

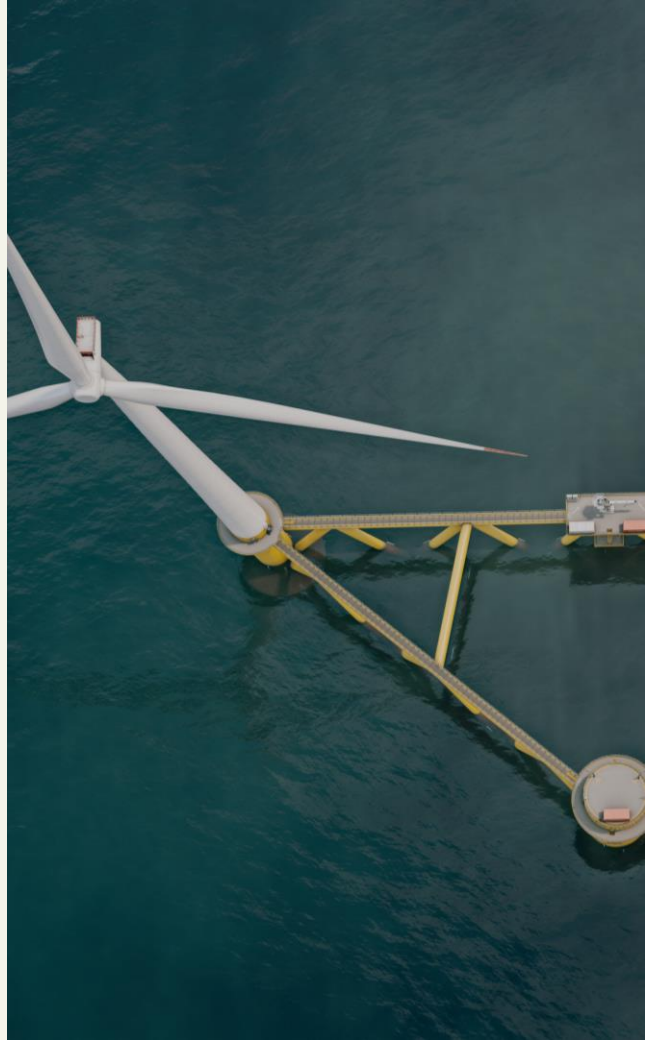


Hexicon Sustainability Vision 2030

Sustainability is the core of Hexicon's mission: to bring floating wind to the world and in doing so expand human potential.

We do that by creating ground-breaking wind farms, by making our products more sustainable, by building a creative and diverse global team and by making a positive impact in the community we live in.

We are building capacity for clean electricity to more than 1.5 million households before 2030, with minimal environmental impact, socially responsible production and robust governance. In order to amplify the transition to our envisioned future, we launch our Vision for 2030



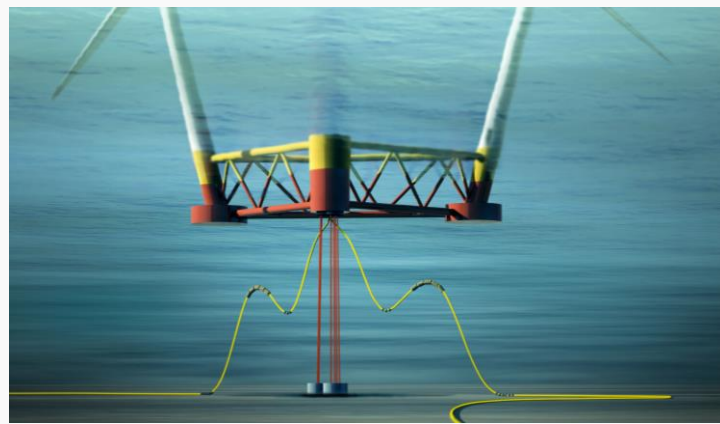
**Powered by
the Ocean**

**Energizing
Climate Action**

**Trusted
Partner**

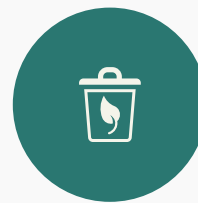
Powered by the Ocean

The oceans are the source of our energy and therefore an enabler for sustainable growth. They should be treated with respect, with minimized impact on all marine life and no waste



Minimize impact on biodiversity and marine environment

- Minimize physical footprint
- Minimize effect on marine life



Minimize waste and maximize amount of recycled materials used and recyclability at end of life cycle

- Produce zero waste wind turbines

Energizing Climate Action



Hexicon aims to achieve minimum environmental impact in all projects and across all operations and to become a driving force in the renewable energy sector with off-shore wind as the main solution to climate action.



Maximize number of sustainably produced MWh delivered

- The core of Hexicon’s being. We will build capacity for clean energy to 1.5 million households before 2030.
- Cooperate with other actors in the energy industry and develop strategic partnerships



Minimize life cycle emissions per kWh delivered electricity

- Zero life cycle emissions of products
- Zero emissions from operations and supply chain (Scope 1-3)

Trusted Partner

Hexicon aims to be the trusted partner and employer when leading the wind of change towards a renewable future.

Hexicon is committed to maintaining a robust governance and diverse leadership in all operations and supply chain to ensure the long-term survival of Hexicon.



