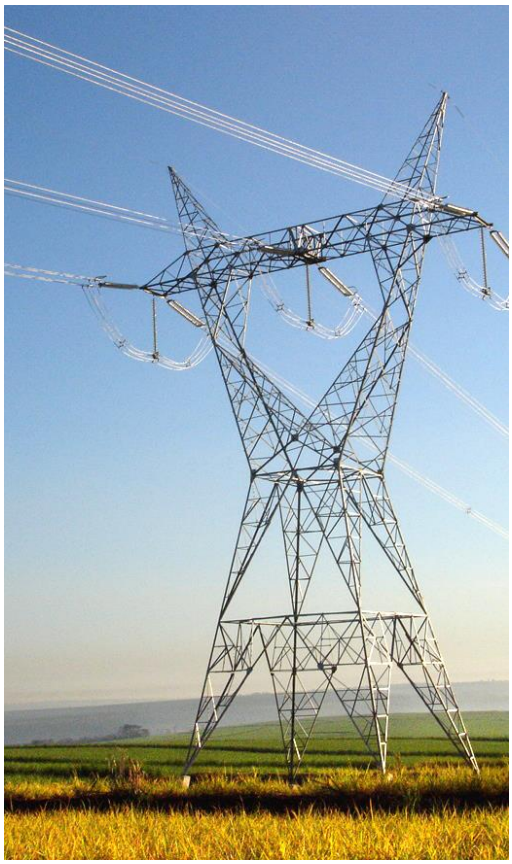
Atlantica
Sustainable Infrastructure

Supplement on ESG to the 2021 U.K. Annual Report



CDP A LIST 2021 CLIMATE
SCIENCE BASED TARGETS DRIVING AMBITIOUS CORPORATE CLIMATE ACTION
Sustainability Award Bronze Class 2022 S&P Global
SUSTAINALYTICS ESG INDUSTRY TOP RATED 2021
GLOBAL100 2022
TERRA CARTA
Bloomberg Gender-Equality Index 2021
UN GLOBAL COMPACT
In support of WOMEN'S EMPOWERMENT PRINCIPLES Established by UN Women and the UN Global Compact Office

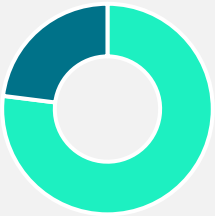
Content

.

Atlantica in Two Minutes

2,044MW

Of renewable generation (~71% solar)



77% Renewable[1]

23% Other sustainable infrastructure assets including storage, natural gas, transmission lines and water assets

1,166miles

398MW

of efficient natural gas and Heat

17.5 Mft^3/day

of water capacity

38

Stable 100% contracted or regulated assets[2]

15 years

Weighted average contracted life remaining[3]

$10 Billion

Total Assets

Core Geographies: North America, South America and certain EMEA regions

2021 Selected Key Financial and Operational

Revenue

$1,212 Million

+ 20% vs 2020

Adjusted EBITDA

$824 Million

+ 4% vs 2020

CAFD

$226 Million

+ 12% vs 2020

Renewable Energy[4]

4,566 GWh Produced

+ 43% vs 2020

Other Sustainable Assets[5]

100% availability

+ 43% vs 2020

Dividend per Share[6]

$1.72

+ 3% vs 2020

[1]Based on Revenue for the twelve month period ended December 31, 2021.
[2]Regulated revenues in Spain and Chile TL3 and non-contracted nor regulated in the case of Chile PV 1.
[3] Represents weighted average years remaining as of December 31, 2021 including announced acquisitions some of which have not closed yet.
[4] Includes curtailment in wind assets for which we receive compensation.
[5] Availability refers to the time during which the asset was available to our client totally or partially, divided by contracted or budgeted availability, as applicable.
[6] Sum of the dividends per share paid to shareholders annually.

Environment

Science Based Target: our goal is to reduce our scope 1 and scope 2 GHG emissions per unit of energy generated by 70% by 2035, with 2020 as base year[7]

Climate change commitment: Maintain over 80% of our adjusted EBITDA generated from low-carbon footprint assets[8]

- Independent third party review of our reported 2021 Scope, 1, 2 and 3 GHG emissions
- Externally reviewed non-GHG emissions, waste, water and health and safety indicators and their compliance with GRI Reporting

GHG Emissions Avoided

5.9 million tons of CO_2e
+ 8% vs 2020

GHG Emissions Offset

260 thousand tons of CO2e
+ 30% vs 2020

Scope 1&2 Emission Rate per unit of Energy generated

185 tons of gCO_2/kWh
- 2% vs 2020

Social

Our Employees

Employees

558 people
+ 22% vs 2020

Women

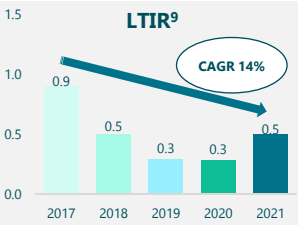
123 women
+ 15% vs 2020

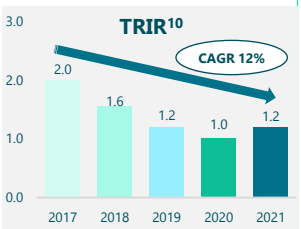
- 76 average training hours per employee (▲130% vs. 2020)

Other Social Facts

- ✓ **Community investments** to **mitigate COVID-19** effects, **improve infrastructure and support education**
- ✓ **Pre-screening of new suppliers**: **~100%** internally, and **>51%** externally

Health and Safety Metrics





Commitment: Maintain a zero-accident culture.

- ✓ Externally reviewed key health and safety KPIs
- ✓ Key health and safety KPIs below sector average

ESG Ratings

"A" List Climate Change Leadership	S&P Global Sustainability Yearbook 2022	Top 3rd percentile in Sustainalytics ESG Risk Rating (Utility Sector)	8th Globally 2nd in Power	Inaugural recipient of the Terra Carta Seal	2nd consecutive year selected in Bloomberg Gender Equality Index	Selected in 2021 SEAL Business Sustainability Awards	Included in the 2022 Clean 200TM List

[7] The target boundary includes steam generation
[8] Low Carbon Footprint assets including renewable energy, storage, transmission infrastructure and water assets.
[9] Lost Time Injury Rate (LTIR) represents the total number of recordable accidents with leave (lost time injury) recorded in the last 12 months per two hundred thousand worked hours.
[10] Total Recordable Incident Rate (TRIR) represents the total number of recordable accidents with and without leave (lost time injury) recorded in the last 12 months per two hundred thousand worked hours.

Our Purpose and Values

Our Purpose

Our purpose is to support the transition towards a more sustainable world by investing in and managing sustainable infrastructure assets, while creating long-term value for our stakeholders.

Our Values

Our values define who we are and how we behave both as individuals and as a Company. These values, described below in order of importance, serve as a compass for our day-to-day decisions and guide our relationships with stakeholders.

Integrity, Compliance and Safety. We will always do what is right. We are strongly committed to complying with all rules and regulations.

Value creation. We pursue a proactive approach to creating long-term value for our shareholders. Our core corporate policies are supported by a solid commitment to risk management that guides all our decisions.

Sustainability. We invest in assets that are environmentally sustainable and we manage them in a sustainable manner. We follow policies that analyse, evaluate, and propose measures aimed at minimizing the environmental impacts of our business activity.

Excellence and Efficiency. We believe in outstanding and disciplined asset management of our operations to be the best-in-class operator, while seeking excellence on a cost-efficient basis.

Collaborative Environment. Respect and Teamwork are key to achieving our goals. We treat others as we would like to be treated ourselves and we put the team ahead of personal success. To build strong teams, we recruit, train, and promote the best people.

About This Supplement on ESG to the U.K. Annual Report

The objective of this report is to provide additional environmental, social and governance data which supplements Atlantica Sustainable Infrstructure's 2021 U.K. Annual Report and should be read in conjunction with it. The financial information contained in this Supplement to the 2021 U.K. Annual Report is derived from the 2021 U.K. Annual Report, which includes Atlantica's audited financial statements. The 2021 U.K. Annual Report is available on our website.

The Consolidated Financial Statements contained in this Report have been prepared in accordance with International Financial Reporting Standards ("IFRS"). The Parent Company Financial Statements have been prepared in conformity with Financial Reporting Standard 101 "Reduced Disclosure Framework ("FRS 101")". We refer to Note 2 to the Consolidated Financial Statements, and Note 1 to the Parent Company Financial Statements for accounting policies detailed information.

In addition, this report has been prepared in accordance with the GRI Standards: Core option. We report GRI in line with the matters that are important and / or material to our business.

Furthermore, this report includes the SASB Electric Utilities reporting requirements. We have also followed Solar Energy SASB Standards for aspects which are material to our business.

This Supplement on ESG to the U.K. Annual Report is as of December 31, 2021, except where otherwise noted. Comparative data for the years ended December 31, 2020, and 2019[11] is also provided. Our 2021, 2020 and 2019 U.K. Annual Reports and 2020 and 2019 ESG Reports are available for download on our website.

ESG data reported corresponds to all consolidated subsidiaries on a 100% basis, regardless of Atlantica's percentage of ownership in each of the subsidiaries, except for Rioglass, a supplier of spare parts and services in the solar industry that we acquired in 2021. Considering that we are in the integration process for Rioglass, we do not have reliable and comparable ESG information on this subsidiary. As a result, we have decided to exclude Rioglass data from the ESG disclosure. In addition, associates recorded under the equity method are included for certain ESG indicators.

A multi-disciplinary team participated in the preparation of this Supplement on ESG to the U.K. Annual Report to guarantee the completeness, accuracy and reliability of the information included.

Currency amounts are expressed in U.S. Dollars unless otherwise noted.

[11] 2019 data provided for environmental and social indicators following Global Reporting Initiative (GRI) requirements.

Non-GAAP Financial Measures:

This Supplement on ESG to the U.K. Annual Report contains non-GAAP financial measures including Adjusted EBITDA, CAFD and CAFD per share.

Non-GAAP financial measures are not measurements of our performance or liquidity under IFRS as issued by IASB and should not be considered alternatives to operating profit or profit for the period or any other performance measures derived in accordance with IFRS as issued by the IASB or any other generally accepted accounting principles or as alternatives to cash flow from operating, investing or financing activities. Please refer to the section "Other Information" of this report for a reconciliation of the non-GAAP financial measures included in the Supplement on ESG to the most directly comparable financial measures prepared in accordance with IFRS. Also, please refer to the following paragraphs in this section for an explanation of the reasons why management believes the use of non-GAAP financial measures (including CAFD, CAFD per share and Adjusted EBITDA) in this Supplement provides useful information to investors.

We present non-GAAP financial measures because we believe that they and other similar measures are widely used by certain investors, securities analysts and other interested parties as supplemental measures of performance and liquidity. The non-GAAP financial measures may not be comparable to other similarly titled measures employed by other companies and may have limitations as analytical tools. These measures may not be fit for isolated consideration or as a substitute for analysis of our operating results as reported under IFRS as issued by the IASB. Non-GAAP financial measures and ratios are not measurements of our performance or liquidity under IFRS as issued by the IASB. Thus, they should not be considered as alternatives to operating profit, profit for the period, any other performance measures derived in accordance with IFRS as issued by the IASB, any other generally accepted accounting principles or as alternatives to cash flow from operating, investing or financing activities. Some of the limitations of these non-GAAP measures are:

- they do not reflect our cash expenditures, future requirements for capital expenditures or contractual commitments;
- they do not reflect changes in, or cash requirements for, our working capital needs;
- they may not reflect the significant interest expense, or the cash requirements necessary, to service interest or principal payments, on our debts;
- although depreciation and amortization are non-cash charges, the assets being depreciated and amortized will often need to be replaced in the future and Adjusted EBITDA, CAFD and CAFD per share do not reflect any cash requirements that would be required for such replacements;
- some of the exceptional items that we eliminate in calculating Adjusted EBITDA reflect cash payments that were made, or will be made in the future; and
- the fact that other companies in our industry may calculate Adjusted EBITDA, CAFD and CAFD per share differently than we do, which limits their usefulness as comparative measures.

Adjusted EBITDA is calculated as profit/(loss) for the year attributable to the parent company, after adding back loss/(profit) attributable to non-controlling interest, income tax expense, financial

expense (net), depreciation, amortization and impairment charges of entities included in the Annual Consolidated Financial Statements and depreciation and amortization, financial expense and income tax expense of unconsolidated affiliates (pro-rata of our equity ownership). Adjusted EBITDA previously excluded equity of profit/(loss) of associates carried under the equity method and did not include depreciation and amortization, financial expense and income tax expense of unconsolidated affiliates (pro-rata of our equity ownership). Prior periods have been presented accordingly. CAFD is calculated as cash distributions received by the Company from its subsidiaries minus cash expenses of the Company, including debt service and general and administrative expenses. CAFD per share is calculated as CAFD divided by the weighted average number of outstanding ordinary shares of the Company during the period.

Our management believes Adjusted EBITDA, CAFD and CAFD per share are useful to investors and other users of our financial statements in evaluating our operating performance because they provide them with an additional tool to compare business performance across companies and across periods. Adjusted EBITDA is widely used by investors to measure a company's operating performance without regard to items such as interest expense, taxes, depreciation and amortization, which can vary substantially from company to company depending upon accounting methods and book value of assets, capital structure and the method by which assets were acquired. Our management believes CAFD and CAFD per share are relevant supplemental measurements of the Company's ability to earn and distribute cash returns to investors and are useful to investors in evaluating our operating performance because securities analysts and other interested parties use such calculations as a measure of our ability to make quarterly distributions. In addition, CAFD and CAFD per share are used by our management team for determining future acquisitions and managing our growth. Adjusted EBITDA, CAFD and CAFD per share are widely used by other companies in the same industry.

Our management uses Adjusted EBITDA, CAFD and CAFD per share as measures of operating performance to assist in comparing performance from period to period on a consistent basis moving forward. They also readily view operating trends as a measure for planning and forecasting overall expectations, for evaluating actual results against such expectations, and for communicating with our board of directors, shareholders, creditors, analysts and investors concerning our financial performance.

Information presented as the pro-rata share of our unconsolidated affiliates reflects our proportionate ownership of each asset in our property portfolio that we do not consolidate and has been calculated by multiplying our unconsolidated affiliates' financial statement line items by the Company's percentage ownership thereto. Note 7 to the Annual Consolidated Financial Statements in the U.K. Annual Report includes a description of our unconsolidated affiliates and our pro rata share thereof. We do not control the unconsolidated affiliates. Multiplying our unconsolidated affiliates' financial statement line items by the Company's percentage ownership may not accurately represent the legal and economic implications of holding a non-controlling interest in an unconsolidated affiliate. We include depreciation and amortization, financial expense and income tax expense of unconsolidated affiliates (pro rata of our equity ownership) because we believe it assists investors in estimating the effect of such items in the profit/(loss) of associates carried under the equity method (which is included in the calculation of our Adjusted EBITDA)

based on our economic interest in such unconsolidated affiliates. Each unconsolidated affiliate may report a specific line item in its financial statements in a different manner. In addition, other companies in our industry may calculate their proportionate interest in unconsolidated affiliates differently than we do, limiting the usefulness of such information as a comparative measure. Because of these limitations, the information presented as the pro-rata share of our unconsolidated affiliates should not be considered in isolation or as a substitute for our or such unconsolidated affiliates' financial statements as reported under applicable accounting principles.

Please refer to "Other Information" section for additional information regarding reconciliations from non-gaap measures.

Renewable Energy – Solar

1,463MW In Operation

16 assets

69% of our Revenue

Main ESG actions during the Year

Investing in sustainable infrastructure is only one part of our strategy. Managing those assets in a sustainable way is key to creating long-term value. In this regard, we have launched several initiatives to ensure that we efficiently and sustainably manage key areas of our Company:

1. **Zero-accident culture.** Health and Safety is our number one priority, and we want our employees, partners, and contractors to apply the highest standards to ensure safe and sustainable operations. In 2021, our key health and safety indicators met annual targets and remained below sector average in all our geographies. Refer to the occupational health and safety section for further details on our safety culture.

2. **Improved our Ethics and Corporate Governance culture.** In December 2021, the Board issued a new Human Rights Policy and updated the following key documents:

   - ✓ Compliance documents, including the Code of Conduct, the Supplier Code of Conduct, and the Insider Trading Policy.
   - ✓ Health and Safety Policy.
   - ✓ Environmental Policy.
   - ✓ Diversity and Inclusion Policy.
   - ✓ Community Development and Involvement Policy.
   - ✓ Biodiversity Policy.
   - ✓ Asset Management Policy.

   These policies are available on our website.

3. **Very good progress on our ESG credentials**

   - In May 2022, Atlantica was included among the 50 most sustainable companies worldwide in the 2021 SEAL Business Sustainability Awards.

     SEAL (Sustainability, Environmental Achievement & Leadership) Awards is an environmental advocacy organization that honors top performer companies based on their leadership, transparency, and commitment to sustainable business practices.

   - In February 2022, Atlantica was included in the S&P Global Sustainability Yearbook. Atlantica was recognized with the Bronze Class distinction, awarded to Companies with a score within 5% to 10% of its industry´s top-performing companies.

     S&P Global is a provider of credit ratings, benchmarks and analytics in the global capital and commodity markets, offering ESG data and insights on critical business factors.

   - Also in February 2022, Sustainalytics updated its rating on Atlantica's ESG factors. Atlantica was rated in the top 3rd percentile in its ESG Risk Rating for the utility industry.

     Sustainalytics, a Morningstar company, is a global ESG research, ratings and data firm which rates more than 14,500 companies. Sustainalytics' ESG Risk Ratings measure a company's exposure to industry-specific material ESG risks and how well a company is managing those risks.

   - Furthermore, in February 2022, Atlantica was included in the Clean200™ 2022 global list, which includes publicly traded companies that are leading the way with solutions for the transition to a clean energy future.

- In January 2022, Atlantica was recognized once again as one of the World's 100 Most Sustainable Corporations, issued annually by Corporate Knights. Atlantica ranked #8 in the Global 100 index, up four places compared to 2021, and #2 in Power Generation.

  Corporate Knights, the Toronto-based sustainable-business magazine and research company assessed 6,914 companies with revenue over US$ 1 billion before releasing its world's 100 most sustainable corporations ranking. The list includes 100 companies from 25 countries, mainly from North America and Europe, from 38 business sectors.

- Also in January 2022, Atlantica was included for the 2nd consecutive year in the Bloomberg Gender-Equality Index (GEI). The GEI includes 418 companies across 11 sectors and 45 countries and regions. It measures disclosure and gender equality using indicators across five dimensions: female leadership and talent pipeline, equal pay and gender pay parity, inclusive culture, anti-sexual harassment policies, and pro-women brand.

- In December 2021, the Carbon Disclosure Project (CDP) issued Atlantica's 2021 climate change rating. CDP included us in its "A List", achieving the highest score in environmental transparency and action. In 2020, CDP rated us "A-".

  CDP is a leading provider of environmental management and transparency and rates more than 13,000 companies with over US $110 trillion in assets and representing over 64% of global market capitalization.

- In November 2021, Atlantica was selected amongst the inaugural recipients of the Terra Carta Seal, launched by His Royal Highness the Prince of Wales through the Sustainable Markets Initiative (SMI). The Terra Carta Seal recognizes companies which are demonstrating their commitment to, and momentum towards, the creation of genuinely sustainable markets. It is awarded to companies whose ambitions are aligned with those of the Terra Carta, a recovery plan for Nature, People and Planet, launched in January 2021.

4. Reporting our activities under the European Taxonomy

The European Union (EU) Taxonomy defines economic activities that can be considered environmentally sustainable. It is aimed at investors, companies, and financial institutions, covers a wide range of industries and is intended to protect against greenwashing, help companies plan the transition to a decarbonized economic model, and help shift investments where they are most needed. Reporting is not mandatory for Atlantica, but we have decided to voluntary provide revenue, Adjusted EBITDA and investment information of our business activities.

	2021			2020		
	Revenue	Adjusted EBITDA	Investment	Revenue	Adjusted EBITDA	Investment
Taxonomy aligned: Renewable (solar, wind and transmission lines contributing to climate change mitigation)	77%	83%	92%*	85%	83%	97%**
Under Analysis	8%***	-	3%***	-	-	-
Total (in USD million)	$1,212	$824	$526	$1,013	$796	$307

* Includes 2021 investments in Coso, Vento II, Chile PV2, La Sierpe and Italy PV 1, 2 and 3, and other capex investments in existing portfolio.

** Includes 2020 investments in Solana and Chile PV1, and other capex investments in existing portfolio.

*** We are analysing if Rioglass activities are compliant with the EU taxonomy.

Note: On February 2, 2022, the European Commission presented a "Taxonomy Complementary Climate Delegated Act" to include certain gas power activities as part of the EU's transition towards climate neutrality. The Complementary Delegated Act is expected to enter into force on January 1, 2023. The table above does not consider our efficient natural gas assets as taxonomy aligned.

5. Green Financing

We have developed a Green Finance Framework to issue green finance instruments to finance or refinance renewable energy infrastructure, as well as transmission lines dedicated to bringing renewable energy to the grid. The Framework is aligned with our strategy and the use of proceeds will contribute to the advancement of the UN Sustainable Development Goals (SDGs) of Affordable and Clean Energy. The framework has a Second Party Opinion (SPO) delivered by Sustainalytics.

On May 18, 2021, we issued the Green Senior Notes amounting to an aggregate principal amount of $400 million due in 2028 under this framework at a 4.125% interest rate.

In March 2022, following the Green Finance Framework reporting requirements, we updated our Green Finance Report on our website with a list of the green projects to which the green bond and loan proceeds have been allocated.

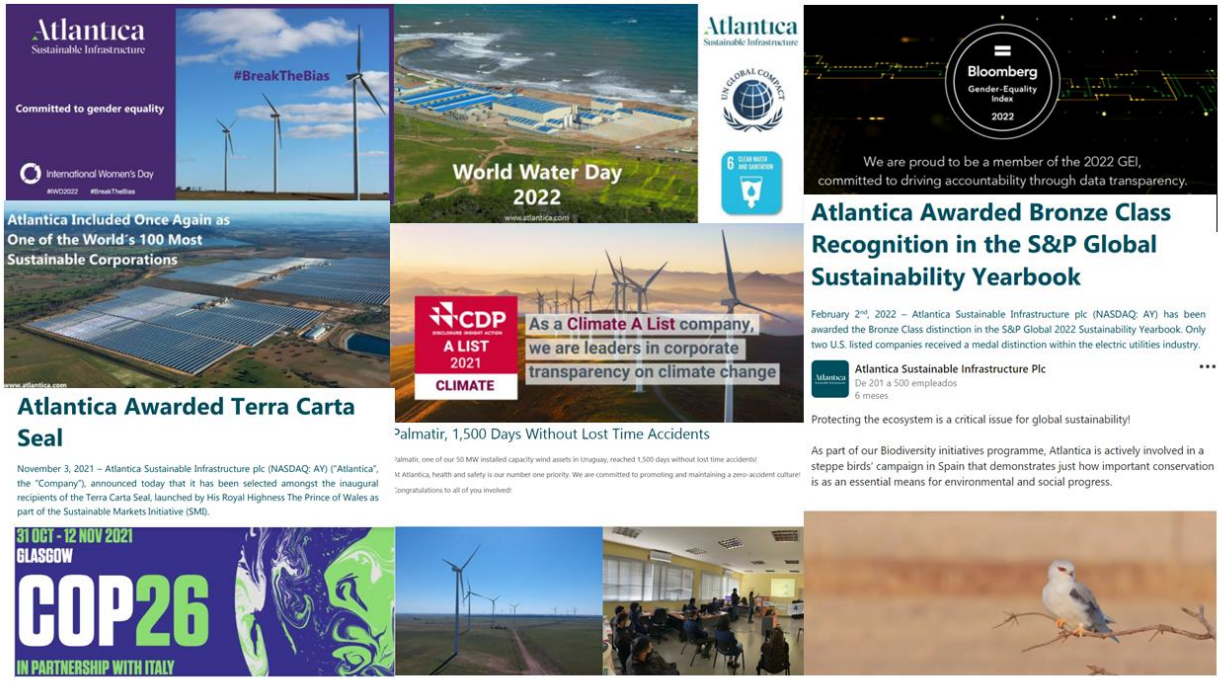
Renewable Energy – Wind

442MW
In Operation

7 assets

6. Improved our environment and social awareness

In 2021, we undertook a proactive approach on social media to increase ESG awareness among our stakeholders.



Source: In-house

7. Offset our GHG emissions

Global warming is a challenge that requires the active participation of public and private organizations. In 2021, as part of our commitment to sustainability, we continued analysing initiatives to mitigate our GHG emissions. We encourage you to read our GHG emissions section for detailed information on our mechanism to offset GHG emissions.

United Nations Global Compact (UNGC)

Atlantica is a signatory to the UNGC, the world's largest corporate sustainability initiative with more than 15,000 signatories in over 160 countries. The UNGC is an initiative that encourages companies and organizations worldwide to adopt sustainable and socially responsible policies. Participation in the UNGC is voluntary and those entities that sign it pledge to uphold and promote the principles and report on their progress once they apply them in their management.

Atlantica formally adopted the ten fundamental UNGC principles in the fields of human rights, labour, environment, and anti-corruption and made the UNGC and its principles an integral part of our strategy, culture, and day-to-day operations.

Atlantica is committed to aligning its actions to 7 of the 17 Sustainable Development Goals (SDG): climate action; affordable and clean energy; clean water and sanitation; decent work and economic growth; gender equality; life on land; and industry, innovation, and infrastructure.

We have invested in three water desalination plants located in regions with limited access to fresh water. These plants have a capacity to filter 17.5 million cubic feet a day to provide drinking water for local communities.

In 2021, Atlantica generated purified seawater to meet the water needs of approximately 3 million people. We encourage you to read our water management section for more detailed information.

In 2021, our renewable sector accounted for 77% of our revenue, with solar energy representing 69%. We intend to continue to invest in additional clean energy assets to help increase the share of renewable energy in the global energy mix.

In April 2020, we made an investment together with financial partners, in the creation of a platform in Chile, in which we now own approximately a 35% stake and have a strategic investor role. In January 2021, we closed the acquisition of Chile PV 2, a 40 MW PV plant.

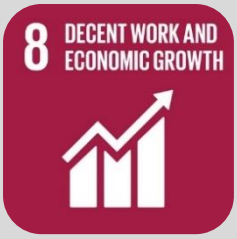
In April 2021, we closed the acquisition of Coso, a 135 MW renewable asset in California. Coso is the third largest geothermal plant in the United States and provides base load renewable energy to the California Independent System Operator (California ISO).

In June 2021, we closed the acquisition of a 49% interest in Vento II, a 596 MW wind portfolio in the U.S.

In August 2021, we closed the acquisition of Italy PV 1 and Italy PV 2, two solar PV plants in Italy with a combined capacity of 3.7 MW.

In November 2021, we closed the acquisition of La Sierpe, a 20 MW solar asset in Colombia. We also acquired two additional solar projects in Colombia with a combined capacity of approximately 30 MW which are currently under construction, La Tolua and Tierra Linda.

In December 2021, we closed the acquisition of Italy PV 3, a 2.5 MW solar portfolio in Italy.



We protect labour rights and are committed to promoting safe and secure working environments for all workers. We are committed to providing decent work for all women and men, young people and persons with disabilities and equal pay for work of equal value.

At Atlantica, we have always prioritized the health and safety of all our employees, contractors and partners working at our premises. In 2021, we continued reinforcing our health and safety measures to minimize the effects of the COVID-19 outbreak.

In 2020, we established a COVID-19 Committee which included the CEO, the Geographic VPs, the Health and Safety Manager and other members of Atlantica's management team. During 2021, the Committee continued adapting measures based on new information released on COVID-19 in each of the specific locations where our assets and offices are located and took all necessary action to manage the risks affecting our employees, operations, and stakeholders. In 2021, we held 83 COVID-19 Committee meetings.

In 2021 we continued to operate our assets and provide a reliable service to all our clients, with no disruptions to availability or production because of COVID-19. Please read our health and safety section for further details on key actions implemented during 2021 regarding the COVID-19 pandemic.

Our key health and safety indicators met 2021 targets and remained below sector average in all our geographies. We encourage you to read our social section for details on occupational health and safety.

In 2021, the Board also approved a new Human Rights Policy to formalize our long-term commitment to uphold and respect human rights. Please read our Social and Governance sections for further details on human rights.

Our activity has a positive impact on mitigating climate change. We are committed to the reduction of CO_2 emissions by investing in renewable energy assets.

In 2021, we announced an ambitious greenhouse gas emissions (GHG) reduction objective approved by the Science Based Targets initiative (SBTi). Atlantica targets to reduce Scope 1 and 2 GHG emissions per kWh of electricity produced by 70% by 2035 from a 2020 base year[12]. This objective is particularly ambitious for a company like Atlantica, where approximately 77% of the business consists of renewable energy production, an activity which already has a very low rate of emissions per unit of energy produced.

In addition, we have a goal to maintain over 80% of our adjusted EBITDA generated from low carbon footprint assets including renewable energy, storage, transmission infrastructure and water assets.

In 2021, we helped avoid up to 5.9 million tons of equivalent CO_2 compared to a 100% fossil fuel-based generation plant, (vs. 5.4 million tons of equivalent CO_2 in 2020).

Please read our Environment section for further details on our climate change related activities.

[12] The target boundary includes steam generation

Atlantica also supports other SDGs, as outlined below:

We promote equal opportunities for our employees and stakeholders.

Atlantica stands for greater equality for women. We work to ensure that men and women are treated equally and have the same work opportunities.

Women and minority ethnicities represent 25% of Atlantica's Board of Directors. Also, in 2021 we increased the percentage of women at management level by 1% compared to 2020.

Considering that our company operates in a sector that has historically employed a majority of men, we are working on promoting a greater presence of women and ensuring women develop with the same opportunities as men.

As part of Atlantica's continuing commitment to gender equality, in early 2022 we were included for the 2nd consecutive year in the Bloomberg Gender-Equality (GEI) Index.

We are one of 418 companies committed to nurturing an equal and inclusive culture in the workplace.

We encourage you to read the Social and Governance sections for further details on gender equality.

We work to protect flora and fauna in and around our assets and have a "no net loss" commitment or "net positive impact" on biodiversity conservation in the areas where we operate.

In 2021, our Board updated the Biodiversity Policy to include our commitment to minimize deforestation in our operational activities, to select suppliers taking into consideration the biodiversity impact of their product or service, and to include policy applicability, the responsibility of enforcement and communication channels.

In 2021, we continued to monitor (i) the impact of spinning blades on local species of birds at our three wind farms in Uruguay, and (ii) protected animals at Mojave, one of our U.S. assets. In addition, we continued to deliver on our reforestation program in Spain and carried out a reforestation program at our water desalination assets.

We recommend reading the Environment Section for further details on our biodiversity initiatives.

Infrastructure is a key driver of economic growth and social value creation. Economic development depends on reliable infrastructure and sustainable infrastructure can help lift communities out of poverty. With our assets, we produce, and transport electricity and we provide drinking water to local communities. Our water assets provide drinking water to approximately 3 million people living in high or extremely high-water stress areas. Our solar asset in South Africa contributes to providing clean electricity in a country that requires additional power capacity. In South America, our transmission lines help transport electricity to remote areas. In addition, we foster communities' economic prosperity through local purchasing and by hiring local employees.

In 2021, we invested in renewable energy infrastructure in the U.S., Chile, Colombia, and Italy. We also invested in a district heating asset in Canada.

Ensuring reliability in our sustainable infrastructure is also key. In 2021 we continued to invest in monitoring and predictive capabilities to improve the performance of our assets and avoid outages. We have monthly KPIs in place for operation and maintenance and overall plant performance. We perform annual audits of our assets to ensure compliance with our best practices and to promote continuous improvement.

Communication on Progress (COP):

This Supplement on ESG to the U.K. Annual Report constitutes Atlantica's "Communication on Progress" under the UNGC.

Biodiversity

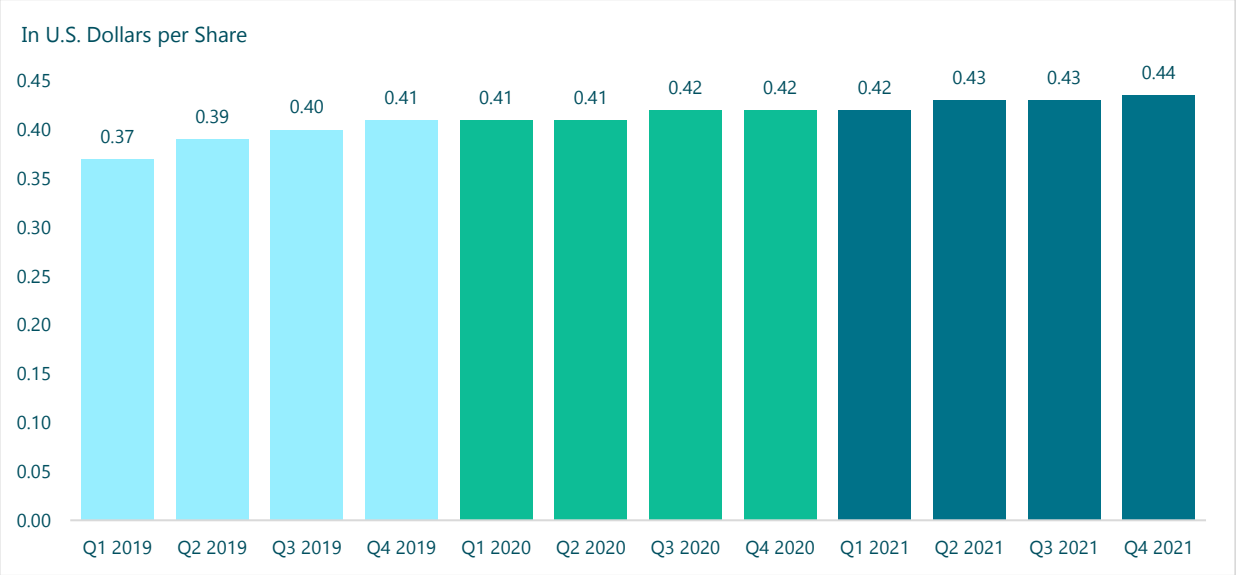
- ✓ **Wildlife and vegetation protection**
- ✓ **Reforestation initiatives**

Key Performance Indicators

Financial KPIs

$ in millions	2021	2020	2019
Revenue	1,212	1,013	1,011
Adjusted EBITDA	824	796	821
Cash Available for Distribution (CAFD)	226	201	190
Total dividends paid	190	169	159
Dividends per share paid (amount in dollars)	1.72	1.66	1.57

Quarterly Dividend Paid per Share



Operational KPIs

	2021	2020	2019
Renewable energy			
MW in operation[13]	2,044	1,551	1,496
GWh produced[14]	4,655	3,244	3,236
Efficient natural gas			
MW in operation[15]	398	343	343
GWh produced[16]	2,292	2,574	2,090
Electric Availability (%)[16/17]	100.6%	102.1%	95.0%
Electric transmission lines			
Miles in operation	1,166	1,166	1,166
Availability (%)	100.0%	100.0%	100.0%
Water			
Mft^3 in operation[14]	17.5	17.5	10.5
Availability (%)	97.9%	100.1%	101.2%

We closely monitor the following key drivers of our business sectors' performance to plan for our needs, and to adjust our expectations, financial budgets, and forecasts appropriately.

- MW in operation in the case of Renewable energy and Efficient natural gas and heat assets, miles in operation in the case of Electric Transmission lines and Mft^3 in operation in the case of Water assets are indicators which provide information about the installed capacity or size of our portfolio of assets.
- Production measured in GWh in our Renewable energy and Efficient natural gas and heat assets provides information about the performance of these assets.
- Availability in the case of our Efficient natural gas and heat assets, Transmission lines and Water assets also provides information on the performance of the assets. In these business segments revenues are based on availability, which is the time during which the asset was available to our client totally or partially divided by contracted availability or budgeted availability, as applicable.

[13] Represents total installed capacity in assets owned or consolidated at the end of the year, regardless of our percentage of ownership in each of the assets except for Vento II for which we have included our 49% interest.
[14] Includes 49% of Vento II wind portfolio production since its acquisition. Includes curtailment in wind assets for which we receive compensation.
[15] Includes 43 MW corresponding to our 30% share in Monterrey and 55 MWt corresponding to Calgary District Heating.
[16] GWh produced includes 30% of the production from Monterrey.

Energy Storage and Efficient Natural Gas

- **Dispatchable Solutions**
- **Key in transition towards green generation**

Selected Environmental Metrics

			2021	2020	2019
Maintain over 80% of adjusted EBITDA coming from low carbon footprint assets		%	88%	87%	87%
GHG Emissions Breakdown Including Offset GHG Emissions	Scope 1	thousand tons of CO_2e	1,535	1,537	1,533
	Scope 2		237	199	113
	Scope 3		798	821	714
	Total		**2,570**	**2,557**	**2,360**
Offset GHG emissions	Scope 1	thousand tons of CO_2e	260	200	-
GHG Emissions Breakdown	Scope 1	thousand tons of CO_2e	1,795	1,737	1,533
	Scope 2		237	199	113
	Scope 3		798	821	714
	Total		**2,830**	**2,757**	**2,360**
Scope 1 and 2 GHG Emission Rate per Unit of Energy Generated[17]		gCO_2/kWh	185	188	185
GHG Emissions Avoided[18]		million tons of CO_2e	5.9	5.4	4.7
Water Management in Power Generation	Withdrawal	m^3 per MWh	1.58	1.56	1.71
	Discharges		0.21	0.21	0.21
Waste Management	Hazardous waste	tons of waste	2,664	2,679	10,618
	Non-hazardous waste		22,238	20,532	19,792

Selected Social Metrics

		2021	2020	2019
Health and Safety	General Frequency Index[19]	6.0	5.0	6.0
	Frequency with Leave Index[20]	2.3	1.4	1.4
	Near Misses Unsafe Acts and Unsafe Conditions Frequency Rate	1,540	1,406	1,178
Employee	Voluntary Turnover by year-end	10.4%	7.5%	8.0%
	Average Annual Training (in hours)	76	33	68
Percentage of Women	At Management Level	23%	21%	19%
	Over Total Number of Employees	25%	26%	26%
Community Investment and Development		Investments focused on mitigating COVID-19 pandemic consequences, improving infrastructure and supporting education		Investments focused on improving communities' infrastructure

[17] Our target is reduce our scope 1 and scope 2 GHG emissions per unit of energy generated by 70% by 2035, with 2020 as base year (57gCO2/KWh by 2035).

[18] Calculated considering GHG emissions Scope 1 and 2 and energy generation of our power generation assets, both electric and thermal energy. The GHG Equivalences Calculator uses the Avoided Emissions and Generation Tool (AVERT) U.S. national weighted average CO_2 marginal emissions rate to convert reductions of Kilowatt-hours into avoided units of carbon dioxide emissions.

Environmental Recognitions

In June 2021, our Solana generating facility received the Copper recognition from the Arizona Department of Environmental Quality (ADEQ) within the Voluntary Environmental Stewardship Program (VESP).

The Copper category is a one-time level of recognition that is issued annually. We received this award for implementing initiatives that reduced hazardous waste at the plant.

In August 2021, ADEQ also recognized Solana with the Platinum recognition for implementing pollution prevention initiatives for three years while maintaining 100% environmental compliance.

[19] General Frequency Index (GFI) represents the total number of recordable accidents with and without leave (lost time injury) recorded in the last twelve months per 1,000,000 worked hours.

[20] Frequency with Leave Index (FWLI) represents the total number of recordable accidents with leave (lost time injury) recorded in the last twelve months per 1,000,000 worked hours.

ESG Materiality Analysis

Stakeholder Inclusiveness

Our stakeholders have a broad range of interests and viewpoints. We believe that collaboration with them is key to our success. As such, we listen and do our best to gain stakeholders' trust, thus leading to a more stable and long-term relationship. Across the Company, we engage with our stakeholders to obtain input that can be helpful as we execute on our strategy.

We believe that systematic stakeholder engagement, executed properly, is likely to result in ongoing learning within the Company, as well as increased accountability to a range of stakeholders.

Atlantica has a Stakeholder Policy in-place to emphasize the importance of collaboration with our shareholders, employees, suppliers, customers, business partners, local communities, and debt investors to generate a stable and predictable business environment.

