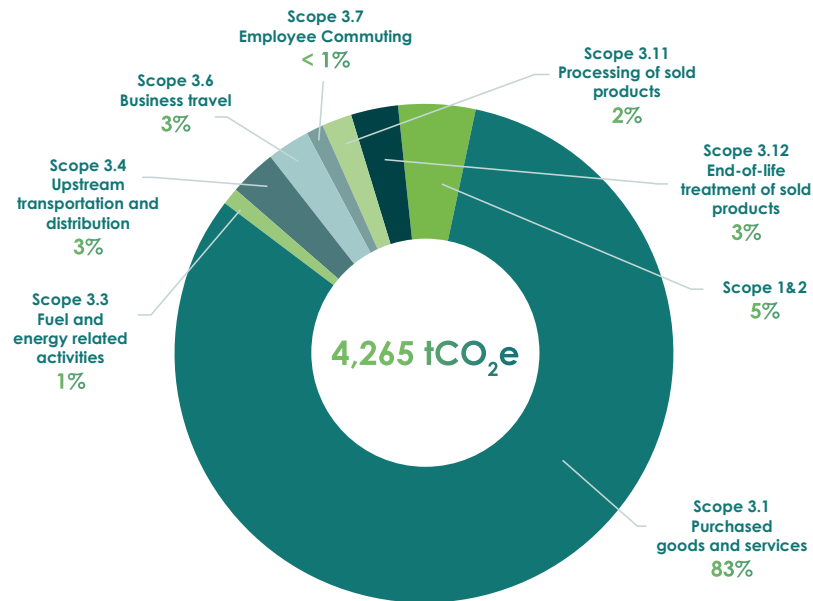


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2022 GREENHOUSE GAS EMISSIONS

CLIMATE
PROTECTION
MEASURES



Scope	Emissions 2022 (tCO ₂ e)
1&2	222
3.1 Purchased goods and services	3,544
3.3 Fuel and energy related activities	46
3.4 Upstream transportation and distribution	110
3.6 Business travel	141
3.7 Employee commuting	14
3.11 Processing of sold products	74
3.12 End-of-life treatment of sold products	113
3 Total	4,042
Total	4,265

The Scope 1 & 2 emissions included in the presentation are market-based.

This process is subject to regular review to increase the quality of data collection moving ahead and thereby permit us to further improve our CCF and reduce emissions.



Environment | Climate
protection | Ecological
responsibility

E

BIODIVERSITY AND LAND USE

>> GRI 3-3, GRI 304

In our role as a fully integrated photovoltaic specialist, our aim is to develop, construct and operate systems that are both economically viable and benefit the environment. We are committed to promoting biodiversity and efficient land use, both of which are considered key sustainability issues at greentech.

By dispensing with intensive agricultural use and no longer using pesticides and fertilisers as well as planning land use in consideration of nature's requirements, solar farms can provide great habitats for flora and fauna to flourish. With this approach, we can promote biodiversity and create ecosystems. Creating additional green spaces and planting programmes provides a conducive environment for flora and fauna in solar farms in the long term. During the project development stage, we make it our aim to work closely with local nature conservation authorities, associations and all stakeholders in the area. Compliance

with relevant requirements is fundamental for us. We are also continuously reviewing further measures and options to ensure the sustainable and optimal execution of our projects.

Solar farms also offer the ideal conditions for ecological corridors to facilitate and promote the movement and migration of animals between different habitats. Overall, solar parks can therefore actively contribute to preserving biodiversity and make a positive contribution to maintaining the ecosystem.

As early as the site selection and planning stage, we carefully consider the local land values and site-specific yield potential for the land. With areas previously used for intensive agriculture, concentrated soil recovery can be achieved through a corresponding (partial) decommissioning during the operating period of large ground-mounted PV systems, which usually lasts several decades. In an

ideal scenario, this can even lead to improved soil utilisation for agricultural purposes. The utilisation of interspaces between panels and green areas also opens up the possibility of parallel cultivation.

As the first plants fully planned by greentech did not go into construction until after the end of the reporting period, specific compensatory measures can also only be implemented at this time. We will include a detailed description of the measures introduced in our next report.

Irrespective of this, we have voluntarily contributed to financing a flowering meadow in the municipality of one of our planned projects for several years now based on our belief that commitment should go beyond legally required compensatory measures. Seeds for bee-friendly plants are sown over an area of three hectares. At the same time, the meadow is managed by a local beekeeper with bees. We



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are delighted that we can create a habitat for bees in this way and make a positive contribution to biodiversity.

In 2022, none of our own plants or the plants managed by our commercial operations management were located in a conservation area. We are currently unable to make a statement regarding this matter for plants that are supported by our technical management, as the relevant data and information is available with sufficient detail. However,

we have not witnessed any negative effects on biodiversity in this context. Nevertheless, we are constantly reviewing compensatory measures and other actions in order to continuously optimise our impact on biodiversity. For example, we only use substructure profiles with a magnelis coating for the systems built by greentech itself. Compared to purely galvanised steel profiles, magnelis coating has a significantly lower zinc runoff rate, which is well below the permissible limit value. Avoiding zinc runoff into soil or water is

crucial due to its ability to harm plants, animals and microorganisms and ultimately lead to changes in ecosystems with a negative impact on biodiversity. By using magnelis coating, we aim to help protect the soil.

We also view agrivoltaics as a logical expansion for the use of PV with its combination of agricultural utilisation and the simultaneous generation of green electricity. We are currently working on initial concepts as part of our project development work in Italy.



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Flowering meadow in the Agethorst municipality

IN CONVERSATION WITH: JAMES JENKISON

James Jenkison is a Senior Planning Manager for greentech in the UK and is involved in coordinating ecological management concepts for farms in the project development stage.



Photovoltaic systems cause hardly any emissions during operation, but they do require a considerable amount of floor space. What impact does this land use have on biodiversity?

James Jenkison:

Ground-mounted PV farms indeed require a considerable amount of space. However, as the solar systems are erected on steel stilts above the ground, the majority of a site can still be planted. If replanting is required, selecting an optimal mix of native wildflowers ensures that land previously

used for agriculture transforms into a large wildflower meadow to attract insects and birds alike along with other wildlife. The success of this approach is backed by studies conducted on solar farms already in operation and by methods used to calculate biodiversity trends in the development of new solar farms. As a result, solar farms can achieve a net increase in biodiversity of between 50 % and 100 % if managed correctly. This is also aided by the fact that areas on which PV systems are built were often formerly used for intensive agriculture and benefit sustainably from an extended recovery phase and decommissioning. As a result, solar farms can have a very positive impact on biodiversity and benefit nature due to their long operating periods if planned and managed correctly.

Nature is considered a „silent stakeholder“ in the use of photovoltaics. How do you take this aspect into account?

James Jenkison:

There are various approaches to ensure that the interests of local nature are also taken into consideration. Ecological planning and management plans can be drawn up for solar farms to ensure that the soil is adequately loosened following the construction phase and that the right seed mix is sown on green areas. All hedges and tree plantings likewise require sufficient protective measures. The plan may also include suitable follow-up measures to maximise biodiversity and the habitat throughout the operation of the solar farm. Solar farm operators are responsible for ensuring that the land is managed in a way that guarantees the local habitat is protected throughout the entire operating period.

"SOLAR FARMS
CAN BENEFIT
NATURE."



Working in harmony with nature is also crucial for the safe operation of a solar farm for a myriad of other reasons. Plots that are not loosened after construction often lead to recurring flooding on the site, resulting in wet areas that are difficult to walk on, which then have to be churned up and constantly repaired with regular maintenance work. Waterlogging and flooding can also impair the growth of the carefully selected grass and wildflower seeds. A layer of vegetation is necessary to keep the soil stable and reduce the risk of flooding. In addition to drainage ditches and other flood prevention techniques, swales and ponds can be created to provide both drainage and flood protection while offering an inviting habitat for insects and amphibians and a natural drinking source for wildlife. A good solar park uses low-growing grass and wildflower species to reduce the need for pruning. This ensures that the majority of the area can remain uncut in spring and summer or requires zero mowing. This in turn allows the wildflowers to self-seed, creating food for insects while maintaining a different sward height, which is beneficial for other animal species.

PV systems also have an impact on the agricultural use of the land. What action do you take in this regard,

especially as utilisation also has a direct impact on biodiversity?

