

An aerial photograph of several large, white icebergs floating in clear, turquoise water. The icebergs have jagged, textured edges and are scattered across the frame. The water's color is a vibrant, deep teal. The entire image is framed by a thin green border.

PACIFIC

RENEWABLES YIELD AG

SUSTAINABILITY REPORT

2020

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1. LETTER FROM THE MANAGEMENT BOARD

GRI 102-14

Dear Stakeholders,

Since the listing of Pacifico Renewables' shares in November 2019, we have been through a period of fast-paced growth. We completed two capital increases, grew our portfolio by more than 60% and expanded our pipeline by more than 1 GW.

A rapid expansion like this is demanding for a young and lean organization, particularly in the midst of a pandemic that has had such a profound impact on our lives. Nonetheless, it has been important for us throughout this journey to never disregard the impact our activities have from a sustainability perspective. Even though our business model revolves around producing electricity in a sustainable way, we acknowledge that our responsibility as a part of society goes beyond that, and we believe that our stakeholders should have the chance to assess how we perform in that regard.

The above-mentioned considerations constitute our primary motivation for the publication of this report. We regard commencing the transparent reporting on our approach and progress early on in our company's history as an opportunity rather than a burden. We, therefore, hope that an open dialogue with our stakeholders will help us to continuously increase our contribution to a more sustainable future. Therefore, we will be delighted to receive your feedback and thoughts on this report.

The core part of this report consists of our newly developed sustainability framework. Building this framework was a crucial first step for us to systematically identify key areas to focus our efforts on. The framework consists of three pillars on which we as a company can have a positive impact through our goal of accelerating the energy transition: The environment, people and partners. Each pillar includes material topics identified and the corresponding goals, performance measures, initiatives and how they contribute towards the United Nations' Sustainable Development Goals.

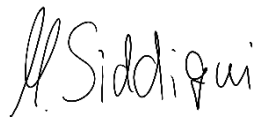


We have already taken steps to formalize certain aspects of our activities by introducing a range of policies and guidelines, including a Code of Conduct, an Anti-Corruption Guideline and a Capital Markets Policy. In combination with our formalization of Pacifico Renewables' values, this should give insight into the culture we want to

create, including standards, norms of behavior and processes which we believe will help us to do the right thing.

We are aware that we are at an early stage in the development of our sustainability approach and that it must constantly evolve. However, with our commitment and dedication we are convinced that we can steadily increase our positive impact on the environment around us, the people we interact with and the partners we work with.

Gruenwald, June 29, 2021



Dr. Martin Siddiqui



Christoph Strasser

2. ABOUT THIS REPORT

[GRI 102-45](#) | [GRI 102-48](#) | [GRI 102-49](#) | [GRI 102-50](#) | [GRI-102-51](#) | [GRI 102-52](#) | [GRI 102-53](#) | [GRI 102-54](#)

This sustainability report was prepared in accordance with the Global Reporting Initiative Standards (“GRI”) 2016 and, where applicable, with more recently updated or issued GRI Standards. The GRI Content Index at the end of this report provides further information about the specific GRI Standards included. This report has been prepared in accordance with the GRI Standards: Core option.

This report incorporates Pacifico Renewables Yield AG and all its subsidiaries (“**Pacifico Renewables**”, or the “**Group**”), a list of which can be found in the Group’s Annual Report 2020. To provide a detailed and complete overview over the Group’s activities, no entities were excluded from the scope of this report. Since this report is the first sustainability report of the Group, it does not include any restatements of information or changes in reporting.

All information and activities of the Group included in this report fall into the period between January 1, 2020 and December 31, 2020 (the “**Reporting Period**”). The report further incorporates actions taken by the Group until June 7, 2021, the date on which the report was submitted to Pacifico Renewables’ supervisory board (the “**Supervisory Board**”), however, all financial data mentioned and non-financial figures relate to the year 2020 unless explicitly stated otherwise. Pacifico Renewables is firmly committed to publish a sustainability report annually going forward.

Any questions regarding this report and its content can be sent via email to sustainability@pacifico-renewables.com. Any questions or inquiries will be addressed by the Group in a timely manner, subject to the scope of the inquiry.

How to read this Report

This report introduces the Group with a general overview, its values and its commitments. This is followed by an overview over the Group’s governance and the Group’s stakeholder engagement process, including Pacifico Renewables’ materiality analysis. The main body of this report is Pacifico Renewables’ Sustainability Framework. It lays out the Group’s sustainability approach, which is based on three pillars. Each pillar entails subsections in the form of material topics, which are areas where the Group has identified significant impacts on sustainability-related topics. Each material topic includes a description of the Group’s management of the material topic, which entails the topic-specific impacts identified, policies implemented or under evaluation to manage these impacts, commitments Pacifico Renewables has made in regard to the topic and targets the Group has set itself to measure its success in managing each material topic.

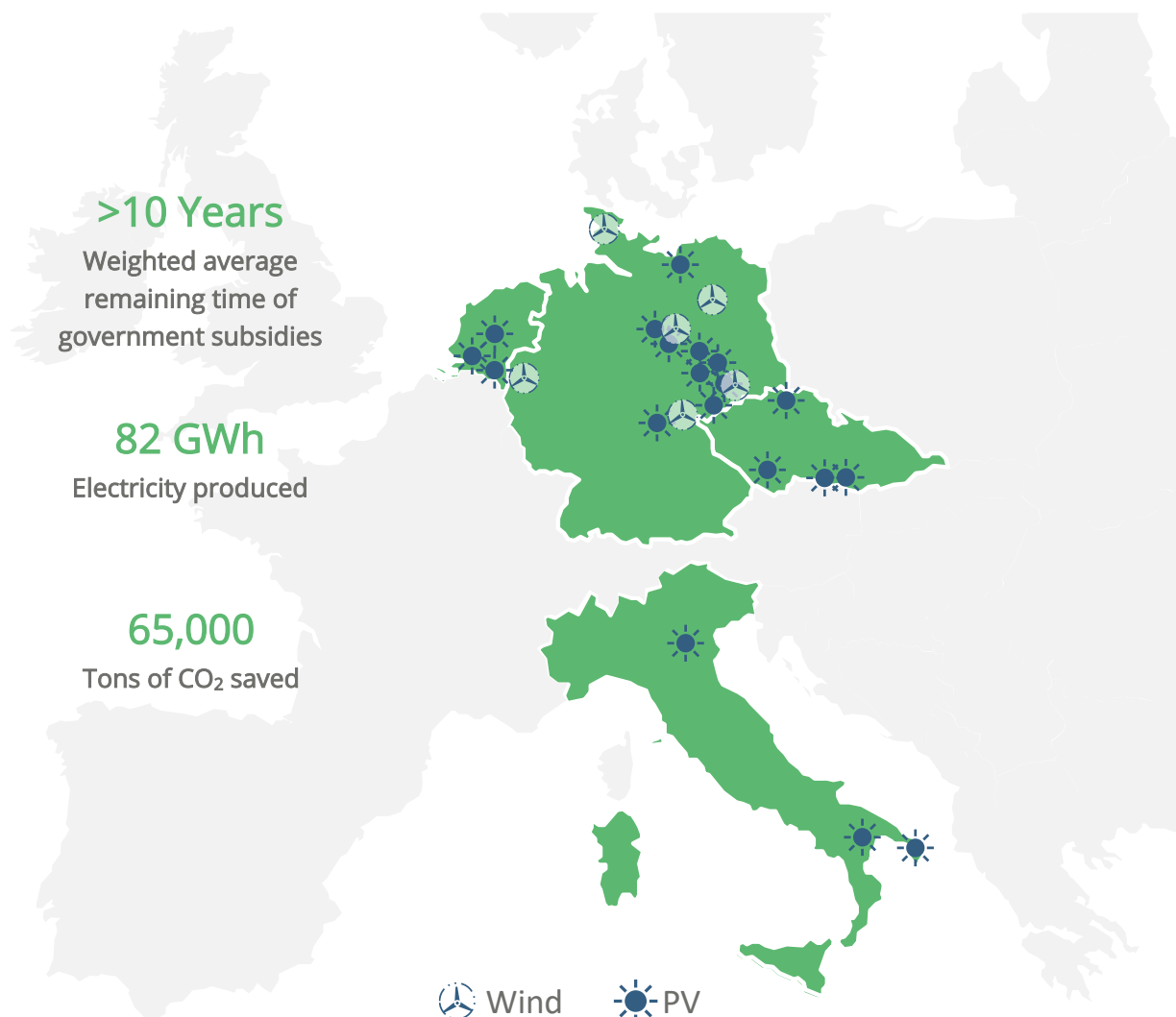
Below each section or subsection title, this report displays the relevant GRI disclosures addressed in the respective section or subsection to show this report’s link to the GRIs.