We have made a two-way engagement channel available for our stakeholders to build trusting long-term relationships:

Key stakeholders	Face-to-face meetings, video, or phone calls[1]	Annual Reports[2]	Social Media[1]	Materiality Assessment Survey[2]	Press Releases[1]	Website Content[1]	Whistleblower Channel[3]	Annual General Meeting (AGM)[2]	Earnings Presentations[4]	Roadshows[4]	Intranet[1]	Employee Climate Survey[5]	Training[1]
Shareholders	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			
Employees	✓	✓	✓	✓	✓	✓	✓				✓	✓	✓
Suppliers	✓	✓	✓	✓	✓	✓	✓						✓
Customers	✓	✓	✓	✓	✓	✓	✓						
Business Partners	✓	✓	✓	✓	✓	✓	✓						
Local Communities	✓	✓	✓		✓	✓	✓						
Debt Investors	✓	✓	✓	✓	✓	✓	✓		✓	✓			

(1) Regular or on an as-needed basis; (2) On an annual basis; (3) Always available; (4) On a quarterly basis; (5)At least every three years and intend to increase its frequency moving forward.

ESG Materiality Assessment

We consider an issue to be material from an ESG perspective when it influences a decision, an action, or the performance of Atlantica, as well as any aspects that substantially influence the evaluations and decisions of stakeholders. Our materiality assessment is based on international sustainability standards GRI and SASB, ESG rating entity assessments, and peer and industry frameworks.

The materiality assessment is one of the most important tools Atlantica uses to set its priorities. It provides critical information on economic, environmental, social, and corporate governance impacts, as well as any aspects that may substantially influence our decision making process. It enables us to identify and manage potential risks and opportunities, focus on key ESG priorities that our stakeholders care about most, and communicate on our progress.

Considering that during 2021 there were no changes to Atlantica's strategy, business model, or COVID-19 pandemic consequences compared to those from 2020, our 2020 ESG materiality analysis and conclusions remain valid in the preparation of our 2021 ESG disclosure. In 2021, we gained input on key priorities through a survey sent to 50 internal and external stakeholders, as well as through the two-way stakeholder engagement channel previously described. The materiality process was divided into four main stages, as shown in the table below:

Stages of the Process	ESG-issue identification	Stakeholder identification	Assessment of the priorities for the stakeholders	Assessment of the priorities for the Company
Objectives	Identification of areas potentially significant for stakeholders and the Company	Identification of stakeholder areas significant for the Company	Evaluate stakeholder priorities assigned to ESG topics	Assessment of the Company's strategic positioning on each ESG issue
Results	ESG issues mapping	Stakeholder mapping	Stakeholder priorities placed along the vertical axis (y) of the materiality matrix	Atlantica's priorities placed along the horizontal axis (x) of the materiality matrix

Note: Atlantica's Management considers all topics disclosed in the Materiality Matrix when planning and executing business activities, independently to their priority level as shown in the Matrix.

The ESG contents of this Supplement on ESG to the U.K. Annual Report have been selected based on this materiality analysis. Atlantica's management determined while reviewing 2021's materiality assessment process, and after analysing international best practices, ESG rating assessments, and peer frameworks, that in addition to these topics, it was important to address the Company's approach to human rights, sustainability governance, innovation management, and supply chain management.

ESG Data Review

Atlantica's management is responsible for the completeness, accuracy and validity of the information contained in this Supplement on ESG to the U.K. Annual Report. The data presented is based on the input received from internal data collection, management systems and external

stakeholders. Certain parts of this Supplement on ESG to the U.K. Annual Report have been subject to external and/or internal assurance. We conduct regular internal audits to review our management system, including the procedures to collect information from our assets and the main data reported.

In 2021, an independent third party reviewed our reported Scope, 1, 2 and 3 GHG emissions. In Mexico, our Scope 1 and 2 greenhouse emissions were reviewed by ANCE, a leading certification association across industries in Mexico and our Scope 3 emissions were reviewed by DNV, an independent expert in assurance and risk management. In Spain, our Scope 1 stationary greenhouse emissions were reviewed by AENOR, a not-for-profit entity that fosters standardization and certification across industrial and service sectors. Our Scope 3 emissions and Scope 1 and 2 emissions for the rest of the assets were reviewed by DNV. In addition, our data related to water withdrawals and water returned to the source is obtained from water meters controlled by local water authorities.

In 2021, DNV also reviewed Atlantica's air quality (i.e., non-GHG emissions), waste, water and health and safety indicators and their compliance with GRI Reporting.

Atlantica's Board of Directors approved this Supplement on ESG to the U.K. Annual Report prior to its publication.

Environmental Sustainability

Atlantica's strategy focuses on climate change solutions in the power and water sectors. We intend to be part of the solution to climate change. Our long-term strategy reflects this. We are committed to investing mostly in renewable energy assets as enablers of the energy transition.

In 2021, we announced an ambitious greenhouse gas emissions (GHG) reduction objective approved by the Science Based Targets initiative (SBTi). Atlantica targets to reduce Scope 1 and 2 GHG emissions per kWh of electricity produced by 70% by 2035 from a 2020 base year[21]. Targets are considered 'science-based' if they are in line with the latest levels recommended by climate science to meet the goals set out in the Paris Agreement to limit global warming to "well-below 2ºC".

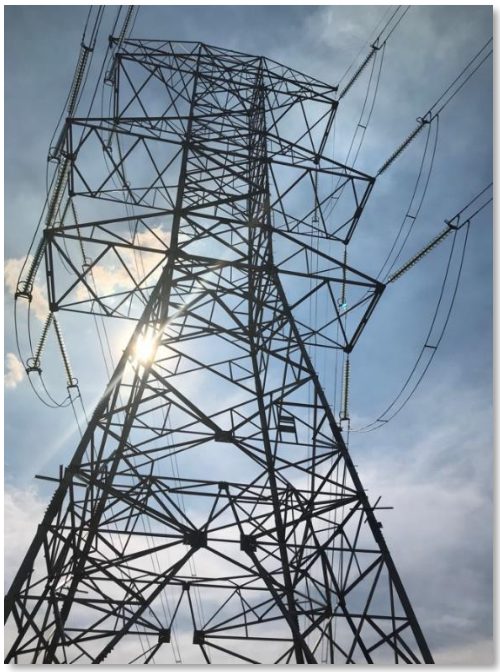
This objective is particularly ambitious for a company like Atlantica, where approximately 77% of the business consists of renewable energy production, an activity which already has a very low rate of emissions per unit of energy produced.

In addition, we have a goal to maintain over 80% of our adjusted EBITDA generated from low carbon footprint assets including renewable energy, storage, transmission infrastructure and water assets.

In December 2021, the Board of Directors of Atlantica updated the Environmental Policy to include our climate change related targets and include our commitment to reduce hazardous and non-hazardous waste, non-GHG emissions and water consumption in relative terms over time. The policy was also amended to include policy applicability, responsibility of enforcement and grievance channels of communication. The policy is available at www.atlantica.com.

[21] The target boundary includes steam generation.

Transmission Lines



1,229 miles

7 assets

Key in transition towards green generation

Task Force on Climate-Related Financial Disclosures (TCFD)

We have aligned our climate change disclosure with the Task Force on Climate-Related Financial Disclosures (TCFD) framework as we believe TCFD provides stakeholders with a clear, comparable and consistent comparison framework on climate change-related risks and opportunities.

This section is structured using the four TCFD pillars: Governance, Strategy, Risk Management, and Metrics and Targets.

This analysis has been prepared based on the TCFD guidance, advice of expert third party consultants, and internal expertise.

A. Governance

We refer to the subsection Sustainability Governance within the Governance section for a description of the role of the Board of Directors and Management in terms of climate-change.

B. Strategy

We screen for potential climate-related risks and opportunities and conduct a climate-related scenario analysis to analyse Atlantica's 2030 and 2050 key risk and opportunity impacts.

The risks were identified following a two-step process. In the first place, an initial screening was carried out to determine which physical and transition risks are most likely to affect our businesses. Once the initial screening was completed, company-specific data (e.g., historical records of past events, input from internal stakeholders) was taken into account to determine the key risks most likely to affect Atlantica as well as their potential impact on our activities.

1. Physical Risks: Methodology and Key Findings

The physical risk analysis covered fourteen regions and eight different climate hazards. The selection took into consideration Atlantica's key technologies, countries and assets, past events that affected Atlantica's or other peers' operations, and climate scenarios that project how the intensity or frequency of certain climate hazards might change as a result of global warming.

Summary of Potential Impacts of Physical Climate Risks

Risk	Technology	Potential Impacts
Changing wind patterns	Wind power	- The wind power plants are designed for the prevalent wind direction to work as efficiently as possible. A change in the wind direction and /or wind speeds may impact the power production efficiency.
Increase in mean temperatures	Solar, wind power	- Increasing temperatures reduce the efficiency of solar power production. - Increasing mean air temperature lowers air density which causes less efficient wind power production. - Solar PV panels exposed to high temperatures age more quickly.
Droughts/water scarcity	Solar, geothermal energy	- Water is needed for steam turbines, cooling condensers etc. If there is less water available, water costs may increase. Water restrictions may occur affecting the cooling capacity of the plants.
Increasing mean water temperatures	Water desalination	- Warmer sea water may contribute to the growth of algae that negatively affect the membranes inside the desalination plant. In addition, higher water temperatures reduce the feed pressure and the membranes performance.

Landslides caused by heavy precipitation	Solar, Transmission infrastructure	- Flooding close to transmission lines can damage towers. This can lead to business interruption and require repair work. - Flooding of solar PV fields may prevent access to the site or destroy components.
Severe winds/ wind gusts	Solar	- Severe winds can damage solar fields and destroy components, requiring repair work.
Wildfires	Transmission infrastructure	- If the transmission lines cause a wildfire, it could result in damage and liabilities.
Lightning/ thunderstorms	Wind power	- Lightning can damage the blades of the wind turbines.

Assessment of the current exposure to potential impacts of physical climate risks:

Risk	Type of Risk	Evaluation
Chronic Physical	Changing wind patterns	- The design of our plants is appropriate considering the current prevailing wind direction.
	Increase in mean temperatures	- Our solar and wind plants have been in operation for approximately 10 years. Since our plants started operations, we have not observed a decrease in efficiency that might be attributable to increase in temperatures, even in those years with higher temperatures. - To avoid health and safety issues, we undertake operation and maintenance activities in those timeframes with less heat intensity.
	Droughts/water scarcity	- Atlantica has historically only withdrawn approximately 50% of the total regulatory water limits permitted at our solar assets. Even if the water limits were reduced, we believe we have sufficient margin to withdraw enough water to keep our plants working properly. Our local asset management teams systematically track and monitor water availability as a key KPI of the asset.
	Increasing mean water temperatures	- Water temperature in the region where our desalination plants are located typically range from 15ºC in winter to 26ºC in summer (monthly averages). For the moment, we have not experienced a proliferation of algae which may result in a loss of efficiency in the desalination process.
Acute Physical	Landslides caused by heavy precipitation	- In our transmission lines, heavy precipitation may cause landslides which can damage the towers in our transmission lines. In the case that we faced an event such as this, it would typically affect one or two towers, especially taking into consideration the distance between towers. An event like this is covered by our insurance policy, thus the remaining risk is currently not considered material.

Severe winds/wind gusts	- Our VPs and our operations team monitor weather conditions in real-time at each of the assets to adopt the required protection measures. An event like this is covered by our insurance policy, so the remaining risk is currently not considered material.
Wildfires	- Our largest transmission lines ATS and ATN are located in arid regions, with little or no vegetation. Most of our transmission lines in Chile are also located in areas with low risk of wildfires. - In addition, one of our off-takers, PG&E, a large utility company in California, filed for bankruptcy protection under Chapter 11 due to liabilities related to its potential involvement in wildfires in California in 2017 and 2018. PG&E emerged from Chapter 11 in 2020. During this process, a Wildfire Fund was created to pay eligible claims for liabilities arising from wildfires. - New regulation further mitigates this risk
Lightning/thunderstorms	- Our operations team has worked with suppliers to improve asset protection systems against lightning and thunderstorms. An event like this is covered by our insurance policy, so the remaining risk is currently not considered material.

Scenario Analysis

We evaluated the potential changes in the selected risks as projected by the Representative Concentration Pathway (RCP) 8.5, a business-as-usual scenario. This scenario assumes that GHG emissions will continue rising at today's rate until the end of the century, with little mitigation efforts. By the end of the century, the RCP 8.5 scenario projects a rise of approximately 4ºC in global mean temperature by 2100, compared to pre-industrial levels.

Under the RCP 8.5 scenario, chronic and acute physical risks become greater and more frequent as a result of the increase in the average global temperature.

The analysis carried out focused on the company's specific locations. Furthermore, scientific literature such as the (i) NASA Center for Climate Simulations (NCCS), and (ii) Aqueduct Floods Hazard Maps and Aqueduct Global Maps 3.0 from the World Resources Institute (WRI) that included projections from different climate models were consulted to further analyze future climate conditions in the medium (2030) and long term (2050).

A qualitative rating was assigned, ranging from low to high, **which reflects the future changes in the frequency and/or severity of the hazard from baseline conditions** under a RCP 8.5 scenario.

Potential Changes in Frequency and Severity of the Hazard from Baseline Conditions under RCP 8.5

Risk	Technology	Geography	2030 Potential Change	2050 Potential Change
Increase in mean temperatures	Solar	North America		
		South America		
		EMEA		
	Wind power	North America		
		South America		
Droughts/water scarcity	Solar	North America	Uncertain / Moderate	Uncertain / Very High
		EMEA		
	Geothermal	North America	Uncertain / Low	Uncertain / Low
Changing wind patterns	Wind power	South America		
Increasing mean water temperatures	Water desalination	EMEA		
Landslides caused by heavy precipitation	Transmission infrastructure	South America		
	Solar	South America	Uncertain / Moderate	Uncertain / Moderate
Severe winds / wind gusts	Solar	North America		Uncertain / Moderate
		EMEA		Uncertain / Moderate
Wildfires	Transmission Infrastructure	South America	Uncertain / Low	Uncertain / Low
Lightning/ thunderstorms	Wind power	South America		Uncertain / Low

Uncertain	Low	Moderate	High	Very High

We are currently completing a detailed analysis of four physical risks which have been selected based on (i) potential change in 2030 and 2050 with respect to baseline conditions, (ii) risk exposure at asset level, and (iii) Atlantica's management assessment. We expect to finalise this analysis over the course of 2022.

2. Transition Risks and Opportunities: Methodology and Key Findings

Transition Climate Risks Description and Mitigation

Risk	Risk Description	Risk Mitigation
Current Regulation (policy and legal)	Atlantica is directly affected by climate-related risks driven by laws, regulations, taxation, disclosure of emissions and other practices. For example, we are subject to the requirements of the U.K. Climate Change Act 2008 on GHG emissions reporting. In addition, our U.S. solar plants are for example, subject to permits under the Clean Air Act.	- Asset managers are responsible for monitoring asset activities in line with local regulations and contractual requirements (environmental, permits, etc.). Local compliance managers are responsible for managing and resolving compliance issues in the geographies under their responsibility, including ensuring compliance with current regulations.
Emerging regulation (policy and legal)	Changes in regulation could have a negative impact on Atlantica's future growth or profitability.	- Various internal working groups and management regularly review risks that arise from new regulatory developments and its potential impacts.
Reputation	If our reputation suffered, our cost of capital could increase and it could be more difficult for us to access capital. In addition, some potential employees, clients, and /or suppliers could perceive Atlantica as a less appealing company as a result of a deterioration in our reputation.	- GHG reduction objective approved by the Science Based Targets initiative (SBTi) in 2021. - We also have a goal in place to maintain over 80% of our adjusted EBITDA generated from low carbon footprint assets.
Downstream	Some of our clients are large utilities or industrial corporations. They are also exposed to significant climate change-related risks, including current and emerging regulation, acute and chronic physical risks. A negative climate-related risk impact on our clients, including their credit quality could lead to their inability to comply with their obligations under our existing contracts.	- Large utilities and industrial corporations strive to comply with the highest ESG and climate change standards and to maintain their credit ratings.

The transition risks prioritized for this analysis relate to policy, technology and market developments. The analysis considered two of the scenarios provided in the World Energy Outlooks (WEO) 2021 report prepared by the International Energy Agency (IEA).

IEA Sustainable Development Scenario (SDS)	- Assumes strong policy support and international cooperation in meeting the United Nations Sustainable Development Goals (SDGs) along with a major transformation of the global energy system - Full alignment with the Paris Agreement - Global average temperature increase is limited to below 2°C by the end of the century
IEA Stated Policies Scenario (STEPS)	- Assumes current and announced policies, plans, and trajectories and their implications for energy demand, emissions, carbon markets, and energy security - Global average temperature increase of approximately 3°C by the end of the century.

As global decarbonization ambitions increase, the physical impacts of climate change decrease, but transition risk increases as more aggressive and disruptive policies are required to achieve the necessary global warming temperature goal.

Given that the transition risks have a low potential impact on our business activities, we have not analysed risks under those scenarios.

Opportunities

We have focused on two opportunities for our scenario analysis:

Opportunity	Scenario	Geography	Rationale
1. Changes in Demand for Low-Carbon Products and Services may lead to increased demand for products and services due to rising adoption of renewables.	STEPS	US	- This scenario assumes an extension of renewable tax credits for solar, and onshore and offshore wind as well as 100% carbon-free electricity by 2050 in 20 states. In addition, this scenario assumes that a target of 30 GW offshore wind capacity by 2030 will be achieved. - This scenario projects that there will be an increase in demand for renewable energy, which will be more prominent between 2030-2050 compared to 2020-2030.
		EU	- This scenario assumes that the renewable energy market in the EU will continue to grow, as country members move rapidly toward decarbonization. This includes a successful completion of the already announced coal phase-out plans considered in 16 member states, including Spain. This scenario assumes a strengthening of national energy transition plans with a particular focus on offshore wind targets and increased electrification of the economy, particularly in transport. These developments could further de-risk renewable energy investments which could in turn, facilitate the penetration of renewables in the power generation mix.
	SDS	US	- Demand for renewable energy is projected to grow rapidly, accelerating during the period 2020-2030 compared to 2030-2050.
		EU	- Demand for renewable energy is projected to grow rapidly, accelerating during the period 2020-2030 compared to 2030-2050.

Opportunity	Scenario	Geography	Rationale
2.Changes in Government Supporting Schemes may lead to increased competitiveness and to a lower risk when investing in renewable energy.	STEPS	US	- The US has achieved notable reductions in CO_2 emissions over the past decade, led by the transformation of the power sector. Policy dynamics are expected to be supportive for the development of the renewable energy market. The opportunity is assessed to be higher in the long run, as more stringent policies are expected to be implemented in the US to further reduce its GHG emissions footprint.
		UK	- The UK has set ambitious goals to reach its carbon neutrality goal by 2050, with the electricity sector shifting due to investment in offshore wind and solar PV. The government's support for the development of renewable energy in order to meet its climate commitments is expected to intensify during 2030-2050.
	SDS	US	- The ambitious 2021 U.S. Long-Term Strategy "Pathways to Net-Zero Greenhouse Gas Emissions by 2050" is consistent with limiting global warming to 1.5°C. The policies that would need to be implemented by the U.S. to reach this goal represent an opportunity for Atlantica, with more initiatives to be expected during the period 2030-2050.
		EU	- The EU's track record in decarbonizing the electricity system through renewable energy technologies, notably offshore wind but also solar photovoltaic, suggests that the EU is on track to reach its climate targets. This opportunity has a higher consideration in the long-term than in the mid-term, taking into consideration that the policies aiming to deliver the EU's Green Deal will intensify during that period.
		UK	- This scenario assumes that the U.K. administration will implement all policies required to reduce emissions down to a level consistent with the Paris Agreement. The changes in the government supporting schemes in the long-term is expected to favor the renewable energy market more than in the mid-term.

A qualitative rating was assigned, ranging from low to high, which reflects the potential future changes in (i) demand for low-carbon products, and (ii) government supporting schemes under STEPS and SDS scenarios.

Opportunity	Geography	Year	STEPS	SDS
Changes in demand for low-carbon products and services	US	2030		
		2050		
	EU	2030		
		2050		
Changes in government supporting schemes	US	2030		
		2050		
	EU	2030		
		2050		
	UK	2030		
		2050		

Uncertain	Low	Moderate	High	Very High

Given the nature of our business, we believe our strategy is resilient across the range of climate change scenarios examined.

From a physical risk perspective, the work completed indicates that our assets are resilient.

From a transition perspective, the combination of market trends, including the growing demand for clean energy supported by expanding GHG reduction targets, and the increasingly favourable economics of clean energy, creates a number of opportunities for our business.

C. Risk Management

Atlantica's Board of Directors is responsible for supervising climate change risk analysis. Day-to-day risk management activities are led by the Head of Risk. Climate change risks and opportunities are also discussed, whenever considered, in the ESG Committee and in the geographic committees. In addition, when we evaluate potential investments, the Investment Committee evaluates all potential risks related to the potential investment, including ESG and climate change risks. Atlantica has developed a risk analysis methodology based on ISO 31000 and on standard market practices.

Please refer to the Principal Risks and Uncertainties section for a detailed description of our risk management process.

D. Metrics and Targets

Atlantica's Supplement on ESG to the U.K. Annual Report discloses our annual performance across many climate-change related areas. This information is disclosed in the section Greenhouse Gas Emissions.

Health and Safety

Emergency drill at one of our solar assets in Spain

Maintained health and safety KPIs below sector average

Greenhouse Gas Emissions

Key facts:

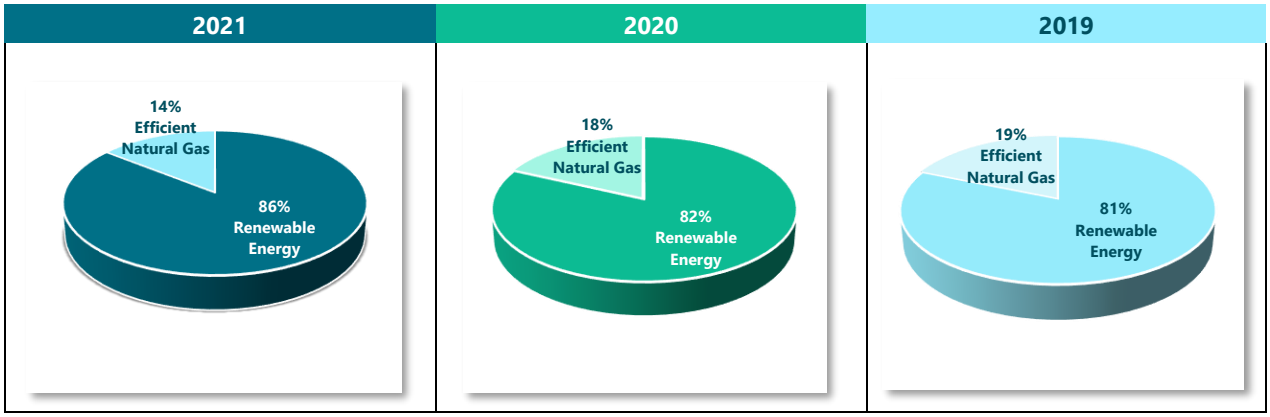
- ✓ GHG emissions reduction objective approved by SBTi: **Reduce scope 1 and 2 GHG emissions per kWh of electricity produced by 70% by 2035 from a 2020 base year**
- ✓ **Increased CO_2e emissions avoided** vs. 2020 ▲ 8%
- ✓ Maintained **very low levels of GHG emission rate** per unit of energy generated (185 gCO_2e/kWh)
- ✓ **2nd consecutive year externally reviewing 100% of Scope 1, 2 and 3**
- ✓ **GHG emissions offsetting mechanism in-place**
- ✓ **Carbon price** of **$20-$35 per ton of CO_2** to evaluate investment opportunities

Atlantica complies with the (i) 2008 U.K. Climate Change Act on GHG reporting, (ii) Commission Regulation (EU) No 601/2012, (iii) ISO 14064-1:2018 Greenhouse gases, Part 1, on quantification and reporting of GHG emissions and removals, and (iv) GHG Protocol on GHG quantification.

We have followed the operational control approach to calculate our 2021, 2020 and 2019 GHG emissions data. Under the operational control approach, a company accounts for 100% of the GHG emissions from operations over which it has control.

As of December 31, 2021, approximately 86% of our installed power generation capacity relates to renewable energy assets and 14% refers to ACT and Monterrey, our efficient natural gas plants in Mexico, compared to approximately 82% and 18% in 2020, respectively. The increase of the installed power generation capacity related to renewable energy was mainly driven by the recently acquired renewable assets Coso, Chile PV1, Chile PV 2, Vento II, Italy PV 1, Italy PV 2, Italy PV 3 and La Sierpe bringing approximately 548 MW of additional capacity.

Installed Capacity in Generation Assets, MW



Note: In 2021, our 55 MWt of district heating capacity is not included within the installed capacity of our generating assets.

ACT has an "efficient cogeneration facility" status granted by the Mexican energy regulator that is renewed each year. The Mexican regulator categorizes facilities that deliver energy above a defined efficiency threshold as "efficient plants". This status allows ACT to benefit from certain favourable conditions regarding interconnection and transmission.

ACT is located in a gas complex belonging to Pemex. Our plant does not purchase or pay for the natural gas, it is just one more step in Pemex's production process. ACT receives the natural gas and water from its client and in exchange provides electricity and steam. The client bears the cost and also all the responsibility for environmental obligations. Nevertheless, following reporting best practices we are consolidating all ACT's environmental indicators, including GHG emissions, water and waste.

In 2021 and 2020, an independent third party reviewed our reported Scope 1, 2 and 3 GHG emissions. In Mexico, our Scope 1 and 2 greenhouse emissions were reviewed by ANCE and our Scope 3 emissions were reviewed by DNV. In Spain, our Scope 1 stationary greenhouse emissions were reviewed by AENOR. Our Scope 3 emissions and Scope 1 and 2 emissions for the rest of the assets were reviewed by DNV. We refer to the ESG Data Review section for additional information on the third-party entities.

% of Reviewed GHG Emissions in 2021, 2020 and 2019

GHG emissions	2021	2020	2019
Scope 1	100%	100%	98%
Scope 2	100%	100%	78%
Scope 3	100%	100%	-
Total GHG Reviewed Emissions	**100%**	**100%**	**68%**

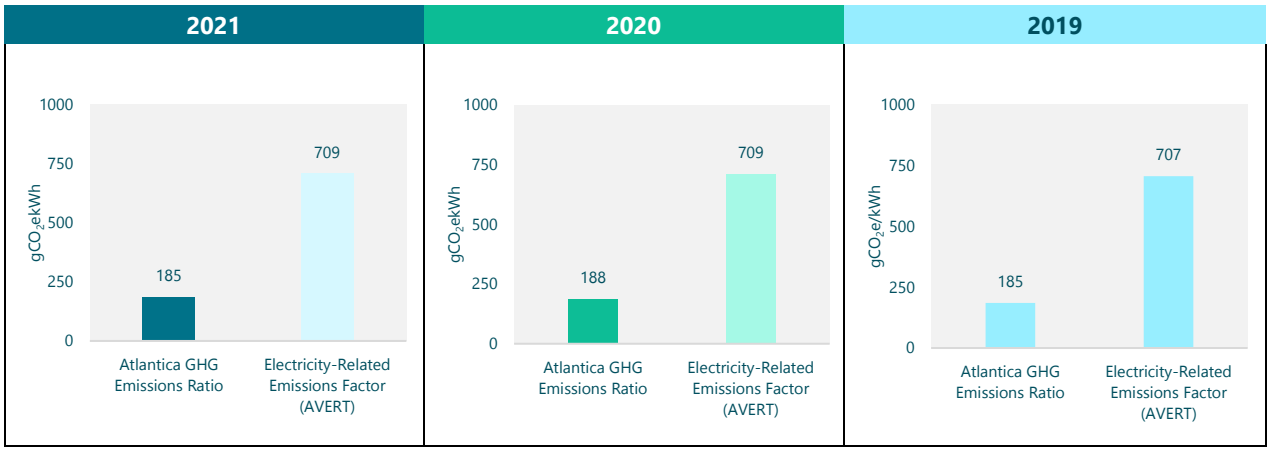
In 2021 we avoided emissions of approximately 5.9 million tons of equivalent CO_2, compared with a 100% fossil fuel-based generation plant. In 2020, we avoided emissions of approximately 5.4 million tons of equivalent CO_2 compared with a 100% fossil-fuel based generation plant.

GHG Emissions Avoided by Generating Technologies

	2021	2020	2019
Sector (in millions tons)	**GHG Emissions Avoided**	**GHG Emissions Avoided**	**GHG Emissions Avoided**
Solar	2.0	1.8	1.9
Wind	0.5	0.4	0.3
Geothermal	0.4	-	-
Renewable Energy	**2.9**	**2.2**	**2.2**
Efficient Natural Gas	**3.0**	**3.2**	**2.5**
Total GHG Emissions Avoided	**5.9**	**5.4**	**4.7**

We base our avoided emissions calculations on the "Greenhouse Gas Equivalencies Calculator" and the Avoided Emissions and Generation Tool (AVERT) U.S. national weighted average CO_2 marginal emission rate, to convert reductions of kilowatt-hours into avoided units of CO_2 emissions. In 2021, 2020 and 2019, Atlantica's GHG emissions ratio was well-below those of fossil fuel-based generation.

Atlantica's GHG Emissions Ratio vs. Fossil Fuel-Based Generation GHG Emissions Ratio



We quantified and reported on the GHG emissions figures following the GHG Protocol:

- Scope 1: Direct emissions of GHG from sources that are owned or controlled by the Company.
- Scope 2: Indirect emissions of GHG from consumption of purchased electricity, heat or steam.
- Scope 3: Indirect emissions of GHG not included in Scope 2 that occur in the Company's value chain, including both upstream and downstream emissions, and the emissions of our nonconsolidated affiliates.

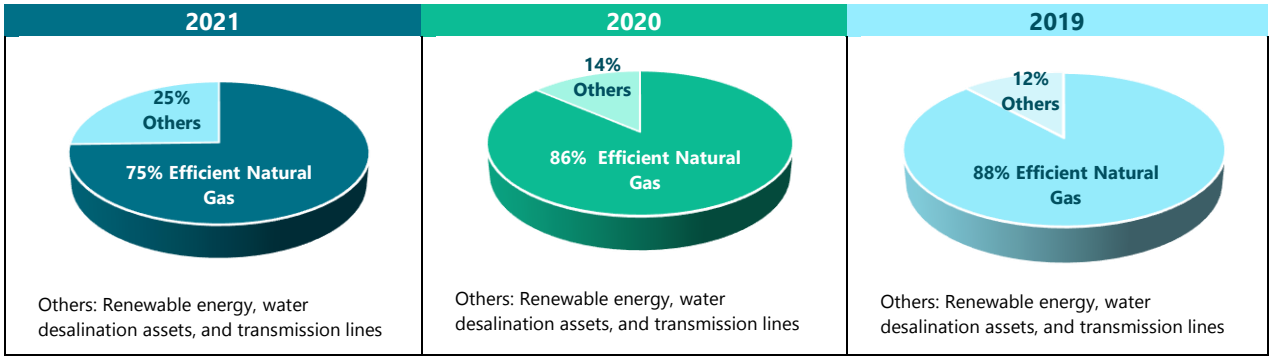
Our reported emissions include emissions of methane (CH_4), and nitrous oxide (N_2O) as CO_2 equivalents. We use the GHG inventories conversion factors indicated by the organizations listed below:

- Intergovernmental Panel on Climate Change ("IPCC").
- United States Environmental Protection Agency ("EPA").
- 2021 GHG National Inventory from the Ministry of Ecological Transition in Spain.

We calculated Scope 3 emissions using an economic input-output analysis and key emission factors from CEDA's[22] 5.0 database. We also used the fuel consumption activity data and emission factors disclosed at WTT DEFRA 2021[23] to calculate Scope 3 emissions.

Approximately 75% of the total GHG emissions generated in 2021 came from our efficient natural gas plants in Mexico, compared to 86% in 2020. The difference is mainly due to the consolidation of Coso, our geothermal asset, which increased GHG emissions generated by our renewable energy assets.

[22] CEDA stands for "Comprehensive Environmental Data Archive", a set of databases designed to assist on environmental system analysis throughout the supply chain.
[23] WTT DEFRA 2021 stands for "Department of Environment Food and Rural Affairs", GHG conversion factors from resource extraction, production and delivery.

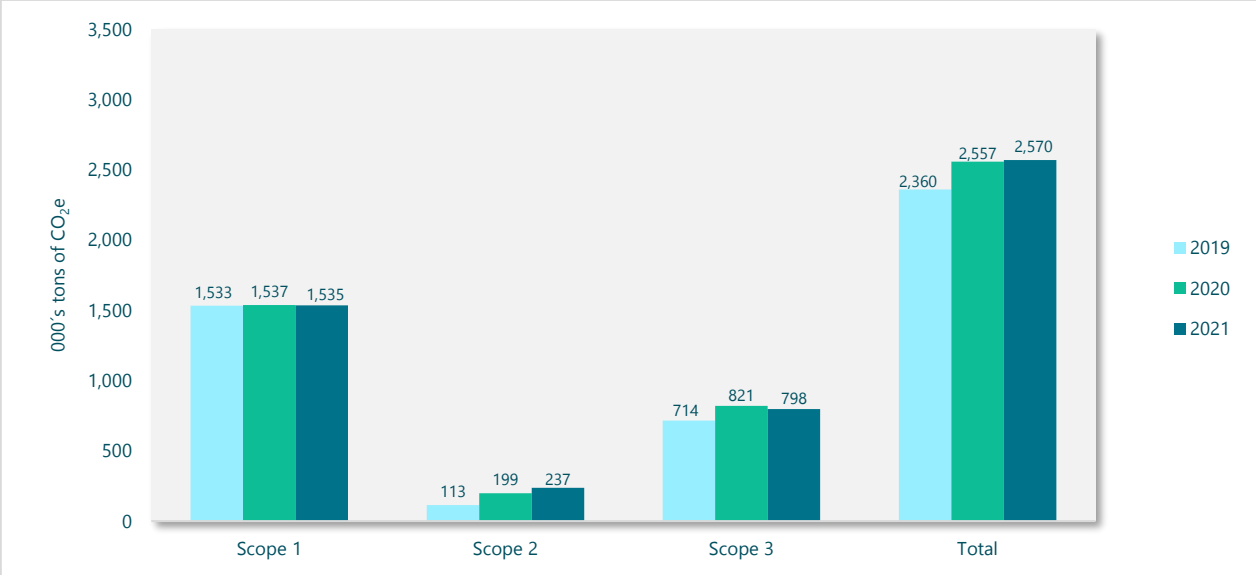


GHG Emissions by Technology

Following U.K. GHG regulation disclosure, GHG emissions generated in the U.K. were less than 0.001% in both 2021 and 2020.

In 2021, as part of our commitment to sustainability, we analysed several initiatives to mitigate part of our GHG emissions. As a result, in 2021 we offset 260 thousand tons of Scope 1 CO_2 emissions through Certified Emissions Reduction (CERs) credits. In 2020, we offset 200 thousand tons of Scope 1 CO_2 emissions through Voluntary Carbon Units (VCUs). The graph below shows our adjusted GHG emissions in 2019, 2020 and 2021.

GHG Emissions Breakdown by Scope Including Offset GHG emissions

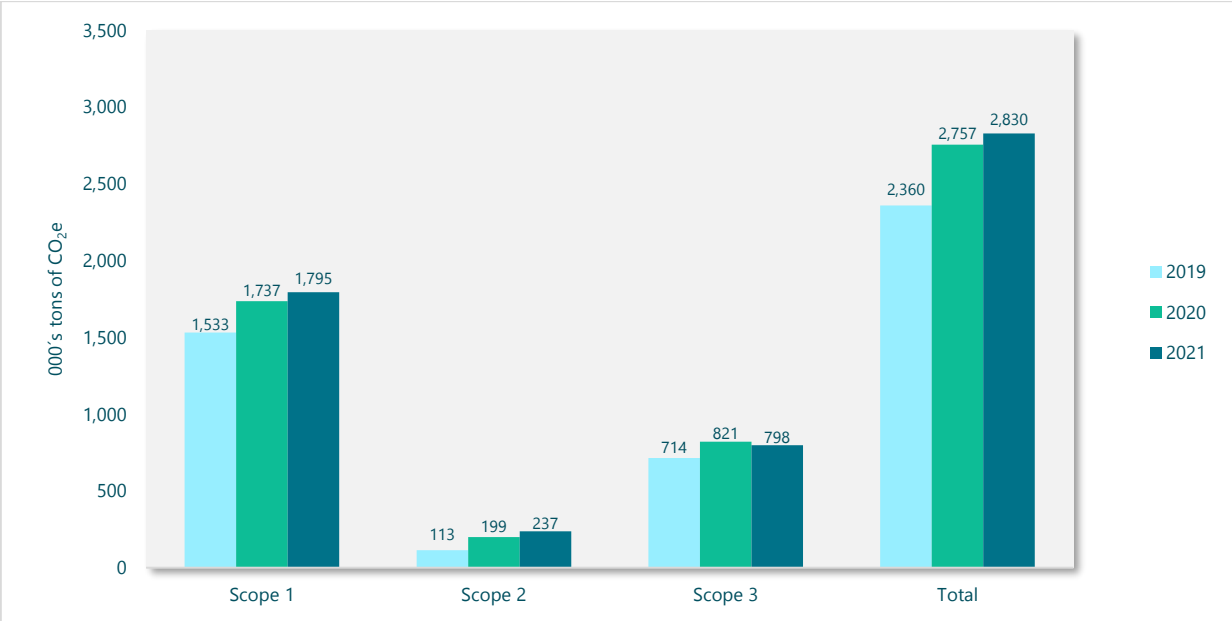


Note: Scope 2 market-based figure.

In 2021, the GHG emissions offsetting mechanism reduced our total GHG emissions by 10% and our scope 1 GHG emissions by 17%, compared to 8% and 13%, respectively, in 2020. We believe this initiative proves our sustainability focus and further demonstrates Atlantica's commitment to fighting climate change.

The graph below shows our GHG emissions in 2019, 2020 and 2021 (without GHG emissions offsets):

GHG Emissions Breakdown by Scope



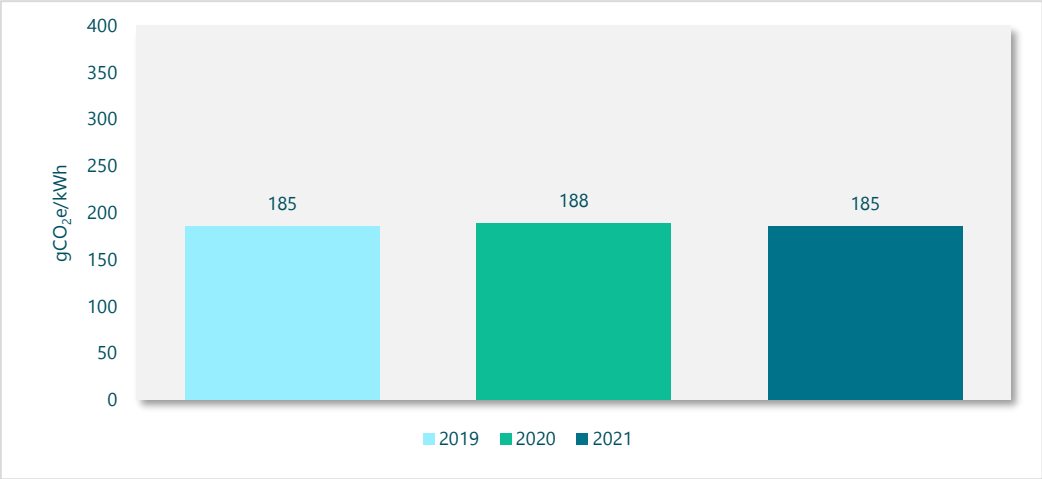
Note: Scope 2 market-based figure.

Scope 1 emissions include CO_2 emissions from Coso, our geothermal asset in California, since we acquired the asset in April 2021. The area where our asset is located releases GHG emissions to the atmosphere, mostly in the form of CO_2 that already exists and is released progressively in a natural process. With our activity, while we produce electricity, we are accelerating this process of release of already existing CO_2. Following the GHG protocol, we record these emissions as part of our Scope 1 emissions even though these emissions were not created by Atlantica. This is the main reason for the increase in Scope 1 emissions, which was partially offset by lower production in 2021 compared to 2020 at ACT, an efficient natural gas plant in Mexico. Its off-taker, requested less electricity and steam, hence decreased natural gas consumption and emissions. A tolling agreement exists for this asset, according to which we receive water and natural gas from the client and in return we provide electricity and steam.

In addition, our scope 2 emissions increased due to the consolidation of Tenes, our desalination water plant since May 2020. 2021 was the first complete year we consolidated this asset.

Finally, our scope 3 emissions decreased as most of them relate to ACT. In 2021 ACT had lower production compared to 2020, which resulted in lower emissions.