James Jenkison:

For conventional PV systems, sheep grazing is the most common form of agriculture promoted for solar farms. Animals move between different fields to allow each field to recover after grazing. Between March and September, sheep can be moved or kept at reduced stocking densities to ensure wildflowers can flower and produce seeds. In addition, beekeepers can be given the opportunity to raise their bees on a solar farm free of charge. This helps ensure that this potential habitat for bees is not left unutilised, bee populations improve and local honey and wax production is promoted. A large number of pilot projects are currently taking place to delve into agrivoltaics, i.e. the joint use of an area for the cultivation of crops and the generation of solar energy. At greentech, we are closely monitoring these developments and are already working on our first systems employing agrivoltaic concepts in Italy. Combining crop cultivation with generating energy using PV modules can also have a positive effect on agricultural yields. For instance, the panels provide shade for the plants, thereby reducing the effects of droughts.

Do you have a positive experience with a PV system that you can share on the topic of biodiversity?

James Jenkison:

I'm always amazed to discover the variety of different animal species on the grounds and realise just how many animals use these areas as a habitat. The farms can be home to larger animals such as badgers and small insects alike. We had one of our plants in the UK inspected by an arachnologist who found all sorts of harmless spider species using the panel frames to build their webs. In Germany, the flora and fauna were also recorded over two days at a plant managed by greentech for an initiative piloted by the German Association of Energy Market Innovators (bne). The findings, which were published in the magazine GEO, demonstrated that a large number of endangered and protected plant and animal species inhabit the plant. This goes to show how many species a PV system can facilitate and provide a suitable habitat that was previously unavailable in this form and how PV systems can make a significant contribution to species conservation in this way.

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INNOVATION AND INFRASTRUCTURE

>> GRI 3-3

SDG 9 - Innovation and infrastructure seeks to build resilient infrastructure, promote sustainable industrialisation and foster innovation. With the PV farms we plan, build, operate and finance, we directly contribute to the development of infrastructure for renewable energies. At the same time, we likewise promote progress with innovative concepts. We are responsible for PV systems spanning a range of ages as part of our technical management services. As a result, we encounter many older PV systems that no longer meet current technical standards due to technological progress. We are therefore actively looking for innovative solutions to keep PV systems successfully integrated into the existing energy infrastructure and the economic cycle for as long as possible so they can keep producing green electricity reliably and profitably. At the same time, we believe that we can only achieve our goals through cooperation and partnerships (SDG 17 - Partnerships for the goals).

PV REPOWERING SOLUTIONS – FOR ECONOMICALLY VIABLE AND SUSTAINABLE ELECTRICITY PRODUCTION IN THE LONG TERM

Prior to technically implementing repowering measures, greentech supports and advises clients in a structured process with a detailed technical, legal and commercial analysis of what could potentially be achieved with repowering. This includes, among other things, obtaining reliable key figures as part of a profitability and sensitivity analysis, which are created using a repowering tool developed in-house specifically for this purpose. Using this information, we provide investors with a reliable and well-founded profitability analysis for their investment decision. The report provides initial insights into the potential of proposed optimisation measures before the planning phase.

greentech takes care of the entire repowering process from planning to implementation. We entrust this task to our experienced team of engineers backed by tried-and-tested quality management processes.

The older the photovoltaic plants get, the more effective repowering measures can be as an optimisation approach. As the centrepiece of the system, inverters can develop technical shortcomings over time, leading to a reduction in system performance accompanied by rising repair costs and/or more frequent maintenance. The efficiency of inverters has also increased significantly over time, while production costs have fallen. As a result, yield increases of between three and five percent are now possible. To add to the economic benefits, the manufacturer's guarantees and warranties for the new components are also renewed. Both of which form the ideal grounds for solar farms to remain an efficient component of the energy infrastructure for a long time.



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ANTI-REFLECTIVE COATING OF MODULES FOR IMPROVED ELECTRICITY YIELD FROM OLDER SYSTEMS

Solar modules with anti-reflective coatings have been the golden standard for just over ten years. The coating ensures that as little light as possible is reflected from the surface of the modules while permitting as much solar radiation as possible to be absorbed and converted into energy. Modules in older systems do not yet feature this technology. They therefore produce a lower energy yield with the same amount of radiation. In partnership with the market leader in anti-reflective coatings for solar glass and one of our long-standing service partners, greentech has developed a turnkey service that enables to retrofit existing systems with older modules with coatings. Energy yield can be

increased by up to four percent with this optimisation. To date, more than a dozen PV systems with well over half a million square metres of module surfaces have been retrofitted with coatings, resulting in an improved yield from existing energy infrastructure.

PARTNERSHIPS

greentech regularly participates in research projects with various universities. One of our top partnerships is with HAW Hamburg, whereby we organise lectures or guided tours of PV plants for students. We also regularly supervise theses in various subject areas and offer interns an initial insight into our industry and company. This partnership always opens up new perspectives for us and is an asset to our company.



Environment | Climate
protection | Ecological
responsibility

E



CIRCULAR ECONOMY AND WASTE

>> GRI 3-3, GRI 306

With the launch of plant construction by our newly established EPC division in 2022, we have also looked intensively at the procurement of the components required for these plants. Over the course of launching this new business division and the associated processes, we came to the realisation that we need to take a closer look at the topic of circular economy and waste. The utilisation and development of innovative approaches in line with SDG 9 - Innovation and infrastructure also plays a role in the development of the circular economy. This factor and good waste management can also contribute to climate protection (SDG 13 - Climate action). Aspects such as durability and sustainability have always been very important to us when selecting the components we use. We believe that expanding the circular economy and the increasing amount of component recycling represent a key starting point for more sustain-

able component production in the photovoltaic industry, also in terms of reducing emissions. In light of this, we plan to give this aspect more attention moving forward.

Climate protection and sustainable value creation are inextricably linked to the future development of a circular economy. Issues such as waste generation and the impact of waste play a major role for us from the very first development stage of our PV systems. Our commitment to these issues continues during the construction of the PV systems on the construction sites we supervise, right through to the long-term operational management of the systems. The disposal of packaging materials for PV components we receive, broken or damaged components and spare parts is managed by specialised external companies. Stones, building rubble and soil are reused regionally wherever possible. To facilitate

this, we work with qualified service providers to minimise transport emissions through regional solutions.

This also involves avoiding surpluses and the resulting disposal. Our aim is to minimise the use of materials as much as possible due to the GHG emissions caused by the production, transport and disposal of the components. To reduce GHG emissions, we carefully calculate the quantities of the main components that need to be procured, such as modules and inverters, as well as cables and small materials. For instance, we return cable reels to the manufacturer so they can be used several times. Unfortunately, damage, especially to modules, cannot be completely ruled out during transport. Once damaged, the affected modules can generally no longer be used. To ensure they are properly disposed of, we work with PV CYCLE, a nationwide collection and disposal service



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for solar industry products. PV CYCLE acts on behalf of the module manufacturers, who are responsible for disposal. The material to be disposed of is assigned to the manufacturer using serial numbers. Another main component in the installation of a ground-mounted PV system is its substructure. The posts of the substructure play a key role in the safety and durability of the photovoltaic system. Their dimensions vary depending on the soil conditions. To account for this, we always carry out soil testing, involving the preparation of a detailed soil survey and test pile driving at various points on the future plant site before construction begins. The findings we obtain provide informa-

tion on the condition of the ground, the post depth required for a secure hold and the material that should be used. Among other things, we ensure we only use as much material as required to erect the substructure. A waste disposal company that specialises in this field was commissioned for the facilities constructed by greentech in the 2022 reporting year. From our standpoint, professional disposal of the resulting material residues, including proper separation of the packaging components and the corresponding waste, forms one of the fundamental requirements of a functioning circular economy. We adhere to this mindset throughout the entire installation process.



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PEOPLE – A KEY TO SUSTAINABLE MANAGEMENT

In addition to the environmental aspects within our core business mentioned above, our organisational and administrative activities at our various locations also have an impact on the environment and climate. Our employees shape our path and enable our entrepreneurial and ecological success and therefore our contribution to SDG 13 - Climate action.

We already promote climate-friendly mobility among our employees by providing a company bike leasing scheme and subsidising the use of public transport. At the same time, we also give our employees the opportunity to work from home, reducing office activities and travel. We prefer the use of public rail transport for business trips.

Our locations in Germany rely solely on green electricity. The majority of laptops at our German locations are refurbished to emphasise our commitment to sustainability and avoiding waste.

