



ESG

Environment, Social and Governance

2022



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CONSOLIDATED STATEMENT OF NON-FINANCIAL INFORMATION. SUSTAINABILITY REPORT

SOLARIG GLOBAL SERVICES, S.A. (hereinafter indistinctly, Solarig or “the Company”) presents in this, its second report of the Company’s Non-Financial Information Statement (Sustainability Report), evidencing the progress in the integration of the Sustainability culture at all levels of the organisation.

The magnificent reception by each and every one of Solarig’s members has led to a positive evolution in its implementation, with the conviction that the commitment to shared progress is the key to ensuring a sustainable future for future generations.

The data presented are for the financial year from 1 January 2022 to 31 December 2022.

This document informs Solarig’s stakeholders about the company’s performance in environmental, social and personnel-related matters (our main value) and in relation to the utmost rigour in the fulfilment of human rights.

The entire Solarig team is proud to present results that exceed expectations, as they transcend the business itself. Human quality, responsibility towards the environment and commitment to the personal and professional growth of its professionals are values that are added to those that already characterise its culture: **Diversity, Responsibility, Innovation and Excellence.**

The content of this document is organised in response to the requirements established in Law 11/2018, of 28 December, which modifies the Code of Commerce, the revised text of the

Capital Companies Act approved by Royal Legislative Decree 1/2010, of 2 July, and Law 22/2015, of 20 July, on Auditing of Accounts, with regard to non-financial information and diversity (from Royal Decree-Law 18/2017, of 24 November).

The guidelines on non-financial reporting of the European Commission (2017/C 215/01) derived from Directive 2014/95/EU have also been taken into account in its preparation. Likewise, the provisions of the Global Reporting Initiative’s Sustainability Reporting Guidelines (GRI Standards) have been taken into account, whereby a series of standards have been selected based on the information requirements of Law 11/2018, the sector of activity and the monitoring of the materiality analysis carried out at the beginning of the year 2022.

As an exercise in corporate transparency, Solarig makes this report available to its stakeholders on its public website (<https://solarig.com/wp-content/uploads/2023/08/EINF-en-ESG-solarig-2022.pdf>).

This report has been subject to an independent external review process by ERNST & YOUNG, S.L. The independent assurance report, which includes the objectives and scope of the process, as well as the review procedures used and its conclusions, is included at the end of this document.

Solarig strengthens its goal of Shared Progress with its Stakeholders by anchoring its Sustainable Solarig, Healthy Solarig and Solidarity Solarig projects.

Glossary of terms

- **Statement of Non-Financial Information:** Also referred to as the "Report" or "Sustainability Report" in this document is the document by which Solarig reports on environmental, social and other relevant matters in the execution of its business activities. This Report complies with the requirements established in Law 11/2018 and Law 22/2015.
- **EPC:** Engineering, Procurement and Construction of photovoltaic projects, developed by Solarig.
- **O&M:** Operation and Maintenance of photovoltaic plants developed by Solarig.
- **ESG:** Environment, Social and Governance.
- **Materiality Matrix:** A way of representing the non-financial aspects that affect a company based on a detailed study of the environment through the opinions of its most important stakeholders.
- **Stakeholders:** Groups of people who are directly or indirectly affected by the development of the business activity. In the case of Solarig, it is used to refer to: customers, employees, shareholders, suppliers, local developers, EPC and O&M contractors, material and equipment suppliers, engineering companies, legal, technical, financial and insurance advisors, public administrations, financial institutions and capital markets, and local communities.
- **HSEQ:** Health, Safety, Environment and Quality.
- **Risk:** The combination of the probability of an event occurring and its negative consequences or the effect of uncertainty on the achievement of objectives.
- **Greenfield origination:** Refers to the development of a project from scratch, i.e. without any existing infrastructure or upstream facilities.
- **Policy:** Is a document that describes how an organisation and its employees should behave in different areas.
- **ISO 9001:** Is the international standard for Quality Management Systems (QMS) published by ISO (the International Organisation for Standardisation).
- **ISO 14001:** Is the International Standard published by ISO that sets out the criteria for the implementation and/or certification of environmental management systems.
- **ISO 45001:** Is the current Occupational Health and Safety Management Systems (OHSMS) standard published by ISO that replaces the former British standard BS OHSAS 18001.
- **Corporate Compliance:** Is the set of procedures and best practices adopted by an organisation to identify and classify the operational and legal risks it faces and to establish internal mechanisms to prevent, manage, control and react to them.
- **Due Diligence:** Is the process by which companies take all necessary and effective measures to identify, prevent, mitigate, account for and account for actual or potential negative impacts of their own activities or those of their value chain.
- **Wage gap:** The difference in salary between men and women measured as a percentage of the average salary of men compared to the average salary of women employed in the Company.
- **Absenteeism rate:** This represents the percentage of working hours not performed due to absences for all causes, whether justified (e.g. medical leave) or not.