Scope 1 and 2 GHG Emissions Rate per Unit of Energy Generated[24]



Scope 1 and 2 GHG emissions rate per unit of energy generated decreased slightly from 188 gCO_2e/kWh in 2020 to 185 gCO_2e/kWh in 2021. This decrease was mainly due to the contribution of the new assets consolidated in 2021.

If we exclude the effect of our non-generating assets, the GHG emissions rate per unit of energy generated would have decreased from 175 gCO_2e/kWh in 2020 to 167 gCO_2e/kWh in 2021. The increase caused by the consolidation of Coso, our geothermal asset, was offset by lower production, thus emissions, at ACT.

Air Quality

Regarding non-GHG emissions, Atlantica generates (i) nitrogen oxide (NO_x), excluding nitrous oxide (N_2O) which is computed within the GHG emission calculation, (ii) sulfur dioxide (SO_2), and (iii) carbon monoxide (CO). Our efficient natural gas plants in Mexico generate most of these emissions.

NO_x, SO_2 and CO Emissions as of December 31, 2021, 2020 and 2019

	2021			2020			2019		
Tons	**NO_x**	**SO_2**	**CO**	**NO_x**	**SO_2**	**CO**	**NO_x**	**SO_2**	**CO**
Mexico	493.8	-	328.1	534.8	-	385.1	349.9	-	318.4
Spain	15.4	0.6	6.0	15.2	0.6	4.6	16.0	0.7	4.8
Canada	1.2	-	7.3	-	-	-	-	-	-
Total	**510.5**	**0.6**	**341.4**	**550.0**	**0.6**	**389.7**	**365.9**	**0.7**	**323.3**

Note: We have revised 2020 figures to account for non-GHG emissions at Monterrey, a non-controlling investment. We have determined that non-GHG emissions at Monterrey are material, hence we have included them based on our percentage of economic interest in the project.

NO_x and CO emissions decreased mainly due to lower production at ACT, which resulted in lower emissions.

Our assets do not generate any lead (Pb) or mercury (Hg), and limited amounts of particulate matter

[24] The ratio has been calculated considering electric and thermal generation.

(PM10), volatile organic compounds (COV) and hazardous air pollutants (HAP).

Energy Management

Our renewable energy, efficient natural gas and water assets consume energy from different sources, including purchased fuel and electricity and, self-generated energy. In 2021, Atlantica consumed 8,376 GWh of energy compared to 9,287 GWh of energy in 2020.

In 2021 and 2020 approximately 90% of fuel consumption came from ACT, our natural gas subsidiary in Mexico. In 2021, ACT had lower production resulting in lower fuel consumption. This is the main reason for the decrease in Atlantica's energy consumption in 2021 compared to 2020.

Energy Consumption and Generation in 2021, 2020 and 2019

In GWh	2021	2020	2019
Consumption of fuel	7,543	8,545	7,546
Consumption of Purchased Electricity for own use	537	448	276
Consumption of Self-Generated Renewable Energy	296	294	309
Total Energy Consumption	**8,376**	**9,287**	**8,131**
Electricity generation	6,889	5,815	5,343
Thermal energy generated	4,092	4,463	3,596
Total Energy Generated	**10,981**	**10,278**	**8,939**
Total energy consumption within the organization*	(2,605)	(991)	(808)

(*) If negative, energy generation > energy consumption.

Following U.K. energy consumption regulation disclosure, energy consumption generated in the U.K. was less than 0.001% in both 2021 and 2020.

During 2021, we analysed several initiatives to increase our consumption of energy generated from renewable sources. As a result, in December 2021 we launched a supply electricity tender for our assets and offices in Spain that included specifications, among others, to deliver electricity exclusively produced from renewable energy sources. We plan to continue analysing other opportunities to promote the consumption of energy generated from renewable sources.

Water Management

Key facts:

- ✓ **4th consecutive year saving over 40%** of water available under existing permits
- ✓ **Externally reviewed key water key performance indicators**
- ✓ **Improved water management reporting** based on the GRI standard and international best practices

Atlantica is committed to using water efficiently in our operations. This covers two main types of water use:

1. Power generation in the assets that use cycled water in the turbine circuit and in refrigeration processes.
2. Generation of drinking water for local communities and industries through the desalination of sea water.

We are also committed to: (i) calculating and monitoring our water usage and promoting rational and sustainable use of water in compliance with our Environmental Policy, (ii) limiting water consumption as much as possible and operating our assets using an amount of water well below legal limits, and (iii) continuing to improve our water management beyond compliance. We aim to reduce the water consumption of our plants over time.

We generally have water permits at our assets that limit total water withdrawals. As we are committed to limiting water consumption as much as possible, we operate our assets well below these limits.

Risk Assessment

Atlantica's risk assessment includes management of water risks. These water-associated risks could be potentially material to many of our generation and water desalination assets.

Water withdrawal at our assets could be affected by droughts. The main consequences of droughts would be a lack of water and poorer water quality. If drought periods persist over time governments may take regulatory action and may reduce the limits of water quantities that can be withdrawn under our existing permits.

In 2021, 2020 and 2019 we saved over 40% of the total water permitted by the regulatory limits. We believe, that even if the water limits were to be reduced, we still have margin to withdraw enough water to keep our plants working properly. For example, to mitigate this risk we have water basins and water storage tanks at many of our facilities.

If water limits were reduced to a point where we could not maintain the required level of water at the plants, we would need to use more chemical products to purify water and to guarantee the good performance of the plant.

Limits could also affect the quantity or quality of water that could be discharged, in which case we would need to withdraw more water than usual or use more chemical products to purify the water.

Our local asset management teams systematically track and monitor water availability as a key asset KPI. Our internal operations team performs annual audits of our assets aimed at reviewing

compliance with our best practices, identifying and mitigating risks, and promoting constant improvement. These audits cover a broad range of areas, including water management.

Regarding regulatory changes, we have local legal teams in each geography who work generally with the support of local external lawyers. Our local internal and external lawyers are in close contact with the regulation and potential regulation changes in each geography. These, together with the asset managers, monitor any potential regulatory change.

We participate in integrated watershed management initiatives in certain key asset locations. For example in Spain, we (i) participate in the Drainage Commission meetings and in the Watershed Governing Board, (ii) have regular or as-needed meetings with the Hydrographic Confederations to address specific water matters. In addition, we test water samples at reservoirs to verify the quality of the water discharged, and comply with total water withdrawal requirements permitted under the existing regulatory limits.

We have two main types of water use:

1. Power Generation

Renewable Energy Assets

Some of our renewable assets use water in their power generation process. These plants use water for cooling condensers during power generation. We withdraw fresh water primarily from rivers and aquifers. The Company holds permits to withdraw water from these sources and adheres to regulations on water quality. The difference between water withdrawn from and returned to its source is our water consumption which occurs because of evaporation.

We measure the water we withdraw and return using the installed water meters on the plants' pumping equipment. The reported volumes represent the total readings measured by the water meters at all our assets without adjusting for our interest in the assets.

The water meters are sealed and are normally subject to audit by the inspector representing the local water authorities. We comply with the requirements and regulations of the applicable local regulatory authorities in the areas in which we operate. We regularly report the results of our water statistics to the local water agencies.

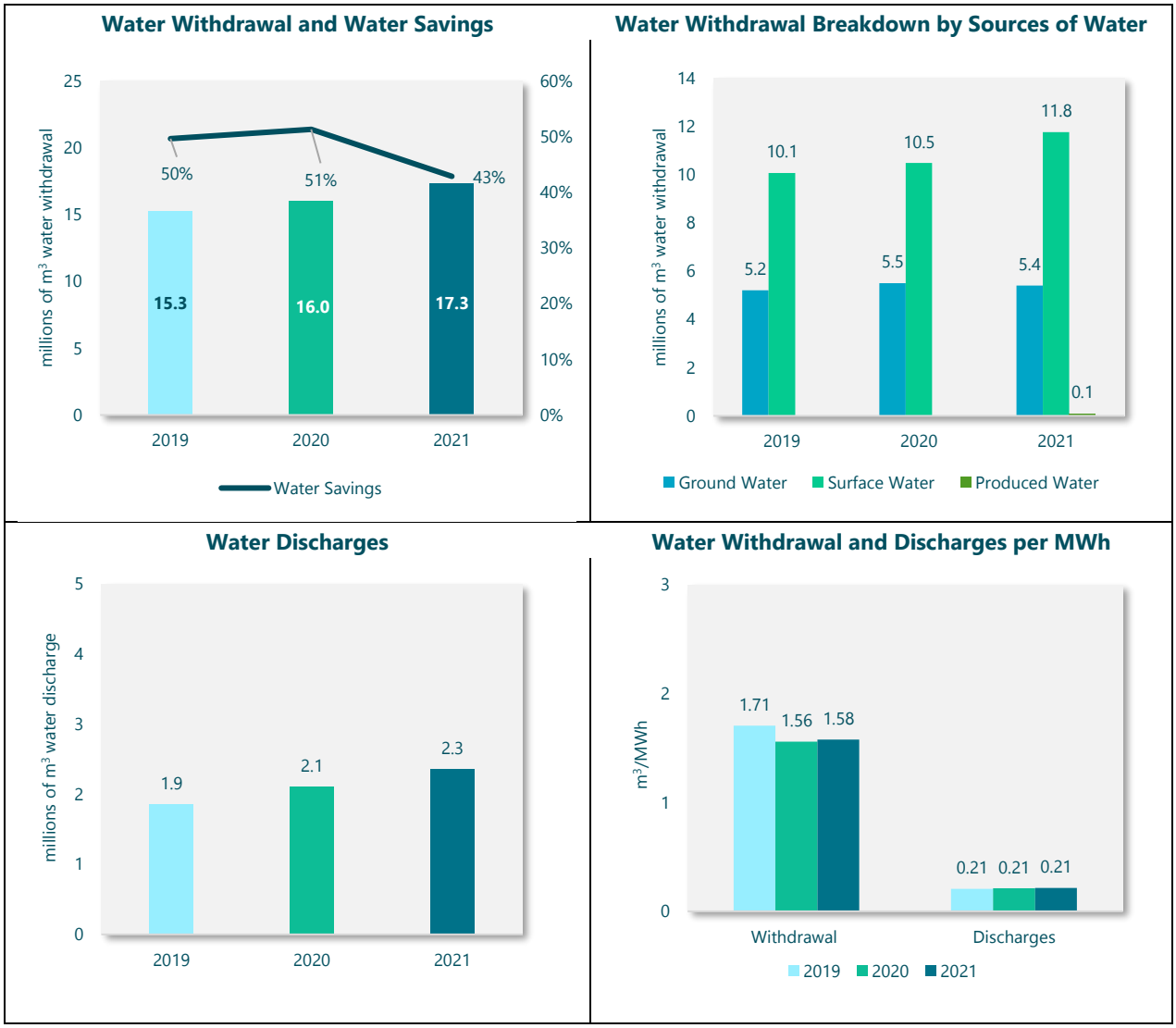
We have implemented initiatives to reduce our water consumption. For example, we have installed an air-dry cooling system, instead of cooling towers, to refrigerate the condensers in one of our plants.

Efficient Natural Gas Plant

The ACT plant is an efficient natural gas cogeneration facility with a rated capacity of approximately 300 MW and between 550 and 800 metric tons per hour of steam. ACT produces electrical energy and steam.

The water necessary to operate the plant is withdrawn and supplied by our client. The water received is transformed to high pressure steam through heat recovery steam generators and delivered back to the client.

The following charts set out water management KPIs for power generation assets for 2019, 2020 and 2021:



Source: In-house

Renewable Energy Assets	In 2021, we withdrew 12.4 million cubic meters of water at our renewable energy assets and we returned 2.3 million cubic meters (19%) back to the source, which represents an increase of the water used in our operations compared to the previous year. In 2020, we withdrew 10.6 million cubic meters of water at our renewable energy assets and we returned 2.1 million cubic meters (20%) back to the source. Independent external laboratories periodically test the quality of the water returned to the environment. The 12.4 million cubic meters represents 57% of the limits allowed by our water permits. The difference between the water permit limits and actual water withdrawn represents water savings.
Efficient Natural Gas Plant	In 2021, our client withdrew and supplied 4.9 million cubic meters of surface water to ACT. In 2020, the client withdrew and supplied 5.4 million cubic meters of surface water. In both years, water received was transformed to high pressure steam through heat recovery steam generators and delivered back to our client. Water withdrawn was 0.5 million cubic meters lower in 2021 because of lower production per the client request, which resulted in lower water withdrawal.

In 2021 and 2020, we had nine power generation assets located in extremely high or high baseline water stress areas as classified by the World Resources Institute's (WRI) Aqueduct Water Risk Atlas Tool.

Extremely High or High Baseline Water Stress Areas of our Generating Assets

Generating Asset	Technology	Geography	Baseline Water Stress Areas
Helioenergy	Solar	EMEA	Extremely High
Helios	Solar	EMEA	Extremely High
PS	Solar	EMEA	Extremely High
Solacor	Solar	EMEA	Extremely High
Solnova	Solar	EMEA	Extremely High
Solaben	Solar	EMEA	High
Mojave	Solar	North America	High
Solana	Solar	North America	High
Coso	Geothermal	North America	High

Note: we have excluded solar PV assets as these consume minimum amounts of water.

The following table breaks down total water withdrawal by source and water stress areas for our power generation assets.

Withdrawal by Water Source in 2021, 2020 and 2019

	2021		2020		2019	
In millions of m^3	All areas	Water stress areas*	All areas	Water stress areas	All areas	Water stress areas
Surface water	**6.9**	**6.8**	**5.1**	**5.0**	**5.8**	**5.6**
Fresh water	5.7	5.6	4.0	3.9	4.6	4.4
Other water	1.2	1.2	1.1	1.1	1.2	1.2
Groundwater	**5.4**	**5.4**	**5.6**	**5.6**	**5.2**	**5.2**
Fresh water	-	-	-	-	-	-
Other water	5.4	5.4	5.6	5.6	5.2	5.2
Third-party water**	**4.9**	**-**	**5.3**	**-**	**4.3**	**-**
Fresh water	4.9	-	5.3	-	4.3	-
Other water	-	-	-	-	-	-
Produced Water	**0.1**	**0.1**	**-**	**-**	**-**	**-**
Fresh water	-	-	-	-	-	-
Other water	0.1	0.1	-	-	-	-
Total power generation	**17.3**	**12.3**	**16.0**	**10.6**	**15.3**	**10.8**

(*) Water stress areas classification according to 2021 Aqueduct Water Risk Atlas.

(**) Third-party water corresponds to surface water withdrawn and supplied by our client.

All water withdrawals intended for use in generation are generally strictly regulated by government authorities, which issue the permits and determine the maximum permitted withdrawal volumes, to ensure that no significant negative effects occur.

After use in cooling and other auxiliary processes, approximately 19% of the water withdrawn at solar facilities is returned to the environment. At ACT, the water we receive from our offtaker is transformed into high pressure steam through heat recovery steam generators and delivered back to the client.

The following table breaks down total water discharge by source and water stress areas for our power generation assets.

Discharge by Water Source in 2021, 2020 and 2019

In millions of m³	2021		2020		2019	
	All areas	Water stress areas*	All areas	Water stress areas	All areas	Water stress areas
Surface water	**2.2**	**2.1**	**2.0**	**1.9**	**1.7**	**1.6**
Fresh water	1.7	1.6	1.6	1.5	1.2	1.1
Other water	0.5	0.5	0.4	0.4	0.5	0.5
Groundwater	**0.2**	**0.2**	**0.2**	**0.2**	**0.1**	**0.1**
Fresh water	-	-	-	-	-	-
Other water	0.2	0.2	0.2	0.2	0.1	0.1
Third-party water	**-**	**-**	**-**	**-**	**-**	**-**
Fresh water	-	-	-	-	-	-
Other water	-	-	-	-	-	-
Produced Water	-	-	**-**	**-**	**-**	**-**
Fresh water	-	-	-	-	-	-
Other water	-	-	-	-	-	-
Total power generation	**2.3**	**2.3**	**2.2**	**2.1**	**1.8**	**1.7**

(*) Water stress areas classification according to 2021 Aqueduct Water Risk Atlas.

The water discharged to the environment is reused, without affecting the natural environment.

The following table details total water consumption at generating assets, considered as the difference between total water withdrawal and water discharged.

Consumption by Water Source in 2021, 2020 and 2019

In millions of m³	2021		2020		2019	
	All areas	Water stress areas*	All areas	Water stress areas	All areas	Water stress areas
Surface water	**4.7**	**4.7**	**3.1**	**3.1**	**4.1**	**4.0**
Fresh water	4.1	4.0	2.4	2.4	3.4	3.3
Other water*	0.7	0.7	0.7	0.7	0.7	0.7
Groundwater	**5.3**	**5.3**	**5.4**	**5.4**	**5.1**	**5.1**
Fresh water	0.1	0.1	-	-	-	-
Other water	5.2	5.2	5.4	5.4	5.1	5.1
Third-party water	**4.9**	**-**	**5.3**	**-**	**4.3**	**-**
Fresh water	-	-	5.3	-	4.3	-
Other water	-	-	-	-	-	-
Produced water	**0.1**	**0.1**	-	**-**	-	**-**
Fresh water	-	-	-	-	-	-
Other water	0.1	0.1	-	-	-	-
Total power generation	**15.0**	**10.1**	**13.8**	**8.5**	**13.5**	**9.1**

(*) Water stress areas classification according to 2021 Aqueduct Water Risk Atlas.

2. Water Desalination

Some parts of the world are suffering from ongoing drought which, combined with a water supply that is unfit for human consumption, can foster disease and death. Water scarcity also affects food production. The desalination of sea water provides a climate-independent source of drinking water.

We withdraw sea water for desalination as specified in the agreements for our investments in three desalination plants.

In 2021, we withdrew 402.4 million cubic meters of sea water, from which we removed salt and minerals during the desalination process at our water treatment facilities to prepare it for human consumption. The difference between water withdrawn from and returned to the sea is the desalinated potable water delivered to the water utility, as specified by our take-or-pay agreements for the consumption needs of approximately 3 million people. In 2021, we produced 167.6 million cubic meters of desalinated water and returned 234.8 million cubic meters (58%) back to the sea.

In 2020, we withdrew 330.3 million cubic meters and returned 185.9 million cubic meters (56%) back to the sea. 2021 was the first full year our water segment included three desalination plants, hence water withdrawal increased from 330.3 million cubic meters in 2020 to 402.4 million cubic meters in 2021.

We invest in three water assets that are located in extremely high or high baseline water stress areas as classified by the WRI Aqueduct Water Risk Atlas Tool.

Extremely High or High Baseline Water Stress Areas of our Water Desalination Assets

Water Desalination Asset	Technology	Geography	Baseline Water Stress Areas
Honaine	Water desalination	EMEA	Extremely High
Tenes	Water desalination	EMEA	Extremely high
Skikda	Water desalination	EMEA	Medium-High

Water Withdrawal, Desalinated Potable Water Production and Discharges in 2021, 2020 and 2019

In millions of cubic meters	2021	2020	2019
Water (seawater) withdrawal	402.4	330.3	228.7
Desalinated potable water production	167.6	144.4	101.2
Water discharges (returned to the sea)	234.8	185.9	127.5

100% of water withdrawn in 2021, 2020 and 2019 is seawater that does not affect water stress areas.

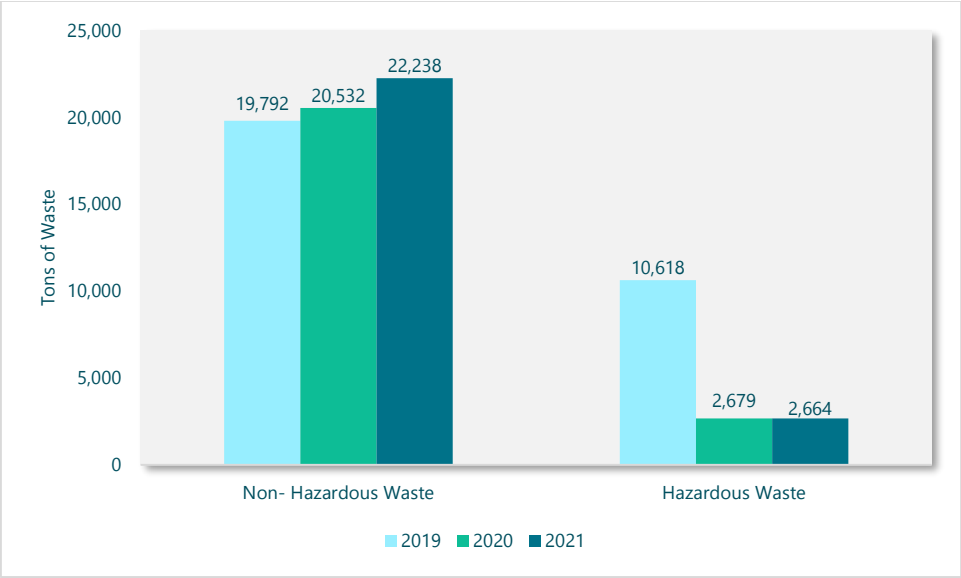
Waste Management

Key facts:

- ✓ **Externally reviewed hazardous and non-hazardous waste** key performance indicators
- ✓ **Improved waste management reporting** based on the GRI standard and international best practices

The Company's assets produce two main types of waste, hazardous and non-hazardous. Our processes generate hazardous waste through the use of chemical products. Waste that does not contain substances that are potentially harmful to human health or the environment is defined as non-hazardous waste. Atlantica is committed to reduce waste and has a comprehensive waste management system with controls in place.

Tons of Hazardous and Non-Hazardous Waste in 2019, 2020 and 2021



Note: We have revised 2020 figures following the updated 2021 classification (i.e., account for waste at Monterrey, a non-controlling investment, based on our percentage of economic interest in the project).

Atlantica is committed to reducing waste and has a comprehensive waste management system with controls in place. Our targets go beyond legal compliance. In 2021 we continued to implement new initiatives that improved our leak detection capabilities. We also provided enhanced employee waste-related training, updated our leaks procedure with best practices and insights gained, and identified new recycling and reusing initiatives.

In the U.S., where some of our largest solar assets are located, we developed an environmental management plan and initiated several actions to minimize our waste impact based on these four principles: (1) Reduce, (2) Reuse, (3) Recycle, and (4) Replace.

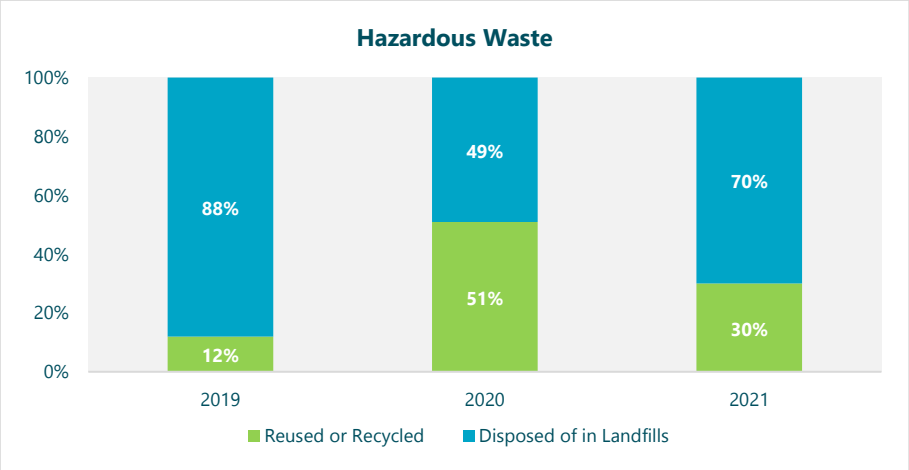
Examples of Waste Reduction Initiatives

Asset	Initiative	Type of Waste	Hazardous / Non-hazardous	Action	Outcome
Solana	Improved ullage system	Waste water containing benzene	Hazardous	Sent this waste stream to a local recycler that ensured reuse of recovered product from the waste stream	- Eliminated hazardous waste stream - Eliminated tons of GHG emissions due to shorter haul distance
Solana	Pond closure using filter cake	Filter cake	Non-hazardous	Amend Aquifer Protection Permit to backfill and close evaporation pond with filter cake instead of clean soil	- Eliminated non-hazardous waste in the municipal landfill - Eliminated GHG emissions from trucking the waste to the landfill
Mojave	Updated recycling program	Sorting scrap metals	Non-hazardous	Sorted metals between steel and stainless steel	-Reduced non-hazardous waste
Mojave	Improved water treatment	Filter cake	Non-hazardous	Undertook technical improvements at the water treatment plant	-Reduced non-hazardous waste -Reduced chemical consumption

Source: In-house

Hazardous Waste

In 2021 we reused or recycled[25] 30% of the total hazardous waste generated and disposed of the remaining 70% in landfills[26]. In 2021, we removed additional land from a 2019 environmental accident at one of our assets in Spain. Following legal requirements, the land removal was deposited in landfills, this explains the increase of hazardous waste disposed in landfills in 2021. In 2020, we reused or recycled 51% of the total hazardous waste generated and disposed of the remaining 49% in landfills.



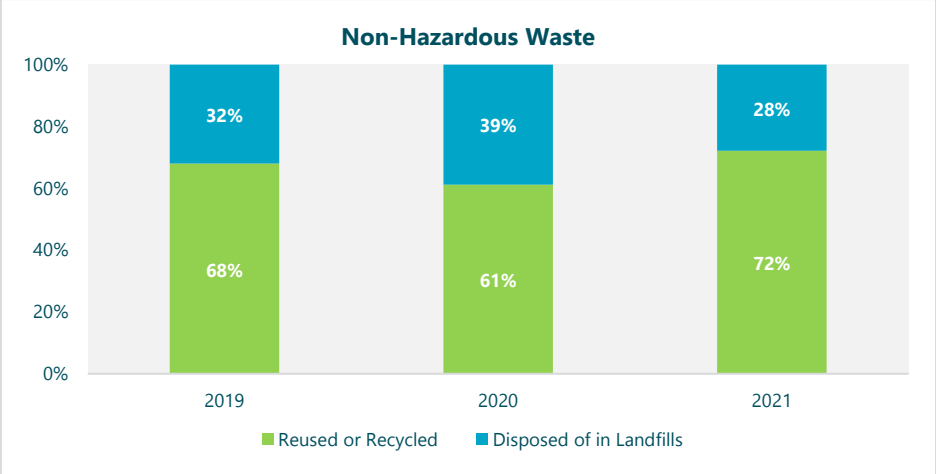
Note: We have revised 2020 figures following the updated 2021 classification (i.e., account for waste at Monterrey, a non-controlling investment, based on our percentage of economic interest in the project).

[25] Reused of recycled waste refers to waste diverted from disposal.
[26] Waste disposed of in landfills refers to waste directed to disposal.

Non-hazardous Waste

Non-hazardous waste concerns the wastewater treatment plants and the reuse of wastewater before discharge. In 2021, the non-hazardous waste increase was mainly driven by poorer withdrawal water quality at some assets in Spain.

In 2021, we reused or recycled 72% of the total non-hazardous waste generated and disposed of the remaining 28% in landfills, compared to 61% and 39%, respectively, in 2020.



Environmental Compliance

We promote the highest environmental standards and a culture of continuous improvement to minimize our environmental risks. Among others, we: (i) have certified our environmental management system (EMS) under ISO 14001, (ii) regularly monitor environmental KPIs, (iii) perform annual environmental audits on our assets to ensure compliance with our best practices, identifying and mitigating risks, and sharing lessons learnt to promote continuous improvement, (iv) have an ERP-software that enables us to have strict control over our assets, (v) have in-house legal and compliance teams supervising compliance with contractual and existing and/or new regulation requirements, and (vi) provide regular environmental training to our employees and contractors working at our plants.

In 2021, we had one instance of non-compliance that was resolved without sanction, one that was resolved with an immaterial sanction ($5 thousand), and an unresolved $2 thousand sanction for non-compliance related to a missing flow meter at one of our assets.

In 2020, we had three instances of non-compliances that were resolved without sanction, and two that were resolved with immaterial sanctions. In 2020, we received an approximately $64 thousand sanction related to an environmental accident occurred in 20219 at one of our assets in Spain, which is the reason for the increase in hazardous waste in 2019, and an approximately $800 sanction related to a missing semi-annual report in North America. We undertook all necessary measures to minimize their impact, informed public authorities, performed a root-cause analysis, implemented corrective actions to remediate contaminated soils, thus reducing the impact and, internally shared the insights gained.

Number of Accidents by Category			
Severity	2021	2020	2019
Moderate	9	7	5
High	1	2	6

Amount of Spills			
Litres	2021	2020	2019
Amount of spills	2,829	31,559	9,905

Fines and Penalties			
USD '000s	2021	2020	2019
Fines and penalties*	7	65	2

(*) The fines and penalties paid varies from year-to-year depending on the nature of the violation and the timing of its resolution.

The main reasons for the increase of spills in 2020 were a spill of salt in Kaxu (non-hazardous waste), of approximately 15,000 litres and a spill of hazardous waste in Solana of approximately 11,000 litres.

We consider all environmental fines and penalties over the period 2019-2021 to be non-material.

Biodiversity

Key facts:

- ✓ **Maintained a proactive approach to biodiversity beyond compliance**
- ✓ **Improved biodiversity reporting** based on the GRI standard and international best practices

The protection of the ecosystem is a critical issue for global sustainability; we intend to promote its conservation as an essential means for environmental, economic and social progress.

We are aware that our assets can cause interactions with various ecosystems, landscapes and species. The Company therefore commits to promoting biodiversity, allowing balanced co-existence, and conserving, protecting and promoting the natural ecosystem.

Our commitment includes having "no net loss" or "net positive" impacts on biodiversity conservation in the areas where we operate, minimizing deforestation in all our operational activities and selecting suppliers taking into consideration the biodiversity impact of their products or service. We seek to avoid operational activities in close proximity to World Heritage areas and IUCN Category I-IV protected areas.

We also have various tools to help manage our biodiversity matters:

- Strict control over GHG and non-GHG emissions, water, and hazardous and non-hazardous waste. We expect our measures to reduce emissions, water consumption and waste, to minimize biodiversity impacts.
- Quality and environmental management systems certified under ISO 9001 and 14001, respectively.
- Existing consultation guidelines with local communities enable us to identify and manage local stakeholders and communities of interest, including potential biodiversity matters.
- Asset managers and the compliance, internal audit and legal corporate teams regularly supervise asset contractual obligations, including biodiversity covenants.
- Geographic Committees that are held once a month between Geographic VPs and heads of several corporate functions to update and discuss key asset matters.

Some of our solar plants are close to protected areas, while two of our transmission lines cross some areas that are also considered protected.

Asset	Location	Technology	Size	Type of Biodiversity	Listing of Protecting status
Helios 1 & 2	Near a protected area: "Tablas de Daimiel"	Solar Generation	2x50MW	Wetland	National Park
Solnovas 1 & 3 & 4 and Solaben 2 & 3, 1 & 6	Near zones of special protection for birds	Solar Generation	3x50MW 4x50MW	Birds	Zones of Special Protection of birds per Spanish Government
ATN	Our transmission lines cross three zones: (1) National Reserve Junin, (2) National Park Huascaran, (3) Hunt reserve Sunchubamba	Transmission Line	379 miles in total	Terrestrial	(1) National Reserve (2) National Park (3) Hunt reserve
Palmucho	Our transmission line crosses the National Reserve Altos de Pemehue	Transmission Line	2 miles	Terrestrial	National Reserve

We apply the mitigation hierarchy[27] in our environmental impact assessments to achieve biodiversity "no net loss" or "net positive" impacts in the areas where we operate. In our sector, environmental impact assessments are typically prepared in the design and construction stages, where opportunities for impact avoidance are far greater as siting and design may be influenced. As of December 31, 2021 most of our assets are in operation and we have very few projects under development or construction. In these projects, for example, alternatives are analysed to avoid placing new infrastructure in protected areas or areas with a high biodiversity value. During the construction process, we comply with permitting, law and regulation in-place, and seek to minimize the environmental impacts to be as low as possible and restoring the affected areas.

Typical potential biodiversity impacts caused by operational renewable energy assets include: (1) solar assets (i) barrier effects (assets occupying large landscapes and/or fences acting as a barrier), (ii) pollution (dust, light, noise and vibration, solid/liquid waste), (iii) habitat degradation due to changes in hydrology and water availability and quality, (iv) wildlife mortality due to attraction to evaporation ponds, (v) bird collisions (with solar panels), and bird mortality, (2) wind assets (i) barrier effects (assets occupying large landscapes and/or fences acting as a barrier), (ii) pollution (dust, light, noise and vibration, solid/liquid waste), and (iii) bird and bat collisions with turbine blades, (3) geothermal assets (i) noise and sight pollution, (ii) gas emissions.

We have implemented controls aligned with the mitigation hierarchy approach to minimize our potential biodiversity impacts.

[27] The mitigation hierarchy is comprised of a sequence of four steps: (1) Avoidance, (2) Minimization, (3) Restoration, and (4) Offsets.

(1) Avoidance: Measures taken to anticipate and prevent the creation of impacts. For avoidance to be effective, biodiversity risks need to be identified early in the project planning stages. It is the most important step of the mitigation hierarchy.
(2) Minimization: Measures taken to reduce the duration, intensity and/or extent of impacts that cannot be completely avoided, as far as is practically feasible. Typically undertaken either in the construction or operational stages.
(3) Restoration: Measures aimed at repairing specific biodiversity features or ecosystem services damaged by project impacts that could not be completely avoided or minimized. Typically undertaken during construction or decommissioning.
(4) Offset: Measures taken to compensate for significant adverse residual impacts.

Mitigation Hierarchy	Controls
Minimization	- Abatement controls: Steps taken to reduce levels of pollutants (e.g. light, noise, gases or liquids) that could have negative biodiversity impacts. - Operational controls: Measures taken to manage and regulate the actions of people, including project employees and contractors. - Physical controls: Adapting the physical design of project infrastructure to reduce potential impacts.

Some specific examples include:

Technology	Control	Measure	Receptor	Description
Solar	Physical	Modify security fencing to minimize barrier effects	Small- and medium- sized animals	Modifications to fencing to facilitate animal movement
Solar	Abatement	Reduce water use	General	Employ dry instead of wet cooling and cleaning technologies, such as air cooling (dry cooling and cleaning)
Solar	Physical	Prevent drowning or poisoning of wildlife	All wildlife	Fencing to keep wildlife away from evaporation ponds
Wind	Physical	Reduce collision risk	Birds	Shutdown wind turbines on demand

At Atlantica, we also consider reforestation as a measure to improve flora and fauna in those geographies where we operate.

Our summarized biodiversity strategy by geography is:

	Strategic Areas		
	Protection of Fauna	Protection and Management of Vegetation	Protection of Impacts to Water
U.S.	✓	✓	✓
Colombia	✓	✓	-
Uruguay	✓	-	-
Spain	✓	✓	✓
Italy	✓	✓	-
Argelia	-	✓	-

2021 key biodiversity initiatives by technology and geography were:

Solar Assets

United States of America

At Mojave, we continue to monitor and survey the protected Mojave desert tortoise, gopherus agassizii, golden eagle, burrowing owl, american badger, desert fox and Mojave ground squirrel. For example, the plant has a desert tortoise exclusion fence clearance survey and translocation plan. These conditions were established by the California Energy Commission (CEC) for the approval of the Mojave solar plant. In 2021, we continued to support the "Transition Habitat Conservancy" program, which is responsible for receiving and taking care of the turtles that are found within the fences of solar projects. In 2020, as part of our efforts to modify fencing to facilitate animal movement, we identified a desert tortoise hot-spot and a berm was fortified with brush to make

the entrance disappear. We also modified a road nearby to eliminate traffic and further protect the berm.

We also have set up measures to protect birds and animals from potential damage caused by our evaporation ponds, if they drank evaporated pond water, which is high in salt minerals. We hired third party biologists and environmental specialists to continuously study the behavior of local and migrating birds and animals to protect them by actively deterring them from the evaporation ponds. We use various avian deterrents approved by the CEC. Among these deterrents are the emissions of noises resembling their predators, water spraying, and "eagle eyes". We also installed two nets at the cooling tower at our facility in Mojave. These nets follow recommendations of and have been approved by the California Energy Commission (CEC) and are part of our commitment to avoid bird fatalities at the plant. Our specialists continue to identify ways to protect birds and animals, and always do so in coordination with the CEC. According to our approved Bird Monitoring Study that complies with condition BIO-17, we continuously monitor bird life at and around the Mojave project, survey collected dead birds and transfer bird carcasses found to local authorities within the surrounding area of the plant for further autopsies to determine cause of death. We have not had any violations or non-compliance in this respect in the past three years.

In 2019, the Mojave Solar Project invested over $350 thousand to start a comprehensive mortality study of birds and wildlife at the evaporation ponds. This study was shared with the California Energy Commission, the U.S. Fish & Wildlife Service, the California Game & Fish and the U.S. Department of Energy. In 2020, the study concluded that the netting of the evaporation ponds safeguards wildlife animals and reduces avian mortality. Due to COVID restrictions, the netting had been put on hold for more than a year and resumed in 2021. Currently one evaporation pond is netted and the three remaining are scheduled to be completed in 2022. In addition, we continue to support the "Wetland and Wildlife Care Center" program, a non-profit organization that takes care of the rehabilitation and release of native wildlife. We consider this sponsorship very important as they treat any injured wildlife we might bring to them, which in some cases are species considered to be endangered.

At our Solana plant in Arizona, we continue to control the flora and fauna of the natural wash area located north of our solar plant. We annually send approximately 477 acre feet of water to the Bull Durham Wash as a minimization action after the nearby farmland changed to industrial use. By doing so, many birds are now stopping in this wash versus our evaporation ponds while minimizing the impact of industrial farmland located close-by.

Bull Durham Wash located north to our Solana Solar Power Generation Facility

Spain

In 2021, we continued to deliver on our reforestation program in Spain. We planted 500 holm oaks. To do so, we invested approximately $72 thousand.

Holm oak planting

Reforestation area

Tree planting

In the last five years, we have planted approximately 66 thousand trees on 220 hectares (540 acres). 70% of this area has been reforested with holm oaks and 30% with broom, pine trees and rosemary. We have also implemented several maintenance initiatives related to water efficiencies and plant protection from wild animals.

In addition, our agreements with local shepherds to have sheep grazing at six of our solar assets remained in-place in 2021, helping us control vegetation near our assets. We have continued our maintenance activities on three ancient sheep pathways. To do so, we invested approximately $18 thousand.

Also in 2021, we continued to collaborate with Extremadura's local government to protect species, including vultures (aegypius monachus), eagles (aquila adalberti) and other steppe birds settled close to our plants. We donated approximately $55 thousand to provide food and participated in the census and monitoring of these birds aimed at locating the birds' nesting areas on private agricultural land. Certain subsidies to farmers were provided to undertake conservation activities on around 560 hectares to avoid losing or reducing the birds' habitat.

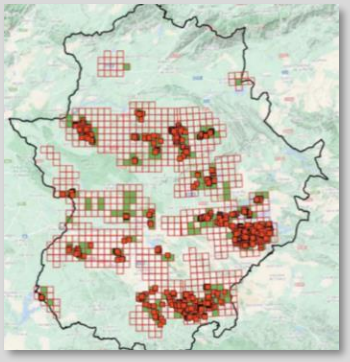
Installed plant protection on sheep pathway

Sheep grazing to control vegetation

Vultures feeding area

Little bustard prepared for radio tracking

Nesting area protected by fences in private farms



Little bustard nesting area

Italy

None of our solar PV assets in Italy are close to protected areas. We have implemented voluntary biodiversity initiatives including: (i) protection of vegetation activities without using pesticides, and (ii) security fences that facilitate animal movement, thus minimizing barrier effects.

Vegetation close to our assets under control

Wind assets

Uruguay

We constantly monitor and report on the impact of spinning blades on local species of birds at our three wind farms in Uruguay. The scientific monitoring studies are performed by independent biodiversity consultants contracted by our projects. Studies cover a census of birds to analyse bird mortality and monitor the protected birds, including the black-chested buzzard-eagle (Geranoaetus melanoleucus), the loica pampeana, the black-and-white monjita (xolmis dominicanus), and the straight-billed reed haunter (limnoctites rectirostris).

At Cadonal, one of our wind farms, we implemented an enhanced monitoring system to manage and mitigate the mortality of endangered species. We have implemented an alarm protocol to shutdown selective turbines on demand to minimize the black-chested buzzard-eagle's risk of collision with spinning blades.

Summarized Protocol

Alarm level	Black-chested buzzard-eagle at risk	Procedure
Yellow	Black-chested buzzard-eagle flying >500 meters away from wind turbines and within the wind farm perimeter.	On-hold.
Orange	Black-chested buzzard-eagle flying between 300 and 500 meters away from wind turbines.	Prepare turbine(s) shutdown.
Red	Black-chested buzzard-eagle flying <300 meters away from wind turbines.	Immediate turbine(s) shutdown.
Green	Black-chested buzzard-eagle is no longer at risk. It is >500 meters away from wind turbines and outside the wind farm perimeter.	No further action required.