However, the pronounced sustainable mindset and the intrinsic motivation of all those involved to further develop the topic of sustainability are also important. Together, we want to add value and thus also contribute to SDG 17 - Partnerships for the Goals. For us, partnership and cooperation are the cornerstones of sustainable development. To this end, we set up a sustainability task force in the early stages of addressing the issue of sustainability in order to be able to take account of the company's own trends in addition to current international standards.

The task force set up in May 2022 has given employees from all across the company the opportunity and the platform to contribute and address important topics from throughout the organisation. As part of a workshop, we then began to build up sustainability expertise to ensure that the necessary and desired sustainability expertise is transferred to all areas of

our company. Suggestions from our employees to integrate more sustainability into our day-to-day business are still an important driver today. In our eyes, the transformation process currently underway in our society can only be solved collectively. Achieving the change we aspire to relies on the smallest measures, behavioural changes and ideas that count.

Our goal for the coming year is to increase internal communication on environmental and climate protection issues and use this focus to further build up our expertise. At the same time, we plan to expand our strategic approaches for handling these issues and roll them out internally.



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IN CONVERSATION WITH: SORCHA NÍ MHUIMHNEACHÁIN

PROJECT MANAGEMENT GREENTECH SYSTEMS

Sorcha Ní Mhuimhneacháin is an electrical and energy engineer and has been working as a Senior Project Manager at greentech since 2021. She wrote her Master's thesis at the University of Cambridge on the topic of sustainability, which perhaps explains why she opted to join the sustainability task force at greentech.

"SUSTAINABILITY
IS A COMMON
THREAD RUNNING
THROUGH
GREENTECH."



You made the topic of sustainability the centrepiece of your Master's thesis as an energy technology engineer. What do you value most about greentech in this regard?

Sorcha Ní Mhuimhneacháin:

I've been working in the PV industry for several years now. Sustainability is one of the most important issues for many people in this field. Practically everyone is talking about it. However, I have often noticed a discrepancy between what is said and what actually gets done. It was precisely this fact that took me by surprise when I started at greentech - and in a good way. The seriousness with which management treats the opinions and wishes of employees when it comes to sustainability was immediately apparent. The fact that greentech is involved in every step - from planning and financing to the completion and

ongoing management of the plants - gives us great opportunities to make the relevant processes sustainable. The open, interdisciplinary exchange between our teams on equal terms is a great help in this regard.

You have joined the greentech sustainability task force. What did you gain on a personal level with this move?

Sorcha Ní Mhuimhneacháin:

The fact that employees from all departments were given the opportunity to actively participate in the process was something I found really great. Taking this approach offers great transparency and allows us to draw on a wide range of practical experiences, thereby identifying specific opportunities for improvement. I particularly value that my suggestions were utilised and led to concrete

changes. The intensive analysis of CO₂ emissions and the consideration of the supply chain that we initiated in 2022 was also something I found highly interesting and informative.

How difficult was it to obtain the data required to calculate the corporate carbon footprint, particularly from upstream and downstream activities, i.e. the supply chain?

Sorcha Ní Mhuimhneacháin:

It certainly wasn't a walk in the park. We compiled the data for the projects completed in 2022 by painstakingly collecting the data from our suppliers. This acted as a wake-up call for us, highlighting the need to carefully analyse the supply routes for our components and materials moving forward. Since then, we have required detailed data from our suppliers from the outset, with the aim of implement-

ing and regularly reviewing sustainable procurement processes. Today, we are able to clearly communicate the requirements to our suppliers for the most important components of our PV systems and have identified further room for improvement.

What insights were gained regarding the disposal of materials and the circular economy in general?

Sorcha Ní Mhuimhneacháin:

We completed our first projects in the plant construction - EPC division in 2022. These projects helped us gain valuable experience and further developed our associated processes. Our site managers were instrumental in identifying opportunities for improvement. Waste is already professionally separated on site and we commission local companies to dispose of it properly. We are also in a good position when it comes to reducing waste. Our design team works hard to calculate the material requirements down to the last metre of cable to avoid surpluses from the outset. The calculation tools they use are continuously being improved. As far as the circular economy is concerned, we are in the process of addressing the issue and getting our suppliers involved. With a growing number of solar plants worldwide reaching the end of their estimat-

ed service life, the issue of e-waste is becoming increasingly tangible. We have found that manufacturers are increasingly willing to discuss the topic. As a result, we are on the hunt for partners who champion concrete change and with whom we can realise our goals in line with our sustainability policy.

In your opinion, what is the greatest leverage greentech can utilise in terms of sustainability?

Sorcha Ní Mhuimhneacháin:

When it comes to solar farms, large components such as modules and inverters play a key role, as only a small number of manufacturers dominate the market. Dependencies in the supply chain make it difficult to initiate improvements in terms of sustainability. We are therefore actively monitoring the market and analysing alternatives. In addition to the topic of sustainability, factors such as technical quality, supply availability and deadlines and, equally importantly, cost-effectiveness play a major role here. We are working closely with our suppliers to compile the necessary data and increase transparency within the supply chains. To this end, we have meetings, communicate the data we require and work together to find solutions on how to increase data quality and density.

What are your personal expectations when it comes to your employer?

Sorcha Ní Mhuimhneacháin:

The issue of sustainability is very important to me on a personal level and I can see how efforts to address the topic run like a common thread through the company. Even small gestures in everyday working life have now become a matter of course. For instance, we use environmentally friendly travel options and offer our employees and business partners climate-friendly food at our stands at trade fairs. I am particularly impressed by the fact that the management regularly communicates with our sustainability team and pursues the topic very closely with a clearly communicated strategic priority. Ultimately, we aim to contribute not only to the energy transition, but also to other ESG issues, something that we are working on step by step.



03 | Social



Employees
Social responsibility

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“Our employees and our corporate culture are the key to our success.”

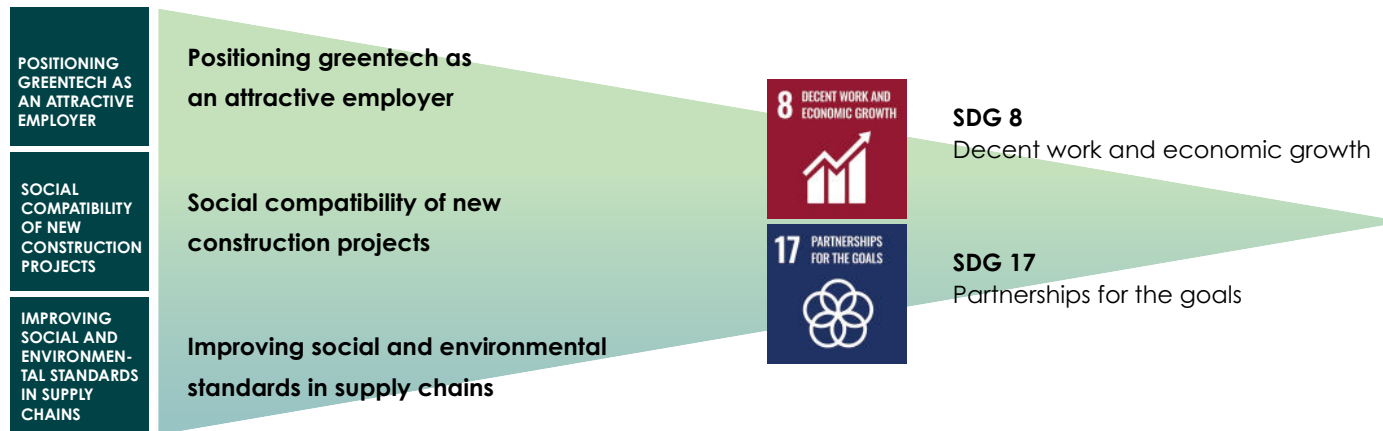
Jörn Carstensen, Managing Partner

SOCIAL

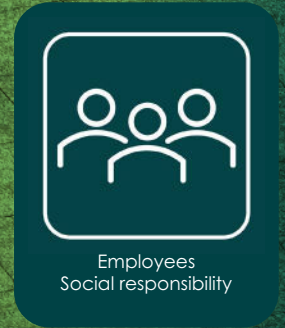
EMPLOYEES | SOCIAL RESPONSIBILITY

The **key topics** of action for greentech on this include:

These contribute to the following **focus SDGs** identified for the greentech Group:



The SDGs and key topics listed above are briefly explained below along with their application and significance within the greentech Group. In the following, we primarily focus on our activities in Germany.