1. BUSINESS MODEL

1.1. Renewable Energy Market Environment

The commitment to renewable energies as a strategic value to guarantee the energy independence of Europe.

Climate commitments and technological development have driven its adoption, as a local, diversified and more sustainable energy source, which reduces dependence on fossil fuels, price variations and geopolitical volatility.

At the present time, the whole world is debating the “trilemma” of obtaining secure, clean and affordable energy. In this environment, renewable energies, and more specifically photovoltaic energy, play a fundamental role and their importance and presence will be increasingly relevant in the coming years.

In 2022, the world suffered a major economic and energy crisis as a result of Russia’s invasion of Ukraine, highlighting Europe’s energy dependence on countries outside its borders and putting even more focus on renewable energies as a source of independence.

For all these reasons, the promotion of renewable energies is currently taking on greater relevance at a global level, which, to date, are still subject to the support of national policies and objectives in most of the world’s countries. Over the past year, several measures have been implemented around the world to support these technologies:

- **China** published its 14th five-year plan in June 2022, which includes an ambitious target of 33% of electricity generation to come from renewables by 2025 (up from 29% in 2021), including a specific target of 18% for wind and solar technologies.
- In August 2022, the **US federal government** introduced the Inflation Reduction Act, a law that significantly expands support for renewables over the next 10 years through tax credits and other measures.
- Already in July 2021, the **European Commission** proposed to increase the 2030 renewable energy target from 32% to 40%. The proposed target was further increased by the REPowerEU Plan to 45% in May 2022 (which would require a total installed renewable capacity of 1,236 GW). Derived from these ambitious targets, many European countries have already expanded their support mechanisms for renewables to accelerate capacity growth.

This means that the energy transition worldwide and particularly in Europe is accelerating. Demand for fossil fuels, especially gas, is expected to decline significantly by 2023, which means that a large input of clean energy will be needed to power production systems. In 2022, wind and solar generated a record one-fifth of the electricity produced in the EU (22%), overtaking natural gas (20%) for the first time and remaining ahead of coal-fired power (16%).

The change in the fuel source of electricity leads to an improvement in the carbon emissions generated by EU electricity production. At 255 gCO₂/kWh in 2022, significantly lower than the 2000 level of 396 gCO₂/kWh, these values confirm the environmental effectiveness of this new energy mix. Renewable energy generation has accelerated since 2010, and despite the decline in nuclear generation (-29% since 2000), the EU grid remains cleaner. Total EU emissions have decreased by 32% (-329 MtCO₂) since 2010.

Regarding photovoltaic energy, Solarig's core business it had a big rise in Europe in 2022. Solar electricity generation increased by 39 TWh (+24%), almost double the increase of any year so far. This reflected the 25% increase in installed capacity from 168 GW to 209 GW. New installations increased by a record 41 GW in 2022, up 47% from 2021. Solar power set generation records across the continent. Solar power produced 7.3% (203 TWh) of EU electricity in 2022, up from 5.7% in 2021. Between May and August, 12% of EU electricity came from the sun, exceeding 10% for the first time ever.

Installed solar power capacity in the EU is expected to reach 400 GW by 2030, which means that solar power will have tripled from the current level.