3. WHO WE ARE

3.1. GROUP OVERVIEW

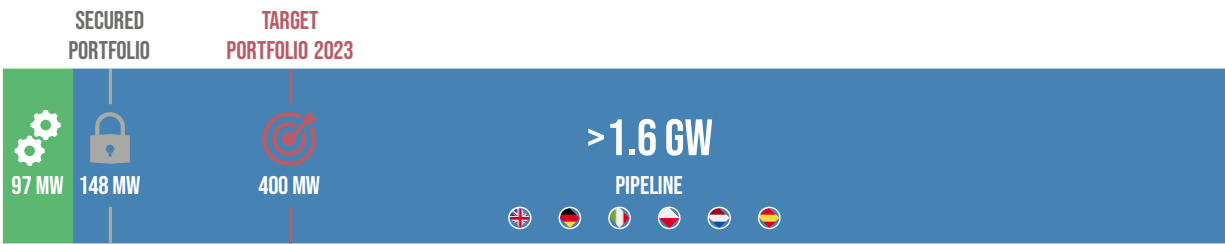
GRI 102-2 | GRI 102-3 | GRI 102-4 | GRI 102-6

Pacifico Renewables Yield AG is an independent power producer listed on the open market of the Dusseldorf Stock Exchange with additional requirements, (Primärmarkt) (ISIN: DE000A2YN371) with the aim of building up a gradually growing portfolio of plants for energy generation from renewable sources. With operational photovoltaic solar ("solar") and onshore wind power plants spread across Europe – Germany, the Czech Republic, Italy and the Netherlands - Pacifico Renewables offers a clear and diversified profile with stable and predictable earnings. In 2020, Pacifico Renewables generated 82 gigawatt hours (GWh) of electricity, which enabled the Group to save around 65,000 tons of CO₂e.



The Group believes in the efficiency of separating distinct development risks from other activities in the lifecycle of renewable energy power plants. It focuses on power plants that are already operational or in a contractually secured construction phase and benefit from a contracted revenue base. This clear profile allows the Group to deliver stable and predictable cashflows while avoiding development risks. Furthermore, with solar and onshore wind power plants, Pacifico Renewables builds on established and competitive technologies associated with comparatively limited risks in a growing market.

To have access to growth opportunities despite avoiding development risks, the Group currently has two partnerships with renewable energy plant developers – Pacifico Energy Partners GmbH (“**Pacifico Partners**”) and Boom Power Ltd & Boom Developments Ltd (“**Boom Power**”) – in place. This provides the Group with a pipeline of over 1.6 gigawatt (GW) in Germany, Italy, the Netherlands, Poland, Spain and the United Kingdom.



3.2. VALUES

GRI 102-16

Pacifico Renewables relies on a set of values, which are expected to be shared by all employees. The following beliefs constitute the core set of values that define Pacifico Renewables.



Pacifico Renewables builds on **passionate** and **responsible** employees with **integrity**, who embrace **transparency** and the need to continuously **reflect** about themselves, each other and their environment in order to deliver **excellence**.

Passion

Having a tangible and positive impact on accelerating the energy transition and building a great company motivates Pacifico Renewables' employees. This results in a strong desire to know and learn more every day, which is essential to progress as individuals, teams and as a company.

Responsibility

Employees at Pacifico Renewables take responsibility for their actions and hold themselves accountable for the impact their actions have on others and the environment. Everyone feels a strong sense of ownership and is motivated by taking on a high degree of responsibility.

Integrity

Without compromise, the Group's employees hold themselves accountable to the highest moral standards. Pacifico Renewables builds on honesty, sincerity, and candor when interacting with others within the Group and with Pacifico Renewables' external stakeholders.

Transparency

Embracing a transparent way of working together helps Pacifico Renewables' employees to be aligned and work efficiently towards their and the Group's goals. Frequent candid feedback plays an essential role for Pacifico Renewables. Pacifico Renewables also emphasizes transparency in the Group's public communication to facilitate investments into renewable energy assets.

Reflection

Pacifico Renewables perceives continuous reflection as crucial for progress. Questioning the status quo, assumptions about the future and the Group helps Pacifico Renewables make better decisions. However, reflection means more to the Group. Pacifico Renewables also acknowledges the need to reflect about the consequences of the Group's actions on others and Pacifico Renewables' environment.

Excellence

Every day, Pacifico Renewables strives to improve in order to deliver excellence. Because the Group as a whole aspires to achieve the best possible result, Pacifico Renewables pursues every challenge with the determination to not only succeed but exceed expectations.

3.3. COMMITMENTS

GRI 102-12

Sustainable Development Goals

Pacifico Renewables is committed to contribute to the fulfilment of the United Nation Sustainable Development Goals established as part of the United Nations Agenda 2030 in 2015. The Group has incorporated a total of ten Sustainable Development Goals into its sustainability approach. Throughout this report, the Group will show how it has aligned its sustainability goals with the Sustainable Development Goals.



Paris Climate Agreement

The Group is committed to participate in the global effort to achieve the goals set out in the Paris Climate Agreement, especially the primary goal of limiting global warming to well below 2, preferable to 1.5 degrees Celsius, compared to pre-industrial levels. By continuously expanding Pacifico Renewables' portfolio, the Group is also expanding its contribution towards that goal as every new solar and onshore wind park that Pacifico Renewables has in its portfolio represents a step towards the reduction of greenhouse gas emissions from electricity generation, thereby reducing the amount of greenhouse gas emissions being released into the atmosphere and reducing global warming.

4. GOVERNANCE

4.1. GOVERNANCE STRUCTURE

GRI 102-11 | GRI 102-18

Management and Oversight

The governance structure of Pacifico Renewables ensures a management of the Group and its operations that is both efficient and compliant with all relevant laws and regulations. As a German stock corporation listed on the open market, the governance structure is primarily determined by the German Stock Corporation Act (*Aktiengesetz*). As such, Pacifico Renewables has a two-tier governance system in place, consisting of a management board (the “**Management Board**”) and the Supervisory Board who closely cooperate.

The Management Board leads the Group under its own responsibility with the objective of generating sustainable value for shareholders while also benefitting other stakeholders in the process. The members of the Management Board operate under a principle of overall responsibility, which means they are jointly responsible (and liable) for the entire executive management regardless of a division of tasks within the Management Board. In close cooperation and with the consent of the Supervisory Board, the Management Board also sets Pacifico Renewables’ strategic course and ensures its implementation.

The Supervisory Board advises the Management Board and monitors its activity. It is involved in all key corporate decisions, as the Supervisory Board’s approval is necessary for a range of decisions by the Management Board, such as most transactions to acquire renewable energy plants as well as capital increases. It also appoints the Management Board’s members and approves the Group’s financial statements. It currently comprises six members (see **4.2 Supervisory Board**).

Starting from the year 2021, the audit committee is the first permanent committee established within Pacifico Renewables’ Supervisory Board. The audit committee prepares all topics related to the preparation and audit of annual financial as well as consolidated financial statements for full meetings of the Supervisory Board.

Sustainability Governance

The Management Board defines the Group’s sustainability strategy and has overall responsibility for the Group’s sustainability performance. The Supervisory Board advises and supports the Management Board on these topics. Within the Management Board, Christoph Strasser is the designated member who oversees the sustainability activities across the Group.

Pacifico Renewables’ sustainability strategy set by the Management Board is chiefly derived from the Group’s sustainability framework (see **5. Sustainability Framework**). The Group’s sustainability framework focuses on areas where the Group has identified opportunities to have significant impact, namely the environment, people and partners.

In implementing and assessing the sustainability strategy, the Management Board is supported by the Pacifico Sustainability Working Group, which consists of employees from the finance, legal and operations areas and merges different skillsets to allow for a holistic approach.

This structured approach and organizational setup is supposed to ensure that sustainability is embedded in Pacifico Renewables' daily doings.

Compliance Management System

To account for the growing size and headcount of the Group, Pacifico Renewables is currently in the process of further refining its compliance management system. Guided by an overall principle of meeting and exceeding the relevant minimum legal standards championed by the Management Board, it has conducted a thorough compliance risk analysis. The analysis identified the key compliance risks resulting from the business model and the setting Pacifico Renewables operates in and assesses them in a matrix based on impact and probability.

As a first line of defense, Pacifico Renewables relies on well-trained employees who are fully aware of the importance of minimizing compliance risks. To mitigate the identified risks further, Pacifico Renewables has chosen an approach which on the one hand focuses on process optimization and documentation and on the other hand clearly lays out the Group's values (see **3.2 Values**) as well as obligations of the Management Board, employees and external business partners in a code of conduct ("**Code of Conduct**") and various guidelines (see **5.2.3 Social compliance**).

The compliance management system will continue to be re-assessed and updated regularly.

4.2. SUPERVISORY BOARD

GRI 405-1

Pacifico Renewables' Supervisory Board had six members at the end of the Reporting Period, with one chairman, one deputy chairwoman and four additional members. The Supervisory Board has achieved gender parity with three females and three males. Five Supervisory Board members are between thirty and fifty years old and one is above 50.