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SHAPING THE FUTURE TOGETHER

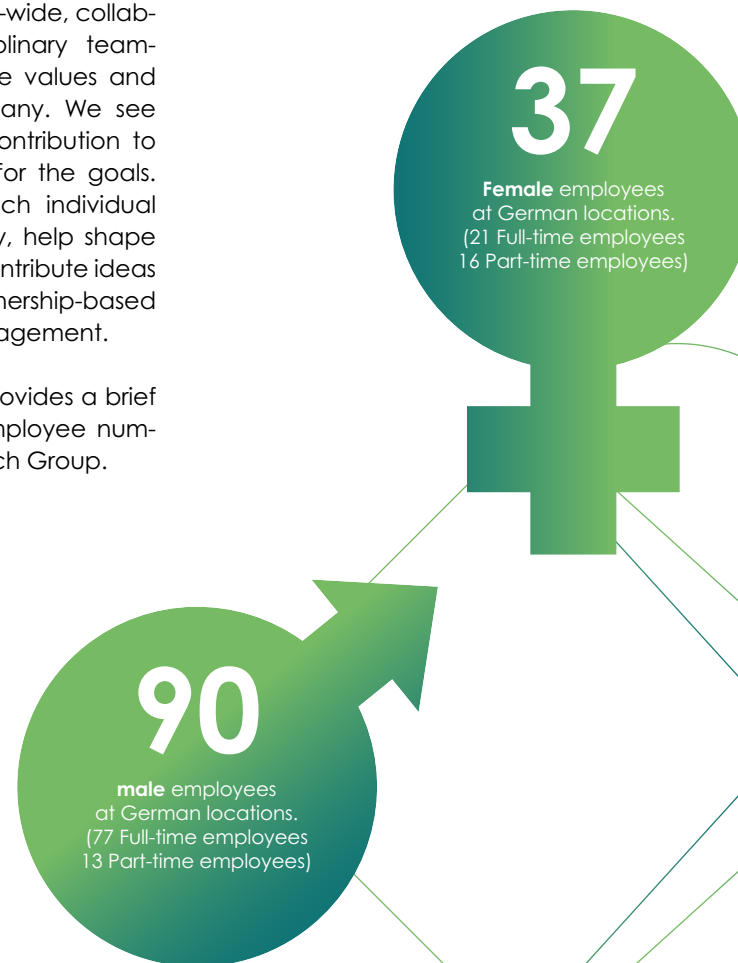
>> GRI 2-7, GRI 2-8, GRI 401, GRI 403, GRI 405, GRI 406

The success of the greentech Group is simply inconceivable without our employees. Their expertise, commitment, creativity and strong sustainable mindset have majorly contributed to the quantitative and qualitative growth of the Group in recent years. Our employees embody everything we have achieved together to date. We hope to continue this joint success long into the future. Our responsibility lies in achieving this with a focus on decent work and economic growth in order to ensure attractive and safe working conditions in the long term (SDG 8). For our employees, but also beyond the boundaries of the company. At the same time, it is important to us that internal structures and processes continue to grow organically in line with the company's success. We therefore promote the personal and professional development of our employees and organise related measures at the level of the individual. We offer an attractive working environment through participation and benefits. The resulting satisfaction in our teams, which we measure on a regular basis through employee surveys, not only increases identification with our company, but also lays

the foundation for long-term loyalty to the company. Retaining the expertise and experience of our employees is key when it comes to achieving our corporate goals. Group-wide, collaborative and interdisciplinary teamwork is one of the core values and strengths of our company. We see this as an important contribution to SDG 17 - Partnerships for the goals. The opportunity of each individual to take on responsibility, help shape processes or actively contribute ideas describes the partnership-based ethos we apply to management.

The following section provides a brief overview of current employee numbers within the greentech Group.

As at 31 December 2022, greentech had 127 employees at German locations and 20 employees in the UK.



Employees
Social responsibility

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In Germany, the Group's strong growth is reflected in the 31 new employees who joined greentech in 2022. 13 employees left the greentech Group during the year in Germany. The calculated average fluctuation for Germany is 11.8%. This figure also encompasses the interns and working students who regularly join our company and add to the percentage calculated from the analysis. Promoting young talent is a particular priority at greentech, which is why we employ working students in various teams and give interns the opportunity to learn about our industry and company.

greentech's management board is made up exclusively of male employees aged between 30 and 50.

Two employees at the German locations took parental leave during the 2022 reporting period with two employees returning from parental leave during the same period.

greentech does not work with any individuals who are not employees at the company and whose work is controlled by us. We only work with freelancers who are responsible for producing the results agreed in advance and with subcontractors who are employed by another company. We are strongly committed to diversity and inclusion. We strictly reject discrimination in any form. We are therefore pleased to announce that there were no incidents of discrimination in the reporting year.

In the following, we will cover key aspects of our human resources policy in accordance with GRI disclosures.



Employees
Social responsibility

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TRAINING AND EDUCATION AT GREENTECH

>> GRI 404

Promoting the professional development of our employees is one of the top priorities in our Group. In the reporting year, our employees in Germany spent an average of 15 hours per capita on targeted training and educational programmes. We offer various initiatives aimed at enhancing the skills of our employees in line with their respective positions and tasks. In the reporting year, this included training in project management, sustainability, electrical engineering qualifications and various other training courses.

In order to measure the success of development measures and ensure that all employees are provided with the best possible opportunities to grow, we conduct individual

development meetings at least once a year. In these meetings, employees' performance and professional development over the past year are assessed. Drawing on the information obtained, we plan individual development opportunities together with the respective employees and implement them with set objectives in mind.

During the reporting period, we held development meetings with 98% of our employees. This impressive percentage underscores our commitment to the sustainable development of our employees' potential in order to give them the opportunity to continuously expand their skills and expertise, improving the foundations for a sustainable future.



Employees
Social responsibility

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OCCUPATIONAL HEALTH AND SAFETY

>> GRI 403

At greentech, we take occupational health and safety very seriously and take great care to ensure that suitable instructions, directions and guidelines are in place for all activities that could pose an occupational risk. Our employees receive corresponding instructions and training to make sure they are always up to the task. The safety of greentech employees and third parties takes top priority in all our activities.

In September 2022, we obtained ISO certification for our activities in the UK in accordance with the standards ISO 45001-2018 Occupational Health and Safety Management Systems, ISO 14001-2015 Environmental Management Systems and ISO 9001-2015 Quality Management Systems.

In the following, we describe our occupational health and safety processes with a focus on Germany, the primary location for our business activities. Occupational health and safety risks are continuously analysed and recorded and, where necessary, appropriate

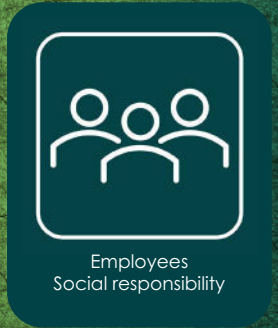
measures are taken to minimise or prevent the risks identified. Management is responsible for the process in cooperation with the Human Resources (HR) department and other specially trained specialists.

In order to adequately pool our knowledge and address this core topic, greentech has established an occupational health and safety committee made up of members of management, the responsible electricians, representatives from the specialist departments, safety officers and the HR department. Existing, new and potential risks are continuously analysed and evaluated within this framework, with any need for action being established and executed.

As part of the risk assessments and specific occupational health and safety requirements, we have defined the relevant specifications for corresponding risk activities. Risk assessments concerning standard activities within the greentech Group are available for

activities relating to rooftop PV systems, ground-mounted PV systems, the use of company cars or third-party vehicles, ladders, steps, lifting work stations, office workstations, precautionary measures in response to the coronavirus pandemic and activities that may correspond to customer-specific requirements. The working committee meets on a regular basis to discuss and adequately evaluate this wide range of different working conditions. All existing risk assessments were prepared in accordance with legal requirements. If an employee announces they are pregnant, a separate workplace risk assessment is carried out with the expectant mother in accordance with the provisions of the Maternity Protection Act.

All greentech employees receive information on health and safety measures when they start work, followed by regular updates. Employees can also view and access all information on the topic of occupational health and safety via an internal SharePoint at any time.