In Europe, Netherlands was the undisputed leader in solar power in 2022, generating 14% of its electricity from the sun and surpassing the previous leader, Spain, by two percentage points (12%). For the first time, solar power generation in the Netherlands and Greece exceeded coal generation. In total, twenty EU countries set

new records for solar share in 2022. The five countries with the largest capacity increases were Germany (7.9 GW), Spain (7.5 GW), Poland (4.9 GW), Netherlands (4 GW) and France (2.7 GW). In Greece, solar's share of electricity generation increased from 9.6% in 2021 to 12.6% in 2022, placing Greece second in Europe's solar energy rankings. Greece added a record 1.3 GW in solar capacity, partly as a result of simplified permitting, bringing its cumulative capacity to 5.5 GW.

Wind generation increased by 398 TWh over the last two decades, and coal generation produced 16% of EU electricity in 2022. Gas accounted for 20% of EU electricity production, with Italy being the largest gas generator with 141 TWh. Hydroelectric generation accounted for 10% of EU electricity production, with Sweden being the largest generator with 69 TWh. Nuclear power generation accounted for 22% of EU electricity production, with France being the largest generator with 297 TWh. Bioenergy generation accounted for 6% of EU electricity production, with Germany being the largest generator with 47 TWh. The EU must now ensure that the right policies, investments and infrastructure are in place to enable the transition to clean energy.

Green hydrogen deserves a separate chapter. In recent years, it has become increasingly important as an energy source that will play a key role in the future energy transition. At present, green hydrogen is mainly used in oil refining and in the production of synthetic nitrogen fertilisers, but its use is still limited in energy production, as it is very expensive to produce compared to fossil fuels. However, this fuel is emerging as a key tool for tackling climate change and green hydrogen is expected to become an important part of the EU's energy mix by 2030. Green hydrogen uses renewable energy sources such as wind and sun, as its energy source, its function is to store energy and position itself as a fuel that reduces greenhouse gas emissions.

In the European framework, the ambitious targets of the RePowerEU plan call for 10 million tonnes of locally produced green hydrogen and another 10 million tonnes of non-EU imports by 2030.



The incorporation of green hydrogen as part of the solution to advance the decarbonisation of the economy has led to an increase in demand of 60% with respect to 2021. It is notable that in 2022, thanks to various regulatory and economic supports, initiatives such as the first fuel cell train in Germany, more than 200 urban buses in operation in Europe with fuel cells, and more than a hundred demonstration projects in operation or in the construction phase have been launched.

The electrolyser production industry already has a production capacity of 8GW/year and plans to exceed 60GW/year by 2030, so all that remains to be done now is to accelerate projects. In Europe, the regulatory framework seems to be fairly consolidated by 2023 and, in Spain, the construction from 2026 of the H2MED hydroducts to connect Spain-Portugal-France and the Spanish backbone network in its first phase will have the most critical aspect in obtaining funds for its financing as an accelerator of a large volume of green hydrogen production for domestic and EU demand.

In 2022, the first hydrogen projects were launched in Spain by Iberdrola, Fertiberia, Acciona and Enagas in their projects in Puertollano and Mallorca, both projects with still high costs, with great public financial support and with many lessons learned for new projects. The calls for projects under the PERTE ERHA calls for projects published by MITECO in 2022 will allow more than 20 projects to come to fruition during 2023-2025.



In summary, throughout the year 2022, the renewable energy market in Spain, Europe and the world has been influenced by various macroeconomic and financial factors, the most relevant of which are as follows:

- **The war in Ukraine:** it has shown Europe's weakness in terms of energy self-sufficiency and has led to an increase in the price of fossil fuels, which has acted as a catalyst for the development of renewable energies throughout the world and, more particularly, in Europe.
- **Energy policies linked to Climate Neutrality:** Governments and International Organisations have been adopting increasingly ambitious energy policies to reduce greenhouse gas emissions and promote the use of renewable energy. The European Union has set the goal of achieving climate neutrality by 2050, and is working on the implementation of a package of measures to achieve it. In Spain, the government announced its intention to reach 74% renewable energy in the energy mix by 2030 and to achieve climate neutrality by 2050.