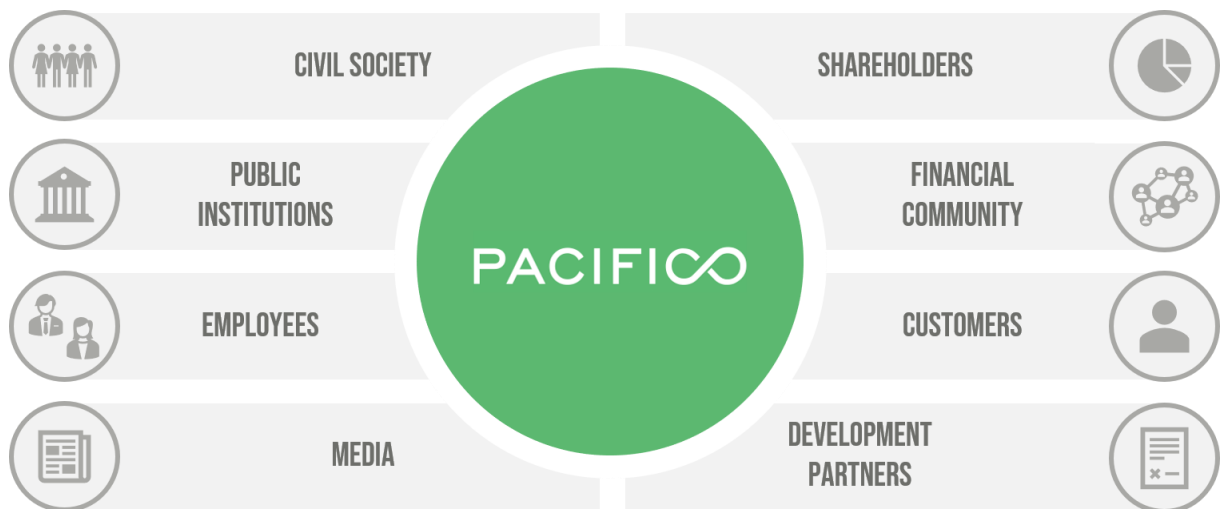
Supervisory Board	Figure	in %
Gender		
Female	3	50%
Male	3	50%
Age Group		
Under 30	0	0%
30 to 50	5	83%
Above 50	1	17%

5. STAKEHOLDER ENGAGEMENT

GRI 102-40 | GRI 102-42 | GRI 102-43 | GRI 102-44

Pacifico Renewables carried out a stakeholder analysis to identify relevant stakeholders. Relevant stakeholders were identified based upon an analysis of the Groups' degree of interaction and engagement with different stakeholder groups, as well as an internal stakeholder mapping that identified who can reasonably be considered stakeholders of the Group.

The graphic below depicts the various stakeholder groups that were identified through the stakeholder mapping.



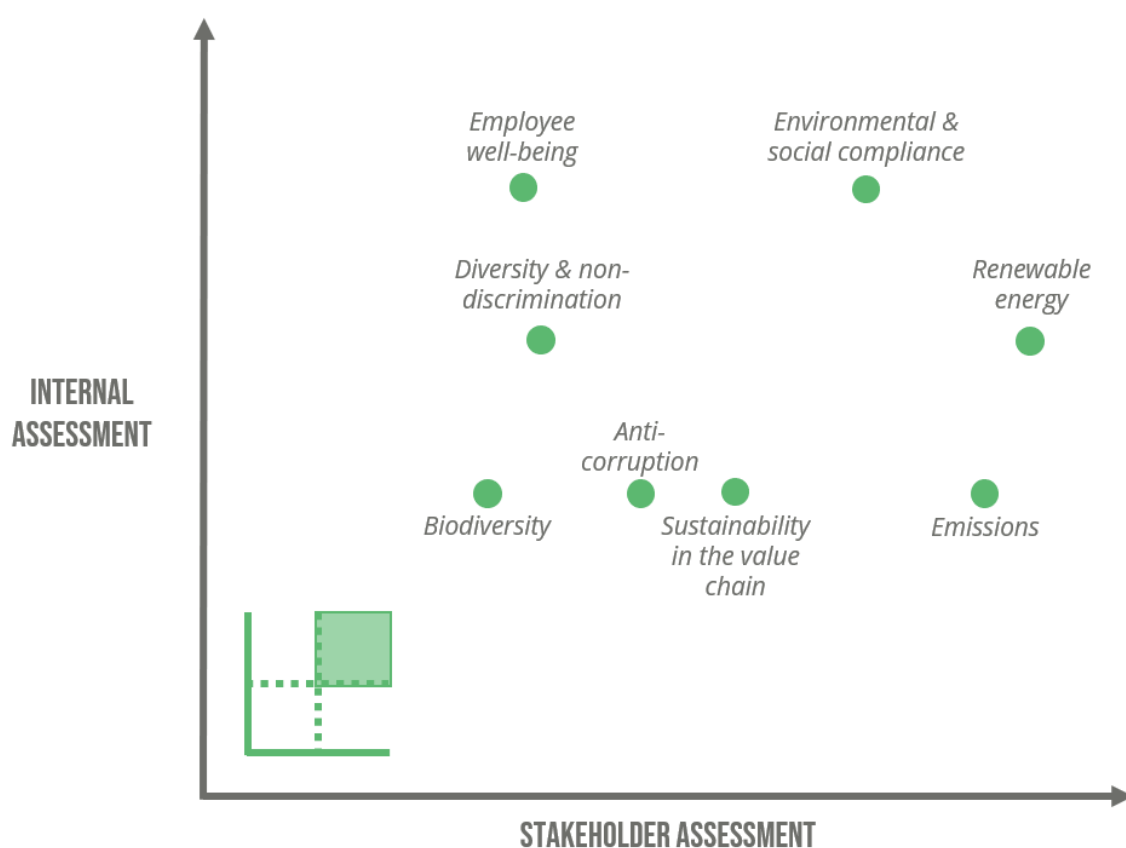
6. MATERIALITY

GRI 102-43 | GRI 102-44 | GRI 102-46 | GRI 102-47

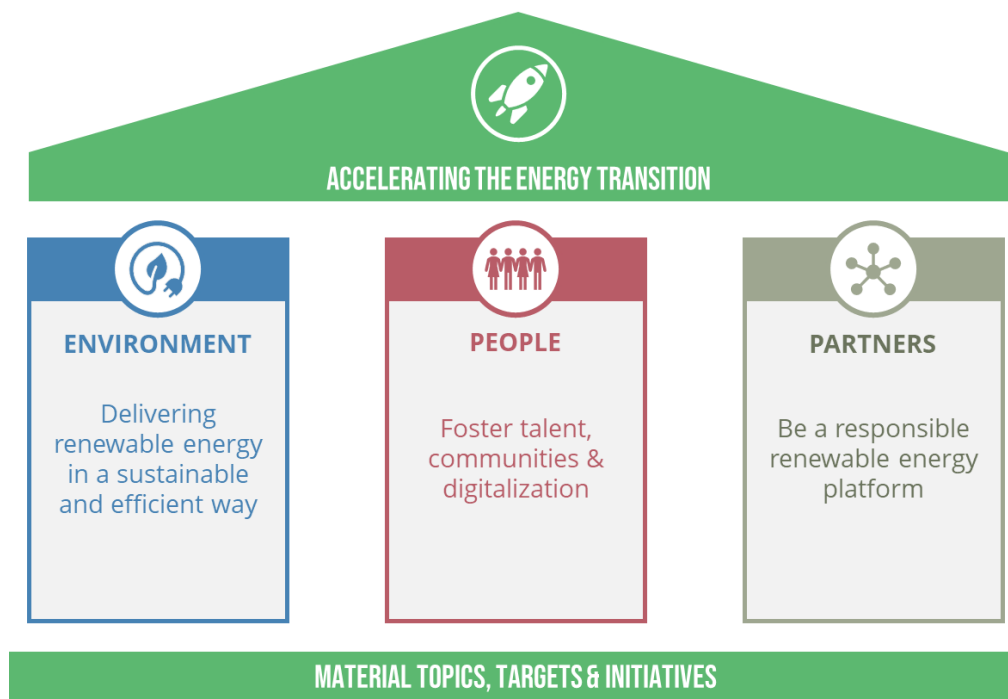
To identify material topics for this report, the Group has conducted a materiality analysis. The materiality analysis is based upon two steps:

- i. The first is a materiality questionnaire, including a preselected range of potential material topics based upon an internal assessment of the GRI Standards. The questionnaire included a description of each potential material topic, examples of topic-specific disclosures based upon the GRI Standards and a range from one to five which allowed key stakeholders to determine which topics and related information would add the greatest value for them.
- ii. The second step was an internal analysis of economic, environmental and social impacts that occur due to Pacifico Renewables' business operations. This analysis consisted of an impact-mapping through which the Group identified relevant sustainability-related impacts. Furthermore, the identified economic, environmental and social impacts were supplemented with an internal priority analysis, through which strategic priorities were analyzed in regard to their overlap with GRIs to establish which GRIs are material from the Group's strategic point of view.

