

Sustainability Report 2021

ACCELERATING THE TRANSITION TO RENEWABLE ENERGY



ABOUT THIS REPORT:

Mainstream Renewable Power is a pure-play renewable energy company focused on leading the global transition to renewable energy. We are dedicated to making a positive contribution through the creation of long-term value for our stakeholders on a socially and environmentally sustainable basis. This is our fourth standalone Sustainability Report and covers the period from January to December 2021.

The report was published on 25th October 2022 (GRI 102-50, 51, 52) This report follows the GRI recommendations for defining the reporting boundary, taking account of the entities in which, we have control, those in which we have significant influence, and those activities that are significant for the group from an economic, environmental and social perspective. It covers all global activities of Mainstream and of its direct contractors, when working on its behalf. (GRI 102-46) The material included in this report references the GRI Standards 2016: Disclosures 102, 201, 204, 205, 304, 308, 401-405, 409, 411, 413-415.

This 2021 Sustainability Report is a transitional one following Mainstream's previous templated reports and incorporates Aker Horizons approach to sustainability reporting to the World Economic Forum Stakeholder Capitalism Metrics. We anticipate aligning our reporting and reporting calendar with that of Aker Horizons from January 2023.

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1

INTRODUCTION

1.1 Welcome and Review of 2021



Mary Quaney
Group Chief Executive Officer

Through 2021 our sustainability priority remained our people. We continued to support colleagues across the world as collectively we responded to the sustained challenges of the global COVID-19 pandemic. As I write this our offices have all reopened, and we are operating a hybrid system enabling colleagues to return from working at home to an environment that is safe, sustainable, and welcoming.

“The survey reported an overall employee satisfaction rating of 82% which underlines our work to be an employer of choice across all our markets.”

Our investment in our people and the absolute priority that we placed on all our health and well-being through 2020 and 2021 was reflected in the very high response rate of 95% to the survey which reconfirmed Mainstream as a Great Place to Work. The survey reported an overall employee satisfaction rating of 82%, which underlines our work to be an employer of choice across all our markets by empowering and motivating our colleagues to fully reach their potential.

In January 2021 the company took the next step in its development when our shareholders accepted an offer from Aker Horizons to acquire 75% of Mainstream's share capital. Aker Horizons was founded in 2020 to develop green energy and green industry to accelerate the net-zero transition. The company has a strong sustainability focus, and is already taking forward its own ESG initiatives, including membership of the First Movers' Coalition, launched at COP26.

This year's Report reflects the transition from our previous "Sustainability pillars" approach towards Aker's reporting criteria utilising the World Economic Forum's Measuring Stakeholder Capitalism Framework: Governance, Planet, People and Prosperity. From next year our Sustainability reporting cycle will be aligned with that of Aker Horizons and its portfolio companies.

We report separately on our participation in the COP26 process through the year that led us and the world to Glasgow in late October 2021. The Glasgow Climate Pact published at the conclusion of the Conference commits the world to an accelerated transition from coal to clean energy and a renewed focus on keeping the rise in global temperatures to 1.5°C by 2050.

We saw very clearly the commitment of governments across our markets to this Pact. The Prime Minister of Vietnam gave a very strong signal of his country's intentions to shift decisively from coal and that movement was echoed across Asia-Pacific, in South Africa with the launch of the USD 8.5bn Just Transition Fund.

We are supporting this shift through our business activities. 2021 was our most intense year yet. Through the course of the year, we managed ten projects in construction in Chile and had two projects in construction in Africa through our joint venture company, Lekela Power. We were awarded preferred bidder status for 1.27 GW of wind and solar projects in South Africa in that country's fifth round of its Renewable Energy Independent Power Producer Procurement Programme (REIPPPP). In Vietnam we received our investment certificate for the first phase of our 1.4 GW Soc Trang offshore wind farm, and we made our first investment alongside Aker Offshore Wind acquiring a 50% stake in an 800 MW floating offshore wind project in Japan.



Installing the final PV panel at the Pampa Tigre solar farm, Northern Chile in December 2021

During the year, we had more than five million contractor hours in the build-out of our ten projects in Chile. Our safety key performance indicators disclose zero fatalities for employees and contractors, and our Lost Time Incident (“LTI”) rate of 2.79 for every million contractor hours was marginally up on the previous year but, again, comfortably inside the LTI target rate of less than six per million hours for both employees and contractors.

The one missed target related to two Significant Incident with Potential (SIP) LTIs involving a contractor on our construction activities in Chile, which impacted on our objective of zero SIP LTIs overall. A lessons learned exercise ensued and led to a new safety Culture Campaign addressing high-risk activities.

In addition, we had zero significant environmental incidents during 2021 and our fully operational projects in South Africa displaced over two million tCO₂e. This figure will grow significantly as we bring our Andes Renewables platform of assets into operation in Chile.

For the fourth year running we were awarded leadership status by the Carbon Disclosure Project (CDP) for our climate impact and for our supplier engagement.

I am very proud of our continued commitment to working closely with, and supporting, the communities in which we are privileged to develop and construct our projects. Over the course of 2021 we delivered investment of EUR3.5 million in community initiatives in Latin America, Africa and Asia-Pacific. You will see more detail of these initiatives through this report but with COVID-19 continuing to present a significant challenge in all our markets we led several local projects providing health interventions in South Africa, Chile, and the Philippines.

We commissioned our fifth external Reputation Audit which contributes to our materiality review for this Report, but also provides us with very useful analysis of the company’s reputation and the levels of trust and goodwill that we have built up across all our markets.



Revival Clinic funded by Loeriesfontein wind farm, South Africa.

Mainstream again scored very positively in the audit and the top five company descriptors chosen by our stakeholders are “professional, innovative, ethical, collaborative and sustainable”. Respondents told us that as we grow, so too do their expectations of us, particularly in the delivery of our commitments to the local communities in which we operate. Following our acquisition, our stakeholders have requested clarity on our new strategic direction and how we intend to allocate resources to meet our ambitions. This Report goes some way to responding to these requests.

This year has been a transformative one for Mainstream. Last year as we gathered in Glasgow for COP26 governments, industry and the wider climate community committed to accelerate the world’s transition to sustainability through delivery of the Glasgow Climate Pact. Mainstream is well placed across all our markets to help meet these ambitious, but very necessary, climate and energy goals. Together we can deliver a world electrified by renewable energy.

Mary Quaney
Group Chief Executive Officer

“Mainstream again scored very positively in the audit and the top five company descriptors chosen by our stakeholders are ‘professional, innovative, ethical, collaborative and sustainable.’”

1.2 The Climate Challenge



Participation at the COP26 UN Climate Change Conference on Clean Power.

Global warming remained high on the international agenda in 2021, with the Intergovernmental Panel on Climate Change (IPCC), the UN body tasked with assessing and updating our understanding of climate science, providing a compelling call to action. Its finding that, without strong near-term mitigation, the average global temperature increase is expected to overshoot the 1.5°C pathway in the next 15 years, with the trajectory passing 2°C by the mid-century, was described by UN Secretary-General Antonio Guterres as a “code red for humanity.”

The 26th UN Climate Summit, COP26 held in Glasgow in 2021, took on new urgency. Presenting renewable energy as an affordable, deployable, socially just solution to the attending governments became a key objective of our Corporate Affairs strategy.

In the run-up to COP26, Mainstream took a leading role through CEO-level participation in key events globally. Mary Quaney participated in a COP26 Ministerial Roundtable discussion to kickstart proceedings in 2021 with COP President Alok Sharma and later in September 2021 again with Alok Sharma when he told an Energy Action Day webinar audience ‘Mainstream Renewable Power is a leader in working with countries and communities to deliver the clean energy transition in new markets’. She also spoke at the FT Live Energy Transition Strategies Summit, Ignite Talks, the OECD Emerging Markets Network Working Group on the Green Economy and a UN High-Level Dialogues meeting on ocean stewardship.

During COP26 itself, Mary Quaney participated in 14 bilateral meetings with policy makers – including the Prime Minister of Vietnam, Pham Minh Chinh, Ministers from Chile, Brazil, Colombia, Indonesia, and the UK, and a delegation from South Africa. This engagement was significant in its bilateral nature, signalling a distinctive change of tone in the dialogue. Policy makers were asking us what they needed to do to deploy renewable energy faster.

Mainstream held its own COP26 two-day event in Glasgow. Opened by the First Minister of Scotland, Nicola Sturgeon and featuring hi-level industry stakeholders the discussions predominately focussed on how offshore wind and ocean technologies will provide a significant route to net zero. Mainstream also joined colleagues from Aker Horizons at COP26 to join further events such as the launch of the First Movers Coalition (FMC) of which Aker is a founding member. The FMC, initiated by the World Economic Forum and the US Special Envoy for Climate, John Kerry, is a buyers’ club set to fast-track the development of emerging green technologies.



Scotland's First Minister, Nicola Sturgeon at Mainstream's two-day conference during COP26 in Glasgow.

Pre-COP26 Conference: Dublin Climate Dialogues, 20 & 21 May 2021

Mainstream initiated and delivered a 1.5 day pre-COP26 conference, Dublin Climate Dialogues, to scale-up ambition in the run-up to the critical COP26 Summit.

The Dialogues, held virtually in May, brought together senior government officials from the US, China, Europe, UK and the UN along with high-profile business representatives and leading economists to forge a declaration on how to turn net-zero pledges into concrete energy policies and actions to be adopted at COP26.

The Dialogues reviewed each of the priorities of the COP26 Presidency.

- Ensuring promises on emissions reductions to keep 1.5 degrees alive.
- Delivering for climate vulnerable countries by ensuring commitments on adaptation and loss and damage are honoured.
- Mobilizing finance for climate solutions.
- Working together and continuing to be an inclusive Presidency.

www.dublinclimatedialogues.com

During the Dialogues, speakers reviewed each of the COP26 priorities in turn, and debated the acceleration to renewable energy, the shape of future carbon markets and carbon trade rules, and the development of climate finance.

The Dialogues heard very strong calls for action from the Prime Minister of Barbados, the chief executive of Sustainable Development for All and the chair of the Pacific Small Island Developing States.

The framing of the discussion on emissions reduction was led by the Chief Scientist of the Nature Conservancy, who was joined by the United Nations Framework Convention

on Climate Change (UNFCCC) Climate Champions team. The discussion on the acceleration of the transition from fossil fuels to wind and solar energy was led by the IEA and International Renewable Energy Agency (IRENA) and the Green Finance Initiative and the UK's committee on Climate Change brought focus to discussions on climate risk and mobilising climate finance.

To conclude the Dialogues, the UK COP26 Climate Envoy, John Murton received the Dublin Climate Dialogues declaration, distilling key messages debated over the conference and calling on governments for accelerated action at COP26 to tackle climate change.

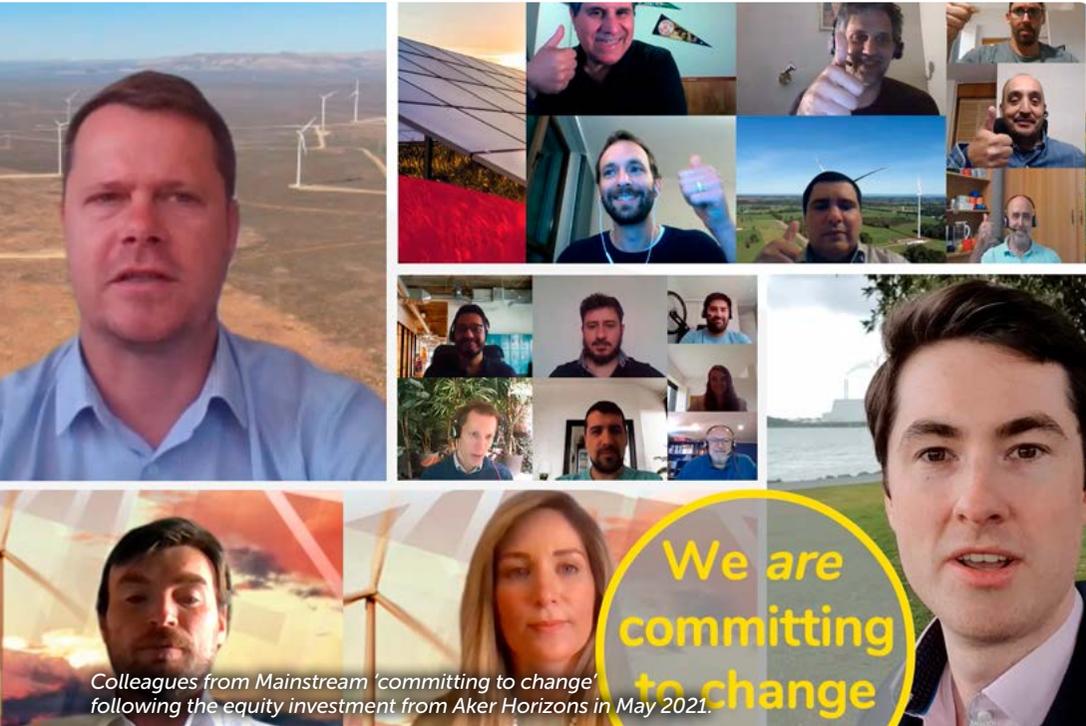


Simon Coveney, Minister for Foreign Affairs and Minister for Defence, Ireland



John Murton, UK COP26 Envoy

1.3 Our Ambitions



Mainstream is a leading pure-play renewable energy company, with wind and solar assets across global markets, including in Latin America, Africa, and Asia-Pacific. It is one of the most successful developers of gigawatt-scale renewables platforms, across onshore wind, offshore wind, and solar power generation and has successfully delivered 6.5 GW of wind and solar generation assets to financial close-ready. The company has 16.6 GW of wind and solar assets across its global portfolio on 31 December 2021. We continue to grow our business by developing, constructing and operating renewable energy assets globally.

As a leading industry voice, Mainstream engages with governments and relevant stakeholder groups on transitioning to net zero. We do this bilaterally through our own networks, and multilaterally through trade associations and other bodies with a common interest.

Internally, Mainstream is on a steep growth trajectory and is putting in place key foundation blocks to ensure the continued growth of an accountable, and environmentally focused business. As our journey to becoming a truly sustainable renewable energy major continues, we work closely with our stakeholders to ensure our business is operating in a responsible and sustainable way.

We also support the ambitions of our principal shareholder and will make material contributions to Aker Horizons' 2025 goal of 10 GW renewable power capacity and 25 million tons CO₂e annual emissions reduction.

“Mainstream is on a steep growth trajectory and is putting in place key foundation blocks.”

1.4 Our Vision, Mission and Values

Mainstream’s **vision** is to electrify the world with renewable energy. By building green energy, we will help deliver the transition to net zero, help regrow our eco-systems and help local economies thrive and revitalise local communities.

Together with our principal shareholder Aker Horizons, we are well positioned to deliver our **mission** to lead and truly accelerate the transition to renewables in markets globally.

Our shared **values** are not about ticking boxes; they’re our guiding principles which enable us to thrive as individuals and bring us together as a cohesive team.

Importantly, they have a strong and positive commercial impact on our business, allowing us to move quicker, act more efficiently and ultimately deliver better wind and solar projects, more sustainably.

How we are living our values

Safety

On 28 April, we celebrated the International Labour Organisation’s ‘World Day for Safety and Health at Work. To commemorate the day, Mainstream organised a joint panel discussion with Siemens Gamesa to discuss topics of safety, wellbeing, and resilience in Covid times, as well as new emerging technology – Green Hydrogen.



“I really enjoyed being part of this SHEQ panel discussion and moderating this session. It was great to hear the views of our expert panellists on such important topics first-hand and it has helped to promote the value of safety in our organisation. I am confident that everyone can take some learnings from our panellists.”

Aoife McMahon, Head of M&A Central, Ireland.

Respect

Championed by Geriant Jansen and assisted by Yajhna Singh in our Cape Town office, the Social and Ethics Committee raised R12,702 to purchase 234 blankets for the disadvantaged, providing them with warmth, comfort and hope during the winter season.



“I felt overwhelmed by the number of people who queued outside the venue for blankets and a hot meal, but in the same breath proud to be part of an initiative that contributed to the wellbeing of our fellow South Africans. I can assure you that the blanket donations made a difference in the lives of the people who received it. It was truly eye opening to see how appreciative people were and made me realise that we should truly count our blessings.”