1.2. Solarig Business Model

- **Investment in renewable energy:** Investment in renewable energy remains attractive due to the declining costs of technologies such as solar and wind. As a result of regulations to promote Sustainable Finance, investors are increasingly interested in companies and projects that have a focus on sustainability and positive environmental impact.
- **Competition:** The renewable energy market is becoming increasingly competitive, which is driving innovation and cost reduction.
- **Technological advances:** Research and development of renewable technologies is advancing rapidly, which is helping to reduce the costs and improve the efficiency of renewable energy generation. This is particularly evident in energy storage technologies that can make renewable energy more reliable and flexible.
- **Increased inflation:** As a result of price increases in the cost of electricity and fuel, there is an increase in the cost of raw materials which leads to an increase in inflation. The Central Banks, for their part, in order to reduce this inflation, raise the price of money, which leads to limited access to capital, reducing the benefits of investment.

Overall, the legislative environment for renewables has been characterised by increased political commitment and investment in clean energy to meet the climate targets set out in the Paris Agreement.

Throughout 2022 and within the scope of European regulation, legislation has been pursued to achieve 2030 targets compatible with climate neutrality in 2050.

However, regulation has really advanced in 2022 as a response to the energy price crisis derived from the war in Ukraine, mainly contextualised in the evolution of gas prices, as a critical supply caused by the war situation. An example of this and at the Spanish level is Royal Decree-Law 18/2022 and its measures to protect vulnerable consumers together with the extension of the CAP at the energy sale price of 67 €/MWh.

The year 2022 has therefore meant a strong impulse at all levels for the development of renewable energies and with it the reduction of greenhouse gas emissions, both in Spain and in Europe and the rest of the world.

Solarig is a major player in the international renewable energy sector with a vast and solid experience in the development, promotion, construction, financing and operation of renewable energy plants, constantly growing since its creation in 2005.

The company currently manages 10 GW of PV assets globally, with a portfolio of 8 GW under development and more than 880 people in 15 countries. With more than 17 years of experience in the sector and strong corporate values, Solarig is currently developing a Sustainability Roadmap for integration at all levels of the organisation, which involves making business decisions taking into account the environmental, social and governance risks associated with our activities and managing their consequences.

Solarig is a company with expertise in maximising the value of the assets it manages and whose activity is structured through various business lines, described below, with a view to becoming an integrated and global provider of renewable energy projects on a worldwide scale.

1 Origination, development and sale of large renewable energy project portfolios.

This is Solarig's core business in terms of value generation and consists of the generation and development of portfolios of new photovoltaic and hybrid photovoltaic projects (in combination with technologies such as green hydrogen, wind energy and/or energy storage systems - ESS). Solarig originates and develops assets at different stages of development both with its own staff and with development partners with whom Solarig has collaboration agreements.

These assets are generally sold and transferred either upon reaching their corresponding "Ready to Build" status, with Solarig maintaining, in a high percentage of cases, the subsequent EPC and O&M activities on such generation plants, such services being provided on behalf of its end-investors, or when the assets reach commercial operation (COD). Solarig is

responsible for structuring the sales in the most efficient way possible, which can range from asset-to-asset or portfolio sales to a single investor to the creation of a dedicated investment vehicle (public or private) that acquires the assets at the time of sale.

Based on sustainable development criteria, Solarig holds occasional stakes in the share capital of the special purpose vehicles that own the projects that form part of some of the asset portfolios developed.

2 Financial management of renewable generation assets.

Through this line of activity Solarig is in charge of maximising the value of the assets by structuring specific investment and debt instruments where one or more end-investors acquire the assets that Solarig develops. The maintenance of some of these assets as own assets within the company's portfolio is a possibility that Solarig could potentially consider depending on the profitability conditions of certain projects.

Solarig also completes the value chain of the life cycle of the assets it manages by including activities such as the contracting of debt and related PPAs as well as the asset management of assets under construction and operation.