Note 1: Different alarm levels can be triggered consecutively.

Note 2: Employees receive specific training to correctly identify black-chested buzzard-eagle vs. other similar birds.

In 2021 and 2020, we did not record any black-chested buzzard-eagle mortal event caused by collisions with wind turbines.

On a yearly basis, Atlantica develops its biodiversity plan in accordance with the Environmental Operation Management Plan (PGAO). The plan is approved by the National Environmental Governmental Agency (DINAMA).

Moorish Eagle

Moorish Eagle and Pampas Loica

Water desalination assets

Following severe wildfires in 2020, the Company and its business partners carried out their first reforestation program in early 2021. Over 650 trees were planted in burnt forest areas and around the Skikda and Honaine plants. Local authorities collaborated in these events.

Skikda plant's perimeter fence

Village of Ouled Sidi Chikh in Honaine

Diversity And Education

Diana Cowern, better known as the “Physics Girl” in her Youtube channel, visited the Mojave solar plant and made an educational video about her visit.

Diana is a passionate scientist with more than 2 million followers, inspiring young girls and minorities in STEM.

Social Sustainability

Human Rights

We are committed to conducting our business in a manner that respects the rights and dignity of our employees and those linked to our activities including our supply chain. We respect internationally recognized human rights, as set out in the International Bill of Human Rights and the International Labour Organization´s (ILO) Declaration on Fundamental Principles and Rights at Work. Labour practices at Atlantica and the professional activities of its employees and directors are governed by the United Nations Universal Declaration of Human Rights and the ILO on social rights, and the principles of the United Nations Global Compact.

We seek to identify and mitigate any type of violations of human rights that are directly linked to our operations, products or services and by our business relationships, even if they have not contributed to those impacts. To formalize our long-standing commitment at uphold and respect human rights, our Board of Directors approved a new Human Rights policy in December 2021.

We have internal policies and procedures to support and ensure human rights. These include the Code of Conduct, Supplier Code of Conduct, Anti-Bribery and Corruption Policy, and comprise important areas such as integrity, dignity, health and safety and labour practices (including those of our suppliers), equal opportunities, non-discrimination, environmental protection (including environmental accidents that could affect our employees and/or local communities), cybersecurity and data protection.

Freedom of association is a human right as defined by international declarations and conventions. We acknowledge the rights of workers to collectively bargain the terms and conditions of work is also an internationally recognized human right. Collective bargaining refers to all negotiations which take place between one or more employers or employers' organizations, on the one hand, and one or more workers' organizations (trade unions), on the other, for determining working conditions and terms of employment or for regulating relations between employers and workers.

We do not tolerate discrimination against anyone based on any personal characteristic, such as ethnic background, culture, religion, age, disability, gender, marital status, sexual orientation, union membership, political affiliation, health, disability, pregnancy, or any other characteristic protected by law. We provide equal opportunities to all employees. We promote equality and work to create an inclusive workforce. We seek to provide a climate of confidence where employees can raise issues. Any behavior which is not acceptable must be reported through the Ethic Mail Boxes that Atlantica has established to report any kind of abuse.

We believe we have a robust due diligence system in place for the management of human rights issues. We have historically considered human rights risks in our risk matrix, although they were not separately identified under the human rights category. Environmental management, occupational health and safety management and data protection and cybersecurity issues are some examples of the way we manage our potential impacts on human rights.

We are committed to complying with international and local laws on human rights. Measures to identify, assess and mitigate potential risks relating to human rights include:

- Our internal compliance team reviews Human Rights related matters as part of their activities. They assess the supply chain across the jurisdictions in which we operate to identify any potential breach regarding human rights. They are also responsible for monitoring that human rights are

respected among all employees of the Company and for providing training courses that include content related to human and labour rights. Please read the Business Ethics section for more detailed information on compliance training.

- Following our Code of Conduct, we seek to work with third parties who operate under principles that are similar to those set out in the Code of Conduct. In addition, we have a Supplier Code of Conduct that our suppliers must adhere to, which includes similar human rights and labour standard principles.
- We perform pre-screening evaluation assessments before contracting a new supplier, including internal and external approval processes. Please read the Supply Chain Management section for more detailed information on suppliers' assessment.
- We perform regular internal and external audits to review compliance with data protection rules and regulations. Please read the Cybersecurity and Data Privacy section for more detailed information.
- Our corporate operations team audits health and safety procedures at the asset level, as well as operational and environmental performance in order to implement insights gained and best practices. Please read the Asset Management and the Occupational Health and Safety sections for detailed information on activities that mitigate day-to-day risks, including those related to human rights.
- The Investment Committee reviews, as part of its due diligence when acquiring new assets, that the asset and/or the potential investment partner have not had any human rights incidents or sanctions.
- In our investments where we have a non-controlling interest, our partners are generally international companies with strong corporate governance practices similar to those that we have in-place, hence we expect these partners to be committed to respecting the human and labour rights recognized in domestic and international law.
- Communication channels to report any misconduct or instances of non-compliance with human rights are available for employees. These include the whistleblower channel and the compliance channel.

All employees are provided with a remuneration package that meets or exceeds the legal minimum requirements. Workers are not to be intimidated or harassed in the exercise of their right to join or refrain from joining any labour organization.

On an annual basis we assess our activities and those of our suppliers. The analysis serves as a basis for the preparation of our U.K. Anti-Modern Slavery and Human Trafficking Statement disclosed in the Governance section and on our website.

We confirm that no human rights incidents were reported or identified during 2021, 2020 and 2019.

We plan to continue analysing, implementing and reporting initiatives to improve our human rights procedures going forward.

Asset Management

Asset management refers to the systematic process of developing, operating, maintaining and improving the assets in the most cost-effective manner, while considering costs, risks, opportunities

and performance factors. Asset management also involves health and safety, environmental matters, compliance, financial, economic and other practices applied to the assets.

Excellence and efficiency are two of our core values. We believe in an outstanding and disciplined operation of our assets, while seeking operational excellence in a cost-efficient manner. Atlantica' asset management policy is publicly available on our website.

Asset managers look after the day-to-day activities of each of our assets and report to three Geographic VPs, who have full responsibility and accountability for the assets they manage. In addition, the corporate operations team supports asset managers by auditing the assets' health and safety, operational and environmental performance by implementing best practices and improvements and by developing asset management tools, while the internal audit team audits asset records, processes and procedures.

Summarized Asset Management and Corporate Functions

Asset Management Functions	Corporate Functions
Operation and maintenance supervision. Implement best practices and audit recommendations, and share lessons learned	Operations, health and safety, environment and quality.
ESG management*, including implementing a zero-accident culture, minimizing environmental impacts, and overall asset risk identification and mitigation	Financing, budget control, administration, tax, and information technology**
Cash management, budget-tracking, preparing financials	Internal audit and risks
Manage relationship with all asset stakeholders	Legal and human resources
Measure, monitor and report asset KPIs	Purchasing

(*) We encourage you to read section Sustainability Governance for further details on ESG-related functions.

(**) We encourage you to read section Innovation Management for further details on enhanced machine learning capabilities aimed at improving asset performance.

Asset Management Approach

Atlantica's asset management objectives and targets are set on an annual basis. The Board of Directors approves consolidated key performance indicators.

We believe in a disciplined and efficient asset management approach. To do so, we monitor the performance of our assets in real time. We identify deviations, analyse them, learn from potential errors and apply corrective actions whenever needed.

We believe that by investing in our monitoring and predictive capabilities, we will improve our asset performance over time. We refer to the Innovation Management section for detailed information on our data analytics and machine learning initiatives.

We have monthly KPIs on health and safety, operation and maintenance, environmental metrics, equipment availability and overall plant performance. We also have an ERP-software that enables us to have strict control over our inventory, spare parts, work orders, work permits, accounting, and maintenance records among other thigs.

Atlantica's Health and Safety, Environmental and Quality Management System are ISO 45001, 14001, and 9001 compliant, respectively, for the activities of acquisition and management of contracted assets. An external third party (DNV) audits our Health and Safety, Environmental and Quality Management System annually. Our certifications, obtained for the first time in 2015, were renewed in May 2021 and are valid until May 2024.

The Company's management system gives us a high degree of confidence that we comply with our own policies and with the regulations in force in each of the countries in which we operate. In particular, we measure and monitor the environmental impact of our activities and we analyse initiatives to reduce our GHG and non-GHG emissions, water consumption, and hazardous and non-hazardous waste.

We perform annual internal audits on our assets to ensure compliance with our best practices and to promote continuous improvement. The operations department audits all our assets at least every two years. The purpose of these audits is to perform an in-depth operational, maintenance, engineering, health and safety and environmental indicators assessment, as well as to assess compliance with internal corporate reporting requirements. The internal audit team reviews the internal controls and financial information of all our assets on an annual basis. Specific internal audits may be carried out on certain assets on an as-needed basis.

Audit findings are discussed between the Geographic VPs, Asset Managers and the Operations Director or the Head of Internal Audit. Key audit findings are discussed in the Geographic Committees, allowing senior corporate management to better assess our business activities, identify improvement areas and implement corrective action plans when necessary. In 2021, we had 13 of our assets audited by the Operations team, which resulted in recommendations for 91 improvement actions. A high percentage of these improvement actions relate to non-significant findings corresponding to operation and maintenance, health and safety, and environmental internal standards.

Number of Assets Audited and Improvement Actions in 2021, 2020 and 2019

	2021	2020	2019
Assets audited	13	13	11
Identified improvement actions	91	179	206

Note 1: Approximately 85% of the improvements identified in 2020 were implemented during 2020 and 2021. The rest are expected to be implemented during 2022.

Note 2: Approximately 40% of the improvements identified in 2021 have been implemented. The rest of them are expected to be implemented during 2022.

Note 3: Due to COVID-19 restrictions some of 2021 and 2020 audits were performed remotely and some others were performed partially.

Geographic VPs, Asset Managers and the Corporate Operations team dedicate time and effort to implement improvement actions. The progress on implemented improvement actions are reviewed at different management committees.

To meet Atlantica's asset management objectives, the Company provided specific training to its employees. In 2021, training received by our employee's included health and safety, enhanced negotiation skills, leading strategic projects, management of environmental risks and audit matters, compliance and internal control certificate programs. Additional information is provided in the people and culture and business ethics sections of this Supplement on ESG to the U.K. Annual Report. Atlantica's senior management is convinced that well trained employees will foster continuous day-to-day improvement, hence improving asset performance.

Our asset management functions include ESG factors. On the environmental side, asset managers are generally requested to share lessons learnt, implement best practices, measure, monitor and report key KPIs, and implement internal audit recommendations and implement actions to reduce our environmental footprint. Regarding the social dimension, asset managers are requested to implement measures to promote and maintain a zero-accident culture. On the governance

dimension, asset managers are requested to proactively manage asset risks and ensure asset compliance with internal and external rules and regulations.

Summarized Key Asset Management ESG-Related Responsibilities

Environment	Social	Compliance
- Identify environmental risks, improve efficiency and reduce overall costs. - Implement environmental audit findings recommendations. - Share lessons-learnt and implement operational, environmental, and quality best practices. - Maintain environmental and quality management system certifications. - Measure, monitor, and report key GHG and non-GHG emissions, waste and water indicators. Implement actions to reduce their impact. - Implement biodiversity initiatives.	- Implement a zero-accident culture at all assets. - Identify health and safety risks, perform walk & talks. - Implement health and safety audit findings recommendations. - Share lessons-learnt and implement health and safety best practices. - Maintain health and safety management system certifications. - Measure, monitor, and report key social indicators, including health and safety, and people and culture key metrics. - Propose suppliers considering the environmental and biodiversity impacts of their product/service. - Support long-term development of local communities close to our assets.	- Compliance with all internal and external rules, regulations, processes, and procedures. - Proactively manage and report asset risks. - Promote reporting of any complaints and concerns, as well as any breaches of the Code of Conduct or any conduct contrary to ethics, law, or the company's standards.

Asset Closure

We are committed to rehabilitating land to its "before-use" state, minimizing negative impacts. As of December 31, 2021, our assets had a weighted average remaining contract life of approximately 15 years. Our first PPA or regulated contract where we have operational control ends in 2032. No asset has been dismantled since our incorporation. We believe that we can continue operating some of our assets beyond their contract or regulatory life. For example, ATN and ATS transmission lines property will be transferred to the government at the end of the concession period. For the rest of the assets, if or when we decide to stop operations after the contracted period, we are committed to dismantling the asset and returning the land to its original state. In most of the assets, the process would consist of taking equipment apart. We do not expect any environmental or landscape impact after dismantling.

On a yearly basis, we update our dismantling provision, which includes health and safety and environmental measures to avoid significant environmental or landscape impacts. We plan to involve local communities in the dismantling activities. Our CEO and Geographic VPs hold responsibility and accountability for future land closure and rehabilitation.

For more information on dismantling provisions, please read our 2021 Annual Consolidated Financial Statements available in our 2021 U.K. Annual Report.

In USD million	2021	2020	2019
Dismantling provision	125	88	60

The dismantling provision increased from $88 million in 2020 to $125 million in 2021 was mainly due to the reduction of the useful life of our solar plants in Spain from 35 years to 25 years after COD. The dismantling provision was updated following a thorough analysis of recent developments in the Energy and Climate Policy Framework adopted by Spain in 2020. The useful life reduction increased the dismantling provision as the dismantling of the plants is expected to occur earlier.

Supply Chain Management

Description of the Supply Chain

Our main suppliers are large operation and maintenance corporations with robust corporate policies regarding ethical standards and human rights. We also engage with financial institutions, including banks, legal advisors, accountants, consultants, and insurers. In 2021 we engaged with approximately 1,770 suppliers across all the regions where we operate, compared to 1,200 in 2020.

We have a Supplier Code of Conduct that we expect our suppliers to adhere to. We include our requirements in our contractual arrangements with suppliers. Understanding that some suppliers may face challenges in adhering to every aspect of the Code, from the outset of our business relationship, we pledge to work with those suppliers to help them comply.

Our Approach to Supply Chain Management

In 2021 and 2020 ~100% of our suppliers adhered to our Supplier Code of Conduct. We have a supply chain management strategy comprised of five priorities:

1. Maintaining a resilient and agile supply chain that complies with all rules and regulations, including those set out in our Supplier Code of Conduct.
2. Ensuring that the purchase of all goods, supplies, external professional services and works required to perform our day-to-day activities are performed in a timely, efficient and effective manner. As such, our internal general purchasing policy and standardized procedures are maintained and regularly updated in all our geographies.
3. Maintaining a comprehensive risk management approach. We seek to reduce purchasing costs over time through new or existing suppliers, while minimizing the potential risks of the supply chain on our businesses. As such, vendors are evaluated (internally and/or externally) before being hired and regularly reviewed thereafter.
4. Maintaining a robust information system that enables the purchasing department to identify business needs, in advance, while being supported by a comprehensive vendor database that includes a multiple-level approval system.
5. Identifying and implementing international purchasing best practices.

Spending on Local Suppliers

We acknowledge that our day-to-day activities have impacts on local communities. We foster communities' economic prosperity through local purchasing and hiring of local employees. We have a Stakeholder Policy in-place to generate a stable and predictable business environment that

enables us to reduce risks, identify opportunities, protect our reputation and save time and money. The policy is available on our website.

We buy local whenever purchases are made to suppliers from the same country where the service or the material is used. In both 2021 and 2020, more than 90% of our total purchases in the geographies where we have assets were made to local suppliers.

Comprehensive Risk Management Approach

The Purchase and Compliance teams play a key role in establishing mechanisms to avoid negative impacts from our suppliers: avoid conflicts of interest, bribery and corruption, comply with human rights and labour standards, comply with our occupational health and safety targets and work with environmentally sustainable suppliers.

Atlantica uses SAP, an Enterprise Resource Planning (ERP) tool, to keep track of new suppliers, purchase orders and payments. SAP is used in all the geographies where Atlantica operates, except for Chile, Italy, and our water plants assets, which represented less than 6% of our total revenue in 2021. We plan to implement SAP at our assets in Chile and Italy during 2022. We believe having one single database of suppliers and one process for the entire organization helps to prevent risks from the supply chain.

We have implemented three lines of defense to mitigate risks from our supply chain:

Lines of Defense	**1st line**	Pre-screening evaluation assessment (internal and external)
	2nd line	Supervise and manage suppliers as per contracts
	3rd line	Annual supplier evaluation

1st line of defense: Pre-screening evaluation assessment before contracting a new supplier.

a) Internal approval process. Atlantica's internal team reviews (i) the supplier's bank account certificates and taxpayer identification number, (ii) that it does not have conflicts of interests with Atlantica, (iii) it does not have corruption or bribery accusations, (iv) its compliance with environmental management systems, (v) financial solvency (reviewed for vendors above a certain threshold).
b) External approval process. During 2021 the external provider Ecovadis evaluated our key suppliers in terms of: (i) environment, (ii) fair labour and human rights, (iii) ethics, and (iv) sustainable procurement. Ecovadis applies an in-house methodology built on international Corporate Social Responsibility (CSR) standards including the Global Reporting Initiative, the United Nations Global Compact, and ISO 26000 and issues a rating per supplier. In particular, the questionnaire specifically rates environmental policies and KPIs, responses to CDP's Climate Change questionnaire, measures to reduce energy consumption, GHG emissions and disclosure, and waste management.

   The external approval process includes:

   - A scorecard per supplier with a zero to one hundred (0 – 100) score, and medals (bronze, silver, gold) when applicable. The scorecards also provide guidance on strengths and improvement areas for each supplier.
   - Engagement with suppliers to determine appropriate action on improvement areas (if necessary).

2nd line of defense: Asset managers at the operational level and the head of each Corporate department, supported by our Legal and Compliance department, supervise and manage day-to-day supplier activities as per contracts to prevent material adverse impacts, including environmental and social impacts. In case of failure or violations of Atlantica's commitments which have significant impact on, for example, environment, human or labour rights, Atlantica may terminate, suspend or revoke the contract.

3rd line of defense: Annual supplier evaluation. The compliance team monitors our key suppliers' activities to check that they continue to operate under the principles set out in our Supplier Code of Conduct. An objective and systematic analysis is performed to analyse the continuation of the contractual relationship. Non-compliance may result in terminating, suspending, or revoking the contract. The Internal Audit department and the Operations, Health and Safety, Environmental and Quality departments participate in the annual supplier evaluation assessment.

Lines of Defense to Mitigate Risks from Our Supply Chain

(Percentage of amounts expensed in each category)

	2021	2020	2019
Pre-screening internal approval process	100%*	100%	100%
Pre-screening external approval process	>51%	>51%	>51%
Annual supplier evaluation	>35%	20%	n/a

(*) Refers to the pre-screening internal approval process of new suppliers.

We identified two potential new suppliers that were disqualified (vs. three in 2020) during the pre-screening internal approval process. We externally pre-screened suppliers representing over 51% of the Company's annual operating expenses.

We consider as a critical supplier one whose goods or services have significant impact upon our operations and/or sustainability.

- Tier 1 suppliers. Directly provide supply goods, materials or services to the Company.
  - Critical Tier 1 suppliers include those who may have (i) high-volume (i.e., in USD and/or quantity), (ii) critical components, or (iii) non-substitutable goods or services. In 2022, we updated our critical Tier 1 suppliers definition to consider critical suppliers as those with high-volume (i.e. more than $250 thousand per year).
  - Critical Non-Tier 1 suppliers include those considered critical (as defined above) and who provide products and/or services to our suppliers at the next level up in our supply chain (i.e., Tier-2 suppliers). An example of a Critical Non-Tier 1 Supplier is a key subcontractor of one of our operation and maintenance contractors.
- Tier 2 suppliers: Provide (non-critical) products and services to our suppliers.

Classifying suppliers helps Atlantica to understand and manage its supply chain risk profile.

In 2021, we had over 1,770 suppliers, out of which 117 were considered Critical Tier 1 suppliers. These represent 6% of the total number of suppliers, and approximately 60% of our total purchase expenses. In 2020 we had over 1,200 suppliers, out of which 48 were considered Critical Tier 1 suppliers. These represent 4% of the total number of suppliers, and 66% of our total purchase expenses.

Supply Chain Targets

Status of our supply-chain management targets set in 2020:

Concept	Status
Pre-screening: Internally review 100% of total annual costs (i.e., all Tier 1 suppliers)	✓
Pre-screening: Externally review 65% of total annual costs (i.e., all Tier 1 suppliers). We expect to achieve this target in 2022	On-track

Supplier Engagement as a Basis for Improvement

By encouraging suppliers to share our standards and continuously collaborate on improvements, it is our belief that we can have a significant impact, whilst at the same time go beyond compliance and mitigate risks. For example, in terms of health and safety, Atlantica has undertaken numerous initiatives to engage contractors, including providing regular training, implementing best practices and sharing insights gained. As a result, our key health and safety metrics remain below sector average in all geographies where we are present.

Customer Management

We obtain our revenue from selling electricity, electric transmission capacity, water desalination capacity and heat. Our customers mainly comprise electric utilities and corporations and, we typically enter into PPAs with them. We also enter into concession contracts, typically ranging between 20 to 30 years. We also have regulated assets in Spain and Chile (Chile TL3). Chile PV1, representing a very small percentage of our revenue sells electricity at market prices.

Geographic VPs and local management are responsible for managing customers relations. Considering that most of our clients are large electric utilities and corporations in different countries, each geography has implemented its own procedures to communicate with customers and identify their needs. This generally involves physical meetings and/or phone or video calls between our local employees and customers. We have learnt from our "boots-on-the-ground" approach that, in addition to complying with contract obligations, we need to adapt to the local culture.

We have an in-house system that enables us to measure the success of our customer relations. We generally have a very fluent and good rapport with all our clients. We do not have a direct relationship with state-owned electric systems (i.e., solar assets in Europe and wind assets in South America). Considering the few offtakers within our portfolio, we do not have a formal customer survey in place that other integrated electric utilities may have.

We also carry out annual reviews with some of our clients to check that we comply with certain key areas. We have also put communication channels in place to report any misconduct, as detailed in the Business Ethics section. We also leverage our financial and ESG reports, social media, press releases and website content to provide additional information to our customers.

People and Culture

Key facts:

- ✓ 558 employees (▲22% vs. 2020). Breakdown by gender: 417 men (▲25% vs. 2020), and 141 women (▲15% vs. 2020)
- ✓ 76 average hours of training per employee (▲130% vs. 2020)
- ✓ 58% of employees with variable remuneration had targets linked to ESG performance, (▲1% vs. 2020)
- ✓ 100% annual performance review
- ✓ Improved people and culture reporting based on the GRI standard and international best practices

We believe that by providing a healthy working environment for our employees, and by enhancing social and professional development we will retain and attract valuable employees. Employees are a core component of our present and future success.

Our values and Code of Conduct set out what we expect of all our people. The honesty, integrity and sound judgement of our employees and directors is essential to Atlantica's reputation and success. We seek employees who have the right skills and who understand and embody the values and expected behaviours that guide our business activity.

We perform an employee climate survey at least every three years to assess employees' satisfaction. The goal is to receive feedback, as well as engage with our employees. The survey is confidential, managed by a third-party, and results are aggregated, shared and discussed with supervisors. In October 2020 we carried out an employee climate survey. Approximately 80% of employees took part and the general engagement with the Company was 77%, above the average for similar organizations. Atlantica scored highly in several areas, including our COVID-19 response, employees' overall experience in the Company and satisfaction with their immediate manager/supervisor. This survey helped us to identify certain areas for improvement. Management prepared action plans for those areas. The Board receives reports on the survey results together with action plans that management intends to take moving forward. We plan to undertake the next employee climate survey in 2022.

We use a platform, called Meta4 as our global system for human resources management. Meta4 is accessible to all Atlantica employees. It is an interactive tool that allows employees to access and manage their development, performance reviews, benefits, compensation, work-time planning, etc.

To improve communication with our people we have implemented several measures:

- Our CEO updates Atlantica's employees on key priorities in open sessions with Q&A at least twice a year.
- Our senior management takes part in our "Atlantica's Management Model" training to discuss with all employees the Company's long-term strategy and business model, recent milestones, growth strategy, as well as values, policies and procedures. We promote an informal and open environment to foster discussions with employees in groups of less than 20 people. Employees can express their ideas and concerns without evaluation or retaliation. The feedback is analysed

and shared with Atlantica's management in monthly management meetings. Where appropriate, we devise action plans and assign one or several managers responsibility for their implementation.

- We periodically publish Atlantica-related news via our internal intranet.
- In 2022, we held two Strategic Sessions in the U.S. and Spain. Most of Atlantica employees attended. Our CEO, CFO and other key senior management presented Atlantica's recent milestones at the corporate and geographic level, key priorities going forward, and highlighted the importance of our values, compliance, risk and purchasing process and procedures.

Atlantica has implemented a "Work-life balance management policy" to achieve an effective balance between work and life outside the workplace. Atlantica's management believes that employees are most productive when they have certain flexibility to fulfill their professional and personal responsibilities. Under this policy Atlantica's employees have the opportunity to request remote work for one business day per week under certain terms and conditions.

In 2021, our workforce increased to 558 from 456 as of December 31, 2020. The increase was mostly due to the investments closed during 2021 and in particular Coso, our geothermal asset in California. This subsidiary brought 76 new employees, of which approximately 76% were operation and maintenance employees and approximately 89% were men.

Number of Employees per Geography as of December 31, 2019, 2020 and 2021

Our corporate employees support our assets in roles including operations, health and safety, environment and other certain corporate areas including corporate development, finance, internal audit, human resources and legal.

Employees at 2021, 2020 and 2019 year-end by employment type and by contract type were:

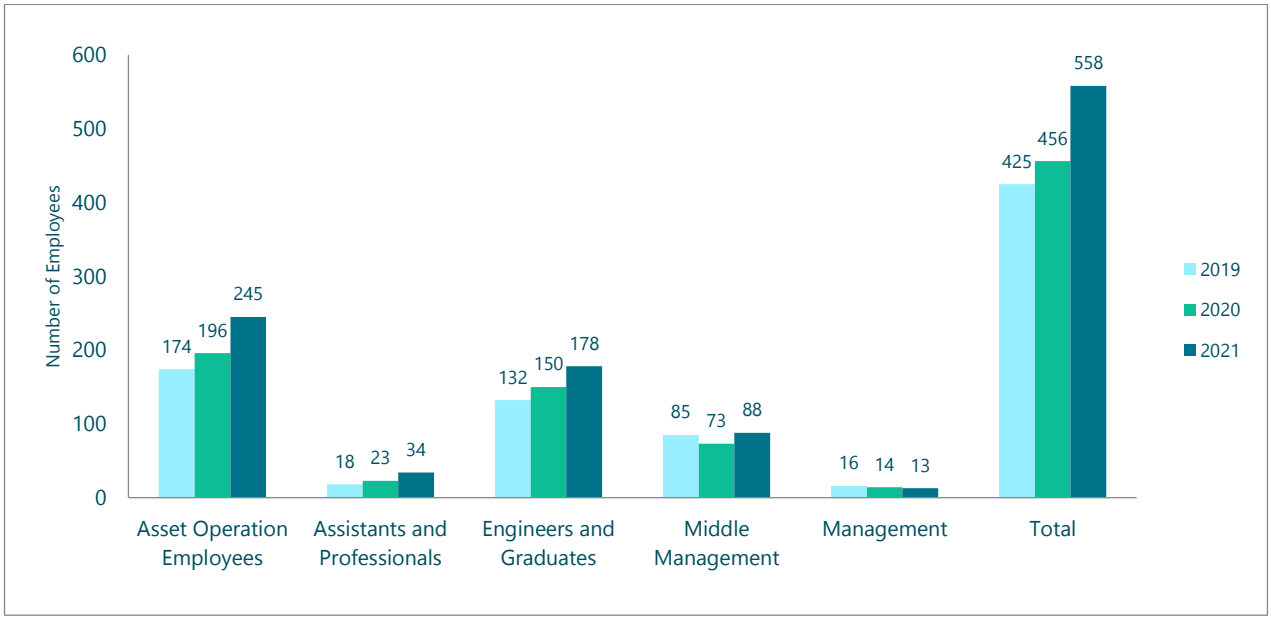
		2021			2020			2019		
		Male	Female	**Total**	Male	Female	**Total**	Male	Female	**Total**
By employment type	Full-time*	417	141	558	333	123	456	316	109	425
	Part-time	-	-	-	-	-	-	-	-	-
	Total	**417**	**141**	**558**	**333**	**123**	**456**	**316**	**109**	**425**
By type of contract	Permanent	399	132	531	329	114	443	310	101	411
	Temporary	18	9	27	4	9	13	6	8	14
	Total	**417**	**141**	**558**	**333**	**123**	**456**	**316**	**109**	**425**

(*) Voluntary working time reductions have been included under full-time employment contracts.

		2021				2020				2019			
		North America	South America	EMEA*	**Total**	North America	South America	EMEA*	**Total**	North America	South America	EMEA*	**Total**
By type of contract	Permanent	308	51	172	531	243	41	159	443	228	34	149	411
	Temporary	-	17	10	27	-	10	3	13	-	4	10	14
	Total	**308**	**68**	**182**	**558**	**243**	**51**	**162**	**456**	**228**	**38**	**159**	**425**

(*) Corporate employees included in EMEA.

Number of Employees by Level as of December 31, 2019, 2020 and 2021



Note: 2019 and 2020 employee levels were revised following the updated 2021 classification.

Number of Employees by Age as of December 31, 2021, 2020 and 2019

	2021			2020			2019		
Age	**Male**	**Female**	**Total**	**Male**	**Female**	**Total**	**Male**	**Female**	**Total**
< 30	64	26	90	50	24	74	51	14	65
31-40	158	59	217	126	48	174	117	53	170
41-50	111	43	154	90	41	131	83	32	115
>51	84	13	97	67	10	77	65	10	75
Total Employees	**417**	**141**	**558**	**333**	**123**	**456**	**316**	**109**	**425**

The average age of our workforce in 2021, 2020 and 2019 was 40 years-old.

Average Number of Employees

The table below shows the average number of employees for the years 2021, 2020 and 2019 on a consolidated basis:

Average Number of Employees by Geography	**2021**	**2020**	**2019**
North America	296	237	112
South America	61	46	41
EMEA	61	54	55
Corporate	109	104	98
Total	**527**	**441**	**306**
Average Number of Employees by Category	**2021**	**2020**	**2019**
Management	13	14	16
Middle Management*	85	73	49
Engineers and Graduates	162	142	152
Assistants and Professionals	27	21	17
Asset Operations Employees	240	191	72
Total	**527**	**441**	**306**
Average Number of Employees by Gender	**2021**	**2020**	**2019**
Male	396	325	211
Female	131	116	95
Total	**527**	**441**	**306**

Note: 2019 and 2020 employee levels were revised following the updated 2021 classification.
(*) Middle Management mainly consists of employees who: (i) manage a specific area, (ii) supervise a group of employees, or (iii) are considered key personnel within the organization.

In 2021, 131 out of 527 average employees were women, representing 25% of the Company's personnel. In 2020, 116 out of 441 employees were women, or 26% of the total headcount.

The table below summarizes the percentage of women at the Board of Directors, management level (without including middle management level and without including directors) and over total number of employees as of December 31, 2021 and 2020:

	2021	**2020**	**2019**
Women at the Board of Directors	25%	25%	-
Women at Management Level	23%	21%	19%
Women at Atlantica	25%	26%	26%

Note: 2019 and 2020 management level was revised following the updated 2021 classification.

Key Management for 2021

We have a key management team with extensive experience in developing, financing, managing and operating contracted sustainable infrastructure assets. Our key management in 2021, 2020 and 2019 includes:

Name	Position	Year of Birth
David Esteban	VP EMEA	1979
Emiliano Garcia	VP North America	1968
Irene M. Hernandez	General Counsel and Chief of Compliance	1980
Francisco Martinez-Davis	Chief Financial Officer	1963
Antonio Merino	VP South America	1967
Stevens C. Moore	VP Strategy and Corporate Development	1973
Santiago Seage	Chief Executive Officer and Director	1969

There are no potential conflicts of interest between the private interests or other duties of the key management members listed above and their duties to Atlantica. There are no family ties among any of our senior management and Board Directors.

As of December 31, 2021, the average age of our key management team was 50 years-old.

The biographies of the key management team are:

David Esteban,
Vice President EMEA

Mr. Esteban has served as Vice President of our operations in EMEA since July 2014. He had previously served in Abengoa's Corporate Concession department for two years. Before joining Abengoa, Mr. Esteban worked for the management consulting firm Arthur D. Little for seven years in the industries of Telecoms & Energy and then moved to a private equity firm specialized in renewable energy investments in Europe for three years.

Emiliano Garcia,
Vice President North America

Mr. Garcia serves as Vice President of our North American business. Mr. Garcia was previously the General Manager of Abengoa Solar in the United States and of the Solana Power Plant. Before that, he held a number of managerial positions in various Abengoa companies over two decades. Mr. Garcia holds a Bachelor's degree in Engineering from Madrid Technical University.

Irene M. Hernandez,
General Counsel

Ms. Hernandez has served as our General Counsel since June 2014. Prior to that, Ms. Hernandez served as Deputy Secretary General at Abengoa Solar since 2012. Before joining Abengoa, she worked for several law firms. Ms. Hernandez holds a law degree from Complutense Madrid University and a Master's degree in law from the Madrid Bar Association (Colegio de Abogados de Madrid (ICAM)).

Francisco Martinez-Davis,
Chief Financial Officer

Mr. Martinez-Davis was appointed as our Chief Financial Officer on January 11, 2016. Mr. Martinez-Davis has more than 30 years of experience in senior finance positions both in the United States and Spain. He has served as Chief Financial Officer of several large industrial companies. Most recently, he was Chief Financial Officer for the company responsible for the management and operation of metropolitan rail service of the city of Madrid where he was also member of the Executive Committee. He has also worked as CFO for a retailer and as Deputy General Manager in Finance and Treasury for Telefonica Moviles. Prior to that, he worked for different investment banks in New York City and London for more than 10 years, including J.P. Morgan Chase & Co. and BNP Paribas. Mr. Martinez-Davis holds a Bachelor of Science, cum laude, in Business Administration from Villanova University in Philadelphia and an MBA from The Wharton School at the University of Pennsylvania.

Antonio Merino,
Vice President South America

Mr. Merino serves as Vice President of our South American business. Previously, he was the Vice President of Abengoa's Brazilian business, as well as the head of Abengoa's commercial activities and partnerships in South America. Mr. Merino holds an MBA from San Telmo International Institute.

Stevens C. Moore,
Vice President Strategy & Corporate Development

Mr. Moore has more than 25 years of experience in finance positions in Spain, the United Kingdom and the United States. He has worked in various positions in structured and leveraged finance at Citibank and Banco Santander, and vice president of M&A at GBS Finanzas. Most recently, he was director of corporate development and investor relations at Codere, the Madrid stock exchange listed international gaming company. He holds a B.A. degree in history from Tulane University of New Orleans, Louisiana.

Key management compensation, excluding the CEO, in 2021, 2020 and 2019:

In USD thousands	2021	2020	2019
Short-Term Employee Benefits	**2,365**	**2,144**	**1,973**
- 6 key executives	2,365	2,144	1,973
LTIP Awards	**839**	**156**	**-**
- 6 key executives	839	156	-
One-offs	**653**	**423**	**-**
- 6 key executives	653	423	
Post-employment benefits	-	-	-
Other long-term benefits	-	-	-
Termination benefits	-	-	-
Total	**3,857**	**2,723**	**1,973**

(*) Detailed information on the Board of Directors remuneration is provided in the Directors' Remuneration Report in our U.K. Annual Report.

The table above includes compensation for six key executives. Short-term employee benefits to management are paid in euros and have been converted to US$ using the average foreign exchange rate for each period.

"LTIP Awards" and "One-off Awards" include share options and share units, respectively, vested in 2021. The vested options and share units have been included in the remuneration table above valued using the share price at the vesting date.

Under the LTIP and one-off plans, the key management, excluding the CEO, holds as of December 31, 2021 103,559 share units, convertible into shares in the future and 154,282 options. In 2020, the key management, excluding the CEO, hold 97,917 share units, convertible into shares in the future and 178,829 options.

Collective Bargaining Agreements

The percentage of employees that are covered by collective bargaining agreements was 8% in 2021, 14% in 2020 and 15% in 2019. Coso, the geothermal asset in California acquired in 2021, brought new employees not covered by bargaining agreements. This explains the decrease in 2021 compared to 2020.

If we include sector collective bargaining agreements, the percentage of employees that are covered by collective bargaining agreements is 40% in 2021, 50% in 2020, and 49% in 2019.

Diversity and Inclusion Policy and Opportunities

We believe that the diversity of our workforce is an asset that enriches the Company with fresh ideas, perspectives, and experiences. We acknowledge the contribution of people of different genders, nationalities, cultures, races, professional backgrounds, abilities, socio-economic backgrounds, and ages. Our belief is that employees with diverse skills represent an important resource identifying innovative solutions and improving our business performance, which ultimately benefits all our stakeholders.

We provide a work environment free of discrimination, intimidation and sexual and non-sexual harassment, where everyone can participate in the success of the business and where all employees are valued for the distinctive skills and experiences they bring to the Company.

<u>Initiatives and Recognitions</u>

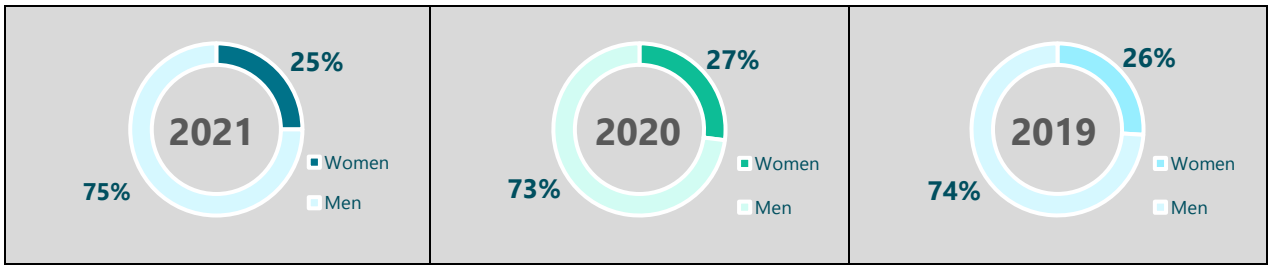
- Atlantica is a signatory to the Women's Empowerment Principles since 2020, a set of good business practices that promote equality between men and women across all areas of the organization.
- In January 2022, Atlantica was included for the 2nd consecutive year in the Bloomberg Gender-Equality Index (GEI).
- During 2021 and 2020 more than 80% of the employees hired by the Kaxu operation and maintenance supplier were black citizens, exceeding the minimal requirements defined by the project. Furthermore, almost 50% of employees working in the plant in 2021 and 2020, come from local communities, also exceeding the minimal requirements defined by the project. Due to its remote location and technical skill requirements, the Kaxu plant provides job opportunities to citizens from different areas in South Africa. As of December 31, 2021 and 2020, approximately 95% of the employees were South African citizens, remaining 5% are supporting staff from different countries.

- In 2021, the Company performed a human capital analysis at certain locations aimed at guaranteeing equal opportunities to our employees and to promoting a culture of diversity and inclusion. The main objectives of this analysis were:
  - Preventing any kind of gender discrimination, either direct or indirect.
  - Reinforcing Atlantica's commitment to its employees to ensure equal opportunities and to eradicate any potential conduct that may discriminate any employee due to their gender or family situation.
  - Promoting effective equality measures among men and women and guaranteeing the same opportunities to hiring candidates, internal professional development and working conditions for all employees.
  - Promoting work-life conciliation and ensuring that such balanced work-life conciliation does not negatively impact employees.

In 2021, 2020 and 2019, we were not notified of any incidents relating to potential situations of discrimination.

Gender-Related Information

Employees by Gender as of December 31, 2021, 2020 and 2019



We operate in a sector that has historically employed a majority of men, especially in operation and maintenance activities. One of our objectives is to remove any barriers we might have including unconscious bias and to empower women and ensure that they progress with the same opportunities as men. During 2021, we promoted a total of 50 employees, 44 men and 6 women, compared to 23 employees in 2020, out of which were 15 men and 8 women.