Geriant Jansen, Financial Accountant, South Africa.

Innovation

Our “Central Lessons Learned Log” was launched in 2021 to more effectively & efficiently capture lessons learned and to discuss what worked well and could have been improved across all Mainstream projects during the planning, execution, and delivery stages.



“I was delighted to lead on this project for the engineering team promoting inter-office collaboration and creating an improved system to help teams avoid repeated issues, increase problem

understanding and capture ideas on how the problems were approached and managed previously and how this approach might be improved in future.”

Stelian Mirica, Electrical System Quality Assurance Engineer, Ireland.

How we are living our values

Sustainability

Members of the community relations team in the north of Chile work together with the communities and authorities for the ancestral and environmental conservation of their territory in the desert.



"We strive to go one step further in protecting the environment and supporting local communities in our project zones. Through this initiative we wanted to help recover the local environment, which will have a positive impact on the flora and fauna of this ecosystem, which is of particular importance for the region and its local population."

Sebastián Espinoza Gómez, Deputy PA&C Manager North Zone.

Teamwork

In 2021, we submitted bids for the South Africa government renewable energy procurement round 5. The bid submission team of 30 colleagues worked tirelessly to submit the bids and our Chief Executive hailed the operation as 'excellence in teamwork'.



"It was a great team effort – which is what the bid is all about after all."

Shahida Misbach, Office Manager, South Africa

Entrepreneurial Spirit

With Mainstream's growing portfolio of new Merger & Acquisition opportunities, a new tool was developed internally to track, analyse and report these opportunities.



"After seeing demonstrations of existing M&A tools, we took up the challenge of developing something in-house in a way that was quite different from what we have seen in the market. We created a tool using our existing platforms in a different and more automated way, delivering more than what had been planned in the project charter."

Pedro Amaral, Solutions Architect, IS, Ireland

Integrity

Mainstream undertook a global compliance review in 2021 and one area of the assessment included a Compliance survey with employees. The purpose of the survey aimed to obtain anonymous, open and honest feedback from colleagues which is integral to improvements in compliance and its perception across the organisation.

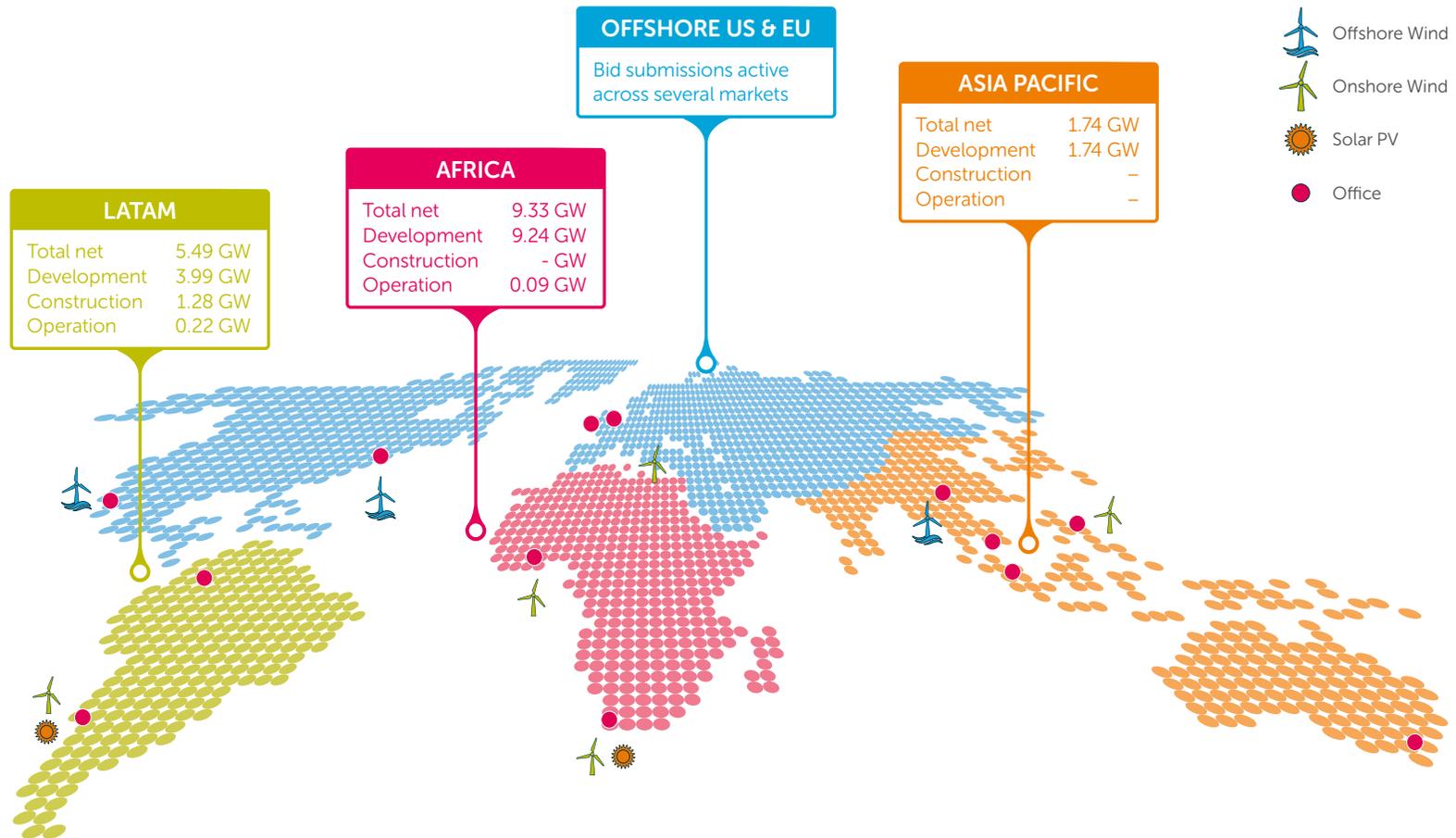
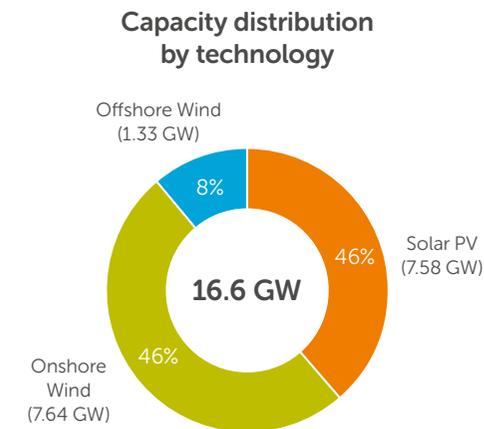
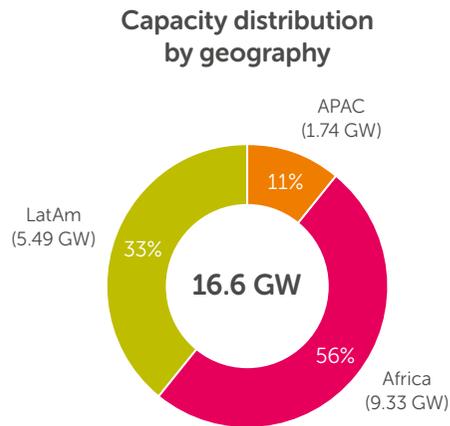


"The survey and the global compliance review are initiatives to demonstrate Mainstream's commitment to conduct business to the highest levels of Integrity and constantly build up a place where we all are proud to work and ultimately know that we have done the right thing".

André Miniussi – Group Ethics & Compliance Executive, Ireland

1.5 Mainstream – At a Glance

Global portfolio of wind and solar assets. Regional platforms in high-growth markets



*All figures shown on a net ownership basis at 31 December 2021.



Cerro Tigre wind farm, Chile

Projects in construction – 2021

Country	Project Name	Technology	MWs Gross	#Turbines	#Solar Panels	Operational
Senegal						
	Taiba	Wind	158	46	-	2021
Egypt						
	West Bakr	Wind	252	96	-	2021
Chile						
	Rio Escondido	Solar	145	-	436,800	2021
	Pampa Tigre	Solar	100	-	265,440	2022
	Valle Escondido	Solar	105	-	228,080	2022
	Alena	Wind	86.6	18	-	2021
	Caman	Wind	148.5	33	-	2022
	Cerro Tigre	Wind	184.8	44	-	2022
	Puelche Sur	Wind	156	33	-	2022
	Tchamma	Wind	175	35	-	2022
	Ckani	Wind	109	26	-	2023
	Llanos del Viento	Wind	160	32	-	2023
Total			1,594 MW	363 turbines	930,650 panels	

1.6 UN Sustainable Development Goals

We recognise the importance of the United Nation's seventeen Sustainable Development Goals (SDGs) and support the implementation of these through our business activities and decisions, as well as through our community development programmes.

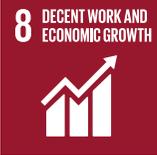
Our focus is on the SDGs that are most relevant to our operations and to which we can actively and positively contribute.

The following are examples of how we are contributing to the implementation of the SDGs.

SDG and Related target	Examples of activities	Testimonial
 <p>4.4 – By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs, and entrepreneurship.</p>	<p>Education is a central theme of our community development programmes.</p> <ul style="list-style-type: none"> > Several bursary programmes were run by wind farms in South Africa's Northern Cape, which exclusively provides for existing tertiary level learners from communities in local Municipalities > Business mentors in the community provided school principals with key leadership skills through the 'Partners for Possibility, Leadership Development & Principal Support Programme'. > A bursary programme in its fifth year in 2021, supported 15 students from the Loeriesfontein area at tertiary education institutions across South Africa. > Internet connections and wifi networks installed at secondary level institutions in South Africa's Northern Cape, supporting the District Department of Education's digital technology strategy for classrooms. 	<div data-bbox="1429 379 1787 691">  <p>Bursary Award - South Africa Este-Lee Nel is one of five learners from Loeriesfontein in the Northern Cape who is financially supported through her third-level studies with the financial support from Loeriesfontein and Khobab wind farms.</p> <p>Este-Lee Nel said: <i>"This helps me to get one step closer to my big dream of becoming one of our country's female engineers. The bursary relieves me financially so that I can stay focused on my studies and give my best."</i></p> </div> <div data-bbox="1429 895 1787 1171">  <p><i>"The bursary is one step towards making it possible for students to pursue their academic dreams. With the chance to further their education, each student is given the opportunity of a brighter, and better economic future."</i></p> <p>Vanessa Fredericks, Economic Development Manager for Loeriesfontein and Khobab wind farms, South Africa.</p> </div>

SDG and Related target	Examples of activities	Testimonial
 <p>5 GENDER EQUALITY</p> <p>5.5 – Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.</p>	<p>Mainstream committed to the continued development of women across the business:</p> <ul style="list-style-type: none"> > Sponsored the Global Wind Energy Council (GWEC) Women in Wind Leadership Programme. > Initiated a ‘Impact and Influence for Women in Business’ series of online workshops. > Progress targets for Women in leadership positions as part of its Diversity and Inclusion programme. 	<p>Women in Wind Leadership Programme</p> <p>For a third year running, Mainstream sponsored the Global Wind Energy Council’s ‘Women in Wind Global Leadership Programme’. Its objective is to advance the role of women as agents of change in society and the energy transition, and to promote best practices within the wind industry. The programme is designed to accelerate the careers of women in the wind industry, support their pathway to senior leadership positions and foster a global network of mentorship, knowledge-sharing and empowerment.</p>  <p>Andrea was confirmed Mentee for the GWEC programme in 2021.</p> <p><i>“I look forward to developing new skills and to taking new challenges that will allow me to contribute to the industry and encourage more women and men to collaborate and get rid of gaps, fears and bias.”</i></p> <p>Andrea Cornejo, Development Project Manager, Chile</p>

SDG and Related target	Examples of activities	Testimonial
<div data-bbox="633 379 790 539"> <p>7 AFFORDABLE AND CLEAN ENERGY</p>  </div> <p data-bbox="629 549 913 671">7.2 –By 2030, substantially increase the share of renewable energy in the global energy mix.</p>	<p data-bbox="987 376 1375 432">In 2021, ten projects in Chile were in construction and two in Africa.</p> <ul data-bbox="987 440 1386 852" style="list-style-type: none"> > Mainstream directly added 571 MW to the grid in Chile in 2021 > Continued global development pipeline expansion to 16.6 GW at the end of 2021. > Successfully won 1.27 GW in South Africa's government-led procurement round. > Projects under construction in Chile through the remainder of the Andes Renovables platform will provide energy to over 1 million homes when fully operational. 	<div data-bbox="1431 379 2145 724">  </div> <p data-bbox="1431 732 2096 855">Increasing delivery of renewable energy at scale. Mainstream's wholly owned Andes Renovables will add 1.4 GW of power to the grid in total powering over 1.7 million typical Chilean homes.</p> <p data-bbox="1431 895 2136 986"><i>"Our company decided to invest in the country due to its great potential for the development of renewable energy, and with the conviction of lowering the prices of electricity generation in Chile."</i></p> <p data-bbox="1431 1023 1883 1050">Manuel Tagle, General Manager – LATAM</p>

SDG and Related target	Examples of activities	Testimonial
<div data-bbox="633 384 790 539">  <p>8 DECENT WORK AND ECONOMIC GROWTH</p> </div> <p data-bbox="633 552 943 927">8.3 – Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services.</p>	<ul style="list-style-type: none"> <li data-bbox="992 379 1384 531">> We are committed to supporting local jobs and stimulating local economies where we are developing, building and operating projects. <li data-bbox="992 544 1384 655">> The average number of contractors employed across our sites in 2021 was 2,565 in Chile 899 in Africa <li data-bbox="992 668 1384 852">> Rolled out community initiatives facilitating job growth and helping cultivate new businesses through launch of new business hub helping entrepreneurs get established. <li data-bbox="992 865 1384 1110">> Joined industry collaboration ‘IRENA Coalition for Action’ Call to Action for COP26 for job and enterprise creation in the renewable energy sector to be complemented with labour and socio-economic policies in the energy sector. 	<div data-bbox="1435 379 2141 624">  </div> <p data-bbox="1435 635 2141 659">Enterprise Grants targeted to drive job creation and training</p> <p data-bbox="1435 667 2141 754">A diverse range of enterprises received funding under a wind farm programme set-up to empower a local South African community and to help shape and drive its own development.</p> <p data-bbox="1435 799 2141 914">Small and medium-size businesses, non-profit companies and a non-profit organisation were awarded grants by Noupport wind farm following a series of workshops involving change-activists from the surrounding Northern Cape area.</p> <p data-bbox="1435 959 2141 1046">As well as the funding, all of the beneficiaries received mandatory financial management training to help maximise the positive outcomes from the support.</p> <div data-bbox="1435 1086 1787 1362">  </div> <p data-bbox="1809 1086 2141 1302"><i>“Our workshops were very well received and drew up to 70 locals that are community change activists, so we were well prepared for a good number of applicants with solid proposals.”</i></p> <p data-bbox="1435 1374 2141 1430">Sandiswe Mntonintshi, Economic Development Manager for Noupport wind farm, South Africa.</p>

SDG and Related target	Examples of activities	Testimonial
 <p>13.2 – Integrate climate change measures into national policies, strategies, and planning.</p>	<p>Mainstream is actively engaged with government and trade association bodies around our markets.</p> <ul style="list-style-type: none"> > Mainstream played an active role in COP26, engaging with governments to help deliver their net zero targets. > Mainstream initiated the Dublin Climate Dialogues, a pre-COP26 think-in that included contributions from US Presidential Envoy for Climate, Senator John Kerry, and Dr Fatih Birol, Director of the International Energy Agency, calling for a phasing out of coal power by 2030 and for calling for a phasing out of coal power by 2030 and calling for accelerated action at COP26. 	 <p>Policy Engagements</p> <p>Our group CEO, Mary Quaney (pictured centre above), restated Mainstream’s commitment to help accelerate Vietnam’s #EnergyTransition when she met Prime Minister Pham Minh Chinh at COP26.</p> <p><i>“Regularly updated medium term energy plans like Vietnam’s add further certainty and help to reduce the cost of deployment.”</i></p> <p>Mary Quaney, Group Chief Executive.</p>

SDG and Related target	Examples of activities	Testimonial
 <p>16.10 – Ensure public access to information and protect fundamental freedoms, in accordance with national legislation and international agreements.</p>	<p>Mainstream is committed to open and timely communication to all its stakeholders and most importantly to the communities in which it operates.”</p> <ul style="list-style-type: none"> > Our teams hold community events and workshops to engage with communities. > Our teams adhere to project development in alignment with the IFC Standards and Equator principles and our Mainstream’s Global Development Standard. > We respect our indigenous communities. Our projects are developed in line with the International Labour Organisation’s Indigenous and Tribal Peoples Convention, 1989 (No 169). 	 <p>Stakeholder Engagement</p> <p>Our Global Development Standard is benchmarked against established international standards including the UN Guiding Principles on Business and Human Rights and other international organisations. This includes providing timely and relevant information to all stakeholders including our communities.</p> <p>Members of the local ethnic minority populations were also consulted in line with development standards set out by the International Finance Corporation, part of the World Bank Group.</p>  <p><i>“We are committed to sustainable development and to ensuring that the project will bring opportunities to them. Our goal is to be a good neighbour and not to adversely impact fishing livelihoods..”</i></p> <p>Bernard Casey, Chief Operating Officer, APAC.</p>

2

MAINSTREAM'S SUSTAINABILITY STRATEGY

2. Sustainability Strategy



Rio Escondido solar park, Chile

Our mission is to lead the global transition to renewable energy. Our strategy is to deliver best-in-class projects into operation, on time, on budget and safely in line with our unique Global Development Standard, and, underpinned by our values. Our aim is to achieve this in a way that embeds sustainability throughout our business approach, recognising our impacts and responsibilities, and creating value for our stakeholders, wider society and the environment in which we operate. Our new partnership with Aker Horizons will serve to fast-track these ambitions with shared values and approaches.