3 Design, supply and construction (EPC) of generation plants and related interconnection infrastructures.

Solarig carries out the design, closing of contracts for the purchase of equipment and provision of services, construction and commissioning of the assets developed by the company, through the subscription with its final investors of the corresponding EPC contracts (including all supplies) or BoS - Balance of System contracts (elimination of the scope of some of the main equipment, such as modules).

EPC services are also provided in relation to other assets owned by third parties and not developed by Solarig, and these activities are carried out on a selective basis in order to maintain a continuous pulse on the construction market with regard to the price levels of its competitors.

4 Operation and maintenance (O&M) of renewable generation facilities.

In general, the scope of these services is broad, ranging from electrical maintenance of the installation to general maintenance of the installation, depending on the needs of each client. In any of the cases, the main function is to operate and maintain the installation with the highest possible availability in order to maximise the energy production of the asset.

In order to be able to efficiently manage these assets and the need to manage a large number of people involved, the implementation of digitalisation and the proceduralisation of processes is essential in this activity. In addition, the technological monitoring of new tools, as well as the establishment of strategic agreements with equipment manufacturers, is critical for the efficient management of services.

This activity is carried out both for assets built by Solarig (EPC) and for clients outside Solarig who require these services.

Solarig is therefore an integrated player involved in each and every stage of the life cycle of large-scale renewable energy generation plants (Utility Scale).

The possibility of generating portfolios of assets with closed or largely insured business models is a differential value for Solarig, as it mitigates many of the risks faced by investors in this type of assets, such as the availability and variability in the price of supplies and EPC, cost overruns in CAPEX and OPEX, management of guarantees with different suppliers, etc.

In terms of technologies, Solarig has been diversifying over time, adding activities in the field of energy transition to photovoltaic generation, so battery storage, wind energy, green hydrogen, including any hybridisation between them, will begin to have a relevant weight in the near future of the company and constitute a great challenge in terms of technological and organisational innovation.

1.3. Solarig activity and geographical presence report

The activity report we present in this section is a reflection of our business strategy and the changing environment in which we operate. As our business continues to grow, we face new challenges and opportunities that we must address effectively to ensure our long-term success.

Solarig continues to consolidate its strategic plan at international level. Specifically, it is currently present in 12 countries in all latitudes, developing its business lines in Spain, Italy, Great Britain, France and Portugal in the EMEA Area; in Mexico, Chile, Peru, Jamaica and Brazil in the Americas Area; as well as in Japan and Australia in the Asia-Pacific Area.

In addition, in order to continue to fulfil its development plan, Solarig has identified, among others, the United States of America and Poland as potential markets in which to channel its growth in the coming years.

Development projects:

During 2022, the most mature portfolios of assets under development, located in Spain and Italy, have progressed as planned and, in both cases, the bulk of the projects are expected to reach "Ready to build" (RTB) status during 2023. On the other hand, in terms of greenfield origination, successful progress has been made in the generation of more than 6.5 GWp of new projects in Chile, Brazil, Mexico and Spain.

With regard to M&A activities, 2022 has been a key year in the evolution of the company with the raising of our first investment vehicle based on photovoltaic assets of 1.9 GW and 1.7 billion euros. The first project to complete all stages of development was the Puebla project in Zafra (Badajoz) with a capacity of 16 MW, followed by the Montalto di Castro project in Italy with a capacity of 50 MW. In addition to this milestone, Solarig successfully completed the sale of other relevant projects such as "Portillejos" (250 MW), as well as the "Piombino" (33 MW), "Palos" (45 MW) and "Colón" (16 MW) projects.

Solarig has continued to consolidate its diversification towards new technologies, and in relation to green hydrogen projects, it has evolved its international positioning strategy and achieved specific advances in Spain and Australia, consolidating land in the proximity of "premium" gas pipelines with greater potential for hydrogen use, as well as in areas with potential for H2 consumption.