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At the start of employment, all employees receive the „Office & Outdoor“ safety briefing as well as an annual briefing on general occupational health and safety. Depending on their role and tasks, we ensure our employees receive the training, instruction or education they require. Sometimes medical examinations or certificates are obligatory, which our employees are required to undergo. Employees who regularly drive a motor vehicle for work purposes receive an annual „Motor vehicle instruction“ and have their driving licence checked by a responsible person. Safety officers, first aiders and fire safety assistants regularly take part in specific training and development programmes. We have also created a defined training programme for e.g. electricians or employees who use and operate special mechanical machines or tools. Our HR department regularly proposes and discusses occupational health and safety issues with the health and

safety committee. Information and changes to occupational health and safety requirements are communicated to employees accordingly. We highly value employee involvement on the topic of occupational health and safety. After all, they are highly familiar with the relevant processes and procedures and ultimately anything that could impact safety in their respective workplace. Equipped with their input, we are able to put our measures and improvements into practice in a quicker, more targeted manner. Employees can share information or concerns with their supervisor or HR.

If employees become aware of previously unnoticed risks, they can contact HR, the responsible specialists, their line manager, the safety specialist, the safety officer or management directly at any time in confidence. We also offer anonymous reporting using a corresponding reporting form. As our own safety and the safety of third

parties always takes priority and this maxim is taught every year as part of the safety briefings, our employees can always get out of dangerous situations unharmed should they occur, despite all precautionary measures.

In the event of a workplace accident, the incident needs to be reported to HR and, if necessary (if it involves electrical systems), to the responsible electrician. Based on the risk assessment for the respective workstation, HR asks the person concerned whether and, if so, which safety precautions have been taken to counter the situation at hand. On this basis, a decision is made as to whether, for example, the risk assessment needs to be updated in the future or further safety precautions need to be taken. At the quarterly occupational health and safety committee meeting, workplace accidents in the previous quarter are analysed and discussed again with the relevant occupational health and safety specialist.



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In the current reporting period, four workplace accidents occurred - three of which involved greentech employees and one of which was reported to us by a subcontractor.

Workplace accidents involving employees

Number of deaths due to work-related injuries	0
Number of work-related injuries with serious consequences (excluding fatalities)	0
Number of reportable work-related injuries	3
Main types of work-related injuries	2 x twisted ankle, 1 minor car accident through no fault of their own

Workplace accidents involving subcontractors

Number of deaths due to work-related injuries	0
Number of work-related injuries with serious consequences (excluding fatalities)	0
Number of reportable work-related injuries	1
Main types of work-related injuries	Minor electric shock

In addition to general occupational health and safety, we also promote the general health of our employees. As a voluntary health promotion programme, we offer all employees the opportunity to lease a bicycle via JobRad and subsidise membership at the Urban Sports Club along with a number of other initiatives. We regularly organise for employees to participate in charity runs or challenges that promote health. Both have proven to be very popular among our employees.

In addition, employees have the opportunity to undergo a voluntary occupational health check-up (preventive care programme). Flu vaccinations are also regularly provided by the company doctor during working hours at our locations.



Employees
Social responsibility

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OUR WORKING ENVIRONMENT

Partnership and respect form two of the core values held by our company. Putting these values into practice at all levels is one of our top priorities. In light of this, we offer our employees a workplace characterised by flat hierarchies and short lines of communication to the relevant managers. We take care to ensure our employees are actively involved in shaping company-wide processes or projects such as the sustainability task force or establishing our values. We foster a culture of open feedback, transparent communication and traceable, sustainable action.

Each year, we conduct an employee survey to ensure the successful implementation of our core values as the foundation for the working environment throughout our Group and to allow us to be judged by our actions.

We are delighted that, as a company, we regularly experience a high level of satisfaction in the greentech teams in this area. To us, this confirms that we are on the right track. At the same time, it provides new impetus for our actions to continue to create an attractive corporate culture and a pleasant working environment. In addition to our core values, which are fundamental to the working environment within the company, we also offer a range of other employee benefits. The following benefits are available to full-time and part-time employees at our German locations:



Employees
Social responsibility

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REMOTE WORK



We offer our employees the option to work remote along with hybrid working models. We support our employees by subsidising the cost of the technical equipment required to set up a workstation at home.

WORK-LIFE BALANCE

We understand that achieving a work-life balance is important to our employees and can often be a challenge. Our remote working and flexible working time models are designed to make it easier to achieve this balance. We have successfully introduced part-time management roles at the company. Parents are also able to take five child sick days per year per child.



PARTNERSHIP AND COMMUNICATIONS



A sense of community, regular exchanges and an open dialogue are fundamental to cooperation within our Group. Regular all-hands meetings in all companies ensure that the latest information and developments are announced to all employees. The management board is also available on a regular basis for questions or feedback.

A cross-departmental, interdisciplinary exchange is also promoted, as this not only promotes cooperation in general, but can also provide new approaches and ideas in addition to a better mutual understanding. Along with regular team events, internal departmental events or team visits to trade fairs, other occasions include communal lunches at long tables or brainstorming sessions over fresh fruit or a cup of coffee on our sun terrace or in our break room. We report on all areas of our organisation through news articles on our internal SharePoint. Employees can contribute directly to various topics here or via the various Teams channels. We also celebrate joint successes and hold company parties outside of working hours to look back on what we have achieved together.

ATTRACTIVE WORKING ENVIRONMENT

The offices at our various locations are centrally located and well connected to public transport. In order to promote sustainable and affordable commutes, we support employee use of climate-friendly mobility. We grant a subsidy for public transport season tickets or bicycle leasing. All employees are also treated to free organic fruit, coffee, tea and water at the office.



OTHER BENEFITS

As part of our company health management, we offer our employees a subsidised membership at the Urban Sports Club and organise participation in charity runs or other events with a health focus. In addition, all employees can take advantage of voluntary occupational medical examinations and vaccinations by company doctors during working hours. We also provide a company pension scheme and access to discounts from well-known brand manufacturers through a service platform and an optional voucher system.



Employees
Social responsibility

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"At greentech, professional change and personal growth is possible through new tasks. In my case, I switched from plant operations to EPC. I like being in the company because the entire group wants to advance the sustainability aspect at all levels."

Sabrina Frank
Technical Project Manager



"Finance & Controlling is involved at all stages of the project development process and thus offers a broad and varied range of tasks. I like being actively involved in all these topics and contributing to their success. As a part-time manager, I succeed not only through my own competence and flexibility, but especially through a reliable team that trusts each other and can always rely on each other. What I find special is the spirit with which people work together across all areas of the company."

Julia Ringleben
Head of Finance & Controlling

"I deliberately chose a profession with a sustainable perspective. As a plant operator, I ensure that photovoltaic plants run trouble-free for a long time and reliably produce clean energy. At greentech, I work in a team in which we are all similarly motivated and work together every day to achieve what we believe in: a good future and the success of the energy transition."

Alvaro Diez de Sollano Schivy
Technical Plant Operator

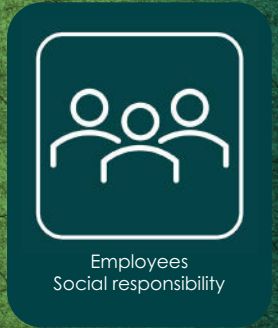


OUR SOCIAL RESPONSIBILITY TOWARDS SOCIETY

>> GRI 2-29

The urgently required expansion of infrastructure for generating green electricity using photovoltaics and the transition into a sustainable economy first requires the acceptance of the people and can ultimately only be achieved with a socially responsible approach. At the same time, we have a responsibility within our supply chains and want to contribute to

SDG 8 - Decent work and economic growth. Accordingly, we view communication on equal terms with all stakeholders as one of the most important measures accompanying our core business. Only as partners working hand in hand will we be able to achieve our goals (SDG 17 - Partnerships for the goals). We fulfil this responsibility in a variety of ways, which we outline below.



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ESTABLISHING WELL-RECEIVED PV PLANTS

The construction of photovoltaic systems affects a wide range of stakeholders, which is why we pay particular attention to social compatibility when implementing projects. Even if large swathes of society recognise the relevance and necessity of the energy transition, many people have a rather critical attitude towards the expansion of photovoltaics on open spaces. We often find that misunderstandings regarding individual issues can be clarified and resistance reduced or minimised by talking directly to those involved or providing additional information.

We therefore monitor our projects with transparency and regularly discuss matters directly with those involved. We involve communities and citizens in our project development as early in the course of the project as

possible. At information events and discussion forums, we aim to create transparency, strengthen confidence in the expansion of photovoltaics and respond to the needs of local people. Together and in mutual dialogue, we provide answers to open questions and try to find suitable solutions for a wide range of challenges. The mutual appreciation and understanding for stakeholder concerns have shown us that acceptance encompasses more than just the project itself, but also involves managing different interests or concerns, especially those voiced by people affected by the farm. This approach supports us in our mission to propel the expansion of green energy together.