The materiality analysis led to the development of the following materiality matrix which matches the outcome of the materiality questionnaire (x-axis) and the internal analysis (y-axis).



7. SUSTAINABILITY FRAMEWORK



Pacifico Renewables' overall goal is to accelerate the energy transition by applying established technologies in the most competitive way. Three main areas were identified, where Pacifico Renewables can have a significant impact – the environment, people, and partners. To address these impacts, the Sustainability Framework is composed of three pillars, which serve as the foundation for the Group's sustainability strategy.

The first pillar is about delivering renewable energy in a sustainable and efficient way. The pillar includes the Group's goal to not only generate more and more electricity from renewable sources, but also to mitigate potential adverse consequences Pacifico Renewables' operations might have on the environment such as using non-renewable energy for its plants' own energy consumption.

The second pillar is about the Group's goal to foster talent, communities and digitalization as much as possible. Pacifico Renewables believes that giving responsibility to the most talented and ambitious people leads to outstanding results. While doing so, the Group takes the responsibility very seriously to give Pacifico Renewables' employees the opportunity to continuously grow and thrive. In addition, Pacifico Renewables believes that great people are necessary to take the most advantage of digital tools and that in turn digital tools allow ambitious people to reach their full potential. Furthermore, Pacifico Renewables takes the impact the Group has on the communities the Group operates in very seriously and strives to be a responsible part of society.

The third pillar is defined by Pacifico Renewables' goal to be a responsible renewable energy platform. The Group believes in the advantages of an efficient separation of risks and activity profiles and a lean and scalable organizational set-up. Therefore, having excellent partnerships with stakeholders covering various areas of the value chain is key for Pacifico Renewables. Amongst the partnerships with stakeholders, the Group's partnerships with project developers are

particularly important. As a potential buyer of newly developed projects, Pacifico Renewables can have a positive impact not only by helping developers recycle development capital efficiently, but also by influencing key design choices during the development phase. Pacifico Renewables takes this responsibility very seriously and works on initiatives to formalize key aspects to safeguard a sustainable and ethical business conduct beyond the Group's operations.

All three pillars include pillar-specific material topics, which describe the Group's approach in areas where the Group has identified potential impacts, targets that outline practical measures Pacifico Renewables is planning to introduce and initiatives that the Group has implemented or plans to implement to mitigate potential adverse impacts.

7.1. DELIVERING RENEWABLE ENERGY IN A SUSTAINABLE AND EFFICIENT WAY

GRI 103-1 | GRI 103-2 | GRI 103-3

This pillar includes the material topics Biodiversity, Emissions, Environmental Compliance, and Renewable Energy.



TARGETS

Material Topic	Target	Target Date	Status	UN SDG
Biodiversity	Develop assessment criteria to identify potential adverse impacts on the biodiversity of the land that the Group's new renewable energy plants are built on	2021	In progress	
Emissions	Carry out a GHG emission assessment for Scope 1 and Scope 2 emissions	2021	In progress	
Emissions	Introduce and track travel-related CO ₂ emissions per employee	2021	In progress	
Environmental Compliance	Develop an environmental management system	2021	In progress	
Renewable Energy	Increase renewable energy capacity to 400 MW	2023	96.6 MW ¹	  
Renewable Energy	Increase share of renewable energy of plant energy consumption to at least 75% in a first step	2023	56%	 

This report will present the pillar-specific material topics in the following subsections, including respective goals, the Group's management approach towards each material topic and initiatives implemented to address potential sustainability-related impacts.

¹ As of June 2021.

7.1.1. BIODIVERSITY

GRI 103-1 | GRI 103-2 | GRI 103-3



Target

Develop assessment criteria to identify potential adverse impacts on the biodiversity of the land that the Group's new renewable energy plants are built on

Pacifico Renewables is committed to the protection of biodiversity and the preservation of natural habitats. The Group is currently in the process of developing assessment criteria for evaluating measures to mitigate potential impacts on the biodiversity of the land new renewable energy plants are built on.

The Group intends to work with its development partners – Pacifico Partners and Boom Power – to improve biodiversity protection and the preservation of natural habitats from the very beginning of the construction of renewable energy plants.

7.1.2. EMISSIONS

GRI 103-1 | GRI 103-2 | GRI 103-3 | GRI 305-1 | GRI 305-2

Target	Target
 Introduce and track travel-related CO ₂ emissions per employee	 Carry out a GHG emission assessment for Scope 1 and Scope 2 emissions

Pacifico Renewables is committed to reduce its carbon footprint as much as possible. To achieve this goal, Pacifico Renewables aims at carrying out an emissions assessment in line with the Greenhouse Gas Protocol for Scope 1 and Scope 2 emissions² in the future.

The Group is aware of the fact that Scope 1 and Scope 2 emissions will most likely be relatively low. However, Pacifico Renewables is committed to not rely on this comfortable starting point but to further reduce its greenhouse gas emissions to a minimum. The planned assessment should enable the Group to identify areas in which there is potential for reductions in greenhouse gas emissions.

Most emissions that are emitted in relation to the Group's business activities occur indirectly and are outside of the Group's direct control and, therefore, fall under Scope 3³. This means measures to reduce such emissions would have the greatest positive impact while also being the ones the Group has the least control over. The Group is currently evaluating how to best identify and measure Scope 3 emissions in order to be able to develop reduction strategies and will report further progress on this process in the future.

Pacifico Renewables Travel Policy

Pacifico Renewables has developed a travel policy that aims to reduce the Group's environmental impact through business travel. When traveling in their capacity as Pacifico Renewables employees, employees should refrain from using planes as means of transportation when traveling inside Germany. Employees are also encouraged to refrain from travelling by plane outside of Germany and are only allowed to travel by plane after management has evaluated the necessity to fly and given explicit permission to do so. If an employee does fly Pacifico Renewables compensates the resulting CO₂ emissions.


The Group has already identified corporate travel as a focus area which can help avoid emissions. To that end, the Group has implemented the Pacifico Travel Policy which the Group is convinced should reduce CO₂ emissions from business travel to a minimum and reduce one major source of CO₂ emissions Pacifico Renewables has significant control over. To measure the success of the Pacifico Travel Policy the Group is planning to track travel-related emissions from 2021 on.

² Scope 1 and Scope 2 are part of the Greenhouse Gas Protocol corporate standard, which is the leading emissions calculation standard. Scope 1 emissions are direct emissions emitted by company-controlled resources, including vehicles, the consumption of fuels, heating and cooling, as well as emissions from industrial processes. Scope 2 emissions are indirect emissions from the consumption of purchased electricity, steam, heat and cooling.

³ Scope 3 emissions are indirect emissions emitted along a company's value chain including upstream and downstream, including but not limited to the emissions that occur in the company's supply chain and the emissions that occur due to the consumption of the company's goods and services.

7.1.3. ENVIRONMENTAL COMPLIANCE

GRI 102-11 | GRI 103-1 | GRI 103-2 | GRI 103-3 | GRI 307-1

Target	
	Develop an environmental management system

One of the Group's first sustainability pillar's targets is conducting a thorough environmental risk assessment in 2021. Based upon the identified risks the Group plans to implement an environmental management system aimed at mitigating any environmental risks that apply to the Group.

The Group has not identified any non-compliance with environmental laws and regulations in the Reporting Period and has not received any monetary or non-monetary fines.

7.1.4. RENEWABLE ENERGY

GRI 103-1 | GRI 103-2 | GRI 103-3 | GRI 302-1 | GRI 302-3

Target	Target
 Increase renewable energy capacity to 400 MW	 Increase share of renewable energy of plant energy consumption to at least 75% in a first step

Pacifico Renewables aims to continuously increase its positive environmental impact by increasing the Group's renewable energy portfolio which should allow the Group to increase the amount of renewable energy it produces and sells. 100% of the 81.8 GWh of electricity generated by the Group in 2020 came from renewable energy sources.

The Group aims to increase its portfolio to 400 MW by the end of 2023.

The table below sets out Pacifico Renewables' energy plants' own electricity consumption in MWh, the share of renewable energy in the plants' electricity consumption in percent, the corresponding renewable consumption in MWh and the companies electricity sales in MWh for the year 2020 split for each country the Group operates in as well as Pacifico Renewables power plants' total figures.

The Group's plants consumed a total of 465 MWh of electricity in 2020, 56% of which came from renewable sources. By 2023 the Group aims to increase the share of renewable energy in total electricity consumption to 75%.