Our shared approach includes support of the UN Sustainable Development Goals and transparent reporting, including the principles of stakeholder engagement and materiality. In seeking greater alignment with Aker Horizons reporting approach, this report utilises the World Economic Forum's Measuring Stakeholder Capitalism Framework: Governance, Planet, People and Prosperity. This replaces the strategic pillars of Marketplace, Workplace, Environment and Community as reported in previous sustainability reports.

2.1 Stakeholder Engagement

Mainstream considers the impacts of its operations on the environment and wider society through regular and ongoing engagement with various stakeholders to understand their interests, needs and concerns.

We have a wide array of stakeholders including employees, communities, civil society including NGO's, think tanks and business and trade associations, business partners, government, investors, and media. They are defined by having an interest in the company, being affected by the impacts of business activities or those who may be able to affect or influence the actions of the business.

Engagement approach

We use various channels to reach our stakeholders including the annual external reputation survey, employee engagement survey, audits, corporate website, external and internal email newsletters, and social media channels. This allows us to understand our stakeholders' expectations of us and to consider these in our business decisions. When developing projects at a local level, our Global Development Standard outline a stakeholder engagement approach that is aligned to international performance standards, such as those contained in the International Finance Corporation's Sustainability Framework and the requirements of the Equator Principles.

Trade association memberships



Trade Association - Board Membership Positions

Mainstream holds key positions in trade association and business and working groups globally contributing to industry policy and technology papers.



Una Brosnan

Head of Offshore Strategy and New Markets- Offshore



Paula Major

VP US Offshore Wind – New Markets



Manuel Tagle

General Manager – LATAM



Friends of Floating Offshore Wind



Benjamin Calderon

Business Development Manager



Titania Stefanus-Zincke

General Manager, Mainstream Asset Management South Africa (MAMSA)



Cameron Smith

General Manager, Offshore



Adam Bruce

Global Head of Corporate Affairs



Stakeholder Management

This table shows the most important stakeholder relationships, the communication channels and the main issues raised by these stakeholders.

Stakeholder group	Issues most important	Channels of engagement
Employees and contractors	<ul style="list-style-type: none"> > Health & safety > Diversity & inclusion > Career development > Work culture > Trust in leadership 	<ul style="list-style-type: none"> > Face to face meetings > Opinion surveys > Internal communications > Employee engagement survey > Reputation audit
Customers	<ul style="list-style-type: none"> > Ethics & integrity > Energy transition > Innovative solutions > Climate change environmental action 	<ul style="list-style-type: none"> > Regular dialogue > Reputation audit
Business partners and suppliers	<ul style="list-style-type: none"> > Business model > Purposeful company > Responsible supply chain > Human rights > Collaborative approach > Knowledge and professionalism 	<ul style="list-style-type: none"> > On-going dialogue > Reputation audit > Supplier evaluation questionnaires
Investors	<ul style="list-style-type: none"> > Economic and financial performance > Business model > Corporate governance > Long-term business plan > Talent planning > Industry leadership 	<ul style="list-style-type: none"> > Investor relations presentations > Reputation audit
Governments	<ul style="list-style-type: none"> > Energy transition > Climate change > Human rights > Corporate governance > Anti-corruption > Industry leadership 	<ul style="list-style-type: none"> > Global event participation > Participation in consultations > Dialogue through direct and industry coalition engagement > Reputation audit
Communities in project areas	<ul style="list-style-type: none"> > Positive social impact > Job creation > Longer-term community development > Environmental action 	<ul style="list-style-type: none"> > Community consent consultations > Regular ongoing information meetings > Community plan workshops > Community development projects > Social media engagement
Wider society & environment	<ul style="list-style-type: none"> > Biodiversity > Climate change > Environmental action > Transparency 	<ul style="list-style-type: none"> > Global event participation > Media review

2.2 Materiality



Community engagement at the Camarines Sur wind project in the Philippines.

In addition to the issues that matter most to our stakeholders outlined on page 19, we also reviewed the disclosure topics and economic, environmental and social performance indicators of the GRI Standards 2016. The issues were then prioritised based on the significance of the impact, whether the impact was actual or potential and the timeframe in which the impact might occur. The topics were then aligned to the strategic pillars of the World Economic Forum’s Stakeholder Capitalism framework.

This table highlights our stakeholder material topics defined under each of the World Economic Forum’s Stakeholder Capitalism metrics; Governance, Planet, People and Prosperity.

Governance	Planet	People	Prosperity
Ethics & integrity	Climate change	Diversity & inclusion	Employment and wealth generation/ job creation
Corporate governance ESG board oversight and risk management	Energy transition	Human rights	Economic and financial performance (EVG&D)
Anti-corruption	Greenhouse gas emissions	Health & safety	Contribution to local communities
Legal compliance	Environmental action	Local communities (indigenous)	Green economic activity
Tax compliance	Biodiversity (nature loss, water)	Talent attraction & retention	Research & development
Risk management	Waste management	Employee well-being	Positive social impact
Responsible supply chain		Career development	

The GRI content index is contained as Appendix 4 in this report and will direct readers to specific disclosures.

3

SUSTAINABILITY REPORTING AND PROGRESS

3. Sustainability Reporting and Progress



Mainstream moved away from reporting on its four previous pillars; Marketplace, Workplace, Community and People to alignment to the World Economic Forum's (WEF) Stakeholder Capitalism Metrics and the Sustainable Development Goals. WEF's metrics are built on the SDGs and serve in this report as an overarching framework. This new reporting framework is in line with Aker Horizons' reporting structure.

In addition, taking account of Mainstream's climate related risk and opportunities management, we also include an appendix with the full set of disclosures under the Task Force on Climate-Related Financial Disclosures (TCFD) framework.

3.1 Governance

Overview:

• Legal proceedings for unlawful conduct in 2021	Zero
• Launched Supply Chain Audit questionnaire	✓
• CDP Supplier Engagement Rating	A-
• CDP Climate Change Assessment	A-
• Renewable Energy Deal of the Year Finance Awards – LatinFinance 2021 and Proximo Energy 2021	

Corporate governance is concerned with the systems, policies, rules and practices that determine how a company is managed and operated.

At Mainstream, we strive towards the highest corporate governance standards and are committed to ensuring robust procedures are in place to drive effective and transparent decision making.

ESG Board Oversight and Sustainability Committee

The Board of Directors of the Company have ultimate responsibility for the strategy and long-term success of the Group and are accountable to shareholders and stakeholders for the overall direction and control of the Group's business.

In addition to the Board of Directors, the Mainstream governance framework consists of established sub-committees of the Board which operate under a set of clear mandates and defined authorities, as well as a strong Executive Team who are responsible for the day-to-day management of the group and its subsidiaries. The Mainstream Executive Team is led by the group Chief Executive Officer, who is accountable to the Board of Directors.

The Sustainability Committee is tasked by the Board with establishing the sustainability policy for the Group as well as setting and monitoring key performance indicators on specific sustainability objectives for the organisation.

Prior to the closing of the Aker transaction, the Sustainability Committee was comprised of Mary Quaney (Committee Chairperson), and Lesley O'Connor. At 31 December 2021, the Sustainability Committee comprised of Mary Quaney (Committee Chairperson) and Lesley O'Connor, Mainstream Renewable Power, and Erik Knive and Jeanett Bergan, Aker Horizons.

Ethics and Compliance Committee

Mainstream has a Global Ethics and Compliance Committee which is tasked with promoting ethical standards and compliance awareness throughout the company. The committee is comprised of members from each of our regions who serve as a local point of contact for any ethical or compliance related issues as well as a guide on aspects of local culture which can conflict with Mainstream standards.

Policies contained within our Code of Conduct

1. Whistleblowing Policy
2. Modern Slavery and Human Trafficking Policy
3. Charitable Contributions and Sponsorships Policy
4. Political Contributions Policy
5. Anti-Bribery and Corruption Policy
6. Facilitation Payments Policy
7. Gifts and Hospitality Policy

Ethics and Integrity

Mainstream's Code of Conduct, Policies and other governing documents set out the behaviour we expect from employees, contractors, suppliers, business partners and all those acting on behalf of Mainstream. The code has been developed to communicate the standards and behaviours which support our organisational culture.

These documents underpin ethical standards and guidelines on diverse matters including Anti-Bribery and Anti-Corruption, Gifts & Hospitality, Conflicts of Interest, and Human Rights.

Mainstream has zero tolerance for all forms of corruption, bribery, money laundering and all other financial crimes. All our Directors and General Managers sign an annual statement confirming their compliance with the Mainstream Code of Conduct and Anti-Bribery and Corruption Policy.

Any concerns or potential violations of the Mainstream Code of Conduct, Policies, or the Law can be reported internally through a number of options; to the local ethics officer, directly to a line manager or confidentially on a SharePoint reporting site. Additionally, if a concern is too sensitive to be dealt with internally, employees have the option to report it in confidence through a third-party whistleblowing reporting service, Safecall which will treat all reports with confidentiality

and give the option to the reporter person to remain anonymous.

Mainstream launched a process in 2021 to review and update its Code of Conduct, amongst other policies and procedures, and its whistleblowing reporting service, and these will be in place during 2022.

In 2021 a new Anti-Bribery and Corruption e-learning training was designed by the Compliance team and launched in 2022. The course is mandatory for completion by all employees.

Responsible Engagement

Engaging governments and policy makers to accelerate the transition to a sustainable future is a necessary and responsible activity. Mainstream engages with governments bilaterally and multilaterally with trade associations and other like-minded organisations. Mainstream complies with all applicable local and international codes of conduct and relevant legislation, including registering its activities with local authorities, where that is required.

Mainstream regularly responds to government White Papers and other consultations on energy and climate policy, and often publishes its own reports and contributes to other material, including Trade Association publications, which are aimed at encouraging investment in renewable energy.

Anti-Corruption

Operating as a global company in the renewable energy industry is subject to a wide variety of Anti-Bribery and Corruption obligations across each of the countries it operates in.

Mainstream is committed to complying with all these obligations which apply to its business, as well as meeting the expectations of Mainstream's stakeholders to operate in a legally compliant and ethical manner.

Mainstream has a zero-tolerance policy and no appetite for any actions or behaviours which amount to or could be potentially perceived as bribery or corruption.

When representing Mainstream, we expect and require all employees and external stakeholders to comply with the Anti-Bribery and Corruption Policy and to report any concerns that may arise to the Management team, to the Legal & Compliance functions, or to the Whistleblowing Line.

Legal Compliance

Mainstream complies in all material respects with applicable laws and regulations in the various regions in which it operates. Where regulatory or local law requirements may vary, Mainstream is committed to meeting the highest standards and requiring the same from its employees, contractors, consultants and partners.

The Code of Conduct is Mainstream’s principal governing document and a copy is provided to all parties engaged in business with Mainstream including through incorporation into contracts where appropriate.

Mainstream was not subject to any legal proceedings related to corruption, fraud, insider trading, anti-trust, anti-competitive behaviour, or other economic crimes or industry violations resulting in fines or penalties during 2021.

Responsible Supply Chain

Since 2008, we have successfully delivered 6.5 GW of wind and solar generation assets to financial close-ready in Ireland, Chile, South Africa and Canada, England and Scotland. We work closely with the full supply chain through contracts with turbine suppliers, contractors, and main power transformer suppliers to deliver responsibly sourced materials.

As part of the procurement process, we issue potential contractors with our Code of Conduct and request them all to read and comply with it. Many of our contractors have their own processes and procedures with their own strict Codes of Conduct they also adhere to.

For construction companies, we include compliance with the Equator Principles and the IFC Performance Standards as specific requirements in the engineering, procurement and construction (EPC) contracts.

In 2021, the Ethics and Compliance team launched a Supply Chain Audit questionnaire which was shared with a selection of key suppliers. The responses to the questionnaire helped us to better understand our suppliers’ policies to mitigate a range of risks including those associated with:

- > Anti-bribery and Corruption
- > Modern Slavery and Human Trafficking
- > Politically Exposed Persons (PEP).

The Carbon Disclosure Project (CDP) reaffirmed our Leadership for Supplier Engagement on climate actions in 2021, having been evaluated on supply chain governance, target-setting and verification of Scope 3 emissions.



Puelche Sur wind farm, Chile



Tax Compliance

Mainstream is committed to responsible tax practices and maintaining compliance with applicable tax laws. Tax planning is aligned with the substance of the economic and commercial activity of the business and based on reasonable interpretations of the applicable tax law. Mainstream does not engage in tax positions or arrangements that could be defined or considered as aggressive tax planning.

Risk Management

Mainstream's pro-active approach to risk management is documented across our internal systems and driven across our regional platforms and departments. Managing financial and ESG risks is an integral part of a comprehensive system for risk management and internal control.

Our business is to de-risk opportunities from concept to profitable operating plant and we achieve this through a number of measures including: our Project Management Office (PMO), our Global Development Standard (GDS); onshore wind, offshore wind and solar specific, and stakeholder management and social licence.

A newly formed Enterprise Risk Management function captures emerging best practice and sets standards across the company for "how we do things around here" with a focus on risk management, continuous improvement and excellence in delivery.

Project Management Office (PMO)

The PMO provides the infrastructure and support required to deliver consistent project management throughout all regions. It is responsible for Mainstream's Global Development Standard (GDS), Project Portfolio Management (PPM) and the Enterprise Risk Management function.

PMO manages a suite of publications to guide and inform all colleagues and includes:

- > Construction Management Handbook
- > SHEQ Contractor Management Standard
- > Recommendations for Battery Energy Storage System Development
- > Technical High-Level Review – standard technical process for onshore projects.

Mainstream's Global Development Standard (GDS)

The Standard set out the methods by which Mainstream develops its global portfolio of projects to the highest standards.

It has been designed to facilitate efficient deployment of renewable energy projects and to ensure attention to detail around the design of the projects and meaningful engagement with local communities. The GDS library has expanded over the years with a seventh iteration of the Onshore Global Development Standard, a new Solar Standard released in 2020 and in 2021, Mainstream's Offshore Global Development Standard was released.

In addition, in 2021, Mainstream implemented a review of the GDS process against specifically forward looking physical risks associated with climate change such as wildfires, riverine and pluvial flood, coastal flood, tropical cyclones, precipitations, snow, frost, icing, extreme heat, earthquakes and landslides using Global Climate Models and Future scenarios.



Our Global Development Standard are benchmarked against established international standards and against our company values.

The GDS are central to our risk management framework and are key to Mainstream's climate-risk management. They are our proprietary development systems that have been formulated from our vast in-house expertise in developing projects globally. They incorporate best international development practices and include:

1. Equator Principles as part of our due diligence
2. The IFC Sustainability Framework which forms a key part of our development principles and,
3. The World Banks' construction and environmental, health and safety guidelines that influence how we construct and operate projects.