As a company, we feel responsible for ensuring that we act in a spirit of partnership and fairness towards

those involved in our business activities, i.e. in the realisation and long-term management of our projects. For this reason, we take great care to plan and execute projects in a socially responsible manner from the outset and to give our business partners the space they need to safeguard their own interests and concerns. We maintain a close dialogue with the landowners and provide them with our advice. In cases involving leased areas, we offer the owners the opportunity to get involved by maintaining the green areas, generating additional income from the plant. With our customised participation models, we enable owners and local people to benefit financially from their local photovoltaic plant.



Employees
Social responsibility

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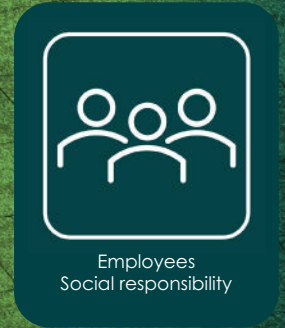


OUR SOCIAL AND ENVIRONMENTAL RESPONSIBILITY IN THE SUPPLY CHAIN

>> GRI 308, GRI 408, GRI 409, GRI 414

At greentech, we work tirelessly to improve both our products and processes. The thing that unites all greentech employees is the desire to make a personal contribution to a liveable future. This includes taking social and environmental aspects into account in terms of our partners and supply chains. We have therefore set out to focus on decent work within the supply chains relevant to our business processes. This includes the launch of the „Sustainable Procurement“ project as part of our ESG programme at the end of 2022. The resulting measures will be presented in more detail in the upcoming Sustainability Report 2023. For instance, we joined the Solar Stewardship Initiative of Solar Power Europe in 2023. The initiative is dedicated to the task of developing a responsible, transparent and sustainable solar value chain.

As we are currently working on establishing suitable criteria and systems for recording the necessary criteria, it has not yet been possible to screen suppliers according to social and ecological criteria in the current reporting period. We are opposed to all forms of forced and compulsory labour, child labour or dangerous working conditions without adequate protection in our partnerships. In our opinion, we are responsible for ensuring that people in the supply chains relevant to us are not exposed to these conditions in the future. This commitment stems from our own values on the one hand and the signing of the UN Global Compact in October 2022 on the other. In light of the above, we are therefore currently working on a risk analysis and developing a corresponding management system.



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HUMANITARIAN COMMITMENT

As part of our commitment to society, we like to get involved in humanitarian activities. This happens throughout the Group, not only at management level, but also in many cases through the commitment of our employees.

The start of Russia's war of aggression against Ukraine last year came as a shock, not only to us. The indescribable human suffering and the deliberate destruction of vital energy infrastructure have horrified us all. Homes, hospitals, utility services and schools in the contested areas were cut off from the power supply due to targeted military action. In many places, people had no access to information and no way

of charging their phones, contacting relatives or the outside world. We asked ourselves how we could best contribute to supporting the Ukrainian people and how we could use our expertise as a company in the energy sector to move as quickly and effectively as possible. In November 2022, we launched a fundraising campaign for Ukraine: „Solar4Ukraine“. The campaign ran from the end of November to the end of December 2022 and raised over 26,000 euros. Together with the Energy Act for Ukraine Foundation, which is committed to securing the power supply in the devastated areas of Ukraine and to the long-term reconstruction of destroyed energy in-

frastructure, we identified the need for portable PV solutions on the ground, procured the required goods and transported them to the affected regions. Our special thanks go first and foremost to our network of business partners, customers and employees, who made this great achievement possible in the first place. greentech also contributed a five-figure sum to the campaign.

In cooperation with the Energy Act for Ukraine Foundation, we were able to provide the civilian population and humanitarian organisations such as hospitals with the following mobile goods:



Employees
Social responsibility

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We were so impressed by the results and the impact of this campaign that we are determined to use our influence and expertise to support similar projects in the future.



Employees
Social responsibility

128

128 solar-powered Goal Zero lanterns and 39 Green Cell Power Banks GC PowerPlay20 20000mAh for the civilian population in Lyman (Donetsk region), Andriivka (Kyiv region), Vorzel (Kyiv region), eastern Ukraine and for the Bila Tserkva hospital

21

21 portable Goal Zero Nomad 20 Watt solar modules for the civilian population in eastern Ukraine and Vorzel (Kyiv region), for emergency medical teams in the city of Kramatorsk (Donetsk region) and for the Bila Tserkva hospital

10

10 portable EcoFlow 220 Watt solar modules for emergency medical teams and hospitals in the cities of Kramatorsk (Donetsk region), Bila Tserkva, Kherson and Kharkiv

5

5 portable EcoFlow 160 Watt solar modules for Ukraine's state civil defence in the regions of Kyiv, Dnipro, Donetsk, Zaporizhia and the city of Kharkiv

5

5 EcoFlow River 2 Max power stations for emergency medical teams in the city of Kramatorsk (Donetsk region) and for the Bila Tserkva hospital

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IN CONVERSATION WITH: KARLA ANDERT

HUMAN RESOURCES

Karla Andert has been at the helm of the Human Resources department at greentech as a Senior HR Manager since 2021



What characterises the corporate culture at greentech?

Karla Andert:

In my work as HR manager at greentech, I notice time and again that the people who work at greentech or who apply to us all have one thing in common: they want to actively contribute to the energy transition and are intrinsically motivated to make a positive difference with their work. This mindset is palpable across all areas of the company, so to me it represents a special aspect of our Group's corporate culture. We are

proud of the fact that we have managed to maintain our distinctive corporate culture despite experiencing strong growth in recent years. Another aspect I enjoy is that there are many joint activities and events on offer in addition to cross-divisional cooperation. These factors are strongly supported and promoted by the commitment of our employees, who provide a great deal of initiative beyond their actual work and whose suggestions form a key part of our daily interactions. Flat hierarchies and the opportunity to take on responsibility likewise contribute to our entrepreneurial success.

Many issues that have been implemented at greentech in recent years, such as the switch to organic food where possible or the membership subsidy options for Urban Sports Club, can be traced back to suggestions or the involvement of our employees.

What does greentech pay particular attention to when looking for employees or young talent?

Karla Andert:

As our organisation is currently growing at a rapid pace, we are always on the lookout for talented people to



strengthen our teams. A wide range of jobs are available at our company, from IT administrators, project developers, service technicians and accountants to employees in investment and portfolio management. In a nutshell, we are looking for people from a wide range of professional fields. When recruiting new employees, we pay particular attention to the relationship between professional qualifications and cultural fit. We want to attract highly qualified employees who both promote this communal spirit and successfully elevate our business activities with drive and an innovative mindset. We also value diversity across a wide range of characteristics, be it age, gender or background, we understand the added value to be gained in bringing in different perspectives. These multifaceted focal points are also reflected in our workforce. We have formed a workforce with diverse backgrounds, qualifications, passions, strengths and weaknesses, but also different origins and cultures, something we value highly. At our office locations, we actively work together as equals and attach great importance to team activities.

What does greentech offer its employees?

Karla Andert:

One of our key objectives is to retain our employees in the long term. To achieve this, we want and need to create an attractive working environment. We are aware that the work-life balance plays a key role for many employees when selecting a job. For us at greentech, we interpret this as a challenge that we are happy to take on. We therefore not only offer individual working time models, but also the option to work remotely. We sometimes work together in teams spread throughout Germany and have had great experience with this to date. Of course, it needs to be possible for us to cover all content in this format. We also give managers the opportunity to work part-time in order to provide a strong work-life balance at all levels. Our annual employee survey has demonstrated that these models are working and very positively received among employees, along with other factors. The findings regularly reveal a positive view of the Group and a high recommendation rate.

What prospects do employees have in terms of their personal development at greentech?

Karla Andert:

Our employees are the cornerstone of our success. Only due to their expertise, skills and commitment have we been able to grow to the extent that we have so far and to achieve our goals. To ensure this success continues moving ahead, we offer our employees a wide range of development opportunities throughout the Group. Managers and employees meet at least once a year for a structured development meeting. We want all our employees to be able to realise their potential and grow. We offer a number of training programmes to facilitate this and work with employees to decide on an individual basis which measures would be most useful. Due to the broad positioning of the greentech Group, we also give our employees the opportunity to switch to different fields of activity within the Group and take on different responsibilities. We also want to further strengthen diversity within our company over the coming years.



"WE AIM TO RETAIN OUR EMPLOYEES AND TALENT AT GREENTECH IN THE LONG TERM."