Promoted Employees by Gender in 2021, 2020 and 2019

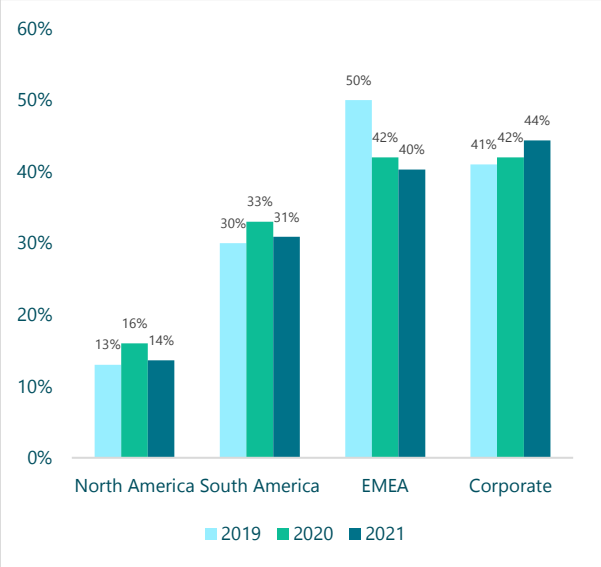
	2021			2020			2019		
	Male	Female	**Total**	Male	Female	**Total**	Male	Female	**Total**
Number of promotions	44	6	**50**	15	8	**23**	14	5	**19**

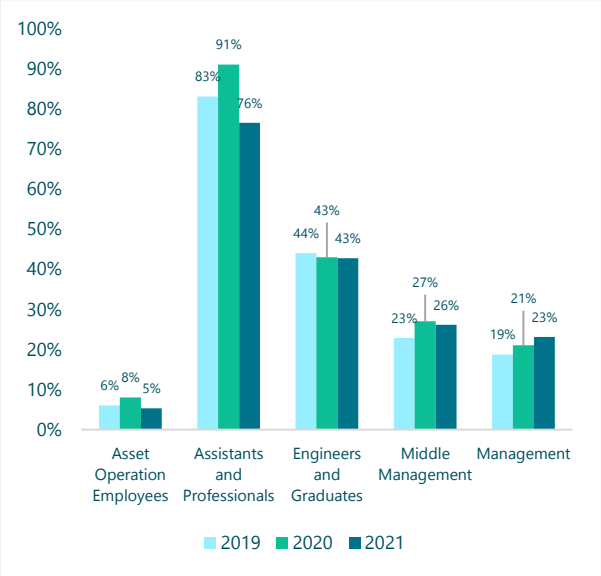
Parental Leave in 2021, 2020 and 2019

	2021			2020			2019		
	Male	Female	**Total**	Male	Female	**Total**	Male	Female	**Total**
Parental leave	19	11	**30**	14	7	**21**	15	11	**26**

All employees returned to work in 2021, 2020 and 2019 after parental leave and all of them were still employed 12 months after returning to work. In addition to rules and regulations, management encourages employees to take parental leaves.

Women by Geography and by Level as of December 31, 2019, 2020 and 2021





Note: 2019 and 2020 employee levels were revised following the updated 2021 classification.

Gender Pay Gap Analysis

Atlantica guarantees respect for salary equality rights. Monitoring pay equality is one of the key factors to ensuring the creation of an inclusive and respectful culture without differentiation based on gender, age, race or any other personal factor.

The Company is determined to ensure that there is no gender-based inequality in its activities by offering equal pay for equal work in all the businesses and countries where it does business.

We believe it is important to understand the difference between the concepts of salary gap and salary equality:

- The pay gap shows the difference between the average salary received by men and women.
- Pay equality is the right of men and women to receive the same salary for the same work.

We provide equal pay for men and women for equal work and a wage review with uniform criteria for both genders.

The Pay Gap is measured subtracting the average female compensation from the average male compensation and dividing the result by the average of the higher earning gender (male or female) compensation.

2021 and 2020 Pay Gap by Level

	2021	2020
Management	18%	23%
Middle management	29%	29%
Senior engineers and graduates	15%	14%
Engineers and graduates	8%	6%
Assistants and professionals	(8%)	(33%)
Asset operation employees	10%	6%
Average Salary by Gender	**26%**	**30%**

Note: 2020 pay gap by level was revised following the updated 2021 classification.
Note 1: Data includes fixed salary, short-term bonus and long-term incentive plans without adjusting for factors such as job function, level, education, performance, location, or exchange rate differences. Overtime has not been included.
Note 2: The CEO has been excluded from the analysis as we believe that including his compensation would distort the results.
Note 3: Management consists of the members of the Management Committee.
Note 4: Middle management consists of certain employees who manage a specific area, supervise a group of employees, or are considered key personnel within the organization.

The gender pay gap information is affected by the fact that salaries differ in countries where we operate and by the lower presence of females in management and engineer positions, which is common in the energy sector. In addition, female representation is significantly lower in age groups above 40, where salaries are usually higher.

To mitigate this situation and accelerate the progressive reduction of gender pay-gap, Atlantica is analysing several initiatives:

- Provide flexible working conditions, including the possibility of remote work one day per week.
- Ensuring that we progressively build a pool of females to undertake management positions.
- Promoting STEM careers among female students.
- Always considering female candidates when hiring new employees.

Recruitment and Retention

Our career development program, performance assessment and skill training programs are aimed at talent retention and development.

In 2021, we had an employee voluntary turnover of 10.4%, which increased from 7.5% in 2020. This is due to the low unemployment and high rotation in the U.S. If we exclude our U.S. employees, our employee voluntary turnover would have remained at 5.9%. In 2021, employee turnover, which has been traditionally higher in the U.S., increased in general in this country following the rapid economic recovery after the COVID-19 pandemic.

Employee Turnover Rate as of December 31, 2019, 2020 and 2021*

	2021	2020	2019
Employee voluntary turnover rate	10.4%	7.5%	8.0%
Employee voluntary turnover rate without U.S. activities	5.9%	2.7%	3.5%
Employee involuntary turnover rate*	5.6%	2.9%	7.8%
Employee total turnover rate	15.9%	10.1%	15.8%

Note: Turnover rates calculated based on the number of employees at year-end.
(*) Includes dismissals, finalization of temporary contracts, retirement and others.

As of December 31, 2021, approximately 55% of our total workforce was located in North America, compared to 53% in 2020.

Employee Total Turnover in 2021, 2020 and 2019

	2021		2020		2019	
	Male	Female	Male	Female	Male	Female
< 30	13	2	11	3	9	5
31-40	25	7	10	2	25	8
41-50	13	6	7	4	12	2
>51	18	5	9	-	6	-
Total Employees	**69**	**20**	**37**	**9**	**52**	**15**

	2021		2020		2019	
	Male	Female	Male	Female	Male	Female
North America	54	13	31	3	32	9
South America	6	2	-	-	3	1
EMEA	2	-	2	1	12	1
Corporate	7	5	4	5	5	4
Total Employees	**69**	**20**	**37**	**9**	**52**	**15**

We perform exit surveys with all our employees who voluntarily decide to resign. Our aim is to identify weaknesses and improvement opportunities that can help reduce voluntary turnover.

In 2021 we hired 106 employees. The "31-40" age category (45%) led our hiring's by age, while North America (50%), following the 2021 reinforcement of our U.S. personnel, led by geography.

Employees Hired in 2021, 2020 and 2019 by Age, Gender and Geography[28]

	2021		2020		2019	
	Male	Female	Male	Female	Male	Female
< 30	21	9	18	11	14	7
31-40	36	12	20	5	18	5
41-50	14	6	12	3	15	2
>51	7	1	8	1	7	1
Total Employees	**78**	**28**	**58**	**20**	**54**	**15**

	2021		2020		2019	
	Male	Female	Male	Female	Male	Female
North America	44	9	37	8	32	6
South America	15	4	3	5	8	2
EMEA	10	4	9	-	5	2
Corporate	9	11	9	7	9	5
Total Employees	**78**	**28**	**58**	**20**	**54**	**15**

We offer a remuneration package that includes monetary and non-monetary compensation. In 2021, 2020 and 2019 we based our compensation policy on these four pillars:

- Pre-defined remuneration bands based on market surveys provided by several external consultants for certain positions.
- Annual performance appraisal for 100% of our employees.
- Variable compensation based on Company targets, department and individual targets.
- Long-term incentive plan for certain employees.

Our People and Culture department receives remuneration data from two separate external consultants for certain positions based on position and location.

In 2021, approximately 58% of our employees with variable remuneration had targets linked to ESG performance, compared to 57% in 2020.

The package offered by Atlantica includes monetary compensation and remuneration in-kind, depending on the employee's position, and on local practices in the countries where we operate. In addition, we offer flexible compensation in certain locations, which sometime presents tax

[28] New employees due to investments closed during 2021 not included. In addition, 2019 hires do not include the internalization of our U.S. operation and maintenance activities.

advantages for employees. Under current local regulations, we offer 401(k) plans in the U.S. We also finance a high percentage of our employees' health insurance costs and their immediate family in most of the countries where we are based.

Development and Training

Part of our supervisor's mission is to collaborate with each of his or her team members to evaluate performance through the Annual Performance Appraisal (APA), a talent and development management module of Meta4. As part of the individual appraisal process, the supervisor evaluates the performance during the period in nine standardized areas. The manager also identifies individual targets for the coming period and sets training actions in the Annual Training Plan (ATP). Supervisors set individual meetings with their teams once the assessment is completed to share results and explain in depth the action plan defined. Employees can provide their feedback about their own performance, improvement opportunities, etc. It is an ongoing process, normally spread over a year to ensure its effectiveness.

Once the APA is completed by supervisors we conduct a calibration process to ensure that evaluations are consistent and as fair as possible across the entire organization.

In addition, approximately every three years we plan to perform a 360º feedback process for certain management profiles, including senior and middle management, where managers receive feedback from their supervisor, peers and direct reports. Full confidentiality is guaranteed as the data is processed and summarized by external consultants.

Considering that we are a flat and lean organization, it can be challenging for us to provide development opportunities to talented employees. We have a "High Potential Program" in-place for key members of our workforce. The goal is to consider employees' for internal transfers to other positions, functions or geographies. In 2021, we continued to strengthen our organizational structure. We bolstered our asset management capabilities by implementing new country managers and other key asset management positions in many of our geographies. Most of these positions were filled with internal promotions. The High Potential Program is reviewed on an annual or as-needed basis.

We also have an internal job site on our intranet where we inform employees of job vacancies in order to promote internal mobility between different departments.

Regarding our training program, we identify training categories to improve distinct sets of skills, integrate them into Atlantica's team and culture, and as a measure to retain talented employees:

- **Introduction to Atlantica**. All new employees must attend our "Introduction to Atlantica" course during their induction period. In addition, all employees receive training about our compliance and management policies.
- **Management skills.** We offer soft management-skills courses to improve negotiation, team-working, team-building, decision-making, leadership and communication, among other skills.
- **Technical knowledge courses.** Our training plans also include technical knowledge courses specific to different technical fields.
- **Languages**. We offer several language courses to our employees to allow them to operate effectively in an international setting.
- **Health and Safety.** This is part of our core values. We offer several training courses to both our employees and operation and maintenance personnel to reinforce it. We refer to the "Occupation Health and Safety" section detailed below.

As of December 31, 2021 and 2020, Atlantica offered over 150 different training programs to its employees. The employee agrees on the definitive training program with his or her manager and, the People and Culture department. In 2021, employees completed on average 76 hours of training compared to 33 in 2020. COVID-19 pandemic limitations postponed to 2021 scheduled training is the primary reason for higher training hours in 2021 versus 2020.

Training Hours in 2021, 2020 and 2019

	Total Hours of Training				Total Average Hours of Training per Employee		
	2021	2020	2019		2021	2020	2019
Management	170	558	929	Management	13	40	59
Middle Management	2,689	2,636	4,007	Middle Management	32	36	78
Engineers and Graduates	9,281	3,740	6,450	Engineers and Graduates	57	26	47
Assistants and Professionals	413	321	879	Assistants and Professionals	17	13	23
Asset Operations Employees	27,667	7,202	8,501	Asset Operations Employees	115	38	41
Total	**40,220**	**14,457**	**20,766**	**Total Average**	**76**	**33**	**47**

(*) 2020 data was revised following the updated 2021 classification.

Risks Linked with Human Capital

General key risks associated with human capital include professional development and employee attraction and retention, gender pay-gap, diversity and inclusion issues, and lack of work-life balance. In addition, digital transformation requires cultural and organizational changes and continuous training to avoid overall company human capital risks.

As detailed in different sections of this Supplement on ESG to the U.K. Annual Report, Atlantica has put different measures in place to mitigate human capital risks, including: (i) providing equal opportunities to all employees, (ii) implementing an effective diversity and inclusion policy throughout the Company, (iii) promoting in-house professional opportunities, providing training programs to improve skills and technical knowledge, establishing fixed and variable remuneration considering data from external consultants (for key personnel), financing a high percentage of health insurance costs, and subsidizing fitness as measures to attract and retain employees; and (iv) auditing processes to ensure compliance with all human capital legal requirements, process and procedures.

Occupational Health and Safety

Key facts:

- ✓ Externally reviewed 100% of our key Health and Safety KPIs for the first time
- ✓ Maintained health and safety KPIs below sector average
- ✓ Improved health and safety reporting based on the GRI standard and international best practices

Atlantica, its Board and its management are committed to prioritizing and actively promoting health and safety as a tool to protect the integrity and health of our employees and those of our subcontractors at our assets or work centres. We promote a safe operating culture across Atlantica

and encourage our subcontractors to adopt a preventive culture in the operation and maintenance activities as reflected in our corporate health and safety policy available on our website.

COVID-19 Pandemic

In 2020, we established a COVID-19 Committee which included the CEO, the Geographic VPs, the Health and Safety Manager and other members of Atlantica's management team. During 2021, the Committee adapted measures to the new information released on COVID-19 in each specific location where our assets and offices are located and took all necessary actions to manage the risks affecting our employees, operations and stakeholders. In 2021, we held 83 COVID-19 Committee meetings. We have continued to monitor and implement health and safety measures for each asset and office. During 2021 and 2020, we continued operating the assets and providing a reliable service to all our clients, with no disruptions to availability or production because of COVID-19.

Some key actions implemented during 2021 COVID-19 pandemic include:

- Our COVID-19 Committee:
  - Implemented measures based on developments in COVID-19 data in countries and regions where we are present.
  - Defined key KPIs to monitor the pandemic situation in all the regions and decide whether to open or close our offices in each region.
  - Monitored positive cases among employees and subcontractors, supervising the isolation of positive cases and close contacts.
  - Monitored new regulations issued by governments (measures include implementing such regulations, where appropriate). The Committee approved all necessary measures without delay.
  - Developed and implemented new measures to adapt our protocols to the latest technical publications about the virus.
- In those regions where the vaccination rates are lower, we took measures to incentivize employees and subcontractors' employees to get the COVID-19 vaccine. For example, in the U.S. and in South Africa our initiatives increased the number of vaccinated operation and maintenance employees by approximately 10% and 25%, respectively.
- We implemented new safety initiatives such as improved ventilation and the measurement of CO_2 levels as an indirect indicator of ventilation quality.

Health and Safety Management System

Atlantica conducts annual internal and external audits to test our health and safety management system. An independent third party carries out the external audit. In 2021, we certified our system to the new ISO 45001.

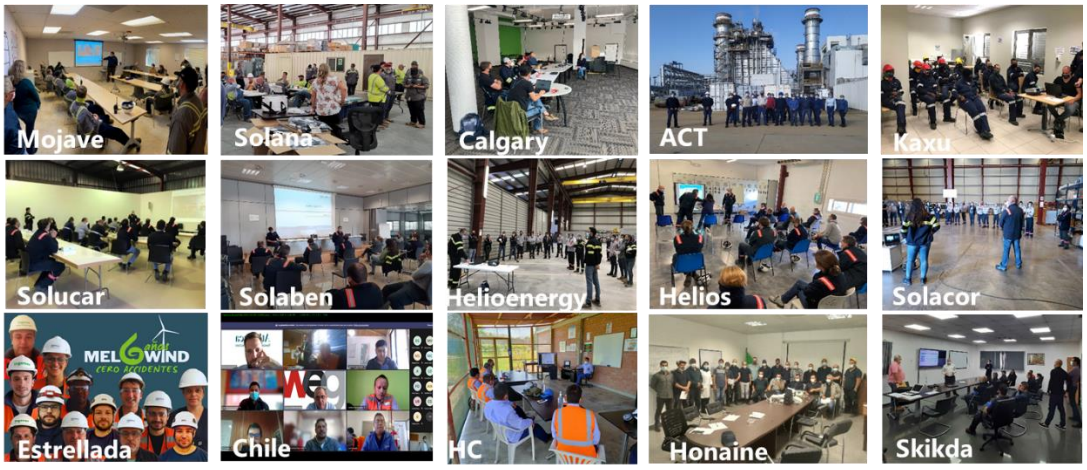
In addition, we perform periodic health and safety audits of our operation and maintenance suppliers to monitor compliance with legal regulations, contractual requirements, and our safety best practices.

Health and Safety Best Practices

Our health and safety rates include both our employees´ and subcontractors' data.

The Company's health and safety best practices program is a key management tool. It has been in place since 2017 and we regularly update it to include insights gained from our peers, contractors and suppliers. During 2021, we continued implementing new best practices as well as incorporated our best practices to newly acquired assets.

- "Walk and Talk" awards. We present quarterly awards to employees of Atlantica and our subcontractors for the best safety improvement proposals.
- "Golden Rules" applied to each of our technologies. We defined key safety rules for each of our technologies, which we communicated to all employees, posted on boards at all our assets and included in regular operation and maintenance training.
- Safety Day. In 2021 we held our Safety Day online and physically at some of our assets depending on COVID-19 pandemic restrictions. Over 750 Atlantica's employees and subcontractors' employees took part. We honored 30 Atlantica and subcontractors employees with awards for their commitment to safety.



2021 Safety Day Pictures

Safety App

We have a mobile safety app for our employees and those of our subcontractors to raise safety awareness at all our assets. The app provides valuable information on safety rules, information on the use of PPE during hazardous activities, emergency instructions and first aid procedures. It also serves as an important communication channel with internal and external employees working in our assets to improve safety through lessons learned.

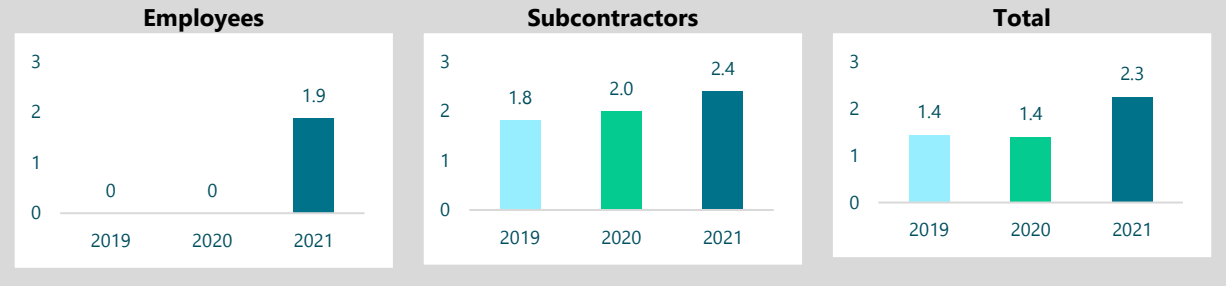
In 2021, we implemented a new "Walk and Talk" module to report unsafe acts and prevent accidents. In addition, we also implemented the "Health, Safety and Environmental Improvement Opportunities" module to submit suggestions and improvement opportunities.

Furthermore, the app serves as a tool to promote risk awareness and improve safety knowledge. On a monthly basis, we launch questions related to "how much do you know about safety?" through the quiz module. Atlantica provides monthly awards to quiz winners.

Health and Safety Rates

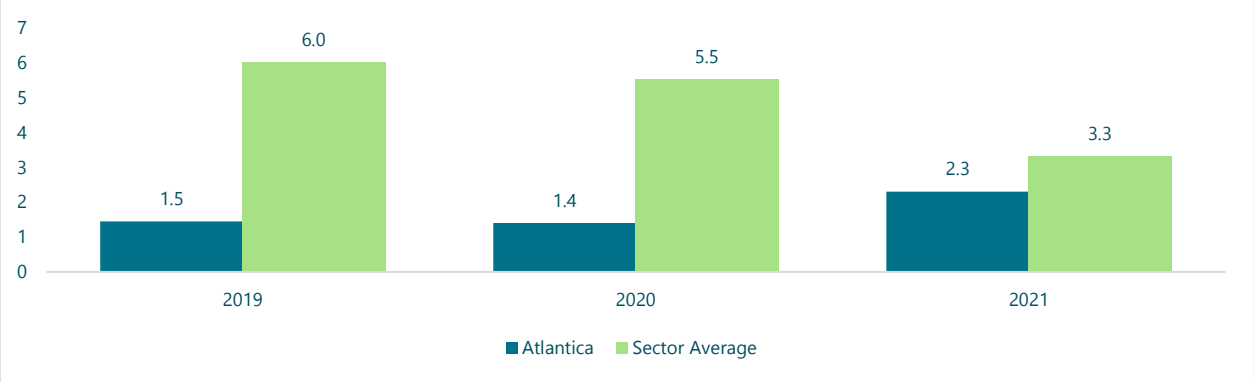
Our Frequency with Leave Index (FWLI) represents the total number of lost-time accidents recorded, including major injuries (defined as death or serious accidents[29], in the last 12 months per million hours worked. We ended 2021 at 2.3, compared to 1.4 in 2020.

Frequency with Leave Index in 2019, 2020 and 2021



Atlantica's FWLI is below the sector average.

FWLI Below Sector Average in 2019, 2020 and 2021

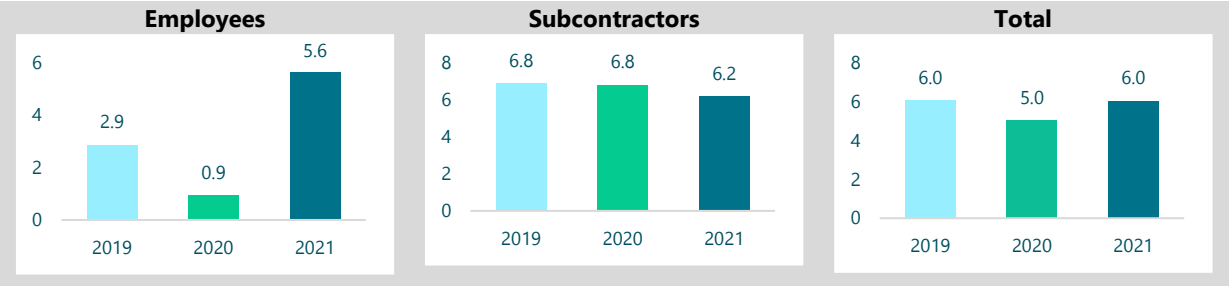


(*) Weighted Index is calculated based on the Public National Index weighted by actual working hours in each geography. Sources: U.S.: Bureau of Labor Statistics (2020); Mexico: Secretaria del Trabajo y Prevision Social (2020); EMEA: Spain, South Africa and Algeria: Instituto Nacional de Estadisticas (2021); Peru and Chile: Superintendencia Seguridad Social Chile (2020); Uruguay: Banco del Seguros del Estado (2019).

Our General Frequency Index (GFI) represents the total number of recordable accidents with and without lost time recorded in the last 12 months per million hours worked. We ended 2021 at 6.0, representing approximately a 20% increase compared to 2020.

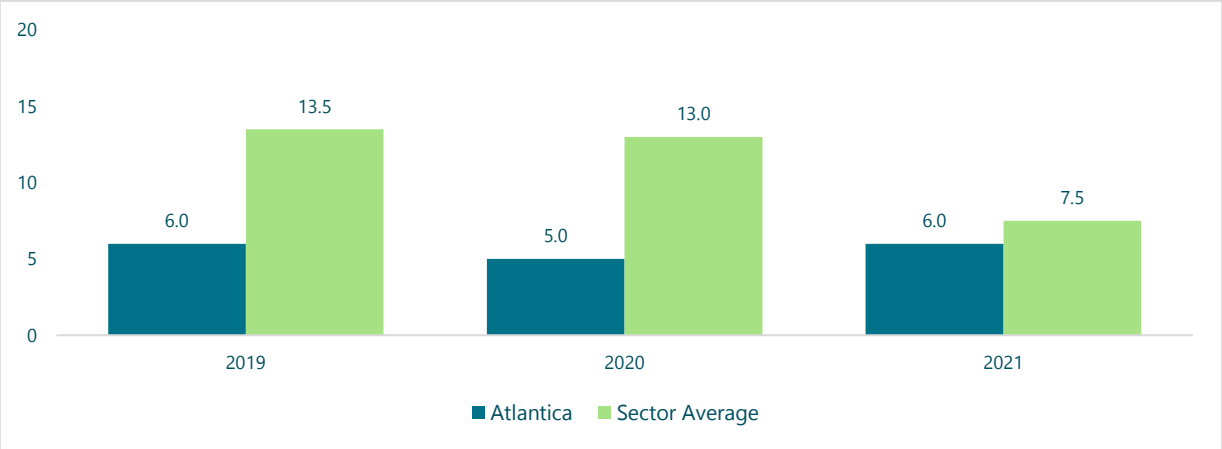
[29] Serious accidents include severe burns, amputation, paraplegia, tetraplegia, major surgery and state of coma.

General Frequency Index in 2019, 2020 and 2021



Atlantica's GFI is below the sector average.

GFI Below Sector Average in 2019, 2020 and 2021



(*) Weighted Index is calculated based on the Public National Index weighted by actual working hours in each geography. Sources: U.S.: Bureau of Labor Statistics (2020); Mexico: Secretaria del Trabajo y Prevision Social (2020); EMEA: Spain, South Africa and Algeria: Instituto Nacional de Estadisticas (2021); Peru and Chile: Superintendencia Seguridad Social Chile (2020); Uruguay: Banco del Seguros del Estado (2019).

Although our ratios remain low, the FWLI and GFI increase is mostly due to safety accidents at one of the assets acquired in 2021. We are still working on the integration of recently acquired assets in order to implement our strong safety culture in all regions. We undertook all necessary measures to minimize potential safety impacts, performed specific external and internal audits, issued new safety campaigns and bulletins, improved safety inspections, procedures and training, and extended health and safety bonuses to certain employees to improve supervision.

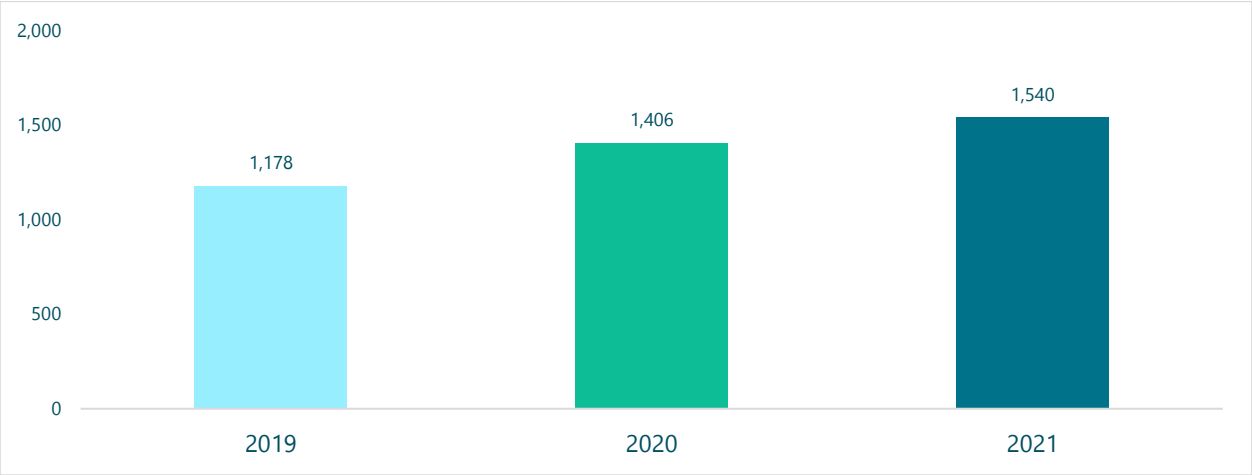
Due to COVID-19 travel restrictions, some of 2021 health and safety, operations and environmental audits were performed remotely and/or partially compared with the audit plan. We will make every effort to implement new health and safety measures during 2022 despite COVID-19 potential restrictions.

The fatality rate at our sites or facilities (including our employees, subcontractors and other third-party employees at our plants) has been zero, and we have recorded no major injuries since our incorporation.

We also monitor near-misses and unsafe acts and conditions through our Total Recordable Deviation Index (TRDI). This index represents the number of near-misses and unsafe acts and conditions recorded in the last 12 months per million hours worked. The goal of this Key Performance Indicator (KPI) is to encourage the identification and communication of near misses

and unsafe acts and conditions by our employees and our contractors' employees. Given the fact that this helps identify risks and implement adequate preventive measures, the higher the rate is, the better.

In 2021 our TRDI improved thanks to the enhanced risk identification processes and communication initiatives implemented in our assets. Our preventive reporting program, mainly through Walk and Talk, has progressed alongside our measures to managing and mitigating risks. We believe in the health and safety processes and procedures we have in-place, hence we expect the Total Recordable Deviations to remain relatively stable in the future.



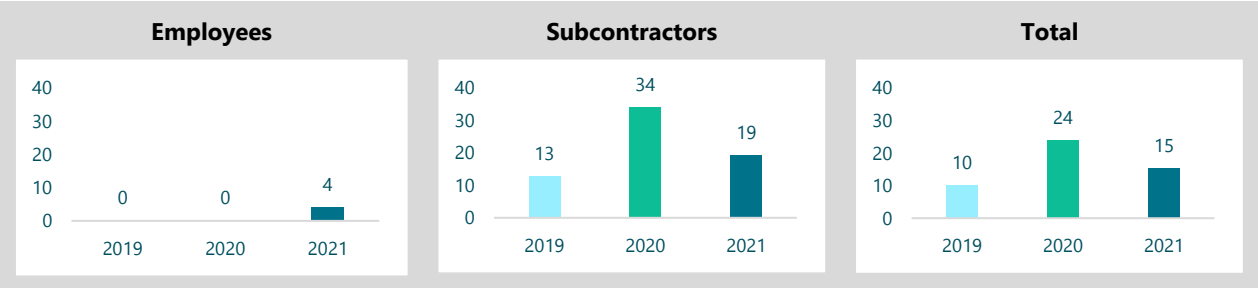
Total Recordable Deviations Index

By 2021 year-end, 65% of our assets had achieved more than 1,000 days without lost time accidents and 70% over 500 days without lost-time accidents.

In 2022, we will continue to devote time and effort to protect our employees and subcontractors against COVID-19 and promoting a health and safety culture. We seek to continue improving our health and safety performance by using existing tools and implementing new ones based on best practices.

Following GRI disclosure requirements, our Lost-Day Rate (LDR) is:

Lost-Day Rate* in 2019, 2020 and 2021



(*) Lost Day Rate is calculated as "(Lost Days in a Year / Total Worked-Hours) * 200,000 worked-hours". Calendar days have been considered. Lost day is the number of days that cannot be worked (and are thus 'lost') as a consequence of a worker or workers being unable to perform their usual work because of an accident.

Additional health and safety information about our assets:

- We have implemented a Health and Safety Committee with asset employee representatives at those assets where we operate and maintain our assets directly. In the rest of our assets, our

operation and maintenance subcontractors have a Health and Safety Committee with their employees' representatives. As asset owners, we are regularly informed on the results of these committees.

- The Occupational Disease Rate, caused by occupational activities which have a high incidence or high risk of specific diseases, is zero both in our employees and in our subcontractors' employees'. We do not consider COVID-19 an occupational disease.

Local Communities

Key facts:

✓ Community investments focused on mitigating COVID-19 pandemic consequences, improving infrastructure and supporting education.

We acknowledge that our day-to-day activities have impacts on nearby communities. We recognize that the communities where we operate are where some of our employees and other stakeholders live and raise their families, and where part of our future workforce is educated and trained. We foster communities' economic prosperity through local purchases and by hiring local employees. As such, it is key for us to be both proactive and a valued member of our communities.

We have a Stakeholder Policy and a Local Community Investment and Development Policy in place that set the basis to support local communities, collaborate with them and promote their environmental, economic and social progress. Both policies are available on our website.

Our Geographic VPs and local managers are responsible for community relations and monitoring community development programs. Monitoring KPIs include quantitative, qualitative, remote and physical analysis.

Each geography has its own procedures and consultation guidelines in place to speak with community leaders and identify local needs. This usually involves physical meetings or phone calls between our local employees and local communities. We have learnt from our "boots-on-the-ground" approach that we need to adapt to local requirements and that communities located close-by may have very different needs, which evolve over time. A proactive approach and scheduled activities undertaken by our local employees to efficiently identify and manage local stakeholders and communities of interest is key to the success of our relationship with local communities.

In addition, ex-post controls are usually performed. Once an investment is completed, Atlantica's employees visit the site to review the investment's outcome and speak with local stakeholders. The agreement reached with the community along with the local stakeholders' feedback, provides sufficient information to positively or negatively conclude on our investment. Lessons learnt are then internally shared within Atlantica if deemed appropriate.

We have a grievance mechanism for local stakeholders to directly contact our local managers. We also have corporate communication channels to report any misconduct, irregularities or instances of non-compliance, as detailed in the Business Ethics section.

We also take a proactive approach to preventing, detecting and acting on local community conflict risks concerning water resources. Any potential risk or grievances concerning water resources

would be addressed and followed-up in our regular communications with them. In 2021, 2020, and 2019 we did not receive any negative feedback from local communities regarding our management of water resources, including at those assets located on water-stressed areas, nor have we been subject to water-related incidents with substantial impact on cost or revenues.

To emphasize the importance of local community engagement, some local managers have to achieve certain social objectives as part of their variable remuneration.

A small percentage of our portfolio is under development or construction. In those cases, we sometimes hold a minority interest until the asset reaches its Commercial Operations Date (COD). For those investments where we do not have control, our procedures include steps to help ensure that the projects are in compliance with local community obligations.

Considering that Atlantica has a presence in various different geographies, our local communities strategy focuses on those communities most in need:

	Long-Term Initiatives		Short-Term* Initiatives	
	Infrastructure**	Education and Skill Development	Basic Needs***	COVID-19 Mitigation
U.S.	×	✓	×	×
Peru	✓	×	✓	✓
Chile	✓	×	×	×
Uruguay	×	×	×	✓
Spain	×	✓	×	✓
South Africa	✓	✓	✓	✓
Algeria	×	✓	✓	✓

* One-year period.
** Infrastructure usually involves building, maintaining or upgrading roads, building or cleaning irrigation canals, etc.
*** Basic needs includes food and clothes donations.

In 2021, we invested $1.3 million in local communities, compared to $1.2 million and $1.4 million in 2020 and 2019, respectively.

In Peru and Chile, we have several employees who visit the areas where we own and manage our transmission lines. Among others, they review that: (i) we comply with all our obligations including Health and Safety, environmental conditions, permits, etc., (ii) we listen to the communities' needs and, (iii) we jointly agree to develop, execute and monitor development programs with those communities. These employees report to the Country Manager. Local needs are discussed in the Geographic Committee if deemed necessary.

Peru

Local communities near our assets in Peru generally require road maintenance support. We have an annual plan in place to execute road maintenance. This plan may change due to critical non-

expected maintenance needs or exceptional circumstances such as the COVID-19 pandemic in 2020.

In 2021, we donated approximately $289 thousand to different local communities located near our transmission lines and our mini-hydroelectric power plant. In 2020 and 2019 we donated approximately $115 thousand and $366 thousand, respectively.

2021 donations mainly relate to:

- ✓ Infrastructure improvements (i.e., road maintenance, cleaning irrigation canals, providing irrigation maintenance supplies, etc.)
- ✓ Providing food baskets to local communities affected by COVID-19.

Construction of a retaining wall in the Peasant Community of Colca

Construction of a small-scale irrigation system at the Community of Kiman Ayllu

Food baskets delivered to local communities to mitigate COVID-19 pandemic consequences

Chile

In 2021 and 2020 we improved certain road infrastructure in nearby local communities.

Algeria

During 2021, we donated approximately $30 thousand to the local communities near our three water desalination plants. In 2020 and 2019, we donated approximately $30 thousand and $13.2 thousand, respectively.

<u>Skikda</u>

Donations benefited needy families in the Skikda commune. These included basic food products, and rehabilitating and revamping the heating system at the psycho-pedagogical centre for children in El Alia.


Donation to rehabilitate a psycho-pedagogical centre

Honaine

Donations benefited needy families in the Honaine commune. Basic food products were donated to families listed by the Red Crescent. We also acquired furniture for a local orphanage and equipped a workroom for schoolchildren.


Food donation to local needy families

Tenes

Donations benefited school children in Mainice. A primary school's outer walls, classrooms, bathrooms, offices, and landscaping were improved.



Improved local school infrastructure

In March 2022, the three water desalination assets celebrated the World Water Day. Both local and regional authorities attended the events, which included a presentation and a tour of the assets.



World Water Day Event

South Africa

We participate in substantial social and economic development activities in South Africa as part of a collaborative effort with the Department of Energy of South Africa. Kaxu is a 100 MW solar asset located in the Khai Ma Local Municipality of Northern Cape Province. Kaxu's social and economic development activities are governed by an Implementation Agreement with the South African Department of Energy. This agreement sets out key economic development obligations to positively benefit local communities, Kaxu contributes 1.1% of its revenue to being reinvested in the local communities that lie within a 50km (31 miles) radius of the site.

In 2021, 2020 and 2019 Kaxu annually funded approximately $1.0 million in community activities.

Below is a brief overview of the main activities completed in 2021.

- Due to the COVID-19 outbreak, two of our flagship programs Kindergarten, and Soup Kitchens project, were temporarily suspended because of the national lockdown regulation. In 2021, these programs have been gradually phased back. Investment: ~$117 thousand.
- Education is one of the key elements to promote economic community development. Kaxu addresses this need by means of a bursary program, allowing the youth within nearby local communities to study at any tertiary institution of choice in the country. Investment: ~$115 thousand, including tuition fees, accommodation and a monthly allowance to help with the living expenses of each student.
- We distributed school clothing at primary schools. Investment: ~$63 thousand.
- We upgraded the water purification plants in Pella and Witbank. Investment: ~$46 thousand.
- In Onseepkans, a town with very little reliable infrastructure and road networks, we continued to help the local community set up family vegetable gardens and other small development programs. Investment: ~$34 thousand.

As part of our obligations, we also help create jobs to empower black citizens from local communities. During 2021 and 2020, 81% and 82% respectively, of the employees hired by the Kaxu operation and maintenance supplier were black citizens, exceeding the requirements defined by the project. Furthermore, approximately 47% of employees working at the plant in 2021 and 2020, came from local communities, also exceeding the requirements defined by the project. Due to its remote location and technical skill requirements, the Kaxu plant provides job opportunities to citizens from various different areas in South Africa. As of December 31, 2021 and 2020, approximately 95% of the employees were South African citizens, and the remaining 5% are support staff from different countries.

Agriculture

Agricultural support in Witbank and Onseepkans

Grapevines established in Onseepkans

Social Welfare Support

School clothing distributed at primary schools

COVID-19 Pandemic Screening

Screened and sanitized children during the COVID-19 pandemic

Spain

In 2021, we supported women actively searching for a job by complementing their professional knowledge with a guided tour and high-level training on the operation and maintenance of solar assets.

United States of America

We focus our efforts on increasing the environmental awareness of local communities close to our solar assets. Each year we usually invite at least one local school to visit our facilities and bring our internal experts to describe the entire process of producing power from thermal energy produced by the sun.

In 2021 and 2020 we temporarily suspended in-person visits to both the Solana and Mojave projects following strict COVID-19 safety protocols. We plan to reinstate this renewable-energy educational program going forward.

Solana

In 2021, Solana donated supplies to residents displaced from their homes due to a major storm event in Gila Bend, Arizona. The asset's Emergency Response Team (ERT) supported local services in response to the event. In 2021 Solana also donated school supplies to the local Gila Bend school.

Residents displaced due to a major storm in Gila Bend, Arizona

Supplies donated to the local school

Anti-Slavery and Human Trafficking Statement

In May 2022 our Board of Directors amended and approved our "U.K. Anti-Modern Slavery and Human Trafficking Statements" under the Modern Slavery Act, 2015. The statement, available on www.atlantica.com, outlines the steps taken by the Company to address the risk of slavery and human trafficking occurring within our operations and supply chains.

Our main suppliers are generally large operation and maintenance corporations with robust corporate policies in place regarding ethical standards and human rights. We also engage with financial institutions, including banks, legal advisors, accountants, consultants, and insurers, who we believe operate under principles similar to those set out in our Code of Conduct. We consider the risk to be low based on the Atlantica risk identification process adopted to evaluate and approve supplier engagement. This process comprises an internal and external supplier homologation process and, an annual internal assessment aimed at monitoring our key suppliers' activities'. In addition, suppliers are requested to adhere to our Supplier Code of Conduct. Through this Code, Atlantica encourages conducting operations, while fully respecting human rights, in line with the Universal Declaration of Human Rights. We will continue to work to improve our policies and procedures to ensure slavery and human trafficking do not take place anywhere in our supply chain.