Project Portfolio Management (PPM)

PPM is a database for project information, available across all of Mainstream's regions providing the tools required for a Project Manager to effectively carry out Risk Management. It enables a consistent approach to project management and facilitates consistent project and portfolio reporting. The PPM is used to record all risks that could delay their project, increase cost above the budgeted costs or prevent the project from achieving fully consented status. As well as recording risks, PPM also provides for the tracking of project issues and metrics to ensure a holistic approach to risk.

Stakeholder Management and Social Licence
A key part of Mainstream's risk management in project development and construction is through its community aspect. Mainstream is committed to working to prevent any form of modern slavery or human trafficking taking place in our business and supply chain and we look to develop projects in accordance with our Global Development Standard, adhering to international best standards throughout all stages of the project lifecycle.

Our policies, procedures, and processes in relation to risk management, due diligence, procurement and human resources allow us to express and live out our commitment to taking steps to ensure that slavery and human trafficking play no part in our own business or in our supply chains.

Climate Related Risks (TCFD)

The Task Force on Climate-related Financial Disclosures (TCFD) has developed a framework to help companies disclose climate-related financial risks and opportunities. Mainstream supports the recommendations of the Task Force and has reported in alignment with the key disclosures across governance, risk, strategy, and management of climate related risks. The full set of disclosures is attached as Appendix 1 at the back of this report.

Enterprise Risk Management (ERM)

In recognition of the growing demand for a structured reporting procedure on climate related risks, Mainstream established a new ERM process. Scoped out in 2021, the new process, due to be implemented in 2022, will standardise risk management activities across the company.

ERM will support the identification and assessment of climate related risks through proactive risk identification sessions and assigned risk treatment plans. All risks will be measured against a business specific uniform scale and management's visibility of climate related risks will be provided through ERM risk reports.



Offshore site survey platform at the location of the Soc Trang wind farm, Vietnam.

Management Systems

Mainstream recognises the importance of management systems across the company which enable colleagues to follow policies, processes and procedures to fulfill tasks required to achieve its objectives and to mitigate risk. The overarching business management system (ISO 9001) is held in Mainstream Ireland, Chile, South Africa and Vietnam.

In addition, the environmental management system (ISO 14001), held by Mainstream Ireland, Chile, South Africa, and Vietnam, is important to both guide and improve environmental performance where we are developing, constructing and operating renewable energy assets.

Occupational health and safety well-being is a vital component of our business given the nature of our involvement in the construction and the operation of assets, and ISO 45001 is held in Mainstream Ireland, Chile, South Africa and Vietnam to enable us to control our occupational health and safety risks.

In 2021, our IS Management Systems (ISO 27001 and ISO 20000) were recertified in our Mainstream Ireland office. Our IS Management Systems have been certified since 2012 and 2013 respectively and these recertifications will be valid until 2024.

CDP Leadership

CDP reaffirmed our leadership status on climate action with an A- rating for climate disclosure in 2021. This continues to be a reflection of our efforts to position Mainstream for a sustainably-driven future by implementing climate action within our own operations.

The 2021 not-for-profit global audit ranked Mainstream among 388 companies worldwide that scored A or A- for corporate transparency and actions to mitigate climate change.



Ireland



South Africa



Chile



Vietnam



3.2 Planet

Overview	
Net emissions avoided	2,194,562 tCO ₂ e
Environmental Impact Assessments (EIA's)	All projects in construction
Environmental Management Systems (ISO14001)	Held in Chile, South Africa, Vietnam and Ireland

Climate Change

Mainstream is a pure-play renewable energy company focused on delivering large-scale assets globally. This is its sole purpose. With climate change projected to be the biggest driver of biodiversity loss over the coming decade, Mainstream is working across the business to construct and generate renewable energy as sustainably as we can, minimising negative impacts on biodiversity and where possible ensuring our installed assets leave nature healthier than before.

Mainstream is also focused on innovative ways we can reduce our own carbon footprint and that of our contractors and supply chain.

Greenhouse Gas Emissions

Mainstream's sole purpose is to deliver large-scale renewable assets thereby reducing greenhouse gas emissions and accelerating the transition to net zero. We have seen the long-term commitments to renewable energy from many of the world's large coal-emitting countries, such as China, Vietnam and, we are seeing an unprecedented move by the private sector to procure renewable energy.

In 2021, Mainstream's net avoided CO₂ emissions* from generating wind plant in South Africa was 2,194,562 tCO₂e.

The following table discloses the details of our emissions:

	2021	Comment
Actual displacement from generation (tCO ₂ e)	2,200,439	Emissions displaced as a result of generation from wind farms in South Africa. 2,115,807 MWh x 1.04 (generated in 2021 x emissions factor).
Scope 1 (tCO ₂ e)	1,033	This figure is due to SF6 gas leaks from wind farm transformers at our operational plants in South Africa. Methodology: (23kgs leaked gas x 22,800 GWP (global warming potential). It also includes mobile vehicles onsite and fuel consumed by onsite generators.
Scope 2 location-based (tCO ₂ e)	4,247	Operational site energy usage – emissions from the operational wind farms in South Africa importing electricity during low wind periods
Scope 3 location-based (tCO ₂ e)	597	This figure includes business travel (flights) and rental vehicles.
Total Scope 1, 2 and 3 (tCO ₂ e)	5,877	
Net avoided CO ₂ emissions from generating wind plant (tCO ₂ e)	2,194,562	
Emissions generated as a % of displaced tCO ₂ e	0.27%	5,877 / 2,200,439 tCO ₂ e

* Our figures do not include the emissions avoided by production of projects in operation in Chile during 2021 as the data was not available on Mainstream's asset management system. Wind farms in South Africa, where Mainstream has retained an ownership interest.



Mary Quaney pictured with GWEC's Joyce Lee launching GWEC's Manifesto for COP26.

Energy Transition

COP26

Mainstream, led by our CEO, Mary Quaney participated in a number of industry events in 2021 in the run-up to COP26 in Glasgow, focussed on accelerating the transition from fossil fuels to clean and sustainable energy. Our engagement began at the start of the year, when our CEO joined UN Secretary General Antonio Guterres, IEA Executive Director Dr Fatih Birol, COP26 President Alok Sharma MP and the UK and Italian Foreign Ministers for a COP26 Roundtable on Clean Power. The message delivered then – setting out our market design 'must haves' – was one that we also amplified through industry campaigns.

As a member of the Global Wind Energy Coalition for COP26 – a campaign led by the Global Wind Energy Council and RenewableUK – we urged governments to get #InWithWind and quadruple annual gigawatt installations by adopting an eight-policy manifesto featuring regulatory reforms.

Through our involvement in the Ocean Renewable Energy Action Coalition, we set out how countries could, by 2050, open investment pathways and scale-up offshore wind generation capacity to 1,400 GW, enough to supply around 10% of the world's electricity.

As well as joining multilateral initiatives in Glasgow, led by partners including GWEC, IRENA and the COP26 Presidency, Mainstream developed its own programme of activities, focussing on "how" the global transition to renewable energy will be delivered. The company held a two-day conference, opened by the First Minister of Scotland, Nicola Sturgeon, centred on the reforms needed to accelerate the global deployment of renewables, with a particular focus on offshore wind.

In addition, the company was represented by Mary Quaney and other members of the leadership team in bilateral meetings with delegations from most of our markets, including Vietnam, Chile, Colombia, South Africa, and Indonesia.

The Glasgow Climate Pact, published at the end of COP26 committed states to "rapidly scale up clean power generation and accelerate efforts towards the phasedown of unabated coal power and phase-out of inefficient fossil fuel subsidies." The announcement by Vietnam and several other countries, where Mainstream has a market presence, to accelerate their own transition in support of the Pact, represents a strong endorsement of our focus on supporting industry action and coalition building focussed on "how" the world is to decarbonise by 2050.

Environmental Action

The addition of renewable assets to any country's fuel mix represents an opportunity for positive change in the reduction of fossil fuels. At Mainstream, we plan the renewable energy asset from development through to delivery ensuring that we protect and, preserve the environment, bio-diversity of the area and so ensuring a net positive environmental footprint.

Mainstream has region-specific Environmental Policies reinforcing our commitment to taking a sustainable and responsible approach to all our actions. Projects are developed according to our Global Development Standard and each individual project undertakes its own Environmental Impact Assessment (EIA). These help to ensure a project will not generate significant impacts and that it complies with the applicable environmental regulations as well as the requirements of the Equator Principles, the IFC Performance Standards and the World Bank Group guidelines. In alignment with Mainstream's commitment to sustainability our offices in Ireland, South Africa, Chile and Vietnam, hold ISO 14001 certification for their environmental systems.



Puelche Sur wind farm, Chile

Biodiversity

Mainstream's best practice and mitigation measures on biodiversity during construction, operations and maintenance and decommissioning are followed according to its Global Development Standard. For each project, Mainstream aims to maximise the benefits of biodiversity and enhance habitats through management for conservation. Throughout the lifecycle of its projects, Mainstream plans for the rehabilitation and conservation of local areas where it has assets in Chile and South Africa.

At our Puelche Sur wind farm site in Chile, 3.6 hectares was affected in the build of the wind farm. In early 2022, reforestation work began to plant 5,760 trees in a 3.6 hectare area and extra planting of 1,600 trees in an additional hectare was also planned. In Chile during 2021, there were no projects within or near areas that are protected by the State.

Reforestation: Alena wind farm, Chile

The project consists of 18, 4.8MW turbines at a hub height of 145 m for a total rated capacity of 86.4 MW and is located on terrain and surrounding areas generally consist of farmland with forested areas.

The Agriculture and Livestock Service authorised the project to remove individual native trees, specifically the soapbark tree, also known as "Quillay" (*Quillaja Saponaria*). The Forest National Commission (Corporación Nacional Forestal, CONAF) approved the Forest Management Plans (FMPs) for the permitted tree removal and reforestation in March and August 2020. Quillay trees located within turbine pads, access roads, collection and transmission line locations were removed according to the permits obtained. An incident occurred where the contractor accidentally removed more trees than the number indicated in the permit. As a compensatory measure, Mainstream decided to increase the reforestation area.

Compensatory Mitigation: CONAF authorised the planting of native tree species on two areas totaling 4.7 ha located in the communes of Los Angeles and Antuco. The forestry consultant Mankuk was retained for the reforestation activities, of which fencing and planting concluded on 1 October 2021.

According to the forestry report, 5,875 eucalypts (*Eucalyptus nitens*) were planted within the assigned area, and 460 m of the fence was installed. The results of the plant monitoring completed in December 2021 indicates that the average number of planted plants per hectare is 1,186 plants.



Alena wind farm, Chile

Pampa Tigre solar project, Chile

The Pampa Tigre solar project located in the Antofagasta region in Northern Chile consists of 100 MW. In an effort to reduce waste on the construction site, the Mainstream team worked with the Bosque Escondido community of the commune of Antofagasta for the delivery of 1,000 kgs of wooden pellets which were then used by the community.



Water Scarcity and Waste Management

As part of its project development, Mainstream monitors rising mean temperatures and changes in precipitation patterns that might give rise to water stress in certain regions as well as rising sea levels. Mainstream seeks to mitigate the impact of severe weather-related events through several mechanisms. These include the requirement for contractors to provide Environmental Management plans and Waste Management plans.

As part of its Global Development Standard, Mainstream avoids the generation of hazardous and non-hazardous waste material or, where this is not possible, reduce the generation of waste and recover and re-use waste in a manner that is safe for human health and the environment. It is committed to disposing any hazardous waste in an environmentally sound manner, adopting Good International Industry Practice (GIIP) alternatives while adhering to the limitations applicable to transboundary movement.

In Chile, the only project in an area of water scarcity is Camán wind farm, and water was monitored very closely from inception, September 2021 to December 2021 where 230,100 litres of water was used.

Waste Management

More than 600 tonnes of rubbish have been removed from a precious natural ecosystem in northern Chile, in a joint operation involving Mainstream and local authorities.

The clean-up, involving excavators, bulldozers and trucks, was launched amid growing concern for Ojo de Opache, an oasis of biodiversity that lies in an otherwise arid desert region of Antofagasta.

Land developments and a growing number of micro landfills have encroached on this seventeen hectare area of flora and fauna, located to the north of the river Loa.



Volunteers organised by Mainstream's local development team, the Municipality of Calama and the Regional Ministry for the Environment, spent two days clearing mattresses, household appliances and other household waste from the site.

Local wildlife includes small mammals, amphibians, reptiles and birds that are unique to this region, while archaeological and palaeontological discoveries have shed light on the heritage and history of el Loa.

The clean-up operation was just the first phase of a wider initiative to restore Ojo de Opache to its former glory and pave the way for its designation as a protected environment.



3.3 People



Employees

Total number of employees	430
> Male	261
> Female	169
> Nationalities	34

Employee Age

Under 30 Years	16%
30–50 Years	77%
Over 50 Years	11%

Employee Satisfaction Survey

Participation rate	95%
Satisfaction rate	82%

Career Progression

Internal promotions	73
> Male	46
> Female	27

Management Positions

Male Management	69%
Female Management	31%

Our People

We are proud of our people and our values and the strong and positive culture we have developed and curated across the company. This positivity is proven through feedback from our colleagues in our 10th annual Employee Engagement Survey and our 3rd Great Place to Work Survey.

Employee Engagement Survey: Launched in September 2021, our employee engagement survey is managed by a third-party firm which guarantees employee anonymity and confidentiality. The purpose of the survey is to gather insights we need to create a workplace where individuals thrive and where Mainstream succeeds for the long term.

The survey findings help shape our company initiatives and form an action plan which is in line with Mainstream's values and company objectives. Survey results are categorised by region and by department, allowing regional heads and department heads to review engagement levels and satisfaction levels in their respective areas.

Employee Engagement Survey Key Results

95%

Response rate

Responses

324

Job fit

94.4%

'like the work they do'

Contribution

91%

are clear on their work priorities



Tu Lam, Head of Finance – APAC and Cuc Doan, Project Engineer – Vietnam

Great Place to Work

Mainstream has received its third 'Great Place to Work' certification in January 2022 following a submission in late 2021. Certification is recognised from January 2022 to January 2023.

A Great Workplace is where you achieve organisational objectives with employees who give their personal best and work together as a team/family – all in an environment of trust.

Great Place To Work®

Certified

“ We have always prided ourselves as being a “people” company, and I am delighted that Mainstream has this official validation that we are, indeed, a Great Place to Work. 2021 was transformative for the business in terms of our acquisition and step-up in activities, laying new challenges on top of those of the Covid work-from-home environment.

So it’s encouraging to see that our people are as engaged as ever in our renewable energy mission, and feel that they have what they need to give their best.



Elaine Quinlan
Global Head of HR
Mainstream Renewable Power



Mainstream is proud to report its success in the most recent Great Place to Work survey findings.

89%

My work has special meaning: this is not 'just a job'.

88%

I am developing professionally working here.

92%

People here are given a lot of responsibility.

92%

I can be myself around here.

94%

When I look at what we accomplish, I feel a sense of pride.

91%

Taking everything into account, I would say this is a great place to work.



“My sexual orientation has had no impact on my career in Mainstream. It’s just not a factor. And I would like any LGBTQ+ colleagues to know that it is absolutely safe to be yourself.”

Emmet Curley
Head of Positioning and Communications, Ireland



“The reason I want my sexuality, politics, and values to be clear is that they are a part of who I am, and I can’t leave my identity at home when I enter the office or join a Teams call.”

Karolina Zieba
Policy and Research Associate, Scotland

Diversity & Inclusion

Mainstream seeks to hire and promote the best talent by providing a dynamic environment that brings people with diverse skills and ideas together. An inclusive, diverse workforce fosters innovation and enhances Mainstream’s position in the market. This is part of the culture that has been carefully crafted since its inception, and aims to provide a safe and open working environment. This is an inclusive environment where everyone can be comfortable being themselves and, vitally, where each one of us has a voice. The diversity of our team is very important to us, and this is something we continue to improve.