Country	Production 2020 (MWh)	Consumption 2020 (MWh) ⁵	Renewable Consumption 2020 (MWh) ⁵	Renewable Share 2020 (in %) ⁵
Germany	63,910	337	208	62%
Czech Republic	8,633	42	6	15%
Italy	5,607	85	45	53%
Netherlands	3,696	2	2	100%
Group	81,846	465⁴	261	56%

Pacifico Renewables has introduced an energy intensity ratio which covers the whole Group. The ratio is the Group's annual revenue divided by the amount of annual electricity consumption in MWh. The revenue and electricity consumption figures are both for the year 2020. The Group only incorporates electricity consumption inside the organization into its ratio. For 2020, the electricity intensity ratio was 28.6 kWh per €1,000 of revenue generated.

Category	Figure	Metric
Electricity Consumed ⁵	464,779	kWh
Revenue	16,231	€'000
Energy Intensity Ratio	28.6	kWh/€'000

⁴ Sum of individual country consumption amounts is not equal to Group consumption amount due to rounding error.

⁵ Includes plant electricity consumption, does not include office electricity consumption.

7.2. FOSTERING TALENT, COMMUNITIES & DIGITALIZATION



GRI 103-1 | GRI 103-2 | GRI 103-3

This pillar includes the material topics Diversity and Non-Discrimination, Employee Well-Being and Social Compliance as well as providing an overview over Pacifico Renewables' Social Engagement with civil society organizations.


TARGETS

Material Topic	Target	Target Date	Status	UN SDG
Diversity and Non-Discrimination	Introduce diversity tracking approach among applicants in the hiring process	2021	In progress	
Employee Well-Being	Institutionalize a formal training & education program	2021	In progress	 
Employee Well-Being	Conduct a first employee satisfaction survey	2021	In progress	
Social Compliance	100% of the Group's employees to complete a newly conceptualized Pacifico Code of Conduct training	2021	In progress	 
Social Compliance	Develop a social management system	2021	In progress	
Social Compliance	100% of the Group's employees to complete a newly conceptualized Pacifico capital markets compliance training	2021	In progress	

This report will present the pillar-specific material topics in the following subsections, including respective goals, the Group's management approach towards each material topic and initiatives implemented to address potential sustainability-related impacts.

7.2.1. DIVERSITY & NON-DISCRIMINATION

GRI 103-1 | GRI 103-2 | GRI 103-3 | GRI 405-1 | GRI 406-1

Target	
	Introduce diversity tracking approach among applicants in the hiring process

Diversity

Pacifico Renewables is convinced that a systematic unbiased approach combined with certain steps to strengthen diversity and inclusion is needed to create a diverse culture and attract each and every talent.

The Group constantly aims to improve its diversity. At the end of the Reporting Period, Pacifico Renewables employed one female and six males⁶, resulting in a 14% female share of the total workforce.

It is important to be thoughtful about which forms of multivariate diversity to prioritize going beyond gender. Pacifico Renewables is aware of an age-diverse workforce promoting stability, fueling innovation and productivity. Hence it aims to offer an attractive and increasingly international work environment for different age ranges. At the end of the Reporting Period the Group employed six employees or 86% under the age of 30 and one employee or 14% between the ages of 30 and fifty. In total there were four nationalities employed by the Group.

Diversity ⁷	Figure	in %
Gender		
Female	1	14%
Male	6	86%
Age Group		
Under 30	6	86%
30 to 50	1	14%
Above 50	0	0%

Equal Opportunities

Driven by its commitment to diversity, the Group places a high emphasis on creating value by providing different perspectives on challenges and opportunities and applying equal opportunity and transparent and fair processes to all employment practices. When determining whether a candidate is suitable for a position, consideration is given to the candidate's experience, skills,

⁶ Including the Management Board, permanent employees and temporary employees including interns and working students.

⁷ Including the Management Board, permanent employees and temporary employees including interns and working students.

abilities, and values. Pacifico Renewables places particular emphasis on ensuring a match between the employees' values with the Group's values. As a general and defining basis, the Group is committed to design its hiring process in a way that eliminates potential unconscious biases so that the race, color, sex, language, religion, political or other opinion, national or social origin, birth, or other status do not affect hiring decisions. The Group aims to grow into a highly diverse team building on a wide range of backgrounds and perspectives. Promoting diversity of all types is a crucial factor to be considered in any decisions regarding the development of Pacifico Renewables.

Non-Discrimination

Pacifico Renewables is committed to create a working environment where everyone, irrespective of race, color, sex, language, religion, political or other opinion, national or social origin, birth, or other status, can feel safe and supported. Furthermore, the Group aims to create and guarantee equal opportunities to all employees irrespective of these characteristics. Pacifico Renewables, therefore, expects all its employees to follow this approach and to treat each other in a non-discriminatory way at all times.

Incidents of discrimination and corrective actions taken ⁸	Figure
Total number of incidents of discrimination during the Reporting Period	0
Status of the incidents and actions taken with reference to the following	
Incident reviewed by the organization	0
Remediation plans being implemented	0
Remediation plans that have been implemented, with results reviewed through routine internal management review processes	0
Incident no longer subject to action	0

Sexual Harassment

Pacifico Renewables has a zero-tolerance approach towards sexual harassment and expects all employees to refrain from any sexual harassment towards other employees and any other people they may interact with in the workplace. To achieve this, employees shall never act in a way that could be considered offensive, intimidating, or inappropriate in the workplace. Furthermore, Pacifico Renewables expects its employees to be mindful of how others might perceive actions and comments and to adjust their behavior accordingly. No cases of sexual harassment were recorded in the Reporting Period.

⁸ Incidents of discrimination are defined as any occurrences that were brought to the attention of the Management Board which would be considered a form of discrimination. Discrimination is defined as discrimination against any person based upon their race, color, sex, language, religion, political or other opinion, national or social origin, birth, or other status.

7.2.2. EMPLOYEE WELL-BEING

GRI 102-8 | GRI 103-1 | GRI 103-2 | GRI 103-3 | GRI 401-1 | GRI 404-3

Target	Target
 Conduct a first employee satisfaction survey	 Institutionalize a formal training & education program

Pacifico Renewables considers the well-being of its employees to be a crucial factor for the long-term success of the Group by developing human capital and long-lasting trust-based relationships between the Group and its employees. For an employee to be productive at work his or her individual health and welfare is central. Hence, the Group encourages flexible working conditions adapted to the employee where possible. Furthermore, Pacifico Renewables offers all employees meal allowance vouchers when eating at the office. The relationship and responsibilities between the Group's management board and its employees are set out in the Group's Code of Conduct. The Management Board is committed to inform the Group's employees about significant changes in the business in a timely manner and to provide the Group's employees with transparency by including them in decision-making processes.

The Group's Code of Conduct, combined with the Group's values, sets out the Group's culture and accepted norms of behavior as well as potential sanctions should employees breach these norms of behavior.

On the last day of the Reporting Period, the Group had a total of two full-time permanent employees, a figure which rose to seven by June 7, 2021, the date the draft report was submitted to the Supervisory Board. On the last day of the Reporting Period, the Group employed two males on a full-time permanent basis, one female and two male interns. All of the Group's employees were employed in Germany.

Employee Statistics

Employment Contract	Figure
Total Number of Employees ⁹	7
Employment Contract	
Management Board	2
Female	0
Male	2
Permanent	2
Female	0
Male	2
Temporary	3
Female	1
Male	2
Interns ¹⁰	3
Female	1
Male	2
Working Students ¹¹	0
Female	0
Male	0

Employee Turnover ¹²	Figure
Employee Turnover	0
Age Group	
Under 30	0
30 to 50	0
Above 50	0
Gender	
Female	0
Male	0
Location	
Germany	0

New Temporary Employees	Figure
New Employees	7
Age Group	
Under 30	7
30 to 50	0
Above 50	0
Gender	
Female	1
Male	6
Location	
Germany	7

New Permanent Employees	Figure
New Employees	1
Age Group	
Under 30	1
30 to 50	0
Above 50	0
Gender	
Female	0
Male	1
Location	
Germany	1

⁹ Includes the Management Board.

¹⁰ Interns are full-time employees.

¹¹ Working Students are part-time employees.

¹² Employee Turnover is defined as employees who left during the year divided by half of the sum of employees at the beginning of the year and employees at the end of the year.

Part-Time & Temporary Employees

Pacifico Renewables aims to develop top talent for the long-term and build trust-based employee relationships. Nonetheless, building on multiple forms of diversity, it encourages young professionals in pursuing their career and offering part-time and temporary employment to team members still enrolled in their studies.

Training & Education

Apart from hiring and developing talent through internships and working student contracts, Pacifico Renewables also offers training and development opportunities to all its employees.

In 2020, training and education opportunities were based upon a case-by-case basis with three different approaches. For one, Pacifico Renewables screened and identified third-party workshops which it then offered to its employees to take part in. Second, the Group has approved several training and education opportunities initiated by employees and supports these opportunities by providing financial support and flexible working hours to its employees. Furthermore, the Group has established a standardized practice of weekly knowledge sharing sessions where all employees are invited to share knowledge they have accumulated on current topics.