03 | G

overnance



Corporate governance
Compliance
Economic responsibility

”

”To us, good corporate governance means, in particular, treating each other with respect accompanied by transparency, communication and constantly questioning and optimising our own processes.“

Aleksis Schäfer, Managing Partner

GOVERNANCE

CORPORATE GOVERNANCE | COMPLIANCE | ECONOMIC RESPONSIBILITY

The **key topics** for greentech on this topic include:

These contribute to the following **focus SDGs** identified for the greentech Group:



The SDGs and key topics listed above are briefly explained below along with their application and significance within the greentech Group.



G

GOOD GOVERNANCE

We presented our organisational structure in Chapter 2. The individual companies in the greentech Group are managed by their respective management boards. As the highest decision-making body, the managing partners decide on the long-term strategic direction of the greentech Group. In addition to economic development, this includes implementing the Group's sustainability strategy, which needs to account for the concerns voiced by our employees and our stakeholders. We ensure this by pursuing participatory decision-making processes, building trust-based relationships and utilising a wide range of communication channels in order to achieve the greatest possible transparency with regard to

our actions. Ongoing public relations work and an active dialogue with our stakeholders further support this approach.

Strategic responsibility for the sustainable development of the greentech Group lies with the managing partners as the highest decision-making body. The managing directors of the companies in the greentech Group are responsible for ensuring that the sustainability strategy is implemented and adhered to in the respective business units and their operational decisions. In this way, we ensure the long-term effectiveness of sustainability and at the same time emphasise its strategic importance. As this topic is highly complex, greentech also

established ESG organisationally in 2022. Within the framework of a specially launched ESG programme, we have ensured that the ESG strategy and the projects and topics derived from it have been developed for the entire Group through the support of an external specialist consultancy, the targeted assignment of responsibilities and the establishment of a sustainability task force. This has enabled the topic of sustainability to be firmly embedded in the corporate strategy for the entire Group.

In the following, we will look at the key topics of good corporate governance and their implementation at greentech in accordance with the GRI standards that apply to us.



G



STRATEGY

>> GRI 2-23, GRI 2-24

In Chapter 2 of this report, we presented the key sustainability topics for our company, which form the core of our sustainability strategy.

Our sustainability strategy is primarily the result of our decision to align ourselves with the topics of the Global Reporting Initiative (GRI), the current draft status of the European Sustain-

ability Reporting Standards (ESRS) and the Sustainable Development Goals (SDGs) of the United Nations. As part of our sustainability strategy, which we began developing last year, we signed the United Nations Global Compact (UNGC) in October 2022 and are thus clearly committed to the Ten Principles of Human Rights, Labour Standards, Environment & Cli-

mate and the Prevention of Corruption. Last but not least, we are guided by the values set out in Chapter 1. In addition to all of the above-mentioned guidelines, the overarching and generally recognised standards of conduct, such as respect for human rights and liberal democratic principles provide the foundation of our actions.



We support

We signed the United Nations Global Compact (UNGC) on 24 October 2022



G



QUALITY MANAGEMENT

Excellence in the form of quality, professionalism and reliability in everything we offer and perform is one of our main values. Quality management is also very important to us. We are involved in Solar Power Europe working groups.

Together with other market participants, we aim to improve the quality of service in all phases of the service life of solar installations. By pooling the knowledge and experience of more than 200 industry experts, best practices and quality assurance recommendations are developed and published in best practice

guidelines. Employees from our O&M team in Germany were involved in the creation of various guidelines.

Our UK subsidiary, headquartered in Milton Keynes, received IMS accreditation in September 2022 after successfully completing an independent audit for the provision, operation and maintenance of solar PV plants. The abbreviation IMS stands for „Integrated Management Systems“ and is awarded to companies that implement two or more ISO standards in one process and thereby create a fundamental basis for work in the company. greentech UK has been certified in the following areas:

ISO 14001-2015 - Environmental Management Systems, ISO 9001-2015 - Quality Management Systems and ISO 45001-2018 - Occupational Health and Safety Management Systems. In addition to our professionalism, this certification highlights our commitment to sustainably propelling the development of the solar industry in the UK on the basis of internationally recognised standards. As one of the few certified providers in the UK, it also sets us apart from our competitors. This stamp of credibility gives our lessors and customers reliable proof that greentech complies with international quality standards.



G





COMPLIANCE

>> GRI 2-13, GRI 2-15, GRI 2-23, GRI 2-26, GRI 2-27, GRI 205, GRI 206

Responsible, ethical and trustworthy corporate governance forms the basic prerequisite for our actions. It also entails adhering to all legal requirements. The management board and the managing partners are responsible for ensuring compliance. They determine the strategic direction for compliance with legal requirements and internal company guidelines.

This also encompasses the principles of the UNGC. In order to make sure these compliance and governance requirements are a fixed part of our internal strategy, we decided in the reporting period to create an internal and external code of conduct and to establish the role of a compliance officer. This will provide an organisational framework for our efforts and make the applicable requirements visible to our employees and partners. We are currently on track to implement the new framework in 2023.

We are also working on a structured whistleblower process. An internal, anonymous complaints channel is already in place. However, we would like to further solidify the whistleblower process and are working on developing a formalised process. With our business units, we cover the entire photovoltaic value chain: from securing land, planning and developing the plants, to financing and constructing them, as well as the long-term operation and management of the plants. This can lead to conflicts of interest in certain cases. In these scenarios, proactive management and a high degree of transparency are crucial. We are therefore always working on developing suitable processes and checks to identify and disclose potential conflicts of interest.

Our economic success must be clearly aligned with the legality of our business practices. We set ourselves

apart from our competitors through quality and service and strictly reject any form of corruption. To ensure this, particularly when purchasing services and materials, our procurement process stipulates that every order must undergo an approval process regardless of its amount. As of a fixed order amount, approval must be granted by management or, if necessary, also by our majority stakeholder. Invoice audits and payment authorisations are executed according to the dual control principle. There were no incidents of anti-competitive behaviour, antitrust violations or monopoly practices in the reporting period. No legal proceedings have been initiated against greentech or our employees in this regard. We are currently working on writing a company-wide anti-corruption guideline, which will be included in our code of conduct.



G

DATA PROTECTION

At greentech, data protection and information security form the foundations of a reliable business relationship and are crucial elements of trust-based partnerships. We therefore comply with the relevant data protection regulations and implement them in our business processes. We protect the personal data of employees, former employees, business partners and third parties. We use internal guidelines and work closely with an external data protection officer as basic safeguards. Regular IT training is also mandatory for all employees in order to further familiarise them with this topic.



G



CORPORATE RESPONSIBILITY

>> GRI 407

We take our duty of care along our supply chain seriously and began a structured review of our supply chain in terms of sustainability aspects in the reporting year with the „Sustainable Procurement“ project. We are currently working on completing a risk analysis, the findings of which will determine our future actions. Our existing guidelines and measures relating to occupational health and safety were covered in the previous chapter. We also outlined our current compliance initiatives in the Compliance section. We are not currently aware of any operations or suppliers where workers' rights to freedom of association or collective bargaining have been violated or are exposed to significant risk.



G





REMUNERATION

>> GRI 2-19

We want to be successful long into the future in line with our sustainability strategy. All our employees are therefore required to take social and ecological criteria into account in their daily decisions along with economic considerations. As part of the ongoing development of our sustainability strategy, we are reviewing the extent to which individual target agreements and the remuneration of managers and employees can be more closely linked to sustainable behaviour in the future.



Corporate governance
Compliance | Economic
responsibility

G



COOPERATION WITH STRONG PARTNERS

>> GRI 2-28

The sustainable growth of our company requires both our own committed actions and close cooperation with strong, reliable partners (SDG 17 - Partnerships for the goals).

This includes our customers, suppliers and service providers in particular, with whom we work to achieve our goals on a daily basis.

Since 2019, we have maintained a close working relationship with our majority shareholder, Erck Rickmers Capital Holding. Uniting our exten-

sive technical expertise and comprehensive project knowledge in the PV sector with the financial strength of the Erck Rickmers Group has given us long-term planning security on the one hand and, on the other, the opportunity to continue growing economically and to further scale the Group's business model and consequently our contribution to a more liveable future.

As an active driver of the energy transition, greentech is involved in various associations at a local, regional and

European level. We value sharing experiences and working together in partnership towards common goals. We utilise the experience, results and findings of our partnerships and cooperation to achieve better sustainability practices at greentech, among other aspects. At the same time, we share our experience and knowledge with others and in turn contribute to the sustainable development of the PV industry.