In particular, new suppliers are subject to internal due diligence and required to confirm that their organization will comply with our Supplier Code of Conduct (available at www.atlantica.com), which includes expectations regarding sustainable development in the following areas: business integrity and ethical standards, human rights and labour standards, environmental sustainability, and reporting concerns and compliance monitoring. Atlantica joined the UNGC initiative in January 2018 and formally adopted the Ten Fundamental Principles in the fields of human rights, labour, environment and anticorruption. The UNGC and its principles are an integral part of the strategy of Atlantica and our objective is to also make it part of our suppliers' strategy. We have a responsibility to our stakeholders to be ethical and lawful in all our businesses.

We further provide our employees, shareholders and others with the whistleblower channel (available at www.atlantica.com), a specific channel of communication with management and the governing bodies that serves as an instrument to report any misconduct, instances of non-compliance with our compliance policy framework, as well as unethical or unlawful behavior, including any suspected or actual form of modern slavery taking place within the business or supply chain.

Atlantica has zero tolerance for modern slavery and we confirm that no incidents of modern slavery were reported or identified during 2021 or 2020.

We also provided training in 2021 and 2020 to members of senior management and to the rest of employees on our Code of Conduct and corporate policies, which included specific content related to human and labour rights, to promote the policy throughout our organization. All employees are required to read, understand and commit to follow our corporate governance policies.

Cybersecurity and Data Privacy

The COVID-19 pandemic accelerated the digitalization of society and emphasized society's dependence on a stable internet structure and a reliable supply of energy. The COVID-19 pandemic also increased the exposure of the energy sector, as well as other sectors, to cybersecurity risks, including new threat scenarios resulting from the massive expansion of remote working.

We acknowledge the importance of protecting our information and systems. As such, our information security policies, procedures and processes apply to all our activities in all the geographies where we have a presence.

Cybersecurity

Atlantica has a digitalized, cloud-based collaborative work environment in-place that promotes a strong cybersecurity culture.

Atlantica relies on both a physical and a digital technological infrastructure to support our processes and operations. These systems are subject to disruption, damage or failure from a variety of sources, including, without limitation, computer viruses, security breaches, cyber-attacks, ransomware attacks, malicious or destructive code and phishing attacks. We have preventive, detective and reactive controls in-place to avoid and/or mitigate damage or failure to our plants that could lead to business disruption (i.e., being unable to operate our plants or to access our Enterprise Resource Planning (ERP) systems). These controls are based on international standards, frameworks, best practices, internal and external audit recommendations, and insights gained from other companies.

Details on our cybersecurity risks are addressed in the Principal Risks and Uncertainties section of the U.K. Annual Report publicly available on our website.

In addition, to prevent cybersecurity risks, we regularly review our capabilities, reassess our IT policy, incident response procedure and, cybersecurity practices in-place, as well as review our communication and cybersecurity related training across the company to bolster resilience across our ecosystems. In 2021, we continued investing time and effort in strengthening prevention, monitoring and threat-detection measures in line with international standards (including ISO 27000). We also increased our on-site and cybersecurity measures to ensure that our systems remain functional to serve the operational needs of our blended on-site and remote workforce, keeping them up and running to ensure uninterrupted service to our customers. These measures ranged from software improvement, tailored communications to raising security awareness among our workforce, and implementing mandatory IT security training aimed at detecting, monitoring and preventing threats. For example, our employees received training on identifying email phishing and implementing sophisticated corporate and personal password maintenance.

We also regularly conduct internal and external audits to ensure that our cybersecurity controls are updated and effective, including simulated and targeted cyberattacks to our servers and employees' accounts. The results of this ethical hacking exercise are published quarterly in a "Wall of shame" that is accessible to every employee in the IT Security Hubb. We regularly update our risk map on identifying, evaluating and mitigating information security risks. High-level areas of focus are IT policies, human resources security, access control, physical security, operational and communication security, cryptography, incident management, supplier relationships, business continuity and compliance.

Cybersecurity-Related Incidents in 2021, 2020 and 2019

	2021	2020	2019
Number of cybersecurity incidents	0	0	0

Cybersecurity governance

The Board is responsible for the effective oversight of the Company's strategy and performance, financial reporting, corporate governance process, and internal control and risk management framework, including cybersecurity risks. The Board of Directors is informed at least twice a year on the cybersecurity strategy, measures and systems to securely protect and safeguard Atlantica's information.

At the management level, our Head of IT, with approximately 20 years of experience in information security, is responsible for implementing Atlantica's cybersecurity strategy. The Head of IT reports to the Chief Financial Officer (CFO) and is a member of both the Management Committee and the Compliance Management Committee. The Head of IT, CFO and Chief Executive Officer review Atlantica's information security on a monthly or on an as-needed basis and periodically inform the Board of Directors on new and/or updated measures to protect Atlantica's information.

Data Privacy

All Atlantica's activities, including those of our directors and employees, as well as everyone we have a relationship with, are required to comply with our Compliance Policy on privacy and personal data protection. This policy is based on the European General Data Protection Regulation (GDPR) and applies to all Atlantica companies. In particular, the Policy sets a framework that enables compliance with local data protection and privacy laws, and defines a baseline for those countries where there are no equivalent legal requirements.

We have several mechanisms in-place to ensure effective implementation of our Privacy Policy:

- Our Code of Conduct addresses privacy and personal data protection. All employees receive annual training on our code. The code is approved annually by Atlantica employees.
- Clear and direct data protection and privacy responsibilities.
  - The Compliance Management Committee is responsible for coordinating and managing personal data protection activities. It is also responsible for reassessing, on an annual or as-needed basis, the compliance and efficacy of our data protection and privacy policies. To do so, regular internal and biannual external audits are conducted to identify and mitigate potential privacy and personal data risks and their compliance with rules and regulations. For example, as part of these audits, we review that all our activities comply with data protection and privacy regulations, including the GDPR requirements. We are committed to protecting all stakeholder information, including that of employees, suppliers (including subcontractors working at our assets), investors and mergers and acquisitions (M&A) due diligence confidential data. In particular:
    - The Head of IT and Administration leads day-to-day data protection activities and is responsible for implementing the control measures or developments needed to ensure compliance with rules and regulations on data protection in Atlantica's information systems.

- The Head of Risk leads the risk matrix assessments. Data protection and privacy is included in the risk matrix. The Board of Directors monitors risks on a quarterly basis as part of the Company's risk matrix assessment.
- Personal data and privacy issues can be escalated to the Compliance Management Committee through face-to-face meetings, video or phone calls, or via email (dataprotection@atlantica.com, or compliance@atlantica.com).

We publicly inform stakeholders about our privacy data measures on our website: https://www.atlantica.com/web/en/privacy-policy/index.html on:

(i) the nature of the information captured,
(ii) the use of the collected information,
(iii) the possibility for stakeholders to decide how private data is collected, used, retained and processed,
(iv) how long the information is kept on corporate files, and
(v) how the information is protected.

We do not use stakeholder's data collection outside of the primary purpose for which the data was collected, including but not limited to, selling targeted ads or transferring data or information to a third-party through either sale, rental, or sharing.

We have a zero-tolerance approach to privacy and data breaches. In 2021, 2020 and 2019 we did not identify any substantiated complaints regarding leaks, thefts, or losses of stakeholder data.

Incidents Relating to Data Protection and Privacy in 2021, 2020 and 2019

Number of substantiated complaints	2021	2020	2019
- From regulatory entities	0	0	0
- From other sources	0	0	0
Total substantiated complaints	**0**	**0**	**0**

Innovation Management

Within the energy sector, innovation contributes to the fight against climate change through new or enhanced technologies that enable more sustainable, reliable and efficient solutions, including storage and green hydrogen solutions. Innovation is also key in the development of new tools and systems to operate and manage more efficiently sustainable infrastructure assets. Artificial intelligence in general, and particularly data analytics and machine learning, provide new solutions to predictive analysis for the maintenance and operation of generating assets.

We currently own 31 patents and technology licences related to key components of our assets, to processes and to solutions to monitor, operate and maintain our assets in a sustainable and cost effective manner, as well as 6 patents currently in process. We also have an operations department that dedicates time and effort to identifying potential measures to improve asset performance, reducing operating costs and developing tools to manage our assets more efficiently. In addition, we have joint-collaboration agreements in place with universities and innovation institutions as well as with certain vendors across the regions where we operate to develop intelligent infrastructure initiatives to improve asset performance.

Furthermore, we have an in-house advanced analytics team to improve the performance of our existing technologies. The advanced analytics team focuses on data analytics and machine learning

technologies to: (i) provide accurate energy production forecasts, (ii) predict equipment breakdowns or malfunctions, and (iii) reduce the risk of major outages as well as health and safety and environmental risks among others.

In 2021, we continued to strengthen our data analytics and machine learning capabilities, leveraging artificial intelligence features, and implementing our asset digitalization project. We have deployed sensors on key equipment at our assets in order to collect asset information and develop a data-driven methodology to:

- Detect anomalies and operational deviations of key equipment,
- Diagnose faults or failure and assessing their root causes,
- Predict expected fault progression, and
- Recommend the most suitable maintenance actions, among other actions.

We expect that our efforts will, over time, reduce costs, improve asset performance, maximize energy production, minimize risks and extend the useful life of our assets.

Tax Management

Tax Strategy

Atlantica has a tax strategy in place that serves as a set of principles and guidelines for all our geographies. This strategy is based on values of integrity, compliance, and excellence and is publicly available on our website. We have implemented tax related policies, procedures and processes that apply to all our taxes. The tax policies, procedures and processes apply to Atlantica's directors and employees, as well as other stakeholders, including tax advisors and service providers.

General principles

Atlantica is committed to applying the: (i) Organisation for Economic Co-operation and Development (OECD) tax guidelines for multinational companies, and (ii) legislation in force in those countries where we operate. As such, we seek to:

- Comply, in due time and manner, with our tax obligations in the jurisdictions where we are present.
- Not using aggressive tax planning mechanisms, but rather adopting a reasonable interpretation of regulations.
- Not have a presence in tax havens.

Atlantica's tax function is governed by the following tax practices:

Legality	✓ Business activities are governed by strict compliance with tax laws and regulations in the countries where we are present, paying all taxes due in accordance with the legal requirements system. ✓ Maintain a reasonable interpretation of legal provisions.
Appropriate relationship with tax authorities	✓ Maintain a relationship with tax authorities where we operate based on integrity, transparency, professionalism, reciprocity and good faith, aiming to facilitate the application of the law and to minimize litigation. ✓ Provide tax-related information requested by tax authorities as soon as practicable and with the required scope.
Tax governance	✓ Integrate tax matters into the business decision-making processes at board and at corporate and asset level.
Tax risk management	✓ Conduct tax risk and impact assessments before executing major transactions and decisions to effectively manage and control tax.

	✓ Engage with external tax advisors in geographies with a complex tax framework. ✓ Maintain risk management tools in-place to identify, monitor and mitigate any potential tax exposure. ✓ Maintain risk management tools subject to regular review by the internal audit department.
Transparency and information disclosure	✓ Disclose tax-related information following rules and regulations.
Compliance with arm's length principles	✓ Adopt the arm's length principle in intra-group and related party transactions following OECD guidelines.
Knowledge in taxation	✓ Identify new regulations and changes to existing regulations through tax alerts, public bulletins and attending conferences and webinars. ✓ Improve employees' knowledge of taxation through education and training, both at corporate and asset level.

Tax incentives

Many countries use tax incentives as a mechanism to stimulate growth and attract investments. The use of tax incentives generally results in a reduction of long-term tax liabilities.

At Atlantica, we do not use artificial or opaque structures for the sole purpose of reducing the tax burden, nor artificially transfer profits from one jurisdiction to another to minimize tax payments. In particular, when incorporating new subsidiaries, we focus on several locations due to the interesting prospects they offer. For example, the state of Delaware in the United States, is well-known for its corporate law and well-grounded case law, thus providing strong legal security for companies. This is where some of our U.S. subsidiaries have been incorporated. These subsidiaries have their tax domicile and pay taxes in the states where the assets in operation are located. Therefore, their profits are taxed in accordance with the general regime of these states, hence being incorporated in Delaware does not provide them with any tax advantage.

Tax governance bodies and organization

Atlantica has integrated tax into its businesses via policy making, tax planning, risk management, and tax KPI setting and tracking. The tax strategy is applied through different governance bodies at Board and management level.

Board of Directors	- Responsible for the effective oversight of among others, tax-related issues. - The board reviews tax risks when evaluating investments and receives tax updates on an as-needed basis.
Audit Committee (at Board level)	- The Audit Committee assists the Board in fulfilling its oversight responsibilities concerning the management of risks, including tax factors that could be risk drivers. - The Audit Committee receives tax updates at least on an annual basis.
Business Committee	- Analyse short and medium-term key decisions and define appropriate action plans to implement these decisions, including tax-related matters.
Investment Committee	- Analyse potential growth opportunities considering tax risks.
Accounting and Disclosure Committee	- Responsible for analysing and implementing the Company's most significant accounting policies, including those related to tax.

Key tax-related departments and responsibilities include:

Corporate tax department	-	Responsible, under the CFO´s supervision, for the design, development, implementation and coordination of the tax policies that define the tax function for all the group companies.
	-	Regular meetings with corporate and asset managers to control tax risks.
Geographic VPs and country managers	-	Responsible for the assets they manage, including tax compliance in the countries under their responsibility.
Internal audit department	-	Oversee internal controls, evaluate policies, procedures and tools implemented by the Company, including those related to tax.

We have implemented a set of internal policies to adopt an effective approach to tax risk management. The framework sets out guidelines and methodical rules to assess, monitor and manage the relevant tax risks following, among others, national and international rules, regulations and best practices, and Sarbanes and Oxley (SOX) recommendations. Atlantica's internal policies are available to all Atlantica employees on the company's intranet.

The management and control of tax risk begins with the identification and classification of the risks to which we are subject. We continuously assess tax risks and uncertainties. The effectiveness of our tax procedures is ensured though multiple layers of approval, external advisory, periodic monitoring, and regular internal and external audit processes.

Key tax risks are disclosed in the Principle risks and uncertainties section of the U.K. Annual Report, as well as in Form 20-F submitted to the U.S. SEC publicly available on our website.

Inspections and tax litigations

As a multinational company, Atlantica's taxation may be subject to review by various regulatory entities. It is therefore reasonable to have ongoing audits in different countries. The open audits as of December 31, 2021 vary depending on the tax laws and timing of each country. We do not expect to have any significant impact from these inspections.

All of Atlantica's significant tax decisions in 2021, 2020 and 2019 have been analysed by internal and external advisors, concluding that these decisions have been made in accordance with the law and based on reasonable interpretations of tax regulations.

Tax stakeholder engagement, management of stakeholder concerns, and mechanisms for reporting unethical or unlawful tax behaviour

We undertake a collaborative approach with institutions and associations to support the development of effective tax systems in some countries where we operate.

We have different communication channels in place to report any misconduct or instances of non-compliance with our compliance policy framework, including tax irregularities, or unethical or unlawful tax behaviour. These are the whistleblower and the compliance channels.

We have also put a two-way engagement channel in place for our stakeholders to build trusting long-term relationships, which includes tax information. Additional information is provided in the Stakeholder Inclusiveness section within the ESG Materialty Analysis section.

Governance

Governance

Business Ethics

"Integrity, Compliance and Safety" is our first value and prevails over the rest. We are committed to promoting ethical business practices and complying with all relevant laws and regulations. Atlantica has a Code of Conduct to ensure consistent and effective commitment to Integrity and Compliance.

The Company also has policies, processes, and procedures in-place to prevent, avoid and mitigate actions improper or contrary to law and to ensure ethical principles are applied in all our activities. We have measures in place to prevent and combat corruption effectively and efficiently. Our Anti-Bribery and Anti-Corruption Policy applies to all Atlantica businesses.

Atlantica business activities are governed by laws that prohibit bribery supporting global efforts to fight corruption. Specifically, the U.S. Foreign Corrupt Practices Act (FCPA) and the U.K. Bribery Act 2010 make it a criminal offense for companies, as well as their officers, directors, employees, and agents, (or any other person) to give, request, promise, offer or authorize the payment of anything of value (such as money, any advantage, benefits in kind, or other benefits) to a foreign official, foreign political party, officials of foreign political parties, candidates for foreign political office or officials of public international organizations to obtain or retain business. Similar laws have been or are being adopted by other countries. Private bribery is also illegal under U.S. laws, the U.K. Bribery Act, and the laws of other jurisdictions.

The Whistleblowing Channel is an essential part of Atlantica's commitment to fighting fraud, irregularities and corruption.

Atlantica is a member of the United Nations Global Compact (UNGC) initiative. The UNGC and its principles are an integral part of Atlantica's strategy and our objective is to also make it part of our suppliers' strategy. Please read further details in the UNGC section of this Supplement on ESG to the U.K. Annual Report.

Atlantica has zero tolerance for modern slavery and we confirm that no incidents of modern slavery were reported or identified during 2021, 2020 and 2019. Please see additional details on modern slavery in the Anti-Slavery and Human Trafficking Statement of the U.K. Annual Report publicly available on our website.

All our officers and employees working with confidential information sign a formal commitment annually acknowledging our insider trading policy. In addition, all our employees must annually read, understand, and commit to following our corporate governance policies.

We encourage our stakeholders to address any questions or comments they may have to our compliance team. We have different communication channels available to report any misconduct or instances of non-compliance with our compliance policy framework. These are:

- Whistleblower channel: Either through our website or via email. Additional information is provided in the Whistleblower section.
- Compliance channel: Email to communicate any potential irregularities. Additional information is provided in the Compliance Management Committee section.

Code of Conduct

Atlantica has implemented a Code of Conduct to ensure commitment to Integrity and Compliance. The Code applies to all directors, officers, and employees of Atlantica Sustainable Infrastructure plc and each of its subsidiaries, including controlled and associated non-controlled companies. We make every effort to apply this Code at associate non-controlled companies given Atlantica ´s level of participation. We also seek to work or partner with third parties that adhere to principles that are similar to those set out in this Code. As an example, when we evaluate potential co-investments with business partners, the Investment Committee and more specifically, the Head of Risk, reviews the business partner's code of conduct as part of the due diligence process.

The Code was initially approved by the Board of Directors in December 2016 and was last amended in December 2021. The Code is available on our website.

In 2021, 2020 and 2019 we did not identify, nor did we receive, any notification of non-compliances or breaches in relation to the Code of Conduct.

Atlantica's Code of Conduct prohibits political involvement of any kind on the Company's behalf. Neither the Company, nor its directors, employees, or representatives on its behalf, can make political contributions (donations to politicians, political parties, or political organizations) or sponsor events whose exclusive purpose is political propaganda. In 2021, 2020 and 2019 neither Atlantica, nor any of its subsidiaries made any financial or in-kind political contributions to political campaigns, ballots measures, referendums, political organizations, lobbyists or lobbying organizations, trade associations with political impact nor other tax-exempt groups, whether directly or indirectly.

All employees are required to read, understand, and commit to following our corporate governance policies. The Code of Conduct is accepted by all our employees annually.

Compliance Management Committee

Atlantica's Compliance Management Committee is comprised of the General Counsel, the Head of Risk, and the Head of IT and Administration. The Compliance Management Committee's main objective is to oversee and assist all Company employees and the Board of Directors in implementing the compliance programs, policies and procedures required by laws and regulations, as well as by best corporate practices. The Committee is supervised by the General Counsel, who is the Compliance Officer and reports its activities to the Nominating and Corporate Governance Committee and/or the Board, as applicable. The Compliance Management Committee receives regular reports from local compliance managers in each of our geographies where we are present on compliance-related matters that may arise in local day-to-day activities.

We have a compliance mailbox (compliance@atlantica.com) where our employees and other stakeholders can send any questions and/or comments they may have. We encourage our stakeholders to report any irregular behavior through any of the available communication channels in place. We have incorporated the communication channels in many public documents as well as in internal training to encourage its use.

2021 New Human Rights Policy

In 2021, the Compliance Management Committee and ESG team issued a Human Rights Policy that was approved by the Board of Directors in December 2021. The Human Rights Policy formalizes our long-standing commitment to uphold and respect human rights. This policy aims to ensure

respect for human rights in all our day-to-day activities, implementing the commitments defined by our policies and international reference standards, directives and conventions, and establishing the procedures to ensure compliance with them.

Anti-Bribery and Anti-Corruption Policy

The Company has put in place adequate and appropriate anti-bribery and anti-corruption safeguards and reporting policies and procedures in order to forestall and prevent operations related to corruption, bribery, and fraud. The Policy establishes that:

- Any type of bribery is prohibited.
- Political Contributions are forbidden. Charitable donations and Sponsorships are subject to internal review and approval.
- Travel, entertainment, and gifts may never be accepted for the purpose of improperly obtaining, retaining business, or securing any improper advantage from public officials or private persons.
- Using an independent contractor, agent, consultant, intermediary, reseller, distributor or any other third party to pay or give a bribe is strictly prohibited.

Additionally, accounting procedures and internal control over financial reporting prohibit cash payments other than well documented petty cash disbursements which have to follow very strict procedures.

A summarized version of our Anti-Bribery and Anti-Corruption Policy is available on our website.

Operations Assessed for Risks Related to Corruption

Atlantica has a Criminal Risk Prevention Program in-place to mitigate the risk of engaging in activities that would violate laws in countries where such violations could result in criminal liability. The criminal risk map for each geography describes the types of offences that may raise criminal liability for legal entities. Offences vary across jurisdiction and includes financial offences, money laundering, corruption, bribery, and illicit trade crimes.

In 2021, the Company engaged external anti-corruption specialists to confirm that our criminal risk map contains all key corruption crimes in all geographies where we are present.

Given the controls and oversight in place through the Board, corporate governance commitments and management systems, Atlantica does not consider it has significant risks of corruption in its operations.

No incidents of corruption were identified in 2021, 2020 and 2019.

Whistleblowing Channel

The Whistleblowing Channel is an essential part of Atlantica's commitment to preventing fraud, irregularities, and corruption. The Whistleblowing Channel has been in operation since our Initial Public Offering (IPO). It is available on our website to all employees and stakeholders in two languages. It is managed by the Audit Committee and serves as a tool to report any complaints and concerns about management, as well as any breaches of the Code of Conduct or any conduct contrary to ethics, law, or Company standards. Confidentiality and no retaliation are the essential operating principles of the channel. We may suspend these principles only where the claimant did not act in good faith.

In 2021, 2020 and 2019 no communications were received through the Whistleblower Channel in relation to any irregularities. We have implemented several initiatives to encourage its use. We have provided user-friendly information on how to use it in our management policy tool and directly, in compliance training.

Communication and training about anti-corruption policies and procedures

Atlantica has a training program on the Code of Conduct and related-policies in-place. This includes the Anti-Corruption Policy, FCPA training and the Criminal Risk Prevention Program. Training is provided to all employees and directors on an annual basis. In addition, Directors' generally receive training addressing topics such as Sarbanes-Oxley regulation, directors' duties and governance requirements under the Nasdaq rules, the U.S. Securities and Exchange Commission and the U.K. Companies Act 2006. In 2020 and 2019, this training was provided by the external corporate counsel.

In 2021 and 2020, we provided training to our employees on our corporate policies to promote a strong compliance culture and to ensure that all our employees understand and apply all our compliance policies. We believe the training: (i) helps employees understand that business shall be always conducted in ethical ways, (ii) explains what employees should do to avoid incidents of discrimination and harassment in the workplace, including bullying practices, (iii) familiarizes employees with the laws that criminalize bribery and corruption, and (iv) explains the steps the company takes to address whistleblower complaints, including protection from retaliation.

In 2021, compliance-related training was provided to employees through our online training platform. The training consisted of short 8-minute animations. Once completed, the employees took a short test to check that they had reviewed and understood the content. The training included specific ethics and human and labour rights related content.

Summarized Compliance Training

Training	Goal	Minutes per Employee	Participants
Code of Conduct awareness (including human rights)	Acquaint employees on the importance of the Code of Conduct. Enhanced training effectiveness by studying real-life cases (connecting theory to practice).	8	473*
Code of Conduct - Newsletters	Code of conduct refreshment through straight-forward day-to-day examples.	3	469
Insider Trading	Acquaint employees on the laws prohibiting insider trading, and emphasizing our commitment to supporting fair and open securities markets.	8	306
Conflicts of interest	Acquaint employees on situations that may result in a conflict of interest, including practical examples of private business or personal interest interfering with Atlantica's interests.	8	284
Travel, entertainment and gifts	Acquaint employees on the internal rules regarding gifts, travel and entertainment, emphasizing that they may never be used for the purpose of improperly obtaining or retaining business or securing any improper advantage from public officials or private persons.	8	276

* Includes certain information technology (IT) subcontractors working at our offices.
Note 1: All Atlantica employees received training on our Code of Conduct. Training on insider trading, conflicts of interest, and travel, entertainment and gifts were received by targeted employees.).

Note 2: The difference between our total workforce as of December 31, 2021, and the Participants to the compliance-related training is due to: (i) new hirings and (ii) recently closed acquisitions (i.e., we are in the process of fully integrating certain subsidiaries to our policies, processes and procedures). These employees were not members of our workforce at the time of the training and will receive compliance-related training in the sessions scheduled for 2022.

In 2021, Atlantica employees received a total of ~200 hours of compliance-related training, compared to ~300 hours in 2020. Back then, certain compliance employees completed approximately 100 hours of comprehensive compliance training on regulations, relevant policies, and best practices, not included in 2021.

Atlantica sends newsletters to all of its employees to reiterate the importance of ethics and compliance within the organization. Our employees have access to all compliance materials as a measure to reinforce Atlantica's compliance program and corporate culture.

Trade associations

In 2021, Atlantica contributed $97.5 thousand to associations or organizations related to power generation, clean energy, and sustainability.

Trade associations costs in 2021, 2020 and 2019

In thousands of U.S. dollars	2021	2020	2019
Trade associations contributions*	97.5	66.5	63.2

* None of these contributions relate to trade associations with political impact (i.e., political campaigns, ballots measures, referendums, political organizations, lobbyists or lobbying organizations, nor other tax-exempt groups).

Association	Country	Amount in thousands of USD
Geothermal Resource Council	U.S.	7.3
Bishop Chamber of Commerce	U.S.	10.0
Lone Pine Chamber of Commerce	U.S.	2.5
Ridgecrest Chamber of Commerce	U.S.	5.0
Mexican Energy Association (AME)	Mexico	12.3
Association for cogeneration (COGENERA)	Mexico	2.0
Spanish Chamber of Commerce in Mexico	Mexico	1.0
Association for renewable energy (ACERA)	Chile	0.1
Association for renewable energy (SPR)	Peru	2.0
Energy association (SNMPE)	Peru	4.6
Association of Electric Energy Generation (AUGPEE)	Uruguay	0.1
Spanish Association of Energy Storage (ASEALEN)	Spain	6.3
Association for the CSP sector (Protermosolar)	Spain	30.3
Spanish Confederation of Business Organizations (CEOE)	Spain	14.0
	Total	**97.5**

Sustainability Governance

Given that it is the ultimate decision-making body, the Board of Directors is the highest level of responsibility for ESG and climate change-related matters. The CEO, in his executive role and as Director of the Board, holds the leading position and responsibility in relation to ESG and climate change-related issues.

ESG and climate change encompass many of Atlantica's key daily and long-term activities. It is a cross-functional activity that involves Geographic VPs, country and asset managers, as well as multiple corporate departments, including among others, the operations, health and safety and

environment department, and the compliance, people and culture, and strategy and corporate development functions.

Board of Directors

- ✓ The Board is responsible for the effective oversight of the Company's strategy and performance, financial reporting, corporate governance process, and internal control and risk management framework, including ESG and climate-related risks and opportunities. It is also ultimately accountable to shareholders for the long-term performance of the Company and value creation for shareholders and other stakeholders in a sustainable manner.
- ✓ The Board oversees the implementation of ESG initiatives and prioritizes internal resources committed to the advancement of ESG objectives. The Board receives updates on ESG (for example, occupational health and safety) at every board meeting and at least semi-annually on the progress on climate-related issues and on the main environmental indicators (GHG emissions, water, and waste).
- ✓ The CEO, in his executive role and as Director of the Board, manages, supervises and has a leading position and responsibility over ESG and climate change-related issues, including informing on and/or submitting the following actions for Board approval or acknowledgement: (1) new and/or updated sustainability and ESG policies and targets, including those related to climate change, (2) updating the status against established objectives and initiatives to improve environmental performance over time, (3) implementing best practice initiatives in relation to ESG and climate change, (4) identifying ESG and climate-related risks and opportunities, (5) issuing an annual ESG Report and/or Integrated Annual Report.
- ✓ The Audit Committee assists the Board in fulfilling its oversight responsibilities concerning the management of risks, controls and processes, including potential ESG factors that could be risk drivers, as well as compliance with ESG and climate-change reporting requirements.

- ✓ The Nominating and Corporate Governance Committee assists the Board in fulfilling its oversight responsibilities concerning compliance issues, including ESG-related policy approvals.

At Atlantica, we believe that our holistic approach to ESG, as well as the level of engagement on ESG-related topics at the Board and Management level, enables us to deliver on heightened ESG demands from our stakeholders. We plan to continue to analyse and implement ESG-related initiatives at the asset level going forward.

Management

Atlantica has integrated ESG into its businesses via policy making, ESG planning, risk management, and KPI setting and tracking. At the management level, we have assembled committees with different responsibilities based on Atlantica's priorities. These committees are led by senior management members with diverse perspectives and experiences to efficiently and effectively address ESG related issues, risks and opportunities.

Business Committee		
Frequency	Weekly	
Key ESG-related functions	- Analyse short and medium-term key strategic decisions and define appropriate action plans to implement these decisions, including but not limited to, health and safety, environment, people and culture, compliance, and risk matters. - Approve climate change-related targets.	
Key committee member* responsibilities	CEO	Leads Business Committees.
	CFO	Responsible for among others, ESG, and IT matters across our businesses.
	Geographic VPs	Responsible for assets they manage, including ESG and climate change-related issues.
	Legal Counsel	Responsible for all legal and people and culture activities. Also oversees Compliance Management Committee activities and reports them to the Nominating and Corporate Governance Committee and/or the Board, as applicable.
	Head of Operations	Responsible for all health and safety, operations, environmental and quality aspects across all assets.

(*) Other employees attend meetings by invitation.

ESG Committee		
Frequency	Monthly	
Key functions	- Sets health and healthy targets. - Sets environmental protection measures. - Reviews key health and safety and environmental KPIs as well as best practices, lessons learned and implementation progress in relation to audit recommendations.	
Key committee member responsibilities	CEO	Leads ESG Committees.
	Geographic VPs*	Responsible for assets they manage, including ESG and climate change-related issues.
	Head of Operations	Responsible for all health and safety, environmental and operations aspects across all assets, including improving asset performance, KPI monitoring, regular environmental and operational audits, analysing measures to reduce health and safety and environmental impacts, and implementing best practices.
	Head of ESG	Identifies sustainability best practices, proposes actions to the CEO and Geographic VPs, and monitors the implementation of approved proposals.

(*) Certain country managers attend by invitation of Geographic VPs.

Compliance Management Committee		
Frequency	Quarterly, and on an as-needed basis	
Key ESG-related functions	- Supervise risk management; implement compliance and internal controls; monitor compliance factors relevant to Company's operations. - Oversee and assist Company employees and the Board in implementing the compliance programs, policies and procedures required by laws and regulations as well as corporate best practices.	
Committee member responsibilities	Legal Counsel	Oversees Compliance Management Committee activities and reports them to the Nominating and Corporate Governance Committee and/or the Board, as applicable.
	Head of Risk	Oversees risk management processes, procedures and tools implemented by the Company, including the risk map.
	Head of IT and Administration	Oversees IT (including cybersecurity issues), and personal data protection processes and procedures.

Investment Committee		
Frequency	Once a week and on an as-needed basis	
Key ESG-related functions	Analyse potential growth opportunities considering: (1) impacts on Atlantica's climate change-related commitments and targets, (2) ESG and climate change risks in due diligence analysis, and (3) carbon pricing to evaluate investment opportunities.	
Key committee member* responsibilities	VP Strategy & Corporate Development	Responsible for identifying, analysing, and presenting potential growth opportunities to the Investment Committee. Oversees all due diligence processes.
	Head of Risk	Responsible for identifying and evaluating risks for potential investments, including ESG and climate change risks.

(*) The CEO leads investment committees. The CFO, the Head of Finance, the Legal Counsel and the Head of Operations are also permanent committee members. Other employees attend meetings by invitation.

Other ESG-related committees include:

- Risk Committee: Held once a month between the CEO, the CFO and the Head of Risk. This committee addresses all company risks, including those related to our operating portfolio as well as assets under development or under construction. Atlantica's risk map is reviewed and presented to the Board on a quarterly basis. ESG and climate change risks are always considered in the risk analysis process.
- Internal Audit Committee: Held once a month between the CEO, CFO and Head of Internal Audit. This committee addresses corporate and business impacts driven by internal audit day-to-day activities, including but not limited to, effectiveness of internal controls, anti-fraud procedures, policy evaluation, implementation progress of audit recommendations, and external auditor reviews on Atlantica and its affiliates. The Head of Internal Audit reports to the Audit Committee (at Board level).
- Accounting and Disclosure Committee: Reviews among others, the U.K. Annual Report and Form 20-F, prior to their publication. The Committee is comprised by the Chief Financial Officer, the Head of Internal Audit, the Head of Investor Relations and Reporting and the Head of Accounting and Consolidation. The committee approves accounting criteria to be applied by the Company, discusses new reporting requirements and approves quarterly financial statements and disclosure. Each committee member has 25% of voting rights and a majority of votes is required to approve accounting criteria. Where necessary Atlantica would seek external expert advice to unveil vote ties.

The main objectives of the Board may be summarized as follows:

- Providing entrepreneurial leadership;
- Setting strategy;
- Ensuring the human and financial resources are available to achieve objectives;
- Reviewing management performance;
- Setting the company's values and standards; and
- Ensuring that obligations to shareholders and other stakeholders are understood and met.

Under English law, the Board of Directors is responsible for management, administration and representation of all matters concerning the relevant business, subject to the provisions of relevant constitutional documents, applicable laws and regulations, and resolutions duly adopted at annual general meetings.

In addition, the Board of Directors is entitled to delegate its powers to an executive committee or other delegated committee or to one or more persons, unless the shareholders, through a meeting, have specifically delegated certain powers to the Board and have not approved the Board of Director's delegation to others.

The Board has established four Board Committees:

- **Audit Committee:** Responsible for monitoring the effectiveness of Atlantica's financial reporting, internal control and risk management systems, as well as the integrity of the Company's external and internal audit processes. We refer to the Audit Committee Report in the U.K. Annual Report for additional information on its responsibilities and activities, attendance, external audit assessments, internal audit plan, and whistleblower management.
- **Compensation Committee:** Responsible for setting the remuneration for directors and recommending and monitoring remuneration for senior management We refer to the Directors' Remuneration Report in the U.K. Annual Report for additional information on its role, activities, and attendance.
- **Nominating and Corporate Governance Committee:** Responsible for:
    - Regularly reviewing the structure, size and composition (including the skills, knowledge, experience and diversity) of the Board and making recommendations;
    - Identifying and nominating, for the approval of the Board, candidates to fill independent Board vacancies as and when they arise;
    - Keeping under review corporate governance rules and developments (including ethics related matters) that might affect the Company, with the aim of ensuring that the Company's corporate governance policies and practices continue to be in line with best practices;
    - Making recommendations to the Board concerning any changes to practices that are required in relation to corporate governance;
    - Making recommendations to the Board concerning any new or special committees of the Board that may be necessary to properly address ethical, legal and/or other matters that may arise
    - Evaluating and making recommendations to the Board about the Board's diligence and attentiveness in applying governance best practices and responding to the requirements of the business.

Membership and Attendance

A total of 2 Nominating and Corporate Governance Committee meetings were convened in 2021, with an average attendance of 100%.

Director	Membership		Role	Attendance / Eligible to Attend
	From	To		
Debora Del Favero	May 2020	n/a	Director, Independent and Chair of the Nominating and Corporate Governance Committee	2/2
Michael Forsayeth	May 2020	n/a	Director, Independent	2/2

- **Related Parties Transactions Committee:** Responsible for overseeing the implementation of a system for identifying, monitoring and reporting related-parties transactions. As part of its duties and responsibilities, the Committee evaluates all related parties transactions to ensure that: (1) these are not undertaken on more favourable economic terms (e.g., price, commissions, interest rates, fees, tenor, collateral requirement) to such related parties than similar transactions with non-related parties under similar circumstances, (2) no corporate or business resources of the Company are misappropriated or misapplied, and (3) any potential reputational risk issues arises as a result of or in connection with the transactions.

  The Related Parties Transactions Committee shall meet as many times as required. Prior to entering into a Related Parties Transaction, the transaction shall be either approved or rejected by the non-conflicted Directors at a Board of Director's meeting upon recommendation of the Related Parties Transactions Committee.

  Membership and Attendance

  In 2021, the Related Parties Transactions Committee held 4 meetings and adopted one written resolution. The average attendance to Committee meetings was 100%.

Director	Membership		Role	Attendance / Eligible to attend
	From	To		
William Aziz	May 2020	n/a	Director, Independent	4/4
Brenda Eprile	May 2020	n/a	Director, Independent	4/4
Michael Forsayeth	May 2020	n/a	Director, Independent and Chair of the Related Parties Transactions Committee	4/4

  Under the principles of good corporate governance, the Code of Conduct and applicable law, any director or executive officer of Atlantica has a duty to declare any actual or potential conflict of interest in any proposed or existing transaction or arrangement. In accordance with our Policy, all transactions with related parties over US$50,000 are subject to approval or ratification by the Board.

Board of Directors information, including membership and attendance, key activities and board effectiveness, is provided in the Directors' Report in our U.K. Annual report. Additionally, the annual

Directors' remuneration and the Directors' remuneration policy is provided in the Directors' Remuneration Report.

Information regarding the Audit Committee and the Compensation Committee is provided in the Directors' Remuneration Report and in the Audit Committee Report in our U.K. Annual Report, respectively.

As of December 31, 2021, the Board of Directors' average tenure is less than 2 years and the Board members average age is 60.

The Board has delegated certain responsibilities to these committees. Membership, roles, duties and authority of these committees are described in their Terms of Reference, available in the website of the Company (www.atlantica.com). Terms of Reference are reviewed and updated by the Board on a yearly basis.

The directors, who served throughout 2021, and to the date of this Supplement on ESG to the U.K. Annual Report, were as follows:

Name	Role	Term
William Aziz	Director, Independent	Appointed on May 5, 2020.
Arun Banskota	Director	Appointed on April 28, 2020.
Debora Del Favero	Director, Independent	Appointed on May 5, 2020.
Brenda Eprile	Director, Independent	Appointed on May 5, 2020.
Michael Forsayeth	Director, Independent	Appointed on May 5, 2020.
Santiago Seage	Director and Chief Executive Officer	Appointed on December 17, 2013, resigned March 9, 2018, re-appointed on December 19, 2018 and elected on June 20, 2019.
George Trisic	Director	Appointed on October 9, 2020.
Michael Woollcombe	Director, Independent and Chair of the Board	Appointed on May 5, 2020.

There are no family relationships among any of our executive officers or directors. There are no potential conflicts of interest between the private interests or other duties of the members of the Board of Directors listed above and their duties to Atlantica, except in the case of Mr. Banskota, who serves as President and Chief Executive Officer at Algonquin, and Mr. Trisic, who served as Chief Governance Officer at Algonquin until April 2022.

- Detailed biographical information on Atlantica's Board of Directors is available on our website. In 2020, Directors' appointments resulted in a balanced Board structure in terms of diverse professional and industry backgrounds (i.e., financial, legal and regulatory, governance, diversity and social responsibility, energy sector, etc.), gender and geographic experience (i.e., experience in international business environments). The Directors' appointment enhanced making good use of complementary views, insights and opinions to assess problems from a broader point of view, in order to consider the best interests of all stakeholders, as proven in the Board member profiles

Shareholder Engagement

Atlantica's Board is accountable to its shareholders. Each year, at the Annual General Meeting, shareholders have the opportunity to elect each member of our Board of Directors and to vote on the Directors' remuneration report and policy.

The proposals are published in our Annual Proxy Statement and voted on by shareholders in conjunction with the Annual General Meeting.