In 2021, several initiatives were rolled out across the business and focused on increasing women empowerment and opening the conversation among LGBTQ+ colleagues on what it means for them to work in a open and accepting working environment. Mainstream is committed to creating a corporate environment where colleagues can develop one’s sense of belonging which leads to a more creative and entrepreneurial company to work in.

Following a global end of year review by the Global Diversity and Inclusion Council, Mainstream reported the year results for 2021 below. A decision was reached at the end of year meeting to undergo a strategic review of the diversity, equality and inclusivity programme with a focus on addressing gender balance and an aim to refresh the programme in 2022 through engagement with a third-party.

Strategic goals	Action	Baseline 2019	Actual 2020	Target 2021	Actual 2021	Targets	
						2022	2025
Goal 1 Build a more gender balanced workforce	> Increase # women in senior mangement positions	30%	31%	35%	31%	40%	45%
	> Increase total # new women hires each year	39%	41%	43%	36%	45%	50%
	> Increase # new women hires in departments previously male-dominated	18%	23%	30%	24%	30%	30%
Goal 2 Build a more inclusive company culture	> Increase and maintain our combined capacity rating on the annual employee engagement survey from 89% in 2019 to 90% or above from 2020	89%	92%	90%	92%	90%+	90%+
Goal 3 Increase equality and inclusion in our local communities	> Put in place a system to measure and track the contribution of our community initiatives towards increasing equality and inclusion so that we can publicly report on our impact from 2021 onwards.						



Human and Labour Rights

We respect the protection of internationally proclaimed human rights, as well as all applicable local labour laws and regulations, and endeavour to make sure that Mainstream is not complicit in human rights abuses.

Mainstream's Modern Slavery Statement for financial year 2020 was approved by the Board of Directors on 29 June 2021 and made in accordance with Section 54 of the Modern Slavery Act 2015 and sets out the steps that Mainstream is committed to taking to combat slavery and human trafficking in our business and supply chain.

Our Modern Slavery Policy and the Mainstream Code of Conduct reflect our commitment to acting ethically and with integrity in all our business dealings. Our recruitment policies and processes are focused towards encouraging and supporting the fair treatment of all employees and contractors in accordance with the highest standards of labour practices. The Mainstream Whistleblowing Policy is freely accessible to all employees and provides for confidential reporting on any matter deemed to be in breach of company policies including human rights violations.

Supply Chain

Mainstream also recognises and acknowledges that the nature of our business, the industry we operate in, and the jurisdictions in which we operate mean that the organisation is faced with an inherent risk of exposure to modern slavery through our deep supply chains.

As part of our initiatives to identify and mitigate risk of modern slavery or human trafficking we undertake thorough due diligence on our potential partners and encourage partners and suppliers to share our commitment to combating modern slavery and human trafficking in their own supply chains.

To this end, we will not tolerate slavery or human trafficking or abusive or unfair treatment in any part of our own business or in any of our supply chains and have developed and implemented robust modern slavery prevention controls and processes to mitigate any potential human rights abuses or modern slavery.

Health & Wellbeing

Mainstream fully endorses creating a healthy and happy workplace. A particular emphasis has been curated across the company since COVID-19 and has continued on colleagues return to the office. A workplace that provides a healthier workplace leads to better employee morale and engagement; increased productivity and improved retention of colleagues.

Across the company, our human resources, safety, health environment and quality teams and our social committees have all supported better facilities in our workplaces, and our home offices through increased funding of equipment; rolled out initiatives including webinars on healthy sleep; digital detox, reading for wellbeing initiatives and many more.

Employee Assistance Programmes

Mainstream actively supports Mental Health in the workplace. In our regions, Mainstream has employee assistance programmes in Europe, Africa and LatAm. The programmes are specific by region but typically include confidential, independent, family programmes providing a range of services to colleagues such as Telephone and Face-to-Face counselling; parent and career coaching, critical incident support.



Global Steps Challenge

Mainstream started an initiative called 'February Step Challenge' to see who could walk/run the most steps. The challenge saw 67 Mainstream employees across nine different countries take part, with a collective distance of just under 14,400km being walked. To put that into perspective, that's roughly the distance from its Dublin office to the office in Cape Town!

Shannon Bolton, Junior Development Executive in South Africa provides her perspective of the challenge.

"Once I realised I'm one of the more 'stagnant' team members I started thinking about the initiative beyond the goal of winning. I wanted to share four benefits I experienced:

1. Connectedness: As a global company with different departments it can be difficult to connect with employees across the regions. It was incredible to be on a group chat and see my colleagues share their morning runs/walks in the snow, mountains, deserts, beaches and forests.

2. Productivity: I was up early excited to get out to enjoy a run and therefore started sleeping better. It is not always obvious how these actions can improve productivity through the day.

3. Mood Boost: Because I was up, out and connecting with people, in a time where things can feel isolating, my mood and mental health improved.

4. Competitiveness: The presence of competitiveness is motivating. I saw this in my colleagues improving their achievements and different regions competing to see who will be #1. We used Mainstream's internal PowerBi system to track the countries and steps.

Thank you to our SHEQ team for implementing wellness initiatives, it truly makes Mainstream Renewable Power a Great Place to Work®.



Shannon Bolton, South Africa

Health and Safety – Construction

During a year in which more than five million contractor hours were clocked up in the build-out of ten wind and solar assets, on top of those accumulated in the operation of five winds farms, there were no fatal events. 'Near-miss' events judged to have carried a high risk of serious injury or death fell well within the overall upper target limit of 6.0 per million hours, with a Significant Incident with Potential ("SIP") rate for contractors of 0.80 – under half that recorded in 2020 – and a zero SIP rate for Mainstream employees.

Our Lost Time Incident (LTI) rate of 2.79 for every million contractor hours was marginally up on the previous year but, again, comfortably inside the LTI target rate of less than six per million hours for both employees and contractors.

The one missed target related to two SIP Lost Time Incidents involving a contractor on our construction activities in Chile, which impacted on the objective of zero SIP LTIs overall. A lessons learned exercise has already led to a new 'Culture Campaign' that aims to reinforce safety in construction and in particular during high-risk activities.

The new Culture Campaign includes establishing culture committees, enhanced communications via podcasts and SHEQ alerts, safety hero, SHEQ school (E-Learning) and promoting the Stop Work Authority further.

Safety	
Lost Time incidents among employees	0
Lost Time incidents among contractors	15
Rate of Lost Time Injuries among contractors	3.02 per million hours worked
Recordable work-related injuries among employees	0
Recordable work-related injuries among contractors	66
Rate of recordable work-related injuries among contractors	13.13 per million hours worked

Training	
All training - employees	38 hours
Safety training - employees and contractors	25,000 hours (averaging 2.8 hours)

Safety Training

Embedding safe practices into our culture is critical to Mainstream’s ability to comply with regulations across all of our different markets, and over the year our SHEQ team delivered more than 25,000 hours of safety training, averaging 2.8 hours for every employee and contractor. It is a matter of pride that all these targets and industry benchmarks were achieved during an unprecedented global pandemic.

Last year we maintained strict on-site COVID protocols, including daily temperature checks, workshops on national restrictions, audits of contractors’ precautions and weekly reports. And we continued to focus on Working From Home’ supports, such as webinars on nutrition, sleep and tech life balance, free counselling through Employee Assistance Programmes, enhanced internal communications and virtual social activities.

Even before COVID, we knew the importance of prioritising the wellbeing of our employees, contractors and the people in communities where we operate. Now it is clearer than ever that such an approach is essential to our own health as a business.

Safety Awards 2021 from the British Safety Council



Tchamma wind farm, Chile

Passed 12 months of construction in February 2021 without a single LTI among 600 workers and earned Mainstream an International Safety Awards from the British Safety Chile Council.



Perdekraal East wind farm, South Africa

Awarded a International Safety Award from the British Safety Council for its construction safety record in 2021.

Event Reporting Training

Our Safety, Health, Environment and Quality (SHEQ) team developed a number of e-learning modules for the company accessible at our Safety First Academy held on our internal systems.

The event reporting training focuses on all Mainstream SHEQ related incidents regardless of the severity of the incident (ranging from fatality to near miss) and involves Mainstream people, contractors, visitors and the public. All are covered by and must be managed in accordance with the Incident Management Standard.

Mainstream’s Incident Management Standard sets minimum requirements for the management of incidents affecting Development, Construction and Operations and is used to guide and set the minimum standard for Mainstream for the management of SHEQ incidents. The introduction of Event Reporting and its adjoining Incident Management Standard are hugely important components on how Mainstream tracks and reports SHEQ events, and both save considerable time.





Communities nearby the development of the Soc Trang offshore wind project

Local Communities

Community is defined as the people who live in the area impacted by a proposed project and whose livelihoods and identity are based in the area. Mainstream's aim is to develop socially responsible and sustainable projects in our communities and support them by providing local employment, investing in community initiatives and respecting indigenous peoples and cultural heritage.

Our team at Mainstream takes pride on our interaction and engagement with our communities. We recognise the importance of early and frequent engagement and we do this right from the outset of the project so we can understand any concerns our communities have and take these into account during the project design.

We establish community liaison officers nearby our project locations and we get to know our communities so we can understand their needs. Mainstream community teams across the company follow the guidance from the Global Development Standard and our Community Charter.

Indigenous peoples

Mainstream's values were chosen collectively by its employees and by living them, the company upholds the highest standards across its global business. Mainstream's seven values are fully aligned with the community engagement principles outlined by the 169 ILO Convention (C169 – Indigenous and Tribal

Peoples Convention, 1989) which Mainstream has adopted. Good faith, procedures, transparency and listening carefully are at the core of Mainstream's community engagement philosophy. In addition, in alignment with IFC Performance Standard 7, a complete socio-economic survey and a Free, Prior and Informed Consent will be applied in stakeholder engagement activities.

Cultural Heritage

In alignment with the IFC Performance Standard 8, cultural heritage refers to tangible forms of cultural heritage with values such as archaeological, paleontological and historical; unique natural features or tangible objects that embody cultural values; and certain instances of intangible forms of culture that are proposed to be used for commercial purposes (e.g. cultural knowledge, innovations, and traditional practices). During the Environment Impact Assessment (EIA), a cultural heritage survey should be done by qualified professionals, and if the survey indicates potential adverse impacts, further analysis will be necessary to ascertain the nature and scale of these impacts. The archaeological survey is done as part of the EIA baseline.

In Chile, the environmental authority requests a standard archaeological survey to be conducted at 50-meter intervals. The intervals should be reduced to 10 meters for projects located in sensitive archaeological areas.

Stakeholder Management and Social Licence

Community relations and stakeholder management begins at the start of every greenfield project and is rooted in our values of Respect and Teamwork. The main goal is to build deep trust and support, to obtain a "Social Licence" to develop and operate projects, as well as understand how a project can best benefit the communities over its lifetime. We aim to always be good neighbours.

In Chile, Mainstream's community team uses a seven-step approach that has set the bar for community relations in the market and includes; stakeholder mapping, engagement with community leaders, community-wide meetings, request for feedback, engagement on project layouts, undertaking an assessment and developing an agreement with the community on meeting their needs.

Community Charter:

1. Comprehensive engagement: take account of any concerns during the design, construction and operation of a project.
2. Open and timely communication: provide information on project scope, timeline, progress.
3. Understanding community context: endeavour to gain an understanding of the strengths and assets of the community.
4. Supporting community initiatives: support policies and programmes that contribute to local development.



Off-road driving training, South Africa

Skills for the Future

Mainstream is committed to ensuring that our growing global team is supported and enabled by their managers and HR teams to receive both internal and external training. All new hires are onboarded and integrated into the Mainstream culture. Mainstream held inductions sessions through Teams in 2021. The induction training was held over three weeks and introduced the Mainstream way to 72 new hires.

Mainstream provides industry insights during the year through lunch and learns, and other forms of upskilling. In 2021, Mainstream did not host its annual State of the Art internal event due to COP26 commitments in Q4, and this is scheduled for Q1, 2022. Mainstream is also committed to providing up-to-date industry and market information through subscriptions to Bloomberg, IJ Global and other publications to help inform colleagues and to grow their expertise and knowledge.

Talent Planning

Mainstream places a significant focus on developing its employees with a view to identifying and growing talent to fill leadership and business-critical positions in the future. 2021 was arguably the busiest in Mainstream's history, and with simultaneous construction programmes, bidding activities and the opening of multiple new business fronts came plenty of opportunities in terms of career development. By the end of the year, there had been no fewer than 73 promotions across the group – 29 more than in the previous year. Those figures reflect Mainstream's commitment to developing its future leaders from within.

They also back up a widely held staff view of the group as an active promoter of career progression.

Mainstream's performance management system consists of a number of areas including a 'Your Career' conversation. This is a two-way conversation, intended for managers to discuss with their teams a conversation around their career development. The outputs are the identification and recording of intended training and development opportunities. This attention to career development ensures that colleagues are happy in their roles and they can discuss and explore further career path opportunities within the company.

The 2021 Great Place to Work survey, 85% agreed with the statement "I can fulfil my career aspirations working here" while 88% believed they are "developing professionally" and 85% said they had been offered training to further yourself.

All of these responses were comfortably ahead of the average for companies seeking GPTW certification.



Mainstream inductees in 2021

3.4 Prosperity

Community Investments

€3.5m

Employed

430

at year end

New Employees

167

during reporting period

Male	Female	New Hires Rate
93	74	0.6
Under 30 yrs	30–50 yrs	Over 50 yrs
46	117	4

Employee Turnover

62

during reporting period

Voluntary	Non-Voluntary
42	20

Just Transition

Mainstream's growth in 2021, resulted in a significant increase in colleagues around the world. At the end of the year, Mainstream supported 430 full-time permanent roles.

Mainstream has in place Human Resources (HR) Policies and Procedures and these are published in the Employee Handbook. The HR Policies and Procedures are appropriate to Mainstream's workforce and set out the company's approach to managing employees in line with the requirements of IFC Performance Standard 2 as well as with local legislation and standards.

Mainstream provides all direct employees with documented terms and conditions of employment in an employment contract. This is complemented by country-specific Employee Handbooks prepared for each country in which the company employs people. These country-specific Employee Handbooks set out employee rights under national legislation, including rights related to hours of work, wages, overtime, compensation, and benefits upon beginning the working relationship and when any material changes occur.

Right to Disconnect Policy

In 2021, Mainstream launched the Right to Disconnect Policy. The Policy is about respect – respect for each employee to disconnect from work and respect for others' work life balance boundaries and having realistic expectations of response times.

The role of Mainstream is to encourage a culture where everyone feels they can disconnect from work and work-related devices, provide information to employees on their working time, in accordance with relevant legislation; provide a safe place to work in line with health and safety legislation and not to penalise an employee for acting in compliance with any relevant provision of health and safety legislation.

Investing in Innovation

Innovation is a value that lies at the heart of Mainstream and everything we do. It involves employees developing new ideas and better ways of doing things that result in real improvements to our business performance. During 2020 and 2021, Mainstream engaged with a consultancy firm to assess how innovation is managed in the company and to support the development of an innovation strategy.

Following a consultation between the consultancy firm, and inputs from employees across the company, an innovation strategy was developed, consulted on and communicated to the company. Accompanying this strategy a separate innovation budget was approved to allow non-project ideas which support Mainstream's overall business objectives.

To support the innovation strategy, an Innovation Council of senior management including the Chief Operations Officer and Chief Technical Officer was also put in place to support and approve Innovation Projects. As part of the innovation strategy, an Ideas Register was launched to maintain a repository of opportunities related to decarbonisation, for Incremental, Breakthrough and Radical Innovations across business models, processes, services and products.

Innovation: Blockchain Technology

An opportunity to solve a global customer problem – to bring transparency and credibility to their efforts to match their energy demand on an hourly basis with renewable electricity generated. Blockchain technology is anticipated to be utilised.

Idea Source:

Following a call for Breakthrough Innovations, Innovation Champions in separate business units held ideas sessions with their teams using Innovation material and tools. Two separate submissions were subsequently made from colleagues.



"Mainstreams' innovation programme has provided a fantastic opportunity to develop a whole new service for our customers. The most rewarding aspect so far has been the opportunity to connect with the experts within our global team and with those who are leading similar projects across the industry. Mainstream has a proud history of innovation and entrepreneurship and it's exciting to think that our next industry-changing breakthrough could emerge from one of these ideas."