Pacifico Renewables plans to implement a formal training & education program by the end of 2021. It is currently planned to be based upon these three approaches whereby Pacifico Renewables will share opportunities such as external as well as internal workshops through a standardized communication channel, while also developing a formal approval process for employee-initiated independent training and education initiatives. The workshop offers should include hosting expert sessions with industry leaders and experts on specific topics, trainings about specific topics and other opportunities to broaden the employees' perspectives and knowledge.

The Group believes that the combination of offering opportunities and supporting employee-initiated initiatives creates an environment of continuous learning which enables the employees to gain new knowledge while also contributing valuable insights to the Group, in turn providing a competitive advantage to the Group in the long term.

Performance & Career Development Evaluation

In 2020, all employees, regardless of gender, received a regular performance and career development review. The Group's outgoing interns and working students, who in some cases only remained at the Group for three months, conducted an exit review with the Management Board.

To complement regular performance and career development reviews Pacifico Renewables has introduced a Group-wide goal setting system based on the Objectives and Key Results (OKRs) framework to implement and execute the Group's strategy at all levels. The benefits of the framework include a clear focus on the outcomes that matter, increased transparency and participation, and enable better (strategic) alignment. The Group's OKRs organize employees and the work they do around achieving common Group-wide Objectives.

An OKR consists of an Objective, which defines the goal to work for, and several Key Results, which are measurable results needed to be achieved in order to reach the set Objective. The framework enables every employee to prioritize, align, and measure the outcome of their efforts and move from an output- to an outcome-based approach to work. As a first step Group-wide objectives and key results were set by the Management Board and introduced to the team and openly discussed. These are reviewed and adjusted regularly by the board members in close contact with all involved employees. Starting from January 2022 all employees, in cooperation with the respective manager and the management board, develop their own OKRs quarterly and annually. The collaborative elaboration aligns the general objectives with individual objectives. A review of the individual and Group-wide progress is targeted to be held at the end of each quarter, which also serves as a general feedback and joint reflection session for both the Management Board and the employees to share their evaluations and constructive feedback.

Along with the review of employees' OKRs and progress, reflection about Pacifico Renewables' values, exchange about individual development goals and transparent feedback should be part of the regular yearly performance and career development reviews. The reviews should be expanded on the OKR framework and build on the individual and joint reflection with the respective manager.

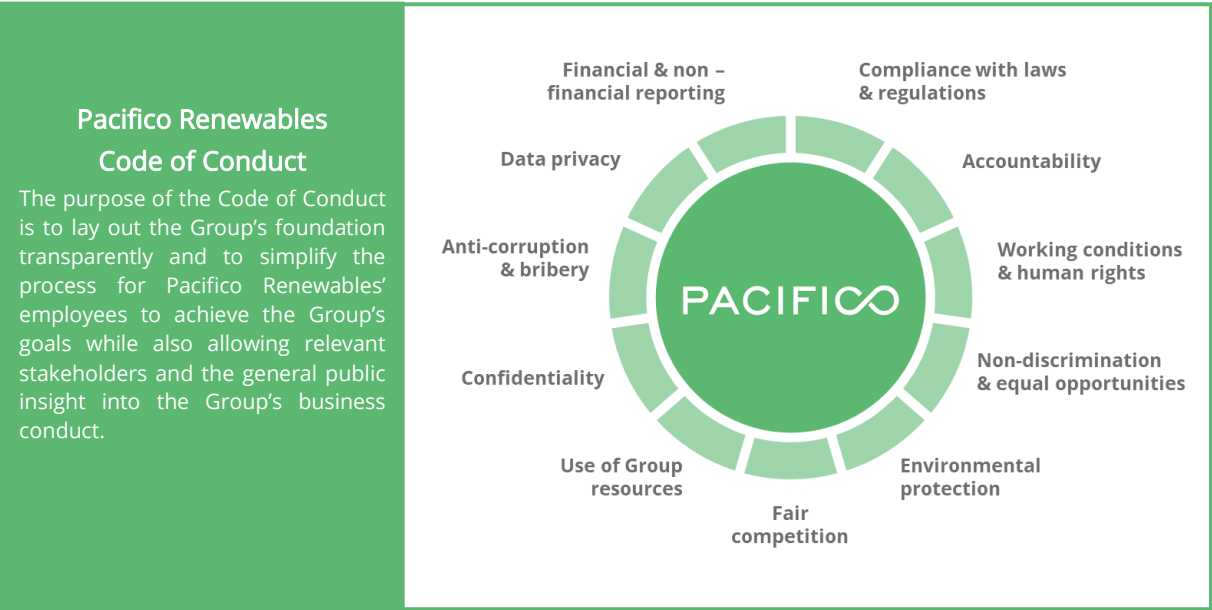
7.2.3. SOCIAL COMPLIANCE

GRI 102-11 | GRI 102-33 | GRI 103-1 | GRI 103-2 | GRI 103-3 | GRI 419-1

<div>Target</div> <div>  Develop a social management system </div>	<div>Target</div> <div>  100% of the group's employees to complete a newly conceptualized Pacifico Code of Conduct training </div>	<div>Target</div> <div>  100% of the group's employees to complete a newly conceptualized capital markets compliance training </div>
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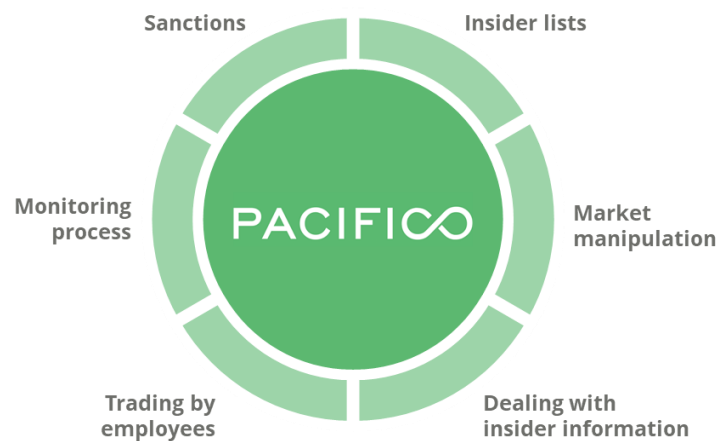
As part of the overall governance structure, Pacifico Renewables is currently refining its compliance management system (see **4.1 Governance Structure**). As part of that system, the Group has developed and introduced a Code of Conduct, and a number of policies and guidelines which aim to assure compliance with laws and regulations. While the Code of Conduct lays out the foundation of Pacifico Renewables’ values and ethics, the individual policies and guidelines contain more concrete instructions on how to act in certain situations. At the date of this report, Pacifico Renewables has introduced a capital markets policy, which extensively lays out how to comply with capital markets laws, an anti-corruption guideline (see **5.1.2 Anti-Corruption**) and is working on introducing an external partner code of conduct (“External Partner Code of Conduct”).

In order to enable employees to report breaches of any policies and guidelines as well as existing laws and regulations in the jurisdictions that Pacifico Renewables operates in, the Group has introduced a whistleblower program. The whistleblower program lets employees report such breaches through three different routes. The first route consists of an anonymous message to the Group’s compliance officer. Secondly, employees may report breaches directly to the Management Board. Thirdly, in case of transgressions of the Management Board employees may make their report through the Compliance officer directly to the Supervisory Board.



Pacifico Renewables Capital Markets Policy

As a company listed on the open market of the Dusseldorf Stock Exchange with additional requirements (Primärmarkt), Pacifico Renewables is subject to strict disclosure regimes and confidentiality obligations with regard to insider information. The capital markets policy ("Capital Markets Policy") lays out how employees of Pacifico Renewables and third parties of the Group should treat confidential and insider information, trading the Group's stock and what specific regulations the Group has put in place to ensure lawful conduct.



Socioeconomic Compliance

In the Reporting Period the Group has not identified any non-compliance with laws and regulations and has not received any monetary or non-monetary fines.

7.2.4. SOCIAL ENGAGEMENT

Pacifico Renewables aims to increase its social impact beyond the scope of its direct operations by engaging with and supporting social impact organization with the goal to improve the communities the Group operates in and that Pacifico Renewables' employees live in. To that end, the Group is working together with two social impact organizations – Deutsche Sporthilfe and Lebenshilfe Salzburg – to increase the Group's positive contribution to society. Pacifico Renewables aims to develop long-lasting trust-based relationships with these two organizations.

Deutsche Sporthilfe

Stiftung Deutsche Sporthilfe is the largest privately funded sports sponsorship initiative in Germany. Since 1967 it has successfully supported professional athletes, who have collectively won 261 gold medals at the Olympic games and 350 gold medals at the Paralympics. Athletes are supported both through financial means as well as career planning and personal development initiatives. One particular initiative called "Sprungbrett Zukunft" promotes dual careers to clear the path for the athletes to have a successful career once they retire from competitive sports. Since we appreciate top athletes' valuable contribution to society, Pacifico Renewables is proud to support this initiative by offering top young athletes the opportunity to gain professional experience through short-term internships with flexible working hours to accommodate demanding training schedules.