G

YOU CAN FIND OUR PARTNERS ON THE NEXT PAGE



OUR PARTNERS INCLUDE:

BUNDESVERBAND NEUE ENERGIE-WIRTSCHAFT (ASSOCIATION OF ENERGY MARKET INNOVATORS (BNE)), which represents our interests in politics and administration. We contribute content for policy papers, proposed legislation and initiatives, which the bne compiles with content from other members and presents to politicians and administrators. We receive weekly updates and also take part in votes and special meetings.

LANDESVERBAND ERNEUERBARER ENERGIE SCHLESWIG-HOLSTEIN E.V. (STATE ASSOCIATION FOR RENEWABLE ENERGIES SCHLESWIG-HOLSTEIN (LEE SH)) – founded by the industry, LEE SH represents the energy transition in Schleswig-Holstein in politics and society with the aim of achieving a 100 per cent supply from renewable energies. We are involved in various working groups and contribute to the development of policy papers.

SOLAR POWER EUROPE (SPE) is a member-led association for the European PV sector, representing more than 280 organisations in the sector. The aim of the association is to create ideal regulatory and business conditions to take the solar industry in Europe to the next level (quality standards, grid integration, etc. at European level). Specialised working groups, convened by policy experts, bring together solar organisations to better understand current priority issues and legislation and provide feedback on experiences from the industry. Based in Brussels, the association's relationships and partnerships with key stakeholders ensure that solar energy plays a leading role in the European energy transition and beyond. In this context, greentech employees have contributed to specialised literature on the operation of PV systems.

UNITED NATIONS GLOBAL COMPACT (UNGC) – the United Nations initiative for sustainable and responsible corporate governance commits signatory organisations to anchoring sustainability in their strategy and contributing to the implementation of the Sustainable Development Goals on the basis of ten universal principles. The signatories are players from the world of business, civil society and politics. By signing the agreement, the players undertake to publish an annual progress report (Communication on Progress) in which they describe their development by answering predefined questions on the topics of governance, human rights, labour standards, environment & climate and corruption prevention. With this move, greentech aims to strengthen and validate its own commitment to sustainability and make the company's commitment to sustainable development visible to the outside world.



G

IN CONVERSATION WITH: MAX HOLTHUSEN

MANAGING DIRECTOR

Max Holthusen joined greentech in 2015 as part of an internship. After completing his studies, he started as a project manager. He is now one of the managing directors in the commercial and technical management unit.



What has changed in the past few years since you started working at greentech?

Max Holthusen:

When I joined greentech, it was still a small company with 15 employees that focussed on the commercial and technical management of PV systems. We worked together in one office and gradually expanded our business through organic growth and merging with another operator. The involvement of Erck Rickmers Capital Holding marked a special milestone in 2019. Thanks to the capital strength of

the E.R. Group, we have been able to establish three new business areas in the value chain in recent years: project development, plant construction and asset management. Now, after seven years at greentech, the company has developed into a Group with almost 130 employees. We now cover the entire photovoltaic value chain. As a result, the demands on the organisation and its processes have naturally changed significantly. Over time, we have created processes and structures to ensure that we can keep pace with growth.

What do you particularly value about greentech?

Max Holthusen:

Despite the fact that a lot has changed at greentech in recent years, we have

not only been able to maintain our corporate culture, but also want to continue to promote and develop it in the coming years. The culture at greentech thrives on open communication, a sense of community, participation and a unique team spirit. One of our main priorities is moving forward together. At greentech, anyone who wants to take on responsibility has the opportunity to get involved beyond their own team or department.

How is good corporate governance put into practice?

Max Holthusen:

Thanks to the strong participation and involvement of all employees, we ensure that we integrate different and diverse ways of thinking and benefit from this diversity. There is no purely top-

"WE VIEW IT AS OUR RESPONSIBILITY NOT ONLY TO PROMOTE THE POSITIVE GROWTH OF THE COMPANY, BUT ALSO TO BE CONSIDERATE OF SOCIETY, THE ENVIRONMENT AND, IN PARTICULAR, THE INTERESTS OF OUR EMPLOYEES."

down management at greentech. Instead, suggestions from employees are constantly incorporated into strategic planning. Ideas from employees are taken into account by the management board and in particular by the managing partners. We view it as our responsibility not only to promote the positive growth of the company, but also to be considerate of society, the environment and, in particular, the interests of our employees. We communicate our decisions transparently. Open communication is important to us, which is why we have established various formats to ensure the internal flow of information and provide the opportunity for feedback. Integrity and ethical behaviour are also something we care about at greentech. As managers, we want to set a good example here, live by our values and promote our corporate culture based on trust and fairness.

What is the outlook for the next few years?

Max Holthusen:

The greentech Group recorded strong growth last year, particularly due to the establishment of our asset management and plant construction divisions. We focused on developing the divisions in their respective business areas. With this development, the Group has grown from two

divisions, O&M and project development, to four divisions. This was and remains a process of change that has changed the way we view ourselves as a group. We therefore plan to further develop our relationships along the value chain, to further strengthen our identity as a group and thereby allow the divisions to grow even closer together. The establishment of a joint central division in a shared services unit will play a central role in this. The objective behind this division is to provide services for the entire Group, develop and implement standards and utilise synergies. This is a major project for 2023, which we will tackle together with the involved departments and throughout our entire organisation. We look forward to taking on these challenges.

"WE LOOK FORWARD TO TAKING ON THESE CHALLENGES."



04 GRI-Index



GRI-INDEX

greentech has reported the information cited in this GRI content index for the period 01.01.2022 - 31.12.2022 with reference to the GRI Standards.

GRI Standard	Disclosure	Page
GRI 2:		
General Disclosures 2021		
	2-1 Organizational details	20
	2-2 Entities included in the organization's sustainability reporting	20
	2-3 Reporting period, frequency and contact point	20
	2-4 Restatements of information	20
	2-5 External assurance	20
	2-6 Activities, value chain and other business relationships	7
	2-7 Employees	53
	2-8 Workers who are not employees	53
	2-9 Governance structure and composition	8
	2-12 Role of the highest governance body in overseeing the management of impacts	8, 27
	2-13 Delegation of responsibility for managing impacts	8, 22, 27, 74
	2-14 Role of the highest governance body in sustainability reporting	8, 27
	2-15 Conflicts of interest	74
	2-17 Collective knowledge of the highest governance body	27
	2-19 Remuneration policies	77
	2-22 Statement on sustainable development strategy	22
	2-23 Policy commitments	20, 72, 74
	2-25 Processes to remediate negative impacts	72
	2-26 Mechanisms for seeking advice and raising concerns	74
	2-27 Compliance with laws and regulations	74
	2-28 Membership associations	78 f.
	2-29 Approach to stakeholder engagement	25, 62

GRI Standard	Disclosure	Page
GRI 3: Material Topics 2021	3-1 Process to determine material topics	25
	3-2 List of material topics	26
	3-3 Management of material topics	27, 30, 32, 33, 35, 40, 44, 46
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	74
	205-3 Confirmed incidents of corruption and actions taken	74
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	74
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	40
	304-2 Significant impacts of activities, products and services on biodiversity	40
	304-3 Habitats protected or restored	40
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions)	35 ff.
	305-2 Energy indirect (Scope 2) GHG emissions)	35 ff.
	305-3 Other indirect (Scope 3) GHG emissions	35 ff.

GRI Standard	Disclosure	Page
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts 306-2 Management of significant waste-related impacts	46 46
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria 308-2 Negative environmental impacts in the supply chain and actions taken	64 64
GRI 401: Employment 2016	401-1 New employee hires and employee turnover 401-3 Parental leave	54 54
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system 403-2 Hazard identification, risk assessment, and incident investigation 403-3 Occupational health services 403-4 Worker participation, consultation, and communication on occupational health and safety 403-5 Worker training on occupational health and safety 403-6 Promotion of worker health 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships 403-8 Workers covered by an occupational health and safety management system 403-9 Work-related injuries 403-10 Work-related ill health	56 ff. 56 ff. 56 ff. 56 ff. 56 ff. 56 ff. 56 ff. 56 ff. 56 ff. 56 ff.

GRI Standard	Disclosure	Page
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee 404-2 Programs for upgrading employee skills and transition assistance programs 404-3 Percentage of employees receiving regular performance and career development reviews	55 55 55
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	54
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	54
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	76
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	64

GRI Standard	Disclosure	Page
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	64
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	64
	414-2 Negative social impacts in the supply chain and actions taken	64

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