Colm Garrick, Procurement Strategy Manager, Ireland

Results

- > Innovation project tested a proof of concept of the original ideas and confirmed that the problem exists and Mainstream can lead in the solution
- > At final stage gate after 6 weeks, team presented findings to sponsor and senior management.
- > Further support was endorsed based on the findings and news article issued to update company.
- > Mainstream has entered into a new phase with a collaborative group to collectively work on the issue and bring a regional project into the pilot phase.

Innovation: Philippines Energy Access Hackathon

To date, a number of ideas have been submitted to the Ideas Register and one such idea culminated in Mainstream Philippines sponsorship of a Hackathon in support of Energy Access.

Following a number of submissions to the Mainstream Ideas Register around delivery models for small customer solutions that could be scaleable, Mainstream sponsored the Ready, Spark, Charge Hackathon for Hacking the Future of Energy – an annual clean energy hackathon that aims to accelerate energy ventures, ideas and technologies, addressing the energy challenges in the Philippines.

Mainstream's Marcus Ong, mentored the 'Energy Access' team to winning the hackathon. The Energy Access theme linked-in as they are innovations and ideas that will help increase access to energy for off-grid communities through clean and sustainable energy.



"True to our innovation value, the Ready, Spark, Charge Hackathon provides a sustainability-centric approach to innovation. I was delighted to be a mentor of this year's Hackathon and even more delighted when our team won! The project will now undergo an intensive 4-month incubation programme to further develop the solution and improve the feasibility of the venture idea."

Marcus Ong, Head of Business Development, Philippines



Food parcel donations to Vinh Chau community in Vietnam.

Community and Social Vitality

Mainstream's integration with its communities is of vital importance to ensure responsible development of its projects. Our global teams contribute resources that support the social fabric and vitality of the communities in which they operate.

These contributions are made through investments in communities through all stages of the project life-cycle and in particular at the operational stage. A community investment plan is agreed with the community that is in line with the identified opportunities and Mainstream's values. The Plan considers each phase of the project and its goal is to set up a long-term work roadmap that ensures the social licence to develop, build and operate the project. Mainstream promotes local development initiatives prioritized by the communities in the engagement process, according to the socioeconomic context of each country.

Contributions to Local Communities

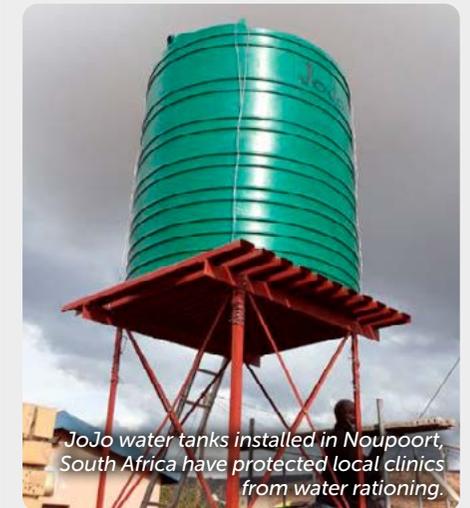
In the communities in which Mainstream operates, we rolled out support for schoolchildren and budding entrepreneurs, healthcare users and COVID-19 frontline staff, clean-up campaigns and conservation of indigenous heritage.

Over 12 months, an investment of EUR 3.5 million in the delivery of 239 community initiatives, benefiting an estimated 395,000 people, many of them among the most disadvantaged or vulnerable in society in South Africa, Chile, Vietnam and the Philippines. These projects were mainly focused in Chile and South Africa.

Health Clinics provided with secure power and water supplies

Wind farm funding has ensured that local health centres can count on the essential power and water supplies needed to treat patients in South Africa's third wave of Covid-19.

'JoJo' water tanks were recently installed at Eureka Clinic and Simon Nonqo Clinic in Kwa Zamuxolo, and a solar geyser at the Noupoot Community Health Centre, to address the daily water rationing that is currently in place in the Northern Cape's drought-hit Umsobombvu Municipality. Support from the nearby Noupoot Wind Farm also provided Eureka's Covid testing unit with a reliable source of electricity.



JoJo water tanks installed in Noupoot, South Africa have protected local clinics from water rationing.



Assistant Nurse, Christine Rowan pictured with new X-ray unit funded by Noupport wind farm

South Africa

Overview of community investments made in 2021 in the operations stage by our assets and operations team as part of Mainstream Asset Management South Africa (MAMSA). A detailed list of initiatives by project is included in Appendix 2.

Category	# programmes delivered	#Community members impacted	Investment EUR€
Early Childhood Development	10	1,366	107,997
School – Primary and Secondary	41	28,771	1,381,027
Tertiary Bursary	8	82	232,899
Community Support	13	7,803	104,360
Health and Well-being	18	262,178	29,251
Sport	6	3,680	171,777
Enterprise Development	24	4,696	398,379
Asset Based Community Development	41	2,671	329,969
Monitoring & Evaluation	6	35	179,007
Biodiversity	2	14	54,173
Total	169	75,637	EUR€3,163,294



Chile

Overview of community investments made in 2021 in the construction stage. A detailed list of initiatives by project is included in Appendix 2.

Category	# programmes delivered	#Community members impacted	Investment EUR€
Local Development & Community Infrastructure	44	160,705	298,940
Community Strengthening	9	636	3078
Cultural & Heritage	1	150,000	11360
Environmental Education	10	5,550	20890
Total	64	316,891	EUR€334,268

Philippines

Overview of community investments made in 2021 in the development stage.

Category	# programmes delivered	#Community members impacted	Investment EUR€
Health	1	590	225
Disaster Relief	2	1627	620
Total	3	2,217	EUR€845

Vietnam

Overview of community investments made in 2021 in the development stage.

Category	# programmes delivered	#Community members impacted	Investment EUR€
Community Support	3	324	EUR€5,975

APPENDIX



Appendix 1

Disclosures under the Task Force on Climate-Related Financial Disclosures (TCFD) framework.

As part of Aker Horizons' TCFD assessment, Mainstream participated in a dedicated workshop with a specialist ESG risk advisory firm, which also served to inform Mainstream's own TCFD disclosures.

#	Disclosure	Summary of Findings
Governance		
1	Describe the board's oversight of climate-related risks and opportunities.	<p>The Board reviews climate risks and opportunities as part of its oversight of the company's activities, which includes enterprise risk reviews and the current strategy process.</p> <p>The Board's Risk and Investment Committee performs regular risk reviews and assesses investment decisions related to new projects and climate risk mitigation investments before Board approval. The Board's Sustainability committee reviews a wide set of risks, including climate change, and the impact it has on business development and operations.</p>
2	Describe management's role in assessing and managing climate-related risks and opportunities.	<p>Responsibility for climate-related risks lies mainly with the Chief Operating Officer, the Chief Technology Officer and the Global Head of Corporate Affairs, all of whom report to the Chief Executive Officer.</p> <p>The company is completing a ten-year strategic exercise, which includes an assessment of climate opportunities and risks. In addition, climate risk is mitigated through the measures included in the Global Development Standard.</p>

Strategy		
3	Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term.	See table included below.
4	Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning	<p>Mainstream's business model involves the early identification of greenfield sites in high growth markets which are then developed, built and operated.</p> <p>Mainstream demonstrates strong awareness of the potential impacts from climate-related risks and opportunities as the company's mission to "lead the global transition to renewable energy" testifies. The company has an opportunity to increase the sophistication of its climate change risk identification, assessment and management of its pipeline sites, as physical climate change impacts are increasingly felt in the short and medium term.</p> <p>The new partnership with Aker Horizons will have significant strategic implications for Mainstream's transformation into a renewable energy major, as opportunities to collaborate with sister companies will facilitate synergies in technologies innovation, hybrid platforms and project partnerships.</p> <p>As part of our investment decisions and market entry analysis, different market scenarios are considered, including IRENA Climate-Related Scenario and IEA Scenarios (2DS, SDS, NPS and CPS).</p>
5	Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Mainstream's strategy is founded on meeting the energy needs in a low emission society, and therefore directly aligned with the Paris agreement (2°C or lower scenario).

Risk Management		
6	Describe the organisation's processes for identifying and assessing climate-related risks.	<p>Transition risks are identified and assessed through the annual update of the 10-year look-ahead process, which includes analysis of climate and energy forecasts, technology trends and market evolution.</p> <p>The company is evolving its assessment of physical risks at the project level so that they can be assessed by a cross-functional Steering committee and included in the quarterly Asset Review.</p>
7	Describe the organisation's processes for managing climate-related risks.	<p>The Global Development Standard (GDS) is the cornerstone of Mainstream's climate risk management.</p> <p>Physical risk management: Assets are designed for extreme weather resilience. Two comprehensive pilot studies are currently underway, using historical data and forward-looking climate change scenarios to stress-test whether design parameters are valid for the future climate scenarios. The outcomes will be used to ensure resilience by integrating risk modelling into development processes and project stages and to identify revenue impacts. The GDS will be updated accordingly to ensure a detailed review of climate risk factors and forecasts to better manage climate-related risks from the investment decision and throughout the operational phases.</p> <p>Transition risk management: The 10-year look-ahead assessment is updated annually and informed by scenario analysis to inform investment decisions based on technology developments and market trends.</p>
8	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management	<p>Mainstream's new Enterprise Risk Management (ERM) process, set to be implemented in the second half of 2022, will standardise risk management activities across the organisation. ERM will support the identification and assessment of climate-related risks through proactive risk ID sessions and assigned risk treatment plans.</p> <p>All risks will be measured against a business specific uniform scale and management's visibility of climate-related risks will be provided through ERM risk reports.</p> <p>Furthermore, Mainstream's new Enterprise Risk Management (ERM) process, will standardise risk management activities across the organisation and support the identification and assessment of climate-related risks.</p>

Metrics and Targets		
9	Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.	Mainstream discloses metrics for GW produced, and own emissions (Scope 1, 2 and 3).
10	Disclose Scope 1, Scope2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Total Scope 1, 2 and 3 emissions: 5,877 tCO ₂ e. This figure is comprised; Scope 1 (tCO ₂ e): 1,033; Scope 2 Location-based (tCO ₂ e): 4,247 and Scope 3 Location-based (tCO ₂ e) 597.
11	Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.	Mainstream uses a series of platform-based targets for projects in development, construction and operation which are reviewed and updated annually. As of 31 December 2021, the company had 15 GW of wind and solar projects in development globally.

Climate-related risks and opportunities the organisation has identified over the short, medium, and long term – extracted from the 2021 Sustainability Report

Top Transition Risks

Mainstream has considered transition risks across our business and supply chain through the lens of policy, legal, technology, market and reputation and they can be summarized as:

Risk Type	Risk	Timeframe	Mitigation measures / Opportunity Identified
Policy & Legal	Political Risk causing delays to renewable energy auctions timelines and subsequently construction and operations	Short to Medium	Mainstream mitigates political risk by diversifying and investing in many jurisdictions
Market	There is a rapid increase in renewables demand globally and challenges may come to the fore in the supply chain. Some scenarios anticipate a 10 fold increase, which could result in procurement and construction delays.	Medium to Long	Mainstream works closely with our supply chain directly and is aware of volumes required to meet our business objectives. Mainstream also participates in industry forums to ensure key challenges such as this is brought to the right forum.
Policy & Legal	Pricing of carbon outside of the EU-Emissions Trading Scheme (EU ETS) would present a significant opportunity to Mainstream given the low carbon product developed by Mainstream.	Short to Medium	A realistic global, regional or national carbon price would help accelerate the shift from coal and gas generation. This would benefit Mainstream's business model by increasing demand for renewable energy power plant to replace it.
Technology	Increase in electrification for heating and transport, which in turn increases the requirement for electricity. Renewable electricity, as Mainstream's key product, can facilitate this transition.	Medium to Long	Mainstream is expanding capability to deliver on our ambitious strategy in a competitive environment for both projects and resources. Mainstream also works closely with end-users and consumers of electricity to meet their current demands and future needs.
Reputation	Changing consumer preferences towards products seen as better/ worse for the environment would be a significant opportunity for Mainstream's Business model	Ongoing	Mainstream develops projects to our Global Development Standard, which incorporates best international development practices to ensure our projects remain at a consistently high level benefiting the environment, communities and consumers.

Physical Risks

Mainstream has considered physical risks across our business, supply chain and customer base through the lens of both acute risks and longer term and longer lasting chronic risks

Risk Type	Risk	Timeframe	Mitigation measures / Opportunity Identified
Acute	<p>Increased incidence and severity of extreme weather events such as cyclones, floods, high winds, drought.</p> <p>Time delays during and construction development & construction, loss of revenue during operations as well as equipment damage within Mainstream's control and also on the exporting grid are outcomes of these acute weather risks.</p>	Ongoing	Mainstream seeks to mitigate the impact of such a weather event through a number of mechanisms. Scenarios considered to date do not have a material financial impact on project viability.
Chronic	<p>Rising mean temperatures and changes in precipitation patterns causing water stress in certain regions and rising sea levels.</p> <p>Rising sea levels are a clear risk for Mainstream's offshore and near shore wind farms and infrastructure.</p>	Ongoing	Mainstream seeks to mitigate the impact of such a weather event through a number of mechanisms. Scenarios considered to date do not have a material financial impact on project viability.

Appendix 2

Detailed information around our community initiatives delivered in 2021 in our regions.

South Africa - Community initiatives delivered in 2021

Description of various initiatives delivered in our communities	Monetary Value €	Wind farm or solar park project name	Wind farm or solar park stage	Number of learners/ community members impacted
Early Childhood Development				
ECD Centre building, furniture, generator and water tank	36,383	Noupoort	Operations	69
Year End party packs for ECD centres	945	Noupoort	Operations	421
ECD Support	44,158	Loeriesfontein 2	Operations	10
ECD Support	3,121	Kangnas	Operations	510
ABCD: Oppie koppe creche(aftercare)	1,140	Perdekraal East	Operations	35
Aviat Creche	1,200	Perdekraal East	Operations	109
Vrolike Vinkies Creche	6,000	Perdekraal East	Operations	139
ECD Teacher training - Leer en Leef	9,000	Perdekraal East	Operations	45
Vrolike Vinkies Creche - Life Skills Training	994	Perdekraal East	Operations	12
Food garden Phase 2 -Vrolike Vinkies	1,056	Perdekraal East	Operations	16
School - Primary and Secondary				
STEM Teacher and educator support	64,446	Noupoort	Operations	295
High School Teacher support	37,371	Loeriesfontein 2	Operations	168
Primary School Teacher support	24,634	Loeriesfontein 2	Operations	576
Teaching Resources	485,541	Khobab	Operations	576
Teaching Resources	43,185	Loeriesfontein 2	Operations	576
Primary School Calsroom doors and laptops	7,193	Noupoort	Operations	320

White boards and data projectors for primary school	1,313	Noupoort	Operations	103
Aftercare for learners	16,373	Noupoort	Operations	104
Global Wind Day & Youth Day	636	Noupoort	Operations	48
Child and Youth Development programme	37,119	Loeriesfontein 2	Operations	191
Teacher and learner bags	3,867	Loeriesfontein 2	Operations	180
High School infrastructure - bathroom upgrades, water tanks, electrical reticulation	105,706	Loeriesfontein 2	Operations	168
High School infrastructure - bathroom upgrades, water tanks, electrical reticulation	179,522	Khobab	Operations	168
School excursion	491	Loeriesfontein 2	Operations	53
School excursion	452	Loeriesfontein 2	Operations	53
Career Guidance Workshop for High School	6,216	Khobab	Operations	84
Career Building programme (Youth)	4,055	Khobab	Operations	30
CAMI Mathematics Programme	1,050	Khobab	Operations	60
Integrated Mathematics Programme - Greenshoots	5,925	Khobab	Operations	300
Learner Tracksuits	4,824	Khobab	Operations	120
Foundation Phase Literacy Programme	6,600	Khobab	Operations	100
Wifi at High School	2,493	Khobab	Operations	168
St Anna High School - via Asset Based Community Development	15,728	Kangnas	Operations	94
Wifi at High School	6,450	Kangnas	Operations	2148
SAWEA Energy Drive	360	Kangnas	Operations	30
Roadshow - primary school	476	Kangnas	Operations	30
Psychosocial Support Programme	29,980	Kangnas	Operations	931