Financial asset management:

From the end of 2021, Solarig participates as a 30% shareholder in ALANTRA SOLAR an investment vehicle aimed at acquiring the plants in the portfolio developed by Solarig, called N-Sun Energy, for a total of €1.7 billion, of which €700 million will be equity and the remaining €1 billion will be debt. In this vehicle set up with the Asset Management and Investment Banking firm Alantra, we have been supported by two major global financial asset managers, Reichmuth and Amundi as strategic co-investors. The vehicle has been established as a sustainable investment platform in compliance with the ESG criteria set out in the EU Taxonomy Regulation.

The portfolio consists of more than 50 plants in Italy (approximately two thirds of the assets) and Spain (the remaining third). The PV plants will progressively reach Ready-to-Build (RTB) status over the next 18 months and will be fully operational by the end of 2025.

Alantra Solar provides asset management services to the vehicle, guaranteeing the financing capacity of the assets, and is also responsible for the distribution strategy that will combine sales to the market and the signing of Power Purchase Agreements (PPAs).

Engineering and Construction:

This year saw the consolidation of activity in Spain and the start of construction in Italy, a strategic country for the organisation in the past and for the coming years.

In Spain, construction was completed and provisional acceptance was obtained for the three photovoltaic plants Los Picos, Los Llanos and Las Salinas in Granada, with a total capacity of 99.3 MW for the customer Foresight. In Huelva, the mechanical completion of the 50 MW photovoltaic plant for the customer Taaleri has been achieved and is currently in the legalisation and start-up phase. Finally, the mechanical completion of the Puebla photovoltaic project in Zafra with a capacity of 16 MW has also been achieved and is also in the legalisation and start-up phase, this being the first project in the portfolio of the N-Sun Energy fund.

In Italy, the construction of the 50 MW solar photovoltaic project for the client X-ELIO has started in Sicily. Solarig is one of the first companies to reactivate the construction of this second renewable phase, making us a reference in the country.

Finally, in Japan, the 16 MW Sodegaura project has been successfully energised for customer X-ELIO, with provisional acceptance of the plant expected in early 2023.

The revenues generated by the Engineering and Construction activity for the group were close to 75 million euros, enabling it to face the upcoming portfolio generated by the Development activity with the bases and the technical solvency necessary for the satisfactory achievement of the objectives defined in the strategic plan.

Operation and Maintenance:

The year 2022 was a decisive year for Solarig's Operation and Maintenance business. It saw the completion of the process of setting up Solarig Energy Services, Solarig's new holding company that consolidates the entire Operation and Maintenance business worldwide.

In the tax year ended 31 December 2022, the turnover of the Operation and Maintenance division reached €34M, an increase of 26% compared to 2021, with very significant growth in key markets such as Spain (250%), Brazil (40%), Chile (48%) and Australia (41%), demonstrating the company's health in active markets.

This growth has allowed Solarig O&M to obtain an average market share of 8.3% of the total existing MW at utility scale in the 12 countries where it is currently providing services.

No doubt, these achievements would not have been possible without a magnificent organisation, reinforced at management level in 2022, as well as all the people who make up O&M, of which there were 616 worldwide as of December 2022.

The current brand recognition, positioning, digital product and integration in the services value chain will allow us to continue to increase revenues and market share in the coming years in a world where there is more and more renewable power installed every day and which requires and will require operation and maintenance services.

1.4

Organisational objectives and strategies

Definition of the value creation model

Solarig creates added value as a company by maximising the value of the assets it manages through its different activities, with a view to becoming an integrated and global supplier of renewable energy projects on a worldwide scale.

In this regard, the company's main objectives are to become a major player in the construction and management of global portfolios of multi-technology projects through different strategies depending on the geographical areas in which it operates. These business objectives are quantitatively defined in the company's Strategic Plan through different specific projects that define more concrete quantitative and time-bound targets (Titan, Prometheus, Rhea PV and Rhea H2).

The execution of turnkey works in the project development, construction and later operational phases allows Solarig to offer a product with low technological risk, durable, reliable and sustainable, as it is controlled and managed from the preliminary stages of its development.

In order to do this, it is implementing the following strategic lines:

A In relation to development, promotion and sale of assets activities:

Geographic diversification to anticipate and/or be able to analyse in each case the state of maturity of the business, as well as regulatory changes in the markets. In this way, advantage can be taken from the lessons learned in the different markets.