Proxy Item	2022	2021	2020	2019
% shares present	75.1%	74.6%	72.7%	72.1%

	Percentage Vote "For"[30]			
Proxy Item	2022	2021	2020	2019
- Annual report and accounts	100.0%	100.0%	99.9%	100.0%
- Directors' remuneration report	98.8%	96.7%	95.6%	98.5%
- Directors' remuneration policy	-	96.6%	88.3%	89.9%
- Election of directors (average)	99.2%	99.9%	37.0%	-
- Re-election of Santiago Seage as director	99.6%	99.6%	-	98.0%
- Appointment of independent auditor	99.9%	99.9%	-	-
- Redemption of share premium account	-	99.8%	-	100.0%
- Authorize the Company to purchase its own shares	-	-	-	78.1%
- Audit committee to determine auditors' remuneration	99.8%	99.9%	-	-
- Change the Company name	-	-	99.9%	-
- Appropriation of Distributable Profits and Deeds of Release	-	-	99.5%	-
- Authorize the Board of Directors to issue shares	98.8%	98.1%	99.9%	-
- Disapplication of pre-emption rights	-	-	74.6%	-
- Disapplication of pre-emptive rights up to an additional amount of approximately a 10% of the aggregate nominal value of the issued share capital of the Company	78.7%	80.1%	-	-
- Authorize the Board of Directors to issue equity securities without preemptive rights up to approximately a 10% of the aggregate nominal value of the issued share capital of the Company	97.4%	99.8%	-	-

[30] Defined as For/(For+Against), expressed as a percentage. Non-voters are not included in the calculation.

Other Information

Other Information

Asset Portfolio

The following table provides an overview of our current assets as of December 31, 2021:

Assets	Type	Ownership	Location	Currency [9]	Capacity (Gross)	Counterparty Credit Ratings[10]	COD*	Contract Years Remaining[16]
Solana	Renewable (Solar)	100%	Arizona (USA)	USD	280 MW	BBB+/A3/ BBB+	2013	22
Mojave	Renewable (Solar)	100%	California (USA)	USD	280 MW	BB-/--/BB	2014	18
Coso	Renewable (Geothermal)	100%	California (USA)	USD	135 MW	Investment grade [14]	1987/ 1989	17
Elkhorn Valley	Renewable (Wind)	49%	Oregon (USA)	USD	101 MW	BBB/A3/--	2007	6
Prairie Star	Renewable (Wind)	49%	Minnesota (USA)	USD	101 MW	--/A3/A-	2007	6
Twin Groves II	Renewable (Wind)	49%	Illinois (USA)	USD	198 MW	BBB-/Baa2/--	2008	4
Lone Star II	Renewable (Wind)	49%	Texas (USA)	USD	196 MW	Not rated	2008	1
Chile PV 1	Renewable (Solar)	35%[8]	Chile	USD	55 MW	N/A	2016	N/A
Chile PV 2	Renewable (Solar)	35%[8]	Chile	USD	40 MW	Not rated	2017	9
La Sierpe	Renewable (Solar)	100%	Colombia	COP	20 MW	Not rated	2021	14
Palmatir	Renewable (Wind)	100%	Uruguay	USD	50 MW	BBB/Baa2/BBB-[12]	2014	12
Cadonal	Renewable (Wind)	100%	Uruguay	USD	50 MW	BBB/Baa2/BBB-[12]	2014	13
Melowind	Renewable (Wind)	100%	Uruguay	USD	50 MW	BBB/Baa2/BBB-	2015	14
Mini-Hydro	Renewable (Hydraulic)	100%	Peru	USD	4 MW	BBB+/ Baa1/BBB	2012	11
Solaben 2 & 3	Renewable (Solar)	70%[1]	Spain	Euro	2x50 MW	A/Baa1/A-	2012	16/16
Solacor 1 & 2	Renewable (Solar)	87%[2]	Spain	Euro	2x50 MW	A/Baa1/A-	2012	15/15
PS10/PS20	Renewable (Solar)	100%	Spain	Euro	31 MW	A/Baa1/A-	2007& 2009	10/12
Helioenergy 1 & 2	Renewable (Solar)	100%	Spain	Euro	2x50 MW	A/Baa1/A-	2011	15/15
Helios 1 & 2	Renewable (Solar)	100%	Spain	Euro	2x50 MW	A/Baa1/A-	2012	15/16
Solnova 1, 3 & 4	Renewable (Solar)	100%	Spain	Euro	3x50 MW	A/Baa1/A-	2010	13/13/14
Solaben 1 & 6	Renewable (Solar)	100%	Spain	Euro	2x50 MW	A/Baa1/A-	2013	17/17
Seville PV	Renewable (Solar)	80%[6]	Spain	Euro	1 MW	A/Baa1/A-	2006	14
Italy PV 1	Renewable (Solar)	100%	Italy	Euro	1.6 MW	BBB/Baa3/BBB	2010	9
Italy PV 2	Renewable (Solar)	100%	Italy	Euro	2.1 MW	BBB/Baa3/BBB	2011	9
Italy PV 3	Renewable (Solar)	100%	Italy	Euro	2.5 MW	BBB/Baa3/BBB	2012	10

Assets	Type	Ownership	Location	Currency (9)	Capacity (Gross)	Counterparty Credit Ratings(10)	COD*	Contract Years Remaining(16)
Kaxu	Renewable (Solar)	51%(3)	South Africa	Rand	100 MW	BB-/Ba2/ BB-(11)	2015	13
Calgary	Efficient natural gas	100%	Canada	CAD	55 MWt	~41% A+ or higher(15)	2010	19
ACT	Efficient natural gas	100%	Mexico	USD	300 MW	BBB/ Ba3/ BB-	2013	11
Monterrey	Efficient natural gas	30%	Mexico	USD	142 MW	Not rated	2018	17
ATN (13)	Transmission line	100%	Peru	USD	379 miles	BBB+/ Baa1/BBB	2011	19
ATS	Transmission line	100%	Peru	USD	569 miles	BBB+/ Baa1/BBB	2014	22
ATN 2	Transmission line	100%	Peru	USD	81 miles	Not rated	2015	11
Quadra 1 & 2	Transmission line	100%	Chile	USD	49 miles/ 32 miles	Not rated	2014	13/13
Palmucho	Transmission line	100%	Chile	USD	6 miles	BBB/-/ A-	2007	16
Chile TL3	Transmission line	100%	Chile	USD	50 miles	A/A1/A-	1993	Regulated
Skikda	Water	34.2%(4)	Algeria	USD	3.5 M ft^3/day	Not rated	2009	12
Honaine	Water	25.5%(5)	Algeria	USD	7 M ft^3/ day	Not rated	2012	16
Tenes	Water	51%(7)	Algeria	USD	7 M ft^3/ day	Not rated	2015	18

Notes:

(1) Itochu Corporation, holds 30% of the shares in both Solaben 2 and Solaben 3.
(2) JGC, holds 13% of the shares in each of Solacor 1 and Solacor 2.
(3) Kaxu is owned by the Company (51%), Industrial Development Corporation of South Africa (29%) and Kaxu Community Trust (20%).
(4) Algerian Energy Company, SPA owns 49% of Skikda and Sacyr Agua, S.L. ("Sacyr") owns the remaining 16.8%.
(5) Algerian Energy Company, SPA owns 49% of Honaine and Sacyr owns the remaining 25.5%.
(6) Instituto para la Diversificacion y Ahorro de la Energia holds 20% of the shares in Seville PV.
(7) Algerian Energy Company, SPA owns 49% of Tenes.
(8) 65% of the shares in Chile PV 1 and Chile PV 2 are held by financial partners at our renewable energy platform in Chile.
(9) Certain contracts denominated in U.S. dollars are payable in local currency.
(10) Reflects the counterparty's credit ratings issued by Standard & Poor's Ratings Services, or S&P, Moody's Investors Service Inc., or Moody's, and Fitch Ratings Ltd, or Fitch.
(11) Refers to the credit rating of the Republic of South Africa. The offtaker is Eskom, which is a state-owned utility company in South Africa.
(12) Refers to the credit rating of Uruguay, as UTE (Administracion Nacional de Usinas y Transmisoras Electricas) is unrated.
(13) Including the acquisition of ATN Expansion 1 & 2.
(14) Refers to the credit rating of two Community Choice Aggregators: Silicon Valley Clean Energy and Monterrey Bar Community Power, both with A Rating from S&P and Southern California Public Power Authority. The third off-taker is not rated.
(15) Refers to the credit rating of a diversified mix of 22 high credit quality clients (~41% A+ rating or higher, the rest is unrated).
(16) As of December 31, 2021.
(*) Commercial Operation Date.

Definitions

Unless otherwise specified or the context requires otherwise in this Supplement on ESG to the U.K. Annual Report:

- references to "Abengoa" refer to Abengoa, S.A., together with its subsidiaries, or Abenewco1, S.A. together with its subsidiaries, unless the context otherwise requires;
- references to "ACT" refer to the gas-fired cogeneration facility located inside the Nuevo Pemex Gas Processing Facility near the city of Villahermosa in the State of Tabasco, Mexico;
- references to "ADEQ" refer to Arizona's Departments of Environmental Quality;
- references to "Adjusted EBITDA" have the meaning set forth in the Section entitled "Non-GAAP Financial Measures" in the section "Financial review".
- references to "Algonquin" refer to, as the context requires, either Algonquin Power & Utilities Corp., a North American diversified generation, transmission and distribution utility, or Algonquin Power & Utilities Corp. together with its subsidiaries;
- references to "Annual Consolidated Financial Statements" refer to the audited annual consolidated financial statements as of December 31, 2021 and 2020, including the related notes thereto, prepared in accordance with IFRS as issued by the IASB (as such terms are defined herein), included in Atlantica Sustainable Infrastructure's U.K. Annual Report;
- references to "ASI Operations" refer to ASI Operations LLC;
- references to "Atlantica" refer to Atlantica Sustainable Infrastructure plc and, where the context requires, Atlantica Sustainable Infrastructure plc together with its consolidated subsidiaries;
- references to "Atlantica Jersey" refer to Atlantica Sustainable Infrastructure Jersey Limited, a wholly-owned subsidiary of Atlantica;
- references to "ATN" refer to ATN S.A., the operational electronic transmission asset in Peru, which is part of the Guaranteed Transmission System;
- references to "ATS" refer to ABY Transmision Sur S.A.;
- references to "AVERT" refer to Avoided Emissions and Generation Tool a U.S. national weighted average CO_2 marginal emission rate, to convert reductions of kilowatt-hours into avoided units of CO_2 emissions;
- references to "Befesa Agua Tenes" refer to Befesa Agua Tenes, S.L.U;
- references to "cash available for distribution" or CAFD refer to the cash distributions received by the Company from its subsidiaries minus cash expenses of the Company, including third party debt service and general and administrative expenses;
- references to "Calgary District Heating" refer to the district heating asset in Canada, which we agreed to acquire in the fourth quarter of 2020 for a total equity investment of approximately $20 million, subject to conditions precedent and regulatory approvals;

- references to "CDP" refer to Carbon Disclosure Project a leading provider of environmental management and transparency and rates more than 9,600 companies with assets of US$106 trillion and representing over 50% of global market capitalization;
- references to "CEDA" refer to Comprehensive Environmental Data Archive that hosts over 13 Petabytes of atmospheric and earth observation data;
- references to "Chile PV 1" refer to the solar PV plant of 55 MW located in Chile;
- references to "Chile PV 2" refer to the solar PV plant of 40 MW located in Chile;
- references to "Chile TL 3" refer to the 50-mile transmission line located in Chile;
- references to "Chile TL 4" refer to the 63-mile transmission line located in Chile;
- references to "Corruption" consists of the abuse of power with the goal of private gain and can be initiated by individuals in the public or private sector. Corrupt practices include, but are not limited to, bribes, extortion, collusion, conflicts of interest and money laundering;
- references to "COD" refer to the commercial operation date of the applicable facility;
- references to "Coso" refer to the 135 MW geothermal plant located in California acquired in April 2021;
- references to "DOE" refer to the U.S. Department of Energy;
- references to "EMEA" refer to Europe, Middle East and Africa;
- references to "EPC" refer to engineering, procurement and construction;
- references to "EPA" refer to United States Environmental Protection Agency;
- references to "ETF" refer to passively managed funds;
- references to "EURIBOR" refer to Euro Interbank Offered Rate, a daily reference rate published by the European Money Markets Institute, based on the average interest rates at which Eurozone banks offer to lend unsecured funds to other banks in the euro wholesale money market;
- references to "EU" refer to the European Union;
- references to "Federal Financing Bank" refer to a U.S. government corporation by that name;
- references to "FCPA" refer to U.S. Foreign Corrupt Practices Act;
- references to "Frequency with Leave Index" (FWLI) refer to the total number of recordable accidents with leave (lost time injury) recorded in the last 12 months per million of worked hours;
- references to "GEI" refer to Gender-Equality Index, an index that includes 380 companies across 11 sectors and 44 countries and regions. It measures disclosure and gender equality using indicators across five areas: female leadership and talent pipeline, equal pay and gender pay parity, inclusive culture, sexual harassment policies, and pro-women brand;
- references to "General Frequency Index" (GFI) refer to the total number of recordable accidents with leave (lost time injury) recorded in the last twelve months per million of worked hours;
- references to "Green Exchangeable Notes" refer to the $115 million green exchangeable senior notes due in 2025 issued by Atlantica Jersey on July 17, 2020, and fully and unconditionally

guaranteed on a senior, unsecured basis, by Atlantica;

- references to "GRI" refers to Global Reporting Initiative standards, an internationally recognized standardized framework for disclosing economic, environmental and social performance;
- references to "Gross capacity" refers to the maximum, or rated, power generation capacity, in MW, of a facility or group of facilities, without adjusting for the facility's power parasitic consumption, or by our percentage of ownership interest in such facility as of December 31, 2021;
- references to "GWh" refer to gigawatt hour;
- references to "GW" refer to gigawatts;
- references to "IFRS as issued by the IASB" refer to International Financial Reporting Standards as issued by the International Accounting Standards Board;
- references to "ILO" refer to International Labour Rights;
- references to "Independent Director" refers to, following Nasdaq rules, a person other than an officer or employee of a company or its subsidiaries or a person who, in the opinion of the board of directors, has a relationship that would interfere with the exercise of independent judgment in carrying out the responsibilities of a director. Atlantica has chosen to follow the requirements of the NASDAQ Listing Rules in terms of corporate governance. As of December 31, 2021, Atlantica has determined that the non-executive directors Mr. Aziz, Ms. Del Favero, Ms. Eprile, Mr. Forsayeth and Mr. Woollcombe are independent directors as they do not have a relationship that would interfere with the exercise of independent judgment in carrying out the responsibilities of a director. Mr. Banskota and Mr. Trisic were considered non-independent based on their relationship with Algonquin, which is currently Atlantica's largest shareholder.
- references to "IPO" refer to our initial public offering of ordinary shares in June 2014;
- references to "Italy PV" refer to the six solar PV plants located in Italy with combined capacity of 6.2 MW;
- references to "IPCC" refer to the Intergovernmental Panel on Climate Change;
- references to "ITC" refer to investment tax credits;
- references to "La Sierpe" refer to the 20MW solar asset in Colombia to be acquired from Algonquin by mid-2021, subject to customary conditions;
- references to "LDR" refer to Lost Day Rate calculated as "(Lost Days in a Year / Total Worked-Hours) * 200,000 worked-hours;
- references to "Liberty GES" refer to Liberty Global Energy Solutions B.V., a subsidiary of Algonquin formerly known as Abengoa- Algonquin Global Energy Solutions B.V. (AAGES) which invests in the development and construction of contracted clean energy and water infrastructure contracted assets;
- references to "Liberty Interactive" refer to Liberty Interactive Corporation;
- references to "Liberty Interactive Ownership Interest in Solana" refer to Class A membership interests of ASO Holdings Company LLC (the holding company of Arizona Solar One LLC, owner of the 250 MW net (280 MW gross) solar electric generation facility located in Maricopa County,

Arizona, known as the Solana plant), previously owned by Liberty Interactive and purchased by us on August 17, 2020;

- references to "Liberty GES ROFO Agreement" refer to the agreement we entered into with Liberty GES on March 5, 2018, that provides us a right of first offer to purchase any of the assets offered for sale thereunder, as amended and restated from time to time;
- references to "LIBOR" refer to London Interbank Offered Rate;
- references to "Lost time injury rate" refer to the total number of recordable accidents with leave (lost time injury) recorded in the last 12 months per two hundred thousand worked hours;
- references to "Logrosan" refer to Logrosan Solar Inversiones, S.A.;
- references to "LTIP" refer to the long-term incentive plans approved by the Board of Directors;
- references to "Mft3M ft3" refer to million standard cubic feet;
- references to "Monterrey" refer to the 142 MW gas-fired engine facility including 130 MW installed capacity and 12 MW battery capacity, located in, Monterrey, Mexico;
- references to "NMFR" refer to Near Miss Frequency Rate described by Sustainable Accounting Standards as near misses, unsafe acts and unsafe conditions frequency rate;
- references to "Multinational Investment Guarantee Agency" refer to Multinational Investment Guarantee Agency, a financial institution member of the World Bank Group which offers political insurance and credit enhancement guarantees;
- references to "MW" refer to megawatts;
- references to "MWh" refer to megawatt hour;
- references to "Moody's" refer to Moody's Investor Service Inc.; - references to "NOL" refer to net operating loss;
- references to "O&M" refer to operation and maintenance services provided at our various facilities;
- references to "operation" refer to the status of projects that have reached COD (as defined above);
- references to "Pemex" refer to Petroleos Mexicanos;
- references to "PG&E" refer to PG&E Corporation and its regulated utility subsidiary, Pacific Gas and Electric Company collectively;
- references to "PPE" refer to personal protective equipment.
- references to "PPA" refer to the power purchase agreements through which our power generating assets have contracted to sell energy to various off-takers;
- references to "PTS" refer to Pemex Transportation System;
- references to "Rioglass" refer to Rioglass Solar Holding, S.A.;
- references to "ROFO" refer to a right of first offer;
- references to "ROFO agreements" refer to the AAGES ROFO Agreement and Algonquin ROFO Agreement;

- references to “SASB” refer to Sustainability Accounting Standards Board a guidance intended for use in communications to investors regarding sustainability issues that are likely to impact corporate ability to create value over the long term;
- references to the “Shareholders’ Agreement” refer to the agreement by and among Algonquin Power & Utilities Corp., Abengoa-Algonquin Global Energy Solutions and Atlantica Sustainable Infrastructure plc, dated March 5, 2018, as amended;
- references to “Solnova 1, 3 & 4” refer to a 150 MW concentrating solar power facility wholly owned by Atlantica, located in the municipality of Sanlucar la Mayor, Spain;
- references to “S&P” refer to S&P Global Rating;
- references to “SDG” refer to Sustainable Development Goals a total of 17 goals defined by the UNG;
- references to “Tenes” refer to the water desalination plant in Algeria, which is 51% owned by Befesa Agua Tenes;
- references to “Total-Record Incident” refer to the total number of recordable accidents with and without leave (lost time injury) recorded in the last 12 months per two hundred thousand worked hours;
- references to “TFCD” refer to Task Force on Climate related Financial Disclosures, a set of recommendations focused on four thematic areas that represent core operational elements, including: Governance, Strategy, Risk Management and Metrics and Targets;
- references to “U.K.” refer to the United Kingdom;
- references to “UNGC” refer to United Nations Global Compact, world’s largest corporate sustainability initiative;
- reference to “U.S.” or “United States” refer to the United States of America;
- references to “WRI” refer to World Resources Institute;
- references to “WTT DEFRA” refer to Well to Tank from the Department for Environment, Food and Rural Affairs;
- references to “we,” “us,” “our,” “Atlantica” and the “Company” refer to Atlantica Sustainable Infrastructure plc and its subsidiaries, unless the context otherwise requires.

Reconciliation of Adjusted EBITDA and Cash Available For Distribution to Profit for the period attributable to the Company

(in thousands of U.S. dollars)	For the year ended December 31,	
	2021	2020
Profit/(loss) for the period attributable to the Company	**$ (30,080)**	**$ 11,968**
Profit/(loss) attributable to non-controlling interest	19,162	4,906
Income tax	36,220	24,877
Depreciation and amortization, financial expense and income tax expense of unconsolidated affiliates (pro rata of our equity ownership)	18,753	13,958
Financial expense, net	340,892	331,810
Depreciation, amortization, and impairment charges	439,441	408,604
Adjusted EBITDA	**$ 824,388**	**$ 796,123**
Atlantica's pro-rata share of EBITDA from unconsolidated affiliates	(31,057)	(14,468)
Non-monetary Items	55,809	(43,943)
Accounting provision for electricity market prices in Spain	*77,055*	*(22,311)*
Difference between billings and revenue in assets accounted for as concessional financial assets	*38,890*	*43,343*
Income from cash grants in the US	*(58,711)*	*(58,868)*
Other non-monetary items	*(1,424)*	*(6,108)*
Dividends from equity method investments	34,883	22,246
Interest and income tax paid	(342,263)	(287,239)
Principal amortization of indebtedness	(318,991)	(260,422)
Deposits into/ withdrawals from restricted accounts[1]	27,233	87,177
Change in non-restricted cash at project level[1]	2,209	(78,618)
Dividends paid to non-controlling interests	(28,134)	(22,944)
Changes in other assets and liabilities	1,470	2,779
Cash Available For Distribution	**$ 225,547**	**$ 200,691**

Reconciliation of Adjusted EBITDA to Net Cash Provided by Operating Activities

(in thousands of U.S. dollars)	For the year ended December 31	
	2021	2020
Net cash provided by operating activities	**$ 505,623**	**$ 438,221**
Net interest and income tax paid	342,263	287,239
Changes in working capital	3,127	10,902
Other non-monetary items	(55,809)	43,943
Atlantica's pro-rata share of EBITDA from unconsolidated affiliates and other	29,184	15,818
Adjusted EBITDA	**$ 824,388**	**$ 796,123**

Reconciliation of CAFD to CAFD per share

(in thousands of U.S. dollars)	For the year ended December 31	
	2021	2020
CAFD (in thousands of U.S. dollars)	**$ 225,547**	**$ 200,691**
Weighted Number of Shares (basic) for the period (in thousands)	111,008	101,879
CAFD per share (in U.S. dollars)	**$ 2.0318**	**$ 1.9699**

Reconciliation of Adjusted EBITDA Margin to Operating Profit Margin

(in thousands of U.S. dollars)	For the year ended December 31	
	2021	2020
Revenue	**$ 1,211,749**	**$ 1,013,260**
Profit/(loss) for the period attributable to the Company	**$ (30,080)**	**$ 11,968**
Profit/(loss) attributable to non-controlling interest	19,162	4,906
Income tax	36,220	24,877
Share of loss/(profit) of associates carried under the equity method	(12,304)	(510)
Financial expense, net	340,892	331,810
Operating profit	**$ 353,890**	**$ 373,051**
Operating profit margin	**29.2%**	**36.8%**
Depreciation, amortization, and impairment charges	36.3%	40.3%
Atlantica's pro-rata share of EBITDA from unconsolidated affiliates	2.6%	1.4%
Adjusted EBITDA margin[1]	**68.0%**	**78.6%**

Global Reporting Initiative (GRI) Content index

At Atlantica, we follow the GRI standards, an internationally recognized standardized framework for disclosing economic, environmental and social performance. Our Supplement on ESG to the 2021 U.K. Annual Report qualifies at GRI's core level. We also provide information on additional standard disclosures where data is available.

GRI Standard	Description, section(s) and/or URL(s)
GRI 101: Foundation 2016	
Principles for defining report content and quality, and the process for sustainability reporting using the GRI Standards.	This report adheres to the following principles: • Stakeholder inclusiveness • Sustainability context • Materiality • Completeness • Accuracy • Balance • Clarity • Comparability • Reliability • Timeliness
GRI 102: General Disclosures 2016	
Organizational Profile	
102-1 Name of organization	Atlantica Sustainable Infrastructure plc
102-2 Activities, brands, products and services	Atlantica in Two Minutes U.S. Securities Exchange Commission Form 20-F (Page F-16)
102-3 Location of headquarters	Great West Road, Brentford TW8 9DF, Greater London (United Kingdom)
102-4 Location of operations	Our Business Model and Strategy (U.K. Annual Report publicly available on our website report Page 8) Detailed asset portfolio: U.S. Securities Exchange Commission Form 20-F (pages F-16 and F-17)
102-5 Ownership and legal form	Atlantica Sustainable Infrastructure plc common shares trade on the Nasdaq Stock Exchange under the symbol "AY"
102-6 Markets served	Our Business Model and Strategy (U.K. Annual Report Page 8) Key Performance Indicators Detailed asset portfolio: U.S. Securities Exchange Commission Form 20-F (Governance Section, Asset Portfolio)
102-7 Scale of organization	Key Performance Indicators Human Capital (Social Sustainability) Atlantica's website: www.atlantica.com
102-8 Information on employees and other workers	Human Capital (Social Sustainability) supply chain management
102-9 Supply chain	Supply Chain Management (Social Sustainability)
102-10 Significant changes to the organization and its supply chain	Supply Chain Management (Social Sustainability) Capital Structure (Governance Section)
102-11 Precautionary Principle or approach	We apply the Precautionary Principle consistently when we assess risks related to the Environment in all our activities. We refer to the Environmental area (Environmental Sustainability), TCFD disclosure (Environmental Sustainability) and, Risks and Opportunities disclosed in our CDP Climate Change Questionnaire

	We also make a broad disclosure of Atlantica's risks in our annual financial report U.S. Securities Exchange Commission Form 20-F (Risk Factor; page 14) and in our U.K. Annual Report (page 33 out of 248).
102-12 External initiatives	About this Supplement on ESG to the U.K. Annual Report. We comply with the following external initiatives: - The Global Reporting Initiative (GRI). - The Sustainability Accounting Standards (SASB). - Task Force Climate Change (TCFD). - The U.N. Sustainable Development Goals. - ISO Standard 9001, 14001 and 45001.
102-13 Membership of associations	Business ethics (Governance Section)

Strategy

102-14 Statement from senior decision-maker	Sustainability Governance (Governance Section)
102-15 Key impacts, risks, and opportunities	About this Supplement on ESG to the U.K. Annual Report: Materiality Assessment Our Business Model and Strategy (U.K. Annual Report Page 8) TCFD (Environmental Sustainability) Principal Risks and Uncertainties (U.K. Annual Report Page 32) Business Ethics (Governance Section): Compliance Committee U.S. Securities Exchange Commission Form 20-F (Risk factors; page 12)

Ethics and Integrity

102-16 Values, principles, standards, and norms of behavior	Our Business Model and Strategy (U.K. Annual Report Page 8): Purpose and Values Business Ethics (Governance Section); Code of conduct, Suppliers Code of Conduct, anti-bribery and corruption policy available in our webpage
102-17 Mechanisms for advice and concerns about ethics	Our Business Model and Strategy (U.K. Annual Report Page 8): Purpose and Values Business Ethics (Governance Section)
102-18 Governance structure	Sustainability Governance (Governance Section) Directors' Report (U.K. Annual Report) Atlantica's webpage: Corporate Governance Section
102-19 Delegating authority	Business Ethics (Governance Section); Sustainability Governance (Governance Section)
102-20 Executive-level responsibility for economic, environmental, and social topics	Sustainability Governance (Governance Section)
102-21 Consulting stakeholders on economic, environmental, and social topics	Sustainability Governance (Governance Section)
102-22 Composition of the highest governance body and its committees	Sustainability Governance (Governance Section) Directors' Report (U.K. Annual Report Page 85)
102-23 Chair of the highest governance body	Sustainability Governance (Governance Section) Directors' Report (U.K. Annual Report Page 85)
102-24 Nominating and selecting the highest governance body	Sustainability Governance (Governance Section) Directors' Report (U.K. Annual Report Page 85)
102-25 Conflicts of interest	Directors' Report (U.K. Annual Report Page 85)

102-26 Role of highest governance body in setting purpose, values, and strategy	Sustainability Governance (Governance Section) Directors' Report (U.K. Annual Report Page 85)
102-27 Collective knowledge of highest governance body	Sustainability Governance (Governance Section) Directors' Report (U.K. Annual Report Page 85)
102-28 Evaluating the highest governance body's performance	Directors' Report (U.K. Annual Page 85)
102-29 Identifying and managing economic, environmental, and social impacts	About this Supplement on ESG to the U.K. Annual Report: Materiality assessment Sustainability Governance (Governance Section) Directors' Report (U.K. Annual Report Page 85)
102-30 Effectiveness of risk management processes	Sustainability Governance (Governance Section) Directors' Report (U.K. Annual Report Page 85)
102-31 Review of economic, environmental, and social topics	Sustainability Governance (Governance Section) Directors' Report (U.K. Annual Report Page 85)
102-32 Highest governance body's role in sustainability reporting	Sustainability Governance (Governance Section) Directors' Report (U.K. Annual Report Page 85)
102-33 Communicating critical concerns	About this Supplement on ESG to the U.K. Annual Report: ESG functions at the management level Sustainability Governance (Governance Section) Directors' Report (U.K. Annual Report Page 85)
102-34 Nature and total number of critical concerns	Business Ethics (Governance Section) Sustainability Governance (Governance Section) Directors' Report (U.K. Annual Report Page 85)
102-35 Remuneration policies	Directors' Remuneration Report (U.K. Annual Report Page 108)
102-36 Process for determining remuneration	Directors' Remuneration Report (U.K. Annual Report Page 108)
102-37 Stakeholders' involvement in remuneration	Directors' Remuneration Report (U.K. Annual Report Page 108) Shareholder engagement (Governance Section,)

Stakeholder Engagement

102-40 List of stakeholder groups	About this Supplement on ESG to the U.K. Annual Report: Stakeholder Engagement Stakeholder engagement policy available on our website Environment (Environmental Sustainability), Supply chain management (Social Sustainability); Human Capital (Social Sustainability); Local Communities (Social Sustainability)
102-41 Collective bargaining agreements	Human Capital (Social Sustainability): Collective Bargaining Agreements
102-42 Identifying and selecting stakeholders	About this Supplement on ESG to the U.K. Annual Report: Materiality Assessment and Stakeholder Engagement
102-43 Approach to stakeholder engagement	About this Supplement on ESG to the U.K. Annual Report: Materiality Assessment and Stakeholder Engagement
102-44 Key topics and concerns raised	About this Supplement on ESG to the U.K. Annual Report: Materiality Assessment and Stakeholder Engagement

Reporting Practice

102-45 Entities included in the consolidated financial statements	Entities included in the consolidated financial statements are entities in which Atlantica has control and its associates
102-46 Defining report content and topic Boundaries	About this Supplement on ESG to the U.K. Annual Report: Materiality Assessment
102-47 List of material topics	About this Supplement on ESG to the U.K. Annual Report: Materiality Assessment
102-48 Restatements of information	Not applicable
102-49 Changes in reporting	No significant changes occurred during 2021 compared to previous years
102-50 Reporting period	January 1, 2021 to December 31, 2021
102-51 Date of most recent report	June 2021, covering calendar year 2020
102-52 Reporting cycle	Annual
102-53 Contact point for questions regarding the report	Leire Perez; Gabriel Deniz sustainability@atlantica.com, or ir@atlantica.com
102-54 Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option
102-55 GRI content index	Global Reporting Initiative (GRI) Content index
102-56 External assurance	About this Supplement on ESG to the U.K. Annual Report: Data Review - GHG emissions scope 1, 2 and 3: 100% externally reviewed - Non-GHG emissions, water and waste KPIs 100% externally reviewed - Asset Management (Social Sustainability): ISO 9001, 14001 and 45,001 in-place, environmental and quality management system audited by DNV
GRI 103: Management Approach 2016	
103-1 Explanation of the material topic and its Boundary	About this Supplement on ESG to the U.K. Annual Report: Materiality Assessment Our Business Model and Strategy (U.K. Annual Report Page 8)
103-2 The management approach and its components	About this Supplement on ESG to the U.K. Annual Report: Materiality Assessment and Purpose and Values Sustainability Governance (Governance Section) Key management committees, responsibilities, policies, commitments, targets are addressed in the Environment, Social and Governance sections.
103-3 Evaluation of the management approach	About this Supplement on ESG to the U.K. Annual Report: Materiality Assessment and Purpose and Values Sustainability Governance (Governance Section) Key management committees disclosed throughout the Supplement on ESG to the U.K. Annual Report Directors' Report (U.K. Annual Report Page 85) Independent Auditor's Report U.S. Securities Exchange Commission Form 20-F Atlantica periodically performs internal analysis comparing current practices with benchmarks in different areas. The Compliance Committee analyses periodically best practices and benchmarks to improve our compliance practices over time. The Board of Directors reviews annually Atlantica's board practices and compares them to best practices following recommendations from the UK Institute of Directors and the main proxy advisors incorporating recommendations whenever possible.

	Sustainalytics, CDP, S&P CSA ESG assessments provide valuable information and have been used internally to improve certain areas following best practices. Asset management functions are a core part of our business and are also periodically evaluated against best practices.

Specific Standard Disclosures
Category: Economic

GRI 201: Economic Performance 2016

103-1 Explanation of the material topic and its Boundary	Key Performance Indicators
201-1 Direct economic value generated and distributed	Direct economic value generated, distributed and retained for the year ended December 31, 2021, 2020 and 2019:

$ in Millions	2021	2020	2019
Economic Value Generated	**1,290**	**1,120**	**1,109**
Revenue	1,212	1,013	1,012
Other Operating Income	75	100	94
Financial Income	3	7	4
Economic Value Distributed	**(1,030)**	**(793)**	**(764)**
Operating costs, including wages and benefits	(493)	(331)	(294)
Payments to providers of capital	(484)	(445)	(469)
Payments to Government*	(52)	(16)	0
Community Investments**	(1)	(1)	(1)
Economic Value Retained	**260**	**327**	**345**

Key Note: Figures were determined according to the GRI guidelines
* Income Tax Paid
** Community Investments in the U.S., Peru, Spain, South Africa and Algeria

Key Performance Indicators

Local Communities (Social Sustainability section)

Detailed financial information provided in our annual report: U.S. Securities Exchange Commission Form 20-F (Page 96)

201-2 Financial implications and other risks and opportunities due to climate change	Task Force on Climate-Change (Environmental Sustainability) CDP's climate change questionnaire at www.atlantica.com
201-3 Defined benefit plan obligations and other retirement plans	The Company does not have any defined benefit compensation plans. The only retirement obligations are related to 401(k) plans in the U.S. in accordance with the regulation in place and in the U.K. also in accordance with the regulation in place.
201-4 Financial assistance received from government	No financial assistance or similar was received in 2021, 2020 or 2019.

GRI 204: Procurement Practices

103-1 Explanation of the material topic and its Boundary	About this Supplement on ESG to the U.K. Annual Report: Materiality Assessment
204-1 Proportion of spending on local suppliers	Supply chain management (Social Sustainability)

GRI 205: Anti-Corruption 2016	
103-1 Explanation of the material topic and its Boundary	About this Supplement on ESG to the U.K. Annual Report: Materiality Assessment Atlantica's Webpage: Corporate Governance Section
205-1 Operations assessed for risks related to corruption	Business Ethics (Governance Section): 2021 New and Updated Compliance Policies Directors' Report (U.K. Annual Report Page 85): Audit Committee
205-2 Communication and training about anti-corruption policies and procedures	Business Ethics (Governance Section): 2021 New and Updated Compliance Policies
205-3 Confirmed incidents of corruption and actions taken	No incidents of corruption were identified in 2021, 2020 and 2019. Business Ethics (Governance Section): 2021 New and Updated Compliance Policies.

GRI 206: Anti-Competitive Behavior 2016	
103-1 Explanation of the material topic and its Boundary	About this Supplement on ESG to the U.K. Annual Report: Materiality Assessment Atlantica's Webpage: Corporate Governance Section
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No legal actions or anti-competitive behavior, anti-trust, or monopoly practices have been taken in 2021, 2020 and 2019

GRI 207: Tax 2019	
207-1 Approach to tax	Tax Strategy: Tax Management
207-2 Tax governance, control, and risk management	Tax governance bodies and organization: Tax Management
207-3 Stakeholder engagement and management of concerns related to tax	Tax stakeholder engagement, management of stakeholder concerns, and mechanisms for reporting tax unethical or unlawful behaviour: Tax Management
207-4 Country-by-country reporting	N/A

Category: Environmental

GRI 302: Energy 2016	
103-1 Explanation of the material topic and its Boundary	About this Supplement on ESG to the U.K. Annual Report: Materiality Assessment Environmental Sections: Environmental Sustainability
302-1 Energy consumption within the organization	Greenhouse Gas Emissions (Environmental Sustainability): Energy Management CDP's climate change questionnaire provides further detailed information. Available at www.atlantica.com
302-2 Energy consumption outside of the organization	Partially disclosed. Energy consumption outside of the organization is included in our scope 3 GHG emissions.

302-3 Energy Intensity	Greenhouse Gas Emissions (Environmental Sustainability): Energy Management.
302-4 Reduction of energy consumption	Greenhouse Gas Emissions (Environmental Sustainability) Digital Transformation and Data Security (Governance Section) Partially disclosed. Confidentiality constraints.
302-5 Reductions in energy requirements of products and services	Greenhouse Gas Emissions (Environmental Sustainability) Innovation Management Partially disclosed. We have an in-house Advanced Analytics team in-place to improve the performance of our existing technologies. In addition, our Operations Department dedicates time and efforts to identify potential measures to improve efficiency at our assets. This could result in reduction of energy consumption over time.

GRI 303: Water and Effluents 2018	
103-1 Explanation of the material topic and its Boundary	About this Supplement on ESG to the U.K. Annual Report: Materiality Assessment Key Performance Indicators Task Force on Climate-Change (Environmental Sustainability) Water Management (Environmental Sustainability)
303 -1 Interactions with water as a shared resource	Water Management (Environmental Sustainability)
303-2 Management of water discharge-related impacts	Water Management (Environmental Sustainability)
303-3 Water withdrawal	Water Management (Environmental Sustainability)
303-4 Water discharge	Water Management (Environmental Sustainability)
303-5 Water consumption	Water Management (Environmental Sustainability)

GRI 304: Biodiversity 2016	
103-1 Explanation of the material topic and its Boundary	About this Supplement on ESG to the U.K. Annual Report: Materiality Assessment Biodiversity (Environmental Sustainability)
304-1: Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity (Environmental Sustainability) Partially disclosed: Unavailable information
304-2 Significant impacts of activities, products, and services on biodiversity	Biodiversity (Environmental Sustainability)
304-3 Habitats protected or restored	Biodiversity (Environmental Sustainability)
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Omission: Information unavailable

GRI 305: Emissions 2016	
103-1 Explanation of the material topic and its Boundary	About this Supplement on ESG to the U.K. Annual Report: Materiality Assessment Environmental section (Environmental Sustainability)

305-1 Direct (Scope 1) GHG emissions	Greenhouse Gas Emissions (Environmental Sustainability) CDP's climate change questionnaire provides further detailed information. Available at www.atlantica.com
305-2 Energy indirect (Scope 2) GHG emissions	Greenhouse Gas Emissions (Environmental Sustainability) CDP's climate change questionnaire provides further detailed information. Available at www.atlantica.com
305-3 Other indirect (Scope 3) GHG emissions	Greenhouse Gas Emissions (Environmental Sustainability) CDP's climate change questionnaire provides further detailed information. Available at www.atlantica.com
305-4 GHG emissions intensity	Greenhouse Gas Emissions (Environmental Sustainability): GHG Emission Rate per Unit of Energy Generated CDP's climate change questionnaire provides further detailed information. Available at www.atlantica.com
305-5 Reduction of GHG emissions	Greenhouse Gas Emissions (Environmental Sustainability) CDP's climate change questionnaire provides further detailed information. Available at www.atlantica.com
305-6 Emissions of ozone-depleting substances (ODS)	Omission: Information unavailable
305-7 Nitrogen oxides (NO_X), sulfur oxides (SO_X), and other significant air emissions	Greenhouse Gas Emissions (Environmental Sustainability): Air quality

GRI 306: Waste 2020	
306-1 Waste generation and significant waste-related impacts	Waste management (Environmental Sustainability)
306-2 Management of significant waste-related impacts	Waste management (Environmental Sustainability)
306-3 Waste generated	Waste management (Environmental Sustainability)
306-4 Waste diverted from disposal	Waste management (Environmental Sustainability)
306-5 Waste directed to disposal	Waste management (Environmental Sustainability)

GRI 307: Environmental Compliance 2016	
103-1 Explanation of the material topic and its Boundary	About this Supplement on ESG to the U.K. Annual Report: Materiality Assessment CDP's climate change questionnaire provides detailed information. Available at www.atlantica.com
307-1 Non-compliance with environmental laws and regulation	No significant fines or monetary sanctions.