Hey Math programme	74,400	Kangnas	Operations	4976
Back to School Project - collaboration with NGO/Private Sector	2,076	Perdekraal East	Operations	173
St Marks Library	20,018	Perdekraal East	Operations	1021
Hey Math Programme	66,000	Perdekraal East	Operations	8544
Material Sanitary Towels to Learners	5,674	Perdekraal East	Operations	1600
PFP school principals leadership development programme	64,458	Perdekraal East	Operations	10
Fairfield Primary	1,200	Perdekraal East	Operations	144
Wanganella Primary school	1,920	Perdekraal East	Operations	205
Annual Entrepreneur Day - Booklet and flashdrive(not yet distributed)	893	Perdekraal East	Operations	20
Global Wind Day	1,200	Perdekraal East	Operations	15
Ceres Secondary School Support	9,031	Perdekraal East	Operations	1552
SARETEC - Technician training	39,932	Perdekraal East	Operations	15
SAWEA Energy Drive	2,219	Perdekraal East	Operations	90
Tertiary Bursary				
Bursaries	34,285	Noupoort	Operations	6
Bursaries	63,000	Khobab	Operations	12
Bursaries	51,372	Kangnas	Operations	9
Bursaries	26,850	Perdekraal East	Operations	7
GWO Training - wind turbine technicians	21,840	Loeriesfontein 2	Operations	15
GWO Training - wind turbine technicians	25,892	Loeriesfontein 2	Operations	
Skills Development programme	4,680	Perdekraal East	Operations	21
Training of home based care for people with disabilities	4,680	Perdekraal East	Operations	12

Community Support				
Heritage Day	170	Noupoort	Operations	3
Bridge construction finalisation	5,377	Khobab	Operations	1350
Bridge construction finalisation	5,064	Loeriesfontein 2	Operations	
Gender Study	18,095	Loeriesfontein 2	Operations	1350
Brick making donation	14,862	Loeriesfontein 2	Operations	1350
Anti-substance abuse programme	28,648	Loeriesfontein 2	Operations	1350
Harmony Old Age Home support	4,860	Kangnas	Operations	64
EJ Apies and Home Emmanuel	1,798	Kangnas	Operations	91
Step Up Foundation: Rooiwal Disaster Project	19,181	Kangnas	Operations	30
Mandela Day Soup Kitchen	1,200	Perdekraal East	Operations	2044
Youth Day	1,200	Perdekraal East	Operations	169
Newsletter	1,500	Perdekraal East	Operations	1
Diasibility Programme - Wendy house	2,406	Perdekraal East	Operations	1
Health & Well Being				
Supply of X-Ray Machine	84,881	Noupoort	Operations	7536
Covid 19 Equipment Clinic	9,048	Noupoort	Operations	4512
Office furniture & kitchen utensils for clinic	3,266	Noupoort	Operations	5
Water Tanks for Clinics	3,791	Noupoort	Operations	7536
Electrification of Covid-19 screening container	779	Noupoort	Operations	4512
Vaccination of the elderly	2,484	Noupoort	Operations	589
Cancer Awareness Initiative - Pink Drive	18,792	Khobab	Operations	
Cancer Awareness Initiative - Pink Drive	9,729	Loeriesfontein 2	Operations	135

COVID-19 Support - Medical PPE	156	Khobab	Operations	
COVID-19 Support - Medical PPE	21,266	Loeriesfontein 2	Operations	1350
Mens Health Drive	3,832	Loeriesfontein 2	Operations	100
Patient Transporter	40,842	Loeriesfontein 2	Operations	1750
School Health Intervention (hearing, visual & dental)	34,500	Khobab	Operations	615
Training of High Flow Oxygen Machines	585	Kangnas	Operations	4
Masks and hand sanitisers to TVET College	1,855	Kangnas	Operations	486
Ceres Hospital support	17,952	Perdekraal East	Operations	100
Food Garden	8,095	Perdekraal East	Operations	16
Food Parcels	326	Perdekraal East	Operations	5
Sport				
Annual Sport League		Noupoort	Operations	
Athletics Track	57,480	Khobab	Operations	1750
Athletics Track	57,480	Loeriesfontein 2	Operations	
Gym Development	23,100	Khobab	Operations	1750
Gym Development	23,100	Loeriesfontein 2	Operations	
Namaqua Cricket Union via Asset Based Community Development	10,617	Kangnas	Operations	180
Enterprise Development				
Business incubator	29,133	Noupoort	Operations	589
Support to SMMEs attending Windaba	133	Noupoort	Operations	1
Business Centre Construction completion	50,936	Khobab	Operations	
Business Centre Construction completion	24,599	Loeriesfontein 2	Operations	12

Business Centre Services	1,506	Loeriesfontein 2	Operations	2
Business Centre Services	12,797	Loeriesfontein 2	Operations	2
Business Centre to local SMME	16,163	Loeriesfontein 2	Operations	4
Business incubator	38,424	Loeriesfontein 2	Operations	1350
Business incubator	4,584	Khobab	Operations	
Data Processing research	21,311	Loeriesfontein 2	Operations	1350
Data Processing research	21,311	Khobab	Operations	
Enterprise Development Capacity Building	23,276	Loeriesfontein 2	Operations	6
Enterprise Development Capacity Building	6,666	Khobab	Operations	6
Business incubator	50,854	Loeriesfontein 2	Operations	2
Business incubator	12,447	Khobab	Operations	
Women in Business	7,680	Khobab	Operations	12
Mask Manufacturing	1,208	Loeriesfontein 2	Operations	1
Mask Manufacturing	1,208	Khobab	Operations	1
Brick making donation	14,862	Loeriesfontein 2	Operations	1350
Brick making donation	14,862	Khobab	Operations	
Loeries Logistics	34,034	Khobab	Operations	3
Support to SMME manufacturing material sanitary towels	3,941	Perdekraal East	Operations	2
Entrepreneur Support to purchase vehicle	6,000	Perdekraal East	Operations	1
Support to SMMEs attending Windaba	444	Perdekraal East	Operations	2
Asset Based Community Development				
Socio-Economic Dvelopment grants	21,236	Noupoort	Operations	493
Enterprise Development Asset Based Community Grants	62,973	Noupoort	Operations	23

Financial training of Asset Based Community Grantees	4,268	Noupoort	Operations	23
Asset Based Community Development	56,249	Khobab	Operations	102
Asset Based Community Development	49,743	Loeriesfontein 2	Operations	102
Occupational Therapist	2,557	Kangnas	Operations	1
Funding to Elvic VP Enterprise	2,557	Kangnas	Operations	1
ABCD Grantee: Step Up Foundation	9,000	Kangnas	Operations	10
ABCD Grantee: Concordia Primary School	1,500	Kangnas	Operations	691
ABCD Grantee: Steinkopf High School	8,281	Kangnas	Operations	333
ABCD Grantee: Besteez Pty Ltd	1,500	Kangnas	Operations	5
ABCD Grantee: North Western Trading	10,735	Kangnas	Operations	1
Namakwa Sport Council	8,400	Kangnas	Operations	34
ABCD Grantee: Desert Daisies	10,582	Kangnas	Operations	10
Agriculture SMME: Rooipoort Saal Boerdery	7,225	Kangnas	Operations	4
Agriculture SMME: Saclova	10,880	Kangnas	Operations	3
ABCD Grantee: Imini Electrical Services	1,500	Kangnas	Operations	2
ABCD Grantee: Namaqua Supply & Training	10,784	Kangnas	Operations	1
ABCD Grantee: Olympics Football Club	1,500	Kangnas	Operations	130
ABCD Grantee: Steinkopf Cricket Club	10,269	Kangnas	Operations	25
Mentoring	1,500	Kangnas	Operations	2
Radio Namaqua FM - Interviewing ABCD grantees	1,742	Perdekraal East	Operations	38
ABCD: Ceres Cervice centre	3,000	Perdekraal East	Operations	30
ABCD: The Messenger Music	1,200	Perdekraal East	Operations	5

ABCD: St Josephine	1,200	Perdekraal East	Operations	124
ABCD: Deon Adams	982	Perdekraal East	Operations	91
ABCD: "Boerseep" Project with Disabled people	720	Perdekraal East	Operations	300
ABCD: Singers of God	1,146	Perdekraal East	Operations	70
ABCD: Genesis Techno enterprise	1,200	Perdekraal East	Operations	1
ABCD: Riedas Creation	1,200	Perdekraal East	Operations	1
ABCD: Jacobs Flowering and Catering Services	1,200	Perdekraal East	Operations	1
ABCD: Valiphi Cleaning Services	948	Perdekraal East	Operations	1
ABCD: Big Bite Road House	1,200	Perdekraal East	Operations	1
ABCD: Marinda Needlework	1,146	Perdekraal East	Operations	1
ABCD: Glodine cake	456	Perdekraal East	Operations	1
ABCD: Labchem cleaning solutions	1,200	Perdekraal East	Operations	1
ABCD: PLY general service	1,200	Perdekraal East	Operations	1
ABCD: Alvi catering	1,200	Perdekraal East	Operations	1
ABCD: Togreyers	12,600	Perdekraal East	Operations	1
ABCD: Vrolike Vinkies	300		Development	1
ABCD: Isiqalo performance Trust - painting of farm houses	2,887		Development	5
Monitoring & Evaluation				
Training of community data collectors	26,456	Noupoort	Operations	9
ABCD projects monitoring & Evaluation	627	Noupoort	Operations	
Community data collectors	18,285	Loeriesfontein 2	Operations	10
Community data collectors	23,291	Khobab	Operations	

Financial training of Asset Based Community Grantees	9,499	Kangnas	Operations	6
Data Collectors	46,675	Kangnas	Operations	10
Bio-Diversity				
Biodiversity Offset - Oranjefontein nature Reserve	46,973	Kangnas	Operations	10
Skoonveld Project	7,200	Perdekraal East	Operations	4
TOTAL	EUR€3,163,294			75,637

Chile - Community initiatives delivered in 2021

Summary - Description of various initiatives delivered in our communities	Monetary Value €	Wind farm or solar park project name	Wind farm or solar park stage	Number of learners/ community members impacted
Local Development & Community Infrastructure				
Improvement of local road sections Neighborhood No. 13 R Cufeo Oriente	4,520	Caman	In construction	5
Improvement of local road sections Cufeo Alto Committee	5,085	Caman	In construction	60
Improvement of the Huichahue Bajo Neighborhood water network	2,825	Caman	In construction	180
Improvement of local road sections La Paloma Neighborhood	5,650	Caman	In construction	60
Instalation water accumulators (stage 2), Chapuco Neighborhood	2,825	Caman	In construction	24
TAÑI NGENKO Implementation of a deep well in the Calfucurra property of the Futa Trawun Indigenous Association	5,650	Caman	In construction	200
Water accumulators for families of Indigenous Community Santos Curumilla and purchase of animals	2,825	Caman	In construction	25
Completion of greenhouse project with drip irrigation system in Chaipul Indigenous Community	1,695	Caman	In construction	6
Improvement of the water network of the Luminado Chapuco Indigenous Community	2,825	Caman	In construction	150

Integrated Territorial Energy Program of Corfo for the realization of basic studies regarding gaps and challenges of the energy industry in the Atacama region.	1,704	Valle Escondido	In construction	1000
Integrated Territorial Energy Program of Corfo for the realization of basic studies regarding gaps and challenges of the energy industry in the Atacama region.	1,704	Rio Escondido	In construction	1000
Community Strengthening				
Inti Pacha Wayra Asociation's Christmas Celebration for children	342	Tchamma	In construction	160
Inti LLacta Indigenous Community's Christmas Celebration for children	342	Tchamma	In construction	30
Hijos del Loa Indigenous and Ecologist Community's Christmas Celebration for children	342	Tchamma	In construction	30
Lemu Cuyen Indigenous Community's Christmas Celebration for children	342	Tchamma	In construction	70
Forjadores de un Nuevo Oasis Asociation's Christmas Celebration for children	342	Tchamma	In construction	66
Agricultores del Sol Poniente neighborhood council's Christmas Celebration for children	342	Tchamma	In construction	50
Chunchuri Indigenous Community's Christmas Celebration for children	342	Tchamma	In construction	70
Chunchuri Poniente Farmer Asociation's Christmas Celebration for children	342	Tchamma	In construction	80
Likan Tatay Atacameña Asociation's Christmas Celebration for children	342	Tchamma	In construction	80

Local Development & Community Infrastructure				
Territorial investment fund initiative, for the acquisition of clothing, legal advicement, outdoor awnings and chairs for the Chunchuri Indigenous organization	11,388	Tchamma	In construction	40
Territorial investment fund initiative from Agricultores del Sol Poniente neighborhood council	3,637	Tchamma	In construction	500
Territorial Investment fund destined to seek legal advicement and to co-finance a project from Chunchuri Poniente Farmers Asociation to regularize the use of irrigation waters for the community	11,388	Tchamma	In construction	80
Territorial Investment fund destined to implement solar luminaire for the community of Hijos del Loa Indigenous Asociation	19,360	Tchamma	In construction	30
Territorial Investment fund destined to implement a community greenhouse for Inti Pacha Wayra Asociation	19,360	Tchamma	In construction	160
Cultural & Heritage				
Agreement for scientific publications with the Museum of Natural and Cultural History of the Desert from Atacama. (Calama)	11,360	Llanos del Viento	In construction	150000
Environmental Education				
Collaboration Agreement with the Fundación Educacional Colegio Rio Loa to jointly develop actions aimed at promoting the development of skills in renewable energy matters.	514	Cerro Tigre	In construction	150

Local Development & Community Infrastructure				
Participation in Energy Cluster initiatives focused on the development and education of renewable energies	7,952	Cerro Tigre	In construction	150000
Contribute to the development of the prevention and care of Covid 19 led by higher education institutions in the region of Antofagasta. (Universidad de Antofagasta)	5,680	Cerro Tigre	In construction	2000
Mainstream participates in the Association of Industrialists of Antofagasta and committed support with financing for kindergarten projects in the region.	17,040	Cerro Tigre	In construction	450
Contribute to the development of the prevention and care of Covid 19 led by higher education institutions in the region of Antofagasta. (Universidad Católica del Norte)	5,680	Pampa Tigre	In construction	2000
Environmental Education				
Environment competitive fund Frutillar	9,056	Puelche Sur	In construction	2000
Environment competitive fund Puerto Octay	4,528	Puelche Sur	In construction	80
Environment competitive fund Purranque	6,792	Puelche Sur	In construction	3320
Local Development & Community Infrastructure				
Infrastructure improvement for the Juanita Fernández school gym in order to have more room available to implement social distancing measures due to Covid-19	3,396	Puelche Sur	In construction	80
Purchase of classroom implements, sanitary materials related to Covid-19 and furniture for the Colonia San Martin rural school	1,132	Puelche Sur	In construction	6
Support of school sanitary program implementation related to Covid-19 for the Carlos Springer school	2,264	Puelche Sur	In construction	30

Community investment fund - Los Canelos Indigenous Community	11,267	Puelche Sur	In construction	24
Community investment fund - Peñi Mapu Indigenous Community	11,208	Puelche Sur	In construction	24
Community investment fund - Lafken Mapu Inchen Indigenous Community	11,390	Puelche Sur	In construction	18
Supplementary education fund - Lafken Mapu Inchen Indigenous Community	3,624	Puelche Sur	In construction	18
Internet conectivity through fiber optic network for the Colonia San Martin area (including members of the Weichan Mapu Indigenous Community)	33,212	Puelche Sur	In construction	250
Perimeter closure for land of neighbors of Community "La Suerte"	15,168	Alena	In construction	200
Cleaning Of The Luck Drainage Channel - Sector Eje 15 Community "La Suerte"	1,695	Alena	In construction	60
Topography for Neighbors land of Community "La Suerte"	424	Alena	In construction	200
Implementation of Tower with antenna to deliver fiber optic service to neighbors of Community "Quilas Sur"	8,433	Alena	In construction	75
Payment of the Light Splice for the lighting of the headquarters of neighbors Community "Chacaico"	780	Alena	In construction	250
Stage 1/2 - Land clearance and repairs at headquarters of Community "Chacaico"	1,379	Alena	In construction	250
Social projects for 7 Functional Organizations and Institutions (Churches) of "Chacaico"	3,945	Alena	In construction	150
Purchase (2/3) of Land for Residents of neighbors "Rinconada de Chacaico"	11,270	Alena	In construction	100