As of June 2021, the first top young athlete will be conducting a several months long internship with Pacifico Renewables. The working time will be adjusted flexibly to the athlete's training schedule to allow practical experience to prepare for the time after the professional sports career.

Lebenshilfe Salzburg

Lebenshilfe Salzburg is an organization that provides a broad range of services to persons with learning disabilities in communities throughout the Salzburg region (Austria) where it operates in more than 80 locations. The organization has focused on moving towards more person-centered services, improving the quality of life for persons with learning disabilities, and supporting them to get fully included as citizens with equal rights and opportunities as guaranteed by the UN Convention on the Rights of Persons with Disabilities. To achieve this, the organization closely cooperates with communities and sensitizes the population and the people in charge to make communities more accessible and inclusive. The organization offers a broad range of training for staff, persons with learning disabilities, and others in specialized and inclusive settings. To support the organization, we have committed to have all our deal tombstones crafted by manufactories that employ people supported by the Lebenshilfe Salzburg.

7.3. BE A RESPONSIBLE RENEWABLE ENERGY PLATFORM



GRI 103-1 | GRI 103-2 | GRI 103-3

This pillar includes the material topics Anti-Corruption and Sustainability in the Value Chain and provides an overview over Pacifico Renewables' current development partners – Pacifico Energy Partners and Boom Power.

TARGETS

Material Topic	Target	Target Date	Status	UN SDG
Anti-Corruption	100% of the Group's employees to complete a newly conceptualized Pacifico Anti-Corruption training	2021	In progress	
Sustainability in the Value Chain	Introduce an external partner code of conduct for the Group's development partners	2021	In progress	
Sustainability in the Value Chain	Conduct a supply chain analysis in regard to social and environmental factors	2021	In progress	 

This report will present the pillar-specific material topics in the following subsections, including respective goals, the Group's management approach towards each material topic and initiatives implemented to address potential sustainability-related impacts.

7.3.1. KEY PARTNERS

Strategic Partnership with Pacifico Energy Partners

To further grow and diversify its portfolio without bearing development risks and to allow for efficient outsourcing of asset management and other services, the Group has entered a strategic partnership with Pacifico Partners, a privately held development, brokerage and asset management company focusing on solar and onshore wind power plants ranging from 1 to 150 MW throughout Europe and project developments in every project stage. As a cornerstone of the Group's intended portfolio growth strategy, Pacifico Renewables has contractually secured priority access to projects developed by its strategic partner Pacifico Partners with a potential capacity of more than 600 MW until 2023. Acquisitions from the project pipeline of the Group's strategic partner constitute the core of Pacifico Renewables' growth strategy. The Group has secured priority access to development assets of Pacifico Partners through a right of first offer agreement.

Partnership with Boom Power

On March 16, 2021, Pacifico Renewables signed a Right of First Offer agreement with Boom Power Ltd and Boom Developments Ltd, a solar park and energy storage developer based in the United Kingdom, thus entering its second partnership with a project developer.


The partnership grants Pacifico Renewables priority access to Boom Power's pipeline of currently more than 1 GW of utility scale photovoltaic and battery storage assets in the United Kingdom which are being developed by an experienced team of industry experts, who have collectively developed and constructed over 1 GW of solar energy internationally. These assets supplement Pacifico Renewables' pipeline which comprises renewable energy projects in Germany, Poland, the Netherlands, Italy and Spain. The first solar park being developed by Boom Power in the United Kingdom is expected to be connected to the grid in 2022.

According to the Right of First Offer agreement, Pacifico Renewables will receive the right but not the obligation to submit the first offer to acquire any renewable energy or energy storage project developed by Boom Power. The close partnership and the ability to acquire projects before their commercial operation date allows Pacifico Renewables to structure tailored energy offtake and financing agreements. Pacifico Renewables has a similar partnership agreement in place with Pacifico Partners in Munich. Overall, Pacifico Renewables will maintain a conservative strategy and will only invest once it is convinced that key development risks have been sufficiently absorbed and a ready-to-build status has been reached.

7.3.2. ANTI-CORRUPTION

GRI 103-1 | GRI 103-2 | GRI 103-3 | GRI 205-3 | GRI 415-1

Target

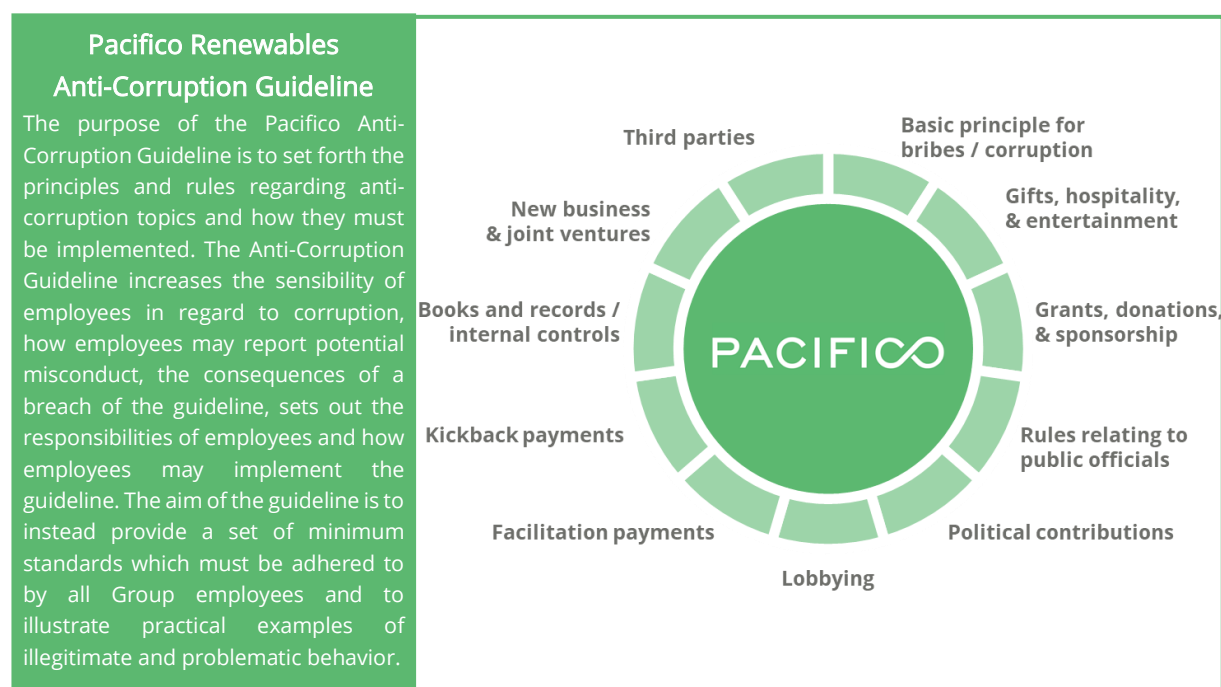


100% of the group's employees to complete a newly conceptualized Pacifico Anti-Corruption training

Pacifico Renewables takes the issue of corruption very seriously and is committed to contribute to the fight against corruption. Since Pacifico Renewables relies on its development partners for the development and construction of renewable energy assets, the Group has identified Anti-Corruption as a material topic that it intends to approach as part of Pacifico Renewables' third sustainability framework pillar which is about the goal to be a responsible renewable energy platform.

At Pacifico Renewables, all employees must fully comply with all local, regional, national, and international laws and regulations. The Group has introduced an anti-corruption guideline (the "Anti-Corruption Guideline") to clearly emphasize different risks in regards both to criminal corruption and business practices which will not be sanctioned criminally but which constitute unacceptable business behavior for employees of Pacifico Renewables. The aim of this guideline is to provide a set of minimum standards which must be adhered to by all Pacifico Renewables employees and to illustrate practical examples of illegitimate and problematic behavior. The Anti-Corruption Guideline instructs employees on how to address these different issues.

As the table below shows, no incidents of corruption were recorded at Pacifico Renewables in 2020.



Disclosure	Figure
Total number and nature of confirmed incidents of corruption	0
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption	0
Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	0
Public legal cases regarding corruption brought against the organization or its employees during the Reporting Period and the outcomes of such cases	0

Disclosure	Figure
Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary.	
Germany	€0.0
Czech Republic	€0.0
Italy	€0.0
Netherlands	€0.0

7.3.3. SUSTAINABILITY IN THE VALUE CHAIN

GRI 102-9 | GRI 103-1 | GRI 103-2 | GRI 103-3 | GRI 414-1

Target	Target
 <p>Conduct a supply chain analysis in regard to social and environmental factors</p>	 <p>Introduce an external partner code of conduct for the Group's development partners</p>

Pacifico Renewables External Partner Code of Conduct

Pacifico Renewables plans to introduce an External Partner Code of Conduct in 2021. The External Partner Code of Conduct should describe what kind of values, behavior and standards Pacifico Renewables expects from all parties it does business with.

