



Environmental, Social, and Governance (ESG) goals

Prowind, a leading renewable energy company in the Netherlands, is committed to sustainability through its renewable energy projects while maintaining a strong focus on social inclusion, employee welfare, and responsible governance. This document outlines Prowind's alignment with **Environmental, Social, and Governance (ESG)** goals, reflecting its efforts to contribute to global sustainability. Furthermore, it highlights Prowind's goals related to **diversity, equal pay**, and becoming the **best employer**, as part of its strategy for growth and sustainability. The alignment of these goals with **United Nations Sustainable Development Goals (SDGs)** reinforces Prowind's vision for a just and green future.

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Environmental (E)

Prowind's environmental objectives are centered on reducing carbon emissions and enhancing the availability of renewable energy. These efforts align with the global goal of achieving a low-carbon future.

- **SDG 7: Affordable and Clean Energy**

Prowind's renewable energy projects, such as the **Klarenbeek Solar Park**, demonstrate a strong commitment to clean energy production. Klarenbeek generates enough electricity to power 4,500 households, contributing to the reduction of greenhouse gas emissions. Prowind's integrated projects, combining wind and solar, maximize energy efficiency and reliability, fostering a more resilient energy system for the future.

- **SDG 13: Climate Action**

Prowind plays an active role in reducing climate risks by investing in renewable energy technologies that directly reduce CO2 emissions. By expanding wind and solar projects, Prowind supports the transition to a sustainable energy future, mitigating the effects of climate change. Prowind also invests in **energy storage solutions**, ensuring more consistent energy supply, particularly during periods of high demand.

- **SDG 15: Life on Land**

Protecting biodiversity is a priority in all Prowind's projects. Environmental impact assessments are conducted to ensure that projects, such as wind and solar farms, do not negatively affect local ecosystems. Prowind actively integrates biodiversity enhancement measures into projects, such as creating habitats for wildlife within its solar parks.

Social (S)

Prowind's social goals go beyond clean energy production, focusing on inclusivity, local economic growth, and employee welfare. These goals align with **SDGs** that promote decent work, reduced inequality, and sustainable communities.



- **SDG 8: Decent Work and Economic Growth**

Prowind is dedicated to creating high-quality employment opportunities within the renewable energy sector. By investing in local projects, the company stimulates economic growth in communities where it operates. This includes forming partnerships with local businesses and cooperatives, offering local residents the opportunity to co-own wind and solar farms, thereby sharing in the economic benefits of renewable energy development.

- **SDG 5: Gender Equality**

Prowind prioritizes gender equality in the workplace by ensuring **equal pay** for men and women. This commitment reflects the company's belief that diversity and inclusion are fundamental to a thriving workforce. Prowind's policies guarantee that all employees are compensated fairly, regardless of gender, and that opportunities for growth and leadership are equally accessible.

- **SDG 10: Reduced Inequality**

Prowind's inclusive community ownership models help reduce economic inequality by providing local communities with the opportunity to invest in and benefit from renewable energy projects. These initiatives empower individuals and small businesses to take part in the energy transition, making renewable energy accessible to a wider segment of the population.

- **SDG 11: Sustainable Cities and Communities**

Prowind contributes to building resilient and sustainable cities by promoting energy independence through locally produced renewable energy. Projects like **Koningspleij Wind Farm** and **Klarenbeek Solar Park** reduce the reliance on imported fossil fuels, making communities more self-sufficient. Prowind also works closely with local governments to ensure that projects are developed in ways that meet the specific needs of the community.

Best Employer Goals

Prowind is committed to becoming the **number one employer** in the renewable energy sector in the Netherlands. To achieve this, the company has outlined several key objectives:

- **Diverse and Inclusive Workplace:** Prowind is building a workplace culture that embraces diversity, ensuring that employees from all backgrounds feel included and valued. The company is also focused on recruiting a workforce that reflects the diverse communities in which it operates.
- **Equal Pay for Equal Work:** Prowind ensures that all employees receive equal compensation for the same work, regardless of gender. The company's commitment to pay equity is an essential part of its broader strategy to foster an inclusive and supportive work environment.



- **Employee Development:** Prowind invests heavily in the personal and professional growth of its employees. This includes offering training programs, mentorship opportunities, and career advancement paths to ensure that all employees have the skills and support they need to thrive in their roles.
- **Work-Life Balance:** Recognizing the importance of maintaining a healthy work-life balance, Prowind provides flexible working arrangements and promotes a supportive work environment that allows employees to excel both professionally and personally.
- **Team Spirit and Atmosphere:** Prowind strives to create a positive and motivating atmosphere in the workplace, where teamwork and collaboration are encouraged. The company promotes open communication, transparency, and mutual respect among all employees, ensuring that the team remains united in pursuit of common goals.

Governance (G)

Prowind's governance approach emphasizes **transparency, ethical operations**, and collaboration with stakeholders to ensure that the company operates in a responsible and sustainable manner. These governance practices align with **SDGs** that focus on promoting strong institutions and partnerships.

- **SDG 16: Peace, Justice, and Strong Institutions**
Prowind operates with a commitment to transparency and accountability. The company ensures that all projects comply with legal regulations and involve local communities in the decision-making process. Through open communication and ethical operations, Prowind builds trust with stakeholders, including local governments and investors, ensuring that its projects are socially responsible and sustainable.
- **SDG 17: Partnerships for the Goals**
Prowind collaborates with various stakeholders, including local governments, businesses, and community organizations, to advance its renewable energy projects. These partnerships are essential for securing financing, obtaining regulatory approval, and ensuring community support for its initiatives. By working closely with all relevant parties, Prowind maximizes the positive impact of its projects and ensures that they meet the needs of both local communities and national sustainability goals.

Summary

Prowind's commitment to **ESG principles** is evident in its ambitious environmental goals, its dedication to social inclusion and equality, and its transparent governance practices. The company's efforts align with key **UN SDGs**, particularly those focused on clean energy production, gender equality, economic inclusion, and building sustainable communities. By striving to become the **best employer** in the renewable energy sector, Prowind is creating a workplace that fosters diversity, equality, and personal growth. Through its wind and solar projects, the company is not



only helping to drive the energy transition in the Netherlands but also setting an example for sustainable and inclusive business practices in the global renewable energy sector.