Stage 1 of Construction of Headquarters of 160 m ² for residents of Coyanco	16,342	Alena	In construction	300
Installation of 10 luminaires on main roads of El Chequén	5,169	Alena	In construction	100
Implementation of 50-meter Deep Well for Rural Drinking Water Project of the Community "El Chequén"	7,343	Alena	In construction	100
Installation of 18 poles with luminaires on Route Q-148 was carried out. This route was the one with the highest use during the construction of the project.	10,706	Alena	In construction	500
Total	EUR€334,268			316,891

Philippines - Community initiatives delivered in 2021

Summary - Description of various initiatives delivered in our communities	Monetary value €	Wind farm or solar park project name	Wind farm or solar park stage	Number of learners/ community members impacted
Health				
Donation of Nebulisers and blood pressure monitors	225	Camarines Sur	Development	590
Disaster Relief				
Donation of construction supplies for repair of community chapels	620	Camarines Sur	Development	1,627
TOTAL	EUR€845			2,217

Vietnam - Community initiatives delivered in 2021

Summary - Description of various initiatives delivered in our communities	Monetary value €	Wind farm or solar park project name	Wind farm or solar park stage	Number of learners/ community members impacted
Community Support				
Donation of Food packs for Tet 21	5,975	Phu Cuong Soc Trang	Development	324
TOTAL	EUR€5,975			324

Appendix 3

Full ESG Performance Metrics

Planet		
Portfolio Commitment		
Climate emissions: Net zero commitment (or more ambitious)	Y/N	Y
Has a formal initiative to front a Net Zero Commitment on climate been joined? (E.g. the Race to Zero)	Y/N	Y
Concrete, quantified, time-bound targets for GHG emissions reductions	Y/N	N
Approved Science-Based Targets in place	Y/N	N
Biodiversity and deforestation: Net zero commitment	Y/N	N
Has a formal initiative to front a Net Zero Commitment on biodiversity been joined?	Y/N	N
Zero waste: Zero waste commitment	Y/N	N
Has a formal initiative to front a Net Zero Commitment on waste been joined?	Y/N	N
Freshwater: Net zero commitment	Y/N	N
Has a formal initiative to front a Net Zero Commitment on water been joined?	Y/N	N
Greenhouse Gas Emissions⁴		
Scope 1 emissions Tonnes CO ₂ e	Tonnes CO ₂ e	300.5
Scope 2 emissions - location-based	Tonnes CO ₂ e	2479.25
Scope 2 emissions - market-based	Tonnes CO ₂ e	–
Scope 3 emissions - location-based (if the distinction is relevant)	Tonnes CO ₂ e	974.91
Scope 3 emissions - market-based (if the distinction is relevant)	Tonnes CO ₂ e	–
CO ₂ e “offset” through offsetting mechanisms, nature-based solutions and/or carbon removal technologies	Tonnes CO ₂ e	0
Unit of solution utilized for offsetting (e.g. capture/removal/nature-based capacity restored)	N.A.	N.A./In progress

Biodiversity		
Land occupation from own and portfolio companies operations (hectares)	Hectares	
Number of operational sites owned, leased or managed in or adjacent to protected areas and/or key biodiversity areas (KBA)	# sites	NA/In progress
Area (in hectares) of operational sites owned, leased or managed in or adjacent to protected areas and/or key biodiversity areas (KBA)	Hectares	NA/In progress
Share of operations/sites in biodiversity sensitive areas covered by effective measures	%	NA/In progress
Share of sites/operations that affect threatened species (IUCN Red List)	%	NA/In progress
Conservation/reforestation efforts - value	Value	NA/In progress
Denominator of biodiversity offsets value (land area concerned, protection/restoration, duration of protection, other properties of area)	N/A	NA/In progress
Water		
Sites/operations located in areas of high or extremely high baseline water stress (according to WRI Aqueduct water risk atlas tool) progress	Y/N	NA/In progress
Report for operations where material, mega litres of water withdrawn	Mega litres	50.66
Report for operations where material, percentage of water withdrawn in regions with high or extremely high baseline water stress	% high water stress	In progress ¹
Pollution		
Emissions to water		0
Waste		
Hazardous waste generated	Tonnes	46.032
Total waste - tonnes	Tonnes	5875.946
Non-recycled waste - tonnes	Tonnes	825.71
Non-recycled waste - proportion of all waste generated	%	14
Climate Risk		
Has a TCFD-assessment been undertaken and disclosed?	YN	Y

¹ This information has been collected for all individual sites, but not yet consolidated to a single figure. For individual sites that withdraw water from water-stressed basins, the average proportion of water withdrawn from water-stressed basins was 40%

People		
Diversity/Employees		
Number of employees by employment type - permanent employees (current year)	# persons	430
Number of employees by employment type - temporary employees	# persons	NA/In progress
Number of employees by employment type - part-time employees	# persons	NA/In progress
Number of employees by employment type - involuntary part-time employees	# persons	NA/In progress
Number of male employees	# persons	261
Number of female employees	# persons	169
Percentage of employees under 30 years old	%	16.05
Percentage of employees 30-50 years old	%	77
Percentage of employees over 50 years old	%	10.93
Percentage of women in management	%	31
Percentage of men in management	%	69
Number of different nationalities amongst employees	# nationalities	34
Pay equality women to men (average salary in the organization regardless of employment level)	Ratio	NA/In progress
Ratio of CEO's total annual compensation to median total annual compensation of all employees (excluding the CEO): CEO salary/Median salary excl. CEO	Ratio	8.5
Average hours of training per person that the organization's employees have undertaken during the reporting period - total	Hours	38
Average hours of training per person that the organization's employees have undertaken during the reporting period - men	Hours	NA/In progress
Average hours of training per person that the organization's employees have undertaken during the reporting period - women	Hours	NA/In progress
Average training and development expenditure per full time employee	€ m	NA/In progress
Employee participation in employment satisfaction survey (% of total)	%	95
Employee satisfaction level (%) (based on survey)	%	82

Health and Safety		
The number of fatalities as a result of work-related injury among employees - number	# fatalities	0
The number of fatalities as a result of work-related injury among contractors, service providers and suppliers - number	# fatalities	0
The number of lost time injuries (LTI) among employees	# injuries	0
The number of lost time injuries (LTI) among contractors, service providers and suppliers	# injuries	15
The number of recordable work-related injuries (TRI) among employees	# injuries	0
The number of recordable work-related injuries (TRI) among contractors, service providers and suppliers	# injuries	66
Sickness absence (%)	%	NA/In progress
Human Rights		
Violations of UN Global Compact principles and Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises	# violations	0
Processes and compliance mechanisms to monitor compliance with UN Global Compact principles and Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises (Yes/No).	Y/N	Y
Total percentage of employees who have received training on the organization's human rights policies and procedures	%	60
Prosperity		
Economic Contribution		
Direct economic value generated and distributed (EVGandD) – on an accrual basis, covering the basic components for the organization's global operations - Employee wages and benefits	€ m	54.8
Direct economic value generated and distributed (EVGandD) – on an accrual basis, covering the basic components for the organization's global operations - Community investment	€ m	3.5 ¹
Total costs related to research and development)	€ m	NA/In progress
The total global tax borne by the company, including corporate income taxes, property taxes, non-creditable VAT and other sales taxes, employer-paid payroll taxes and other taxes that constitute costs to the company	€ m	3.9

¹ Mainstream administered 239 community initiatives during 2021 across South Africa, Chile, Vietnam and the Philippines resulting in a total investment of EUR3.5 million in its local communities and positively impacting around 395,000 people. These figures include five wind assets in South Africa owned by its joint venture company Lekela Power where Mainstream has a % ownership and through O&M contracts, administers ED/SED initiatives.

Job Creation		
Total number of new employee hires during the reporting period	# employees	167
Total rate of new employee hires during the reporting period (new hires/total employees excl. new hires)	Ratio	0.6
Total number of new employee hires during the reporting period - male	# employees	93
Total number of new employee hires during the reporting period - female	# employees	74
Total number of new employee hires during the reporting period - age under 30	# employees	46
Total number of new employee hires during the reporting period - age 30-50	# employees	117
Total number of new employee hires during the reporting period - age over 50	# employees	4
Total number of employee turnover during the reporting period	# employees	62
Total number of employee turnover during the reporting period - male	# employees	40
Total number of employee turnover during the reporting period - female	# employees	22
Total number of employee turnover during the reporting period - age under 30	# employees	5
Total number of employee turnover during the reporting period - age 30-50	# employees	45
Total number of employee turnover during the reporting period - age over 50	# employees	12
Governance		
Corruption		
Total percentage of employees who have received training on the organization's anticorruption policies and procedures (if relevant, broken down by region)	%	60
Total percentage of business partners who have received training on the organization's anti-corruption policies and procedures (if relevant, broken down by region)	%	NA/In progress
Ethical Conduct and Integrity		
% of staff completing ethics and integrity training (including permanent staff and hired-ins in exposed positions)	%	60

Compliance with Laws and Regulations		
# of legal proceedings associated with corruption, fraud, insider trading, anti-trust, anti-competitive behavior, market manipulation, other economic crime, malpractice or violations of other related industry laws or regulations that ended with a penalty	# proceedings	0
Board Composition		
Total amount of board members	# board members	5
Female (or other gender minority) board members	number # female directors	1
Female (or other gender minority) board members - percent	%	20
Board members with ESG competence - number	# directors with ESG competence	5
Board members with ESG competence - percent	%	100
Board members with executive positions in the company - number	# directors with exec. Positions	3
Board members with executive positions in the company – per cent	%	60
Independent board members - number	# independent directors	0
Independent board members - percent	%	0
Average tenure on the Board of Directors	Years	0.5
Stakeholder board members - percent	%	100
Employee board members - percent	%	0
Board members aged under 30 - percent	%	0
Board members aged 30-50 - percent	%	20
Board members aged over 50 - percent	%	80
Board Meetings		
Number of board meetings held	#	3
Directors average meeting attendance	%	90

Appendix 4

GRI Content Index

	Disclosure	Page No/Section
GRI 102: General Disclosures	Organisational Profile	
Disclosure 102-1	Name of organisation	About this report, page (p) 1
Disclosure 102-2	Activities, brands, products & Services	Section 1.3 Our Ambitions, p 7
Disclosure 102-3	Location of headquarters	Final Page
Disclosure 102-4	Location of operations	Mainstream at a Glance, p 10
Disclosure 102-5	Ownership and legal form	CEO Introduction, p 3
Disclosure 102-6	Markets served	Mainstream at a Glance, p 10
Disclosure 102-7	Scale of organisation	Mainstream at a Glance, p 10
Disclosure 102-8	Information on employees/other workers	Appendix 3, People, p 72
Disclosure 102-9	Supply chain	Good Governance, Responsible Supply Chain, p 26
Disclosure 102-10	Significant changes to organisation	CEO Introduction, p 3
Disclosure 102-11	Precautionary principle or approach	TCFD Statement, Appendix 1, p 48
Disclosure 102-12	External initiatives	CEO Introduction, p 3
Disclosure 102-13	Membership of associations	Trade Associations - Board Membership Positions, p 20
GRI 102: General Disclosures	Strategy	
Disclosure 102-14	Statement from senior decision maker	CEO's Welcome, p 3
Disclosure 102-15	Key Impacts, Risks and Opportunities	Materiality, p 22, TCFD Statement, p 48
GRI 102: General Disclosures	Ethics and Integrity	
Disclosure 102-16	Values, principles, standards, and norms of behaviour	Our Vision, Mission and Values, p 8 Ethics & Integrity, p 25, Responsible Supply Chain, p 26, Human and Labour Rights, p 37 Legal Compliance, p 26

GRI 102: General Disclosures		
GRI 102: General Disclosures		
Governance		
Disclosure 102-18	Governance Structure	ESG Board Oversight and Sustainability Committee, p 24
GRI 102: General Disclosures		
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Disclosure 102-40	List of stakeholder groups	Stakeholder Engagement, p 19
Disclosure 102-42	Identifying and selecting stakeholders	Stakeholder Engagement, p 19
Disclosure 102-43	Approach to stakeholder engagement	Stakeholder Management, p 21
Disclosure 102-44	Key topics and concerns raised	Stakeholder Management, p 21
GRI 102: General Disclosures		
Reporting practice		
Disclosure 102-46	Defining report content and topic Boundaries	About this Report, p1
Disclosure 102-47	List of material topics	Materiality, p 22
Disclosure 102-50	Reporting period	About this Report, p1
Disclosure 102-51	Date of most recent report	About this Report, p1
Disclosure 102-52	Reporting cycle	About this Report, p1
Disclosure 102-53	Contact point for questions regarding the report	About this Report, p1
Disclosure 102-54	Claims of reporting in accordance with the GRI Standards	About this Report, p1
Disclosure 102-55	GRI content index	Appendix 4, p 76

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GRI 204	Procurement Practices	
Disclosure 103	Management Approach	Responsible Supply Chain, p26

GRI 205	Anti-corruption	
Disclosure 205-1	Operations assessed for risks related to corruption	Responsible Supply Chain, p 26
Disclosure 205-2	Communication and training about anti-corruption policies and procedures	Ethics & Integrity, p 25
Disclosure 205-3	Confirmed incidents of corruption and actions taken	N/A

GRI Content Index Environment

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GRI 304	Biodiversity	
GRI 103	Management Approach	Climate Change, p 5, 27, 30, Biodiversity, p 32, 71
GRI 305	Emissions	
Disclosure 305-1	Direct (Scope 1) GHG emissions	Planet, p 30 GHG Emissions, p 70
Disclosure 305-2	Energy indirect (Scope 2) GHG emissions	GHG Emissions, p 30, 70
Disclosure 305-3	Other indirect (Scope 3) GHG emissions	GHG Emissions, p 30, 70
GRI 306	Effluents and Waste	
GRI 103	Management Approach	Water Scarcity and Waste Management, p 33
Disclosure 306-2	Waste by type and disposal method	Appendix 3, Waste, p 71
Disclosure 306-3	Significant spills	Appendix 3, Pollution, p 71
GRI 307	Environmental Compliance	
GRI 103	Management Approach	Management Systems, p 29
Disclosure 307-1	Non-compliance with environmental laws and regulations	N/A
GRI 308	Supplier Environmental Assessment	
GRI 103	Management Approach	Responsible Supply Chain, p 26

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GRI 402	Labour Management Relations	
GRI 103	Management Approach	Human & Labour Rights, p 37
GRI 403-1	Occupational Health and Safety	
GRI 403 1	Management Approach	Health & Wellbeing, p 37
GRI 403-2	Hazard identification, risk assessment, and incident investigation	Health & Safety Construction, p 38 Management Systems, p 29
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	Case study: Event Reporting Training, p 39
GRI 403-5	Worker training on occupational health and safety	Safety Training, p 39
GRI 403-8	Workers covered by an occupational health and safety management system	Training, p 39
GRI 403-9	Work-related injuries	Safety, p 39
GRI 404	Training and Education	
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GRI 404-2	Programmes for upgrading employee skills and transition assistance programmes	Skills for the Future, p 41
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	Talent Planning, p 41
GRI 405	Diversity and Equal Opportunity	
GRI 103	Management Approach	Diversity & Inclusion, p 36
GRI 405-1	Diversity of governance bodies and employees	Appendix 3, People, p 72

GRI 409	Forced or Compulsory Labor	
GRI 103	Management Approach	Responsible Supply Chain, p 26 Human and Labour Rights, p 37
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Responsible Supply Chain, p 26
GRI 411	Rights of Indigenous Peoples	
GRI 103	Management Approach	Local Communities, p 40 Indigenous Peoples, p 40
GRI 411-1	Incidents of violations involving rights of indigenous peoples	N/A
GRI 412-2	Employee training on human rights policies or procedures	All staff receive induction training on the Mainstream Code of Conduct and our group compliance policies which include modern slavery and human trafficking.
GRI 413	Local Communities	
GRI 103	Management Approach	Local Communities, p 40
GRI 413-1	Operations with local community engagement, impact assessments, and development programs	Community Charter, p 40
GRI 413-2	Operations with significant actual and potential negative impacts on local communities	Chile, South Africa
GRI 414	Supplier Social Assessment	
GRI 103	Management Approach	Responsible Supply Chain, p 26
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GRI 103	Management Approach	Mainstream's Global Development Standard, p 27
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