Pacifico Renewables is dedicated to a value chain management that takes into account the impact on the environment and local stakeholders at every step of the value chain. Pacifico Renewables' business model as a producer of energy from 100% renewable sources relies heavily on external partners for the development and construction of the renewable energy plants.

However, Pacifico Renewables is cognizant of the impact it may have along the value chain, even if not all parts of the value chain may be in its remit of influence. Pacifico Renewables can have an impact in the development and construction phases of the Group's renewable energy plants which are part of its development pipeline with its key partners.

Pacifico Renewables plans to prepare a framework in 2021 to conduct a supply chain analysis in regard to social and environmental factors for new acquisitions.

Component Blacklist

Pacifico Renewables has implemented a component blacklist for the future acquisition of solar and onshore wind plants. The Group is committed to exclude any renewable energy plants that include components manufactured by companies on the blacklist from future acquisitions.

Currently, the blacklist is based upon an assessment of certain manufacturers that engage in the production of unsustainable or harmful products such as nuclear or cluster weapons.

8. GRI INDEX

GRI 102-55

GRI Standard	Disclosure		Link to & Location of Disclosure	Omission
General Disclosures				
GRI 102: General Disclosures 2016	102-1	Name of the organization	Pacifico Renewables Yield AG	
	102-2	Activities, brands, products and services	3.1 Group Overview	
	102-3	Location of the organization's headquarters	Bavariafilmpfad 7, 82031 Grünwald, Germany	
	102-4	Location of operations	3.1 Group Overview	
	102-5	Ownership and legal form	3.1 Group Overview Annual Report: "3. The Pacifico Renewables Yield AG Share", p. 11 - 13	
	102-6	Markets served	3.1 Group Overview	
	102-7	Scale of organization	i. Annual Report: "5.3.7 Other Mandatory Disclosures", p. 73 ii. Annual Report: "5.3.2 Group of Consolidated Companies", p. 63 - 64 iii. Annual Report: "5.2. Income Statement for the Period from January 1 Through December 31, 2020", p. 61 iv. Annual Report: "5.1. Balance Sheet as of December 31, 2020", p. 59-60 v. 3.1 Group Overview	
	102-8	Information on employees and other workers	7.2.2 Employee Well-Being	
	102-9	Supply chain	7.3.3 Sustainability in the Value Chain	
	102-10	Significant changes to the organization and its supply chain	Annual Report: "4.2.2 Business Performance", p. 34 - 36	
	102-11	Precautionary principle or approach	4.1 Governance Structure; 7.1.3 Environmental Compliance; 7.2.3 Social Compliance	
	102-12	External initiatives	3.3 Commitments	
	102-13	Membership of associations	Forum Nachhaltige Geldanlagen (FNG)	
	102-14	Statement from senior decision maker	1. Letter from the Management Board	
	102-15	Key impacts, risks and opportunities	Annual Report: "4.3 Opportunities and risks", p. 46 - 54	

GRI Standard	Disclosure		Link to & Location of Disclosure	Omission
General Disclosures				
GRI 102: General Disclosures 2016	102-16	Values, principles, standards, and norms of behavior	3.2 Values	
	102-18	Governance structure	4.1 Governance Structure	
	102-33	Communicating critical concerns	7.2.3 Social Compliance	
	102-40	List of stakeholder groups	5. Stakeholder Engagement	
	102-41	Collective bargaining agreement	None	
	102-42	Identifying and selecting stakeholders	5. Stakeholder Engagement	
	102-43	Approach to stakeholder engagement	5. Stakeholder Engagement; 6. Materiality	
	102-44	Key topics and concerns raised	5. Stakeholder Engagement; 6. Materiality	
	102-45	Entities included in the consolidated financial statement	Annual Report: "5.3.2 Group of Consolidated Companies", p. 63 - 64	
	102-46	Defining report content and topic boundaries	6. Materiality	
	102-47	List of material topics	6. Materiality	
	102-48	Restatements of information	2. About this report	
	102-49	Changes in reporting	2. About this report	
	102-50	Reporting period	2. About this report	
	102-51	Date of most recent report	2. About this report	
	102-52	Reporting cycle	2. About this report	
	102-53	Contact point for questions regarding this report	2. About this report	
	102-54	Claims of reporting in accordance with the GRI Standards	2. About this report	
	102-55	GRI content index	8. GRI Content Index	
	102-56	external assurance	The report was not verified by a third party	

GRI Standard	Disclosure		Link to & Location of Disclosure	Omission
Topic-Specific Disclosures				
Anti – Corruption				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundaries	7.3.2 Anti-Corruption	
	103-2	The management approach and its components	7.3.2 Anti-Corruption	
	103-3	Evaluation of the management approach	7.3.2 Anti-Corruption	
GRI 205: Anti-Corruption 2016	205-3	Confirmed incidents of corruption and actions taken	7.3.2 Anti-Corruption	
GRI 415: Public Policy 2016	415-1	Political contributions	7.3.2 Anti-Corruption	
Biodiversity				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundaries	7.1.1 Biodiversity	
	103-2	The management approach and its components	7.1.1 Biodiversity	
	103-3	Evaluation of the management approach	7.1.1 Biodiversity	
GRI 304: Biodiversity 2016	304-2	Significant impacts of activities, products, and services on biodiversity	7.1.1 Biodiversity	Information Unavailable ¹³
Diversity & Non-Discrimination				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundaries	7.2.1 Diversity and Non-Discrimination	
	103-2	The management approach and its components	7.2.1 Diversity and Non-Discrimination	
	103-3	Evaluation of the management approach	7.2.1 Diversity and Non-Discrimination	
GRI 405: Diversity & Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	4.2 Supervisory Board; 7.2.1 Diversity and Non-Discrimination	
GRI 406: Non-Discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	7.2.1 Diversity and Non-Discrimination	

¹³ Pacífico Renewables has stated the target to develop assessment criteria for potential impacts of the Group's new renewable energy plants on the biodiversity of the land that the plants are built on.

GRI Standard	Disclosure		Link to & Location of Disclosure	Omission
Emissions				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundaries	7.1.2 Emissions	
	103-2	The management approach and its components	7.1.2 Emissions	
	103-3	Evaluation of the management approach	7.1.2 Emissions	
GRI 305: Emissions 206	305-1	Direct (Scope 1) GHG emissions	7.1.2 Emissions	Information Unavailable ¹⁴
	305-2	Energy indirect (Scope 2) GHG emissions	7.1.2 Emissions	Information Unavailable ¹⁵

¹⁴ Pacifico Renewables has stated the target to carry out a GHG emission assessment for scope 1 and scope 2 emissions.

¹⁵ Pacifico Renewables has stated the target to carry out a GHG emission assessment for scope 1 and scope 2 emissions.

GRI Standard	Disclosure		Link to & Location of Disclosure	Omission
Employee Well-Being				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundaries	7.2.2 Employee Well-Being	
	103-2	The management approach and its components	7.2.2 Employee Well-Being	
	103-3	Evaluation of the management approach	7.2.2 Employee Well-Being	
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	7.2.2 Employee Well-Being	
GRI 404: Training and Education 2016	404-3	Percentage of employees receiving regular performance and career development reviews	7.2.2 Employee Well-Being	
Environmental Compliance				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundaries	7.1.3 Environmental Compliance	
	103-2	The management approach and its components	7.1.3 Environmental Compliance	
	103-3	Evaluation of the management approach	7.1.3 Environmental Compliance	
GRI 307: Environmental Compliance 2016	307-1	Non-compliance with environmental laws and regulations	7.1.3 Environmental Compliance	
Renewable Energy				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundaries	7.1.2 Renewable Energy	
	103-2	The management approach and its components	7.1.2 Renewable Energy	
	103-3	Evaluation of the management approach	7.1.2 Renewable Energy	
GRI 302: Energy 2016	302-1	Energy consumption within the organization	7.1.2 Renewable Energy	
	302-3	Energy intensity	7.1.2 Renewable Energy	

GRI Standard	Disclosure		Link to & Location of Disclosure	Omission
Social Compliance			-	
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundaries	7.2.3 Social Compliance	
	103-2	The management approach and its components	7.2.3 Social Compliance	
	103-3	Evaluation of the management approach	7.2.3 Social Compliance	
GRI 419: Socioeconomic Compliance 2016	419-1	Non-compliance with laws and regulations in the social and economic area	7.2.3 Social Compliance	
Sustainability in the Value Chain				
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundaries	7.3.3 Sustainability in the Value Chain	
	103-2	The management approach and its components	7.3.3 Sustainability in the Value Chain	
	103-3	Evaluation of the management approach	7.3.3 Sustainability in the Value Chain	
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	7.3.3 Sustainability in the Value Chain	Information Unavailable ¹⁶

¹⁶ Pacifico Renewables has stated the target to conduct a supply chain analysis in regard to social and environmental factors and will evaluate how and whether to screen potential future suppliers. Pacifico Renewables will report on progress on this goal in the future.