Responsible employer

- Minimize employee turnover
- No discrimination
- No injuries
- Diverse national representation in the company
- Equal gender pay ratio



Leadership

- Increase the share of women in leadership positions



Board independence

- Diverse representation in terms of age, gender, background in board



Responsible and sustainable supply chain

- All suppliers are dedicated to Hexicons code of conduct and engaged in Hexicons social and environmental targets.
- Minimize health and safety risks in the supply chain
 - o Ensure decent working conditions in the entire supply chain
- Ensure human rights in the entire supply chain
- Ensure zero corruption in the entire supply chain



Follow-up of social goals in the entire supply chain

- Audit compliance of ESG targets in the entire supply chain

Key Performance Indicators

Hexicon will monitor and disclose an extensive number of key performance indicators to follow up the progress of realizing the vision for 2030.



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- ✓ Environmental value delivery: number of MWh delivered
- ✓ Environmental value delivery: Total capacity built, MW
- ✓ Life cycle emissions of products: g CO2e/kWh
- ✓ Total emissions from operations and supply chain (Scope 1-3): ton CO2e
- ✓ Share of renewable energy used in operations.
- ✓ Minimize physical footprint: number of m2 sea bed used
- ✓ Produce zero waste wind turbines KPI: Percentage of recycled materials

S

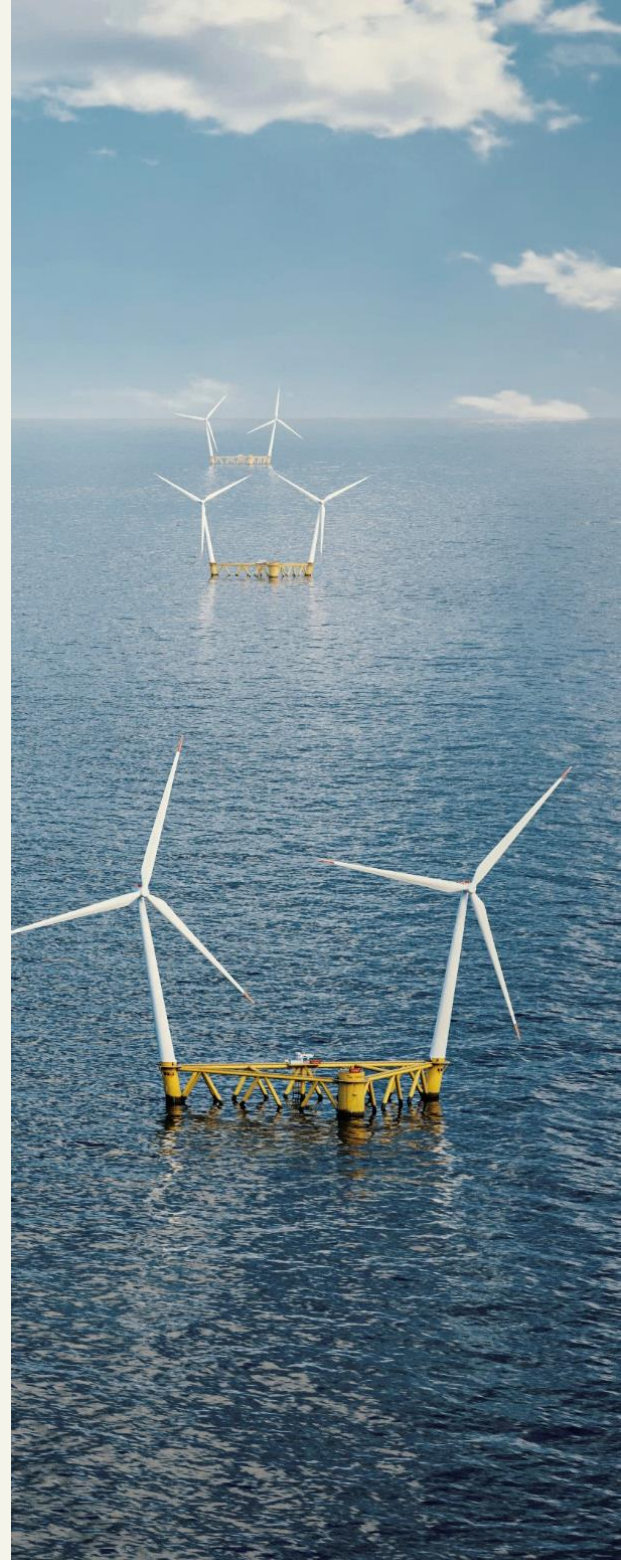
- ✓ Minimize employee turnover: Percent employee turnover
- ✓ No injuries: Total Recordable Incident Rate (TRIR)
- ✓ No injuries: Lost Time Incident Rate (LTIR)
- ✓ Diversity: Number of nationalities represented in the company
- ✓ Sustainable and ethical supply chain: Percent of supplier signatories
- ✓ Sustainable and ethical supply chain: Number of injuries in the supply chain
- ✓ Sustainable and ethical supply chain: Number of compliance audits in the supply chain

G

- ✓ Board Diversity: Board representation in terms of age, gender, background
- ✓ Board independence: Number of independent board members
- ✓ Leadership: Leadership representation in terms of age, gender, background



Powered by the ocean
we energize climate
action to electrify the
planet without harming
the environment



A world
powered
by wind