Category: Social

GRI 401: Employment 2016	
103-1 Explanation of the material topic and its Boundary	About this Supplement on ESG to the U.K. Annual Report: Materiality Assessment Our Principles (Our Purpose and Values) Human Capital (Social Sustainability)
401-1 New employee hires and employee turnover	Human Capital (Social Sustainability)

401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	All benefits provided to full-time employees are the same to those provided to temporary or part-time employees.
401-3 Parental leave	Human Capital (Social Sustainability)

GRI 402: Labour/Management Relationship 2016	
103-1 Explanation of the material topic and its Boundary	About this Supplement on ESG to the U.K. Annual Report: Materiality Assessment Our Principles (Our Purpose and Values) Human Capital (Social Sustainability)
402-1 Minimum notice periods regarding operational changes	At Atlantica we generally provide a minimum of a two week notice prior to the implementation of significant operational changes that could substantially affect our employees. Where applicable, minimum number of weeks' notice is specified in the collective bargaining agreements. Unexpected events may require different notice periods.

GRI 403: Occupational Health and Safety 2018	
103-1 Explanation of the material topic and its Boundary	About this Supplement on ESG to the U.K. Annual Report: Materiality Assessment Occupational Health and safety (Social Sustainability)
403-1 Occupational health and safety management system	Occupational Health and safety (Social Sustainability)
403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and safety (Social Sustainability)
403-3 Occupational health services	Occupational Health and safety (Social Sustainability)
403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and safety (Social Sustainability): Health and safety committees held with asset employee representatives cover all the necessary topics to promote a positive health and safety culture in our assets.
403-5 Worker training on occupational health and safety	Occupational Health and safety (Social Sustainability)
403-6 Promotion of worker health	Occupational Health and safety (Social Sustainability)
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and safety (Social Sustainability)
403-8 Workers covered by an occupational health and safety management system	Occupational Health and safety (Social Sustainability)
403-9 Work-related injuries	Occupational Health and safety (Social Sustainability)
403-10 Work-related ill health	Atlantica does not have any work-places with high risk incidence of diseases

GRI 404: Training and Education 2016	
103-1 Explanation of the material topic and its Boundary	About this Supplement on ESG to the U.K. Annual Report: Materiality Assessment Human Capital (Social Sustainability) Asset Management (Social Sustainability): Asset Management Policy Occupational Health and Safety (Social Sustainability)
404-1 Average hours of training per year per employee	Human Capital (Social Sustainability): Development and training
404-2 Programs for upgrading employee skills and transition assistance programs	Human Capital (Social Sustainability): Development and training Atlantica has upgrading skills training programs for its employees. We do not have transition assistance programs resulting from retirement or termination of employment
404-3 Percentage of employees receiving regular performance and career development reviews	Human Capital (Social Sustainability): Development and training

GRI 405: Diversity and Equal Opportunity 2016	
103-1 Explanation of the material topic and its Boundary	About this Supplement on ESG to the U.K. Annual Report: Materiality Assessment Human Capital (Social Sustainability): Diversity and Inclusion Policy and Opportunities
405-1 Diversity of governance bodies and employees	Human Capital (Social Sustainability)
405-2 Ratio of basic salary and remuneration of women to men	Human Capital (Social Sustainability)

GRI 406: Non-discrimination 2016	
103-1 Explanation of the material topic and its Boundary	About this Supplement on ESG to the U.K. Annual Report: Materiality Assessment Human Capital (Social Sustainability); Business Ethics (Governance Section) Code of Conduct
406-1 Incidents of discrimination and corrective actions taken	Human Capital (Social Sustainability): Diversity and Inclusion Policy and Opportunities We have not received any communication with respect to incidents relating to potential situations of discrimination

GRI 407: Freedom of Association and Collective Bargaining 2016	
103-1 Explanation of the material topic and its Boundary	About this Supplement on ESG to the U.K. Annual Report: Materiality Assessment Our principles (Our Purpose and Values), Business ethics (Governance Section) Code of conduct and supplier code of conduct available on our website
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Our Principles (Our Purpose and Values): Given the nature of our business, we do not believe that our operations or suppliers are at risk of having significant incidents related to right to freedom of association and collective bargaining either in terms of operations nor in the countries where our suppliers operate. We have a Code of Conduct in place which applies to all our employees in all geographies. In addition, we have a Supplier code of Conduct and we expect our suppliers to adhere to it and commit to operating to the highest

	standard of corporate conduct. Lastly. in 2021, our Board of Directors approved and last amended our "U.K. Anti-Modern Slavery and Human Trafficking Statements" under the Modern Slavery Act, 2015.

GRI 408: Child Labour 2016	
103-1 Explanation of the material topic and its Boundary	About this Supplement on ESG to the U.K. Annual Report: Materiality Assessment Business ethics (Governance Section) Supplier code of conduct available on our website
408-1 Operations and suppliers at significant risk for incidents of child labour	Our Principles (Our Purpose and Values): Given the nature of our business, we do not believe that our operations or suppliers are at risk of having significant incidents of forced or compulsory labour either in terms of operations nor in the countries where we or our suppliers operate. We have a Code of Conduct in place which applies to all our employees in all geographies. In addition, we have a Supplier code of Conduct and we expect our suppliers to adhere to it and commit to operating to the highest standard of corporate conduct. Lastly, in 2021, our Board of Directors approved and last amended our "U.K. Anti-Modern Slavery and Human Trafficking Statements" under the Modern Slavery Act, 2015.

GRI 409: Forced or Compulsory Labour 2016	
103-1 Explanation of the material topic and its Boundary	About this Supplement on ESG to the U.K. Annual Report: Materiality Assessment; Our principles (Our Purpose and Values) Business ethics (Governance Section), Supplier Code of Conduct available on our website.
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	Our Principles (Our Purpose and Values): Given the nature of our business, we do not believe that our operations or suppliers are at risk of having significant incidents of forced or compulsory labour either in terms of operations nor in the countries where we or our suppliers operate. We have a Code of Conduct in place which applies to all our employees in all geographies. In addition, we have a Supplier code of Conduct and we expect our suppliers to adhere to it and commit to operating to the highest standard of corporate conduct. Lastly. in 2021, our Board of Directors approved and last amended our "U.K. Anti-Modern Slavery and Human Trafficking Statements" under the Modern Slavery Act, 2015. Supply chain management (Social Sustainability)

GRI 411 Rights Of Indigenous People 2016	
103-1 Explanation of the material topic and its Boundary	About this Supplement on ESG to the U.K. Annual Report: Materiality Assessment Local Communities (Social Sustainability)
411- 1 Incidents of violations involving rights of indigenous peoples	No substantial incidents have been registered in 2021, 2020 and 2019

GRI 412: Human Rights Assessment 2016	
103-1 Explanation of the material topic and its Boundary	About this Supplement on ESG to the U.K. Annual Report: Materiality Assessment Our Principles (Our Purpose and Values) Business Ethics (Governance Section)
412-1 Operations that have been subject to human rights reviews or impact assessments	Our Principles (Our Purpose and Values) Business Ethics (Governance Section) UK Modern Slavery Act: https://www.atlantica.com/wp-content/uploads/documents/UK-Modern-Slavery-Act-Report-2020.pdf Partially disclosed.

412-2 Employee training on human rights policies or procedures	Business Ethics (Governance Section)
412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Our Principles (Our Purpose and Values). Partially disclosed. We seek to work with third parties, including partners, who operate under principles that are similar to those set out in the Code of Conduct. We also have a Supplier Code of Conduct that we expect our suppliers to adhere to, which includes human rights and labour standard principles.

GRI 413: Local Communities 2016	
103-1 Explanation of the material topic and its Boundary	About this Supplement on ESG to the U.K. Annual Report: Materiality Assessment Local Communities (Social Sustainability)
413-1 Operations with local community engagement, impact assessments, and development programs	Local Communities (Social Sustainability) Partially disclosed: Information unavailable
413-2 Operations with significant actual and potential negative impacts on local communities	Given the nature of our business, we do not believe that our operations trigger significant damage to local communities.

GRI 415: Public Policy 2016	
103-1 Explanation of the material topic and its Boundary	About this Supplement on ESG to the U.K. Annual Report: Materiality Assessment Business ethics (Governance Section)
415-1 Political contributions	In 2021, 2020 and 2019 Atlantica nor any of its subsidiaries made any financial or in-kind political contributions to political campaigns, political organizations, lobbyists or lobbying organizations, trade associations with political impact nor other tax-exempt groups, whether directly or indirectly.

GRI 416: Customer Health and Safety 2016	
103-1 Explanation of the material topic and its Boundary	About this Supplement on ESG to the U.K. Annual Report: Materiality Assessment Occupational health and safety (Social Sustainability)
416-1 Assessment of the health and safety impacts of product and service categories	Occupational health and safety (Social Sustainability)
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	We have not identified any non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services in 2021, 2020 nor 2019.

GRI 418 Customer Privacy 2016	
103-1 Explanation of the material topic and its Boundary	About this Supplement on ESG to the U.K. Annual Report: Materiality Assessment Business ethics (Governance Section): 2021 New and updated compliance policy
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Digital transformation and data security (Governance Section, Governance Structure)

GRI 419: Socioeconomic Compliance 2016	
103-1 Explanation of the material topic and its Boundary	About this Supplement on ESG to the U.K. Annual Report: Materiality Assessment
419-1 Non-compliance with laws and regulations in the social and economic area	Environment (Environmental Sustainability) Social (Social Sustainability) No significant fines or non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area were received in 2021, 2020 and 2019.

Sustainability Accounting Standards Board (SASB) Index

Atlantica is a sustainable infrastructure company, it owns and manages solar and wind plants, water desalination facilities, transmission lines and natural gas plants. As such, we provide the Electric Utilities and Power Generation SASB with a reference to the sections where all relevant information is provided.

In addition, given that Atlantica's activity does not correspond exactly to the activity of an electric utility, we have included certain references to the Solar Technology Developers SASB, which are applicable to Atlantica. Although we are not project developers, we own and manage solar and wind assets, therefore, we consider some of these SASB apply to Atlantica.

1) Sustainability Disclosure Topics and Accounting Metrics Electric Utilities and Power Generation (Version 2018 – 10)

Topic	SASB code	Accounting metric	Section
Greenhouse emissions and energy resource planning	IF-EU-110a.1	(1) Gross global Scope 1 emissions, percentage covered under (2) emissions-limiting regulations, and (3) emissions-reporting regulations	Greenhouse Gas Emissions (Environmental Sustainability)
	IF-EU-110a.2	Greenhouse gas (GHG) emissions associated with power deliveries	Not applicable. Atlantica does not deliver power to retail customers
	IF-EU-110a.3	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Greenhouse Gas Emissions (Environmental Sustainability)
	IF-EU-110a.4	(1) Number of customers served in markets subject to renewable portfolio standards (RPS) and (2) percentage fulfilment of RPS target by market	Not applicable. Atlantica is not a utility company, and our customers are not subject to renewable portfolio standards.
Air quality	IF-EU-120a.1	Air emissions of the following pollutants: (1) NO_x (excluding N_2O), (2) SO_x, (3) particulate matter (PM_{10}), (4) lead (Pb), and (5) mercury (Hg); percentage of each in or near areas of dense population	Greenhouse Gas Emissions (Environmental Sustainability): Air quality
Water management	IF-EU-140a.1	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Water Management (Environmental Sustainability)
	IF-EU-140a.2	Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations	No significant incidents or non-compliances were registered during the reporting period
	IF-EU-140a.3	Description of water management risks and discussion of strategies and practices to mitigate those risks	Water Management (Environmental Sustainability): Risk assessment
Coal ash management	IF-EU-150a.1	Amount of coal combustion residuals (CCR) generated, percentage recycled	Not applicable. Atlantica does not use coal in its operations
	IF-EU-150a.2	Total number of coal combustion residual (CCR) impoundments, broken down by hazard potential classification and structural integrity assessment	Not applicable. Atlantica does not use coal in its operations

Topic	SASB code	Accounting metric	Section
Energy affordability	IF-EU-240a.1	Average retail electric rate for (1) residential, (2) commercial, and (3) industrial customers	Not applicable. Atlantica does not sell energy to retail customers
	IF-EU-240a.2	Typical monthly electric bill for residential customers for (1) 500 kWh and (2) 1,000 kWh of electricity delivered per month	Not applicable. Atlantica does not sell energy to retail customers
	IF-EU-240a.3	Number of residential customer electric disconnections for non-payment, percentage reconnected within 30 days	Not applicable. Atlantica does not sell energy to retail customers
	IF-EU-240a.4	Discussion of impact of external factors on customer affordability of electricity, including the economic conditions of the service territory	Not applicable. Atlantica does not sell energy to retail customers
Workforce health and safety	IF-EU-320a.1	(1) Total recordable injury rate (TRIR), (2) fatality rate, and (3) Near Misses, Unsafe Acts and Unsafe Conditions Frequency Rate (NMFR)	Occupational health and safety (Social Sustainability)
End-use efficiency and demand	IF-EU-420a.1	Percentage of electric utility revenue from rate structures that (1) are decoupled and (2) contain a lost revenue adjustment mechanism (LRAM)	Not Applicable. Atlantica does not sell electricity to retail customers. Atlantica does not sell electricity under rate base note. Atlantica does not do distribution, it does not use smart grid technology
	IF-EU-420a.2	Percentage of electric load served by smart grid technology	Not Applicable. Atlantica does not sell electricity to retail customers. Atlantica does not sell electricity under rate base note. Atlantica does not do distribution, it does not use smart grid technology
	IF-EU-420a.3	Customer electricity savings from efficiency measures, by market	Not Applicable. Atlantica does not sell electricity to retail customers. Atlantica does not sell electricity under rate base note. Atlantica does not do distribution, it does not use smart grid technology
Nuclear safety and emergency management	IF-EU-540a.1	Total number of nuclear power units, broken down by U.S. Nuclear Regulatory Commission (NRC) Action Matrix Column	Not applicable. Atlantica does not have any nuclear asset
	IF-EU-520a.2	Description of efforts to manage nuclear safety and emergency preparedness	Not applicable. Atlantica does not have any nuclear asset
Grid Resiliency	IF-EU-550a.1	Number of incidents of non-compliance with physical and/or cybersecurity standards or regulations	Not applicable
	IF-EU-550a.2	(1) System Average Interruption Duration Index (SAIDI), (2) System Average Interruption Frequency Index (SAIFI), and (3) Customer Average Interruption Duration Index (CAIDI), inclusive of major event days	Not applicable

2) Activity Metrics of the Electric Utilities and Power Generation.

Activity metric	SASB code	Section
Number of: (1) residential, (2) commercial, and (3) industrial customers served	IF-EU-000.A	We have a total of 43 offtakers
Total electricity delivered to: (1) residential, (2) commercial, (3) industrial, (4) all other retail customers, and (5) wholesale customers	IF-EU-000.B	The electricity we produce is not delivered to final customers. We deliver electricity to utilities (for example APS and PG&E) and to the grid in Spain, where payments are regulated. For additional information we refer to: Our business model and strategy (U.K. Annual Report Page 8) Key Performance Indicators Greenhouse Gas Emissions (, Environmental Sustainability): Energy management
Length of transmission and distribution lines	IF-EU-000.C	Atlantica in Two Minutes Key Performance Indicators
Total electricity generated, percentage by major energy source, percentage in regulated markets	IF-EU-000.D	Key Performance Indicators Greenhouse Gas Emissions (Environmental Sustainability): Energy management Form 20-F submitted to the U.S. Securities Exchange Commission (page 101)
Total wholesale electricity purchased	IF-EU-000.E	Not Applicable

3) Applicable Sustainability Disclosure Topics and Accounting Metrics from Solar Technology Developers (Version 2018-10).

Topic	SASB code	Accounting metric	Section
Water Management in Manufacturing	RR-ST-140a.1	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Water Management (Environmental Sustainability)
	RR-ST-140a.2	Description of water management risks and discussion of strategies and practices to mitigate those risks	Water Management (Environmental Sustainability)
Hazardous Waste Management	RR-ST-150a.1	Amount of hazardous waste generated, percentage recycled	Waste Management (Environmental Sustainability)
	RR-ST-150a.2	Number and aggregate quantity of reportable spills, quantity recovered	Waste Management (Environmental Sustainability)

Environmental, Social and Other Key Performance Indicators

		Units	2021	2020	2019
Portfolio	Renewable Energy	MW	2,044	1,551	1,496
	Efficient natural gas	MW	343	343	343
	District heating	MWt	55	-	-
	Transmission lines	miles	1,166	1,166	1,166
	Water desalination	M ft^3	17.5	17.5	10.5
	Number of assets	#	38	27	25
Targets	GHG reduction objective approved by the Science Based Target (SBTi)[1]		✓	-	-
	Maintain over 80% of Adjusted EBITDA generated from low-carbon footprint assets		✓	✓	✓
Key Performance Indicators	Revenue	$ in millions	1,212	1,013	1,011
	Adjusted EBITDA	$ in millions	824	796	821
	Cash Available for Distribution (CAFD)	$ in millions	226	201	190
	Dividends per share paid	amount in dollars	1.72	1.66	1.57

Environmental Dimension

Installed Capacity in Generation Assets, MW	Renewable Energy	MW	86%	82%	81%
	Efficient Natural Gas	MW	14%	18%	19%
GHG Emissions Avoided by Generating Technologies	Solar	Million tons of CO_2	2.0	1.8	1.9
	Wind	Million tons of CO_2	0.5	0.4	0.3
	Geothermal	Million tons of CO_2	0.4	-	-
	Renewable Energy	Million tons of CO_2	2.9	2.2	2.2
	Efficient Natural Gas	Million tons of CO_2	3.0	3.2	2.5
	Total Atlantica	Million tons of CO_2	5.9	5.4	4.7
Atlantica's GHG Emission Ratio vs. Fossil Fuel-Based Generation GHG Emissions Ratio	Scope 1 and 2 GHG Emissions Rate per Unit of Energy Generated	gCO_2/kWh	185	188	185
	Electricity-related emissions factor (AVERT)	gCO_2/kWh	709	709	707
GHG Emissions Generated by Source	Efficient natural gas	%	75%	86%	88%
	Others	%	25%	14%	12%
GHG Emissions by Scope Including Offset GHG emissions	Scope 1	000´s tons of CO_2e	1,535	1,537	1,533
	Scope 2	000´s tons of CO_2e	237	199	113
	Scope 3	000´s tons of CO_2e	798	821	714
	Total	000´s tons of CO_2e	2,570	2,557	2,360
GHG Emissions Breakdown by Scope	Scope 1	000´s tons of CO_2e	1,795	1,737	1,533
	Scope 2	000´s tons of CO_2e	237	199	113
	Scope 3	000´s tons of CO_2e	798	821	714

		Units	2021	2020	2019
	Total	000´s tons of CO_2e	2,830	2,757	2,360
ISO 14064-1 Category 3 GHG Protocol Category 3, 4, 6 and 7	Indirect GHG Emissions from transportation	000´s tons of CO_2e	636	-	-
ISO 14064-1 Category 4 GHG Protocol Category 1, 2, 5 and 7	Indirect GHG Emissions from products used by the organization	000´s tons of CO_2e	69	-	-
ISO 14064-1 Category 5 GHG Protocol Category 15	Indirect GHG Emissions associated with the use of products from the	000´s tons of CO_2e	93	-	-
	Total	000´s tons of CO_2e	**798**	-	-
GHG Scope 1 Emissions by Gas:					
Fuel Consumption (Stationary)	CO_2	Tons	1,532,246	1,725,666	1,523,924
	CH_4	Tons	27	31	27
	N_2O	Tons	3	3	3
	CO_2e	Tons	1,533,739	1,727,345	1,525,339
Fuel Consumption (Mobile)	CO_2	Tons	1,692	699	761
	CH_4	Tons	-	1	0
	N_2O	Tons	-	0	0
	CO_2e	Tons	1,725	763	779
Fugitive Emissions	CO_2	Tons	-	-	203
	CH_4	Tons	312	313	316
	N_2O	Tons	-	-	-
	CO_2e	Tons	8,742	8,758	6,840
Geothermal Steam	CO_2	Tons	250,530	-	-
	CH_4	Tons	-	-	-
	N_2O	Tons	-	-	-
	CO_2e	Tons	250,530	-	-
Total GHG Emissions Scope 1 (Tons)	CO_2	Tons	1,784,467	1,726,365	2,524,888
	CH_4	Tons	9,512	9,641	7,209
	N_2O	Tons	758	859	862
	CO_2e	Tons	1,794,737	1,7736,866	1,532,959
GHG Scope 2 Emissions by Gas Electricity Consumption	CO_2	Tons	236,711	199,127	113,210
	CH_4	Tons	-	-	-
	N_2O	Tons	-	-	-
	CO_2e	Tons	236,711	199,127	113,210
Volatile Organic Compounds (COV), Hazardous Air Pollutants (HAP), Particulate Matter (PM)	COV	Tons	192.0	192.0	-
	HAP	Tons	50.4	56.6	-
	PM	Tons	3.4	0.8	-
NO_x, SO_2 and CO Emissions	Mexico NO_x	Tons	493.8	534.8	349.9
	Spain NO_x	Tons	15.4	15.2	16.0
	Canada NO_x	Tons	1.2	-	-
	Total NO_x	Tons	510.5	550.0	365.9
	Mexico SO_2	Tons	-	-	-
	Spain SO_2	Tons	0.6	0.6	0.7
	Canada SO_2	Tons	-	-	-
	Total SO_2	Tons	0.6	0.6	0.7
	Mexico CO	Tons	328.1	385.1	318.4
	Spain CO	Tons	6.0	4.6	4.8
	Canada CO	Tons	7.3	-	-
	Total CO	Tons	341.4	389.7	323.3
Energy Consumption and Generation	Consumption of fuel	GWh	7,543	8,545	7,546
	Consumption of purchased	GWh	537	448	276
	Consumption of self-generated	GWh	296	294	309
	Total Energy Consumption	GWh	8,376	9,287	8,131
	Electricity generation	GWh	6,889	5,815	5,343
	Thermal energy generated	GWh	4,092	4,463	3,596
	Total Energy Generated	GWh	10,981	10,278	8,939
	Total energy consumption within the organization	GWh	(2,605)	(991)	(808)
	Consumption of fuel	GJ	27,154,122	30,762,477	27,164,808
	Consumption of purchased electricity for own use	GJ	1,934,588	1,613,834	993,705

		Units	2021	2020	2019
	Consumption of self-generated renewable energy	GJ	1,065,636	1,056,989	1,111,529
	Total Energy Consumption	GJ	30,154,346	33,433,299	29,270,042
	Electricity generation	GJ	24,802,161	20,944,589	19,174,842
	Thermal energy generated	GJ	14,732,304	16,068,100	12,946,003
	Total Energy Generated	GJ	39,534,464	37,012,689	32,120,845
	Total energy consumption within the organization	GJ	(9,380,119)	(3,579,390)	(2,850,803)
Energy Intensity Ratio	Energy Intensity Ratio from non-renewable assets	GJ	0.17	0.21	0.32
Water Withdrawal	m^3 water withdrawal	m^3	17.3	16.0	15.3
Water Savings		%	43%	51%	50%
Water Withdrawal by Sources of Water	Ground Water m^3 water withdrawal	million m^3	5.4	5.5	5.2
	Surface Water m^3 water withdrawal	Million m^3	11.8	10.5	10.1
	Public Network m^3 water withdrawal	Million m^3	-	-	-
Water Discharges	Water discharges	million m^3	2.3	2.1	1.9
Water Withdrawal and Discharges	Withdrawal	m^3 / MWh	1.58	1.56	1.71
	Discharges	m^3 / MWh	0.21	0.21	0.21
Withdrawal by Water Source	Surface water	million m^3	6.9	5.1	5.8
	Groundwater	million m^3	5.4	5.6	5.2
	Third-party water	million m^3	4.9	5.3	4.3
	Produced water	million m^3	0.1	-	-
	Total power generation		17.3	16.0	15.3
Discharge by Water Source	Surface water	million m^3	2.2	2	1.7
	Groundwater	million m^3	0.2	0.2	0.1
	Third-party water	million m^3	-	-	-
	Total power generation		2.3	2.2	1.9
Consumption by Water Source (All Areas)	Surface water	million m^3	4.7	3.1	4.1
	Groundwater	million m^3	5.3	5.4	5.1
	Third-party water	million m^3	4.9	5.3	4.3
	Produced water	million m^3	0.1	-	-
	Total power generation		15.0	13.8	13.5
Water Withdrawal, Desalinated Production and Discharges	Water (seawater) withdrawal	million m^3	402.4	330.3	228.7
	Desalinated potable water production	million m^3	167.6	144.4	101.2
	Water discharges (returned to the sea)	million m^3	234.8	185.9	127.5
Tons of Hazardous and Non-Hazardous Waste	Non-Hazardous Waste	Tons	22,238	20,532	19,792
	Hazardous Waste	Tons	2,664	2,679	10,618
Hazardous Waste	Reused or recycled	%	30%	51%	12%
	Disposed of in Landfills	%	70%	49%	88%
Hazardous Waste Diverted from Disposal	Preparation for reuse	Tons	47	69	145
	Recycling	Tons	36	2	6
	Other Recovery Operations	Tons	718	1,408	1,086
	Total	**Tons**	**800**	**1,478**	**1,237**
Hazardous Waste Directed to Disposal	Incineration	Tons	1	0	0
	Landfill	Tons	349	461	163
	Other Disposal Operations	Tons	1,515	739	9,153
	Total	**Tons**	**1,864**	**1,201**	**9,316**
Breakdown of Hazardous Waste by Composition	Waste linked to solar assets	Tons	2,156	-	-
	Other waste	Tons	508	-	-
	Total	Tons	2,664	-	-
Non-Hazardous Waste	Reused or recycled	%	72%	61%	68%
	Disposed of in Landfills	%	28%	39%	32%
Non-hazardous Waste Diverted from Disposal	Preparation for reuse	Tons	2,769	1,997	414
	Recycling	Tons	2,266	3,886	5,128
	Other Recovery Operations	Tons	11,005	6,679	7,925
	Total	**Tons**	**16,039**	**12,562**	**13,467**
	Incineration	Tons	0	0	0

		Units	2021	2020	2019
Non-hazardous Waste Directed to Disposal	Landfill	Tons	6,124	7,971	6,373
	Other Disposal Operations	Tons	74	0	0
	Total	**Tons**	**6,198**	**7,971**	**6,373**
Breakdown of Non-hazardous Waste by Composition	Waste linked to water treatment	Tons	20,469	-	-
	Other waste	Tons	1,768	-	-
	Total	**Tons**	**22,237**	**-**	**-**
Number of accidents by category, severity	Moderate	#	9	7	5
	High	#	1	2	6
Number of Spills		Litres	2,829	31,559	9,905
Fines and Penalties		USD '000S	7	65	2

Supply Chain Management

Suppliers Assessments	Pre-screening internal approval process	%	100	100	100
	Pre-screening external approval process	%	>51	>51	>51
	Annual supplier evaluation	%	>35	20	n/a

People And Culture

Number of Employees per Geography	North America	#	308	243	229
	South America	#	68	51	43
	EMEA	#	67	55	50
	Corporate	#	115	107	103
	Total	#	558	456	425
Employees by Employment Type and by Contract Type	Full-Time	Male	417	333	316
		Female	141	123	109
		Total	558	456	425
	Part-time	Male	-	-	-
		Female	-	-	-
		Total	-	-	-
	Permanent	Male	399	329	310
		Female	132	114	101
		Total	531	443	411
	Temporary	Male	18	4	6
		Female	9	9	8
		Total	27	13	14
	Permanent	North America	308	243	228
		South America	51	41	34
		EMEA	172	159	149
		Total	531	443	411
	Temporary	North America	-	-	-
		South America	17	10	4
		EMEA	10	3	10
		Total	27	13	14
Number of Employees by Level	Management	#	13	14	16
	Middle Management	#	88	73	85
	Engineers and Graduates	#	178	150	132
	Assistants and professionals	#	34	23	18
	Asset Operations Employees	#	245	196	174
	Total	**#**	**558**	**456**	**425**
Number of Employees by Age	Less than 30	Male	64	50	51

		Units	2021	2020	2019
		Female	26	24	14
	31-40	Male	158	126	117
		Female	59	48	53
	41-50	Male	111	90	83
		Female	43	41	32
	Over 51	Male	84	67	65
		Female	13	10	10
	Total	#	**558**	**456**	**425**
Average number of employees by geography	North America	#	296	237	112
	South America	#	61	46	41
	EMEA	#	61	54	55
	Corporate	#	109	104	98
	Total	#	**527**	**441**	**306**
Average number of employees by category	Management	#	13	14	16
	Middle Management	#	85	73	49
	Engineers and Graduates	#	162	142	152
	Assistants and professionals	#	27	21	17
	Asset Operations Employees	#	240	191	72
	Total	#	**527**	**441**	**306**
Average Number of employees by gender	Average number of employees by gender	Male	396	325	211
		Female	131	116	95
		Total	527	441	306
	Women at Atlantica	%	25%	26%	26%
	Promoted employees by gender	Male	44	15	14
		Female	6	8	5
	Total	**#**	**50**	**23**	**19**
Internal Promotions			11		
Parental leave		Male	19	14	15
		Female	11	7	11
	Total	**#**	**30**	**21**	**26**
Women by geography	North America	%	14%	16%	13%
	South America	%	31%	33%	30%
	EMEA	%	40%	42%	50%
	Corporate	%	44%	42%	41%
Women by level	Asset operation employees	%	5%	8%	6%
	Assistants and professionals	%	76%	91%	83%
	Engineers and graduates	%	43%	43%	44%
	Middle management	%	26%	27%	23%
	Management	%	23%	21%	19%
Share of women in all management positions, including junior, middle and top management	As % of total management positions	%	26%	26%	-
Share of women in junior management positions, i.e. first level of management	As % of total junior management positions	%	26%	29%	-
Share of Women in management positions in revenue-generating		%	29%	23%	20%
Share of women in STEM-related positions		%	24%	23%	-
Share of entry level positions held by women		%	58%	58%	67%
Share of information technology workforce held by women		%	11%	11%	11%
Share of engineering workforce held by women		%	26%	27%	18%
People with disability		%	0.4%	0.4%	-
Employee Turnover Rate	Employee voluntary Turnover rate	%	10.4%	7.2%	8.0%
	Employee turnover rate without U.S.	%	5.9%	2.7%	3.5%

		Units	2021	2020	2019
	Employee involuntary turnover rate	%	5.6%	2.9%	7.8%
	Employee total turnover rate	%	15.9%	10.1%	15.8%
Employee Turnover	<30	Male	13	11	9
		Female	2	3	5
	31-40	Male	25	10	25
		Female	7	2	8
	41-50	Male	13	7	12
		Female	6	4	2
	>51	Male	18	9	6
		Female	5	-	-
	Total	**Male**	**69**	**37**	**52**
		Female	**20**	**9**	**15**
	North America	Male	54	31	32
		Female	13	3	9
	South America	Male	6	-	3
		Female	2	-	1
	EMEA	Male	2	2	12
		Female	-	1	1
	Corporate	Male	7	4	5
		Female	5	5	4
	Total	**Male**	**69**	**37**	**52**
		Female	**20**	**9**	**15**
Employees hired	<30	Male	21	18	14
		Female	9	11	7
	31-40	Male	36	20	18
		Female	12	5	5
	41-50	Male	14	12	15
		Female	6	3	2
	>51	Male	7	8	7
		Female	1	1	1
	Total	**Male**	**78**	**58**	**54**
		Female	**28**	**20**	**15**
	North America	Male	44	37	32
		Female	9	8	6
	South America	Male	15	3	8
		Female	4	5	2
	EMEA	Male	10	9	5
		Female	4	-	2
	Corporate	Male	9	9	9
		Female	11	7	5
	Total	**Male**	**78**	**58**	**54**
		Female	**28**	**20**	**15**
Percentage of open positions filled by internal candidates		%	25%	24%	31%
Total Training hours	Management	Hours	170	558	929
	Middle Management	Hours	2,689	2,636	4,007
	Engineers and Graduates	Hours	9,275	3,740	6,450
	Assistants and Professionals	Hours	413	321	879
	Asset Operations Employees	Hours	27,667	7,202	8,501
	Total	**Hours**	**40,220**	**14,457**	**20,766**
Total Average Hours of Training per Employee	Management	Hours	13	40	59
	Middle Management	Hours	32	36	78
	Engineers and Graduates	Hours	57	26	47
	Assistants and Professionals	Hours	17	13	23
	Asset Operations Employees	Hours	115	38	41
	Total	**Hours**	**76**	**33**	**49**
Average amount spent per employee on training and development		In thousands of USD	0.9	0.8	-
Gender Pay Gap	Management	%	18%	23%	-

		Units	2021	2020	2019
	Middle Management	%	29%	29%	-
	Senior Engineers and Graduates	%	15%	14%	-
	Engineers and Graduates	%	8%	6%	-
	Assistants and Professionals	%	(8%)	(33%)	-
	Asset Operation Employees	%	10%	6%	-
	Total	%	26%	30%	-
Type of Philanthropic Activities	Charitable donations	% of total cost	2%	16%	1%
	Community Investments	% of total cost	98%	84%	99%
	Commercial Initiatives	% of total cost	-	-	-
	Total	%	**100%**	**100%**	**100%**
Philanthropic Contributions	Cash contributions	In millions of USD	1.0	1.0	1.3
	Time: employee volunteering during paid working hours	In millions of USD	-	-	-
	In-kind giving: product or services donations, projects/partnerships or similar	In millions of USD	0.3	0.2	0.1
	Total	In millions of USD	**1.3**	**1.2**	**1.4**

Health and Safety

Frequency with leave index (FWLI)	Employees	per million of hours	1.9	0.0	0.0
	Subcontractors	per million of hours	2.4	2.0	1.8
	Total	**per million of**	**2.3**	**1.4**	**1.4**
Lost Time Injury Rate (LTIR)	Employees	per 200k hours	0.4	0.0	0.0
	Subcontractors	per 200k hours	0.5	0.4	0.4
	Total	**per 200k hours**	**0.5**	**0.3**	**0.3**
Frequency with leave index sector average vs. Atlantica	Sector Average	per million of hours	3.3	5.5	6.0
	Atlantica	per million of hours	2.3	1.4	1.5
General frequency index (GFI)	Employees	per million of hours	5.6	0.9	2.9
	Subcontractors	per million of hours	6.2	6.8	6.8
	Total	**per million of**	**6.0**	**5.0**	**6.0**
Total Recordable Incident Rate (TRIR)	Employees	per 200k hours	1.1	0.2	0.6
	Subcontractors	per 200k hours	1.2	1.4	1.4
	Total	**per 200k hours**	**1.2**	**1.0**	**1.2**
General frequency index sector average vs. Atlantica	Sector Average	per million of hours	7.5	13	13.5
	Atlantica	per million of hours	6	5	6
Total recordable deviations index (TRDI)		per million of hours	1,540	1,406	1,178

		Units	2021	2020	2019
Lost-day rate (LDR)	Employees	per million of hours	4	0	0
	Subcontractors	per million of hours	19	34	13
	Total	**per million of**	**15**	**24**	**10**
Fatality Rate	Employees	#	0	0	0
	Subcontractors	#	0	0	0
	Total	#	**0**	**0**	**0**
Serious Accidents	Employees	#	0	0	0
	Subcontractors	#	0	0	0
	Total	#	**0**	**0**	**0**
Governance	Only one class of shares. No Special rights		✓	✓	✓
	% of independent directors	%	63	63	63
	Board committees only comprised of independent members		✓	✓	-
	Ethnic minorities at Board level	%	25	25	-
	Women at Board level	%	25	25	-
	Board committees chaired by women	%	50	50	-
ESG Reporting	Global Reporting Initiative (GRI): Core Option		✓	✓	-
	Sustainability Accounting Standards Board (SASB)		✓	✓	✓
	Task Force on Climate Change Financial Disclosure (TCFD)		✓	✓	✓

Forward-Looking Statements

This Supplement on ESG to the U.K. Annual Report includes forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. Any statements that express, or involve discussions as to expectations, beliefs, plans, objectives, assumptions, strategies, future events or performance (often, but not always, through the use of words or phrases such as may result, are expected to, will continue, is anticipated, believe, will, could, should, would, estimated, may, plan, potential, future, projection, goals, target, outlook, predict and intend or words of similar meaning) are not statements of historical facts and may be forward looking. Such statements occur throughout this Supplement on ESG to the U.K. Annual Report and include statements with respect to our expected trends and outlook, potential market and currency fluctuations, occurrence and effects of certain trigger and conversion events, our capital requirements, changes in market price of our shares, future regulatory requirements, the ability to identify and/or make future investments and acquisitions on favourable terms, reputational risks, divergence of interests between our company and that of our largest shareholder, tax and insurance implications, and more. Forward-looking statements involve estimates, assumptions, and uncertainties. Accordingly, any such statements are qualified in their entirety by reference to, and are accompanied by, important factors included in Part I, Item 3D Risk Factors in our Annual Report on form 20-F filed with the SEC on February 28, 2022 (in addition to any assumptions and other factors referred to specifically in connection with such forward-looking statements) that could have a significant impact on our operations and financial results, and could cause our actual results to differ materially from those contained or implied in forward-looking statements made by us or on our behalf in this annual Supplement on ESG to the U.K. Annual Report, in presentations, on our website, in response to questions or otherwise. These forward-looking statements include, but are not limited to, statements relating to:

- the condition of the debt and equity capital markets and our ability to borrow additional funds and access capital markets, as well as our substantial indebtedness and the possibility that we may incur additional indebtedness going forward;
- the ability of our counterparties, including Pemex, to satisfy their financial commitments or business obligations and our ability to seek new counterparties in a competitive market;
- government regulation, including compliance with regulatory and permit requirements and changes in tax laws, market rules, rates, tariffs, environmental laws, and policies affecting renewable energy;
- changes in tax laws and regulations;
- risks relating to our activities in areas subject to economic, social, and political uncertainties;
- our ability to finance and make new investments and acquisitions on favourable terms or to close outstanding acquisitions, including PTS;
- risks relating to new assets and businesses which have a higher risk profile and our ability to transition these successfully;
- potential environmental liabilities and the cost and conditions of compliance with applicable environmental laws and regulations;
- risks related to our reliance on third-party contractors or suppliers;
- risks related to our ability to maintain appropriate insurance over our assets;
- risks related to our facilities not performing as expected, unplanned outages, higher than expected operating costs and/ or capital expenditures;

- risks related to our exposure in the labour market;
- potential issues arising with our employees and our O&M suppliers' employees including disagreement with employees' unions and subcontractors;
- risks related to extreme weather events related to climate change could damage our assets or result in significant liabilities and cause an increase in our operation and maintenance costs;
- the effects of litigation and other legal proceedings (including bankruptcy) against us and our subsidiaries our assets and our employees;
- price fluctuations, revocation and termination provisions in our off-take agreements and power purchase agreements;
- risks related to information technology systems and cyber-attacks could significantly impact our operations and business;
- our electricity generation, our projections thereof and factors affecting production;
- our targets or expectations with respect to Adjusted EBITDA derived from low-carbon footprint assets;
- our ability to grow organically and investments in new assets;
- risks related to our ability to develop renewable projects is subject to construction risks and risks associated with the arrangements with our joint venture partners;
- risks related to our relationship with Abengoa, our former largest shareholder and currently one of our operation and maintenance suppliers, including bankruptcy and particularly the potential impact of Abengoa S.A.'s insolvency filing and Abenewco1, S.A.'s potential insolvency filing, as well as litigation risk;
- risks related to our relationship with our shareholders, including Algonquin, our major shareholder;
- potential impact of the COVID-19 outbreaks on our business, financial condition, results of operations and cash flows;
- reputational and financial damage caused by our off-taker PG&E, Pemex and Eskom;
- risks related to the proposed electricity constitutional reform in Mexico and the potential impact on us;
- our plans relating to our financings, including refinancing plans;
  our plans relating to our "at-the-market program" and the use of proceeds from the offering thereunder;
- risks related to recent Russian military actions across Ukraine and the potential actions and reactions of other parties that may be involved in such conflict;
- guidance related to the amount of Adjusted EBITDA from low carbon footprint assets; and
- other factors discussed under "Risk Factors" in our Annual Report on form 20-F filed with the SEC on February 28, 2022.

Any forward-looking statement speaks only as of the date on which such statement is made, and we undertake no obligation to update any forward-looking statement to reflect events or circumstances, including, but not limited to, unanticipated events, after the date on which such statement is made, unless otherwise required by law. New factors emerge from time to time, and it is not possible for management to predict all these factors, nor can it assess the impact of each of these factors on the business or the extent to which any factor, or combination of factors, may cause actual results to differ materially from those contained or implied in any forward-looking statement.