Technological diversification with a commitment to different renewable technologies in which photovoltaic solar energy plays a predominant role, but with increasingly intense activity in other fields such as Green Hydrogen or energy storage systems (ESS) and wind technology, which maximise the value of the assets.

Proximity to capital markets, which allows Solarig to configure strategies and products that generate greater added value for its Stakeholders.

Generating long-term value in a sustainable way, seeking to minimise any environmental, heritage and urban development impact, as well as favouring the socio-economic development of our Stakeholders, with special attention to local communities.

B In relation to the activity of financial management of generation assets:

Complete the Solarig value chain in the life cycle of a renewable asset, including activities such as contracting debt and related PPAs and performing asset management of the ones under construction and operation.

C In relation to EPC activities:

Identification of the latest technologies to maximise the value of the renewable asset in terms of generation and/or investment.

Integral management of the processes linked to the business activities following the highest standards of quality, safety and care for the environment.

Detection, homologation and control of suppliers and subcontractors to achieve the execution of projects in accordance with the required deadlines and in compliance with ESG commitments.

Ensure that work is carried out in accordance with best practices in Human Rights, fraud protection, anti-corruption policy and in accordance with Solarig's Code of Conduct.

1.5

Main factors and trends that may affect our future development

There are several factors and trends that may affect the future development of Solarig. Some of the main ones are:

- **Energy policy and government regulations:** Energy policy and government regulations can have a major impact on the PV industry in Spain. Regulatory changes, such as the removal of subsidies or changes in grid access fees, can have a significant impact on the profitability and viability of companies.
- **Technological innovation:** Improvements in solar cell efficiency, energy storage and the integration of photovoltaics into the electricity grid may affect the profitability and success of companies in the future.
- **Competition:** Competition is a key factor in any industry and PV is no exception. Companies must be prepared to compete in an increasingly competitive and global marketplace, and must keep up-to-date on the trends and technological developments of their competitors.
- **Climate change and environmental awareness:** Climate change concerns and environmental awareness are driving demand for renewable energies such as photovoltaics. The company must be aware of market trends and adapt to changes in demand.
- **Fossil fuel prices:** The volatility of fossil fuel prices can also affect PV demand.
- **Costs and financing:** Production costs and financing costs are critical factors that can affect the profitability and viability of a PV company. Companies must be prepared to adapt to changing costs and seek new forms of financing to maintain growth.

Overall, PV in Spain appears to have a bright future, with demand for renewable energy constantly increasing and the Spanish government committed to the transition to a more sustainable economy. However, competition and government regulations may present challenges, and companies must be prepared to adapt to changes in the market.

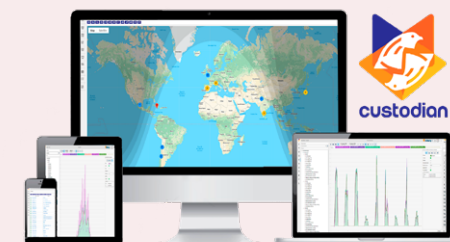
D In relation to O&M activities:

Control, supervision and organisation through a digital platform of its own development and execution (CUSTODIAN), which integrates the maintenance activities ("Computerised Management Monitoring System" - CMMS -) with the monitoring data of the assets managed, carrying out 24/7 follow-up through its Control Centre, with homogeneous preparation and delivery of work orders and reports in different languages. In addition, the data recorded is analysed using artificial intelligence, which enables predictive decision-making in the maintenance to be scheduled, with the consequent impact on improving the quality of the services provided to its customers.

Direct provision of a large part of the services, avoiding their subcontracting, including medium-term investment in equipment and technologies that ensure the best cost-benefit throughout the useful life of the asset.

Formalisation of global strategic agreements with the main equipment manufacturers, in order to achieve the best level of service from an integral perspective of the asset.

Long-term asset management through best practice with respect to services, in order to ensure a sustainable model of delivering value over time.



1.6 Solarig Risk and Opportunity Management

The risk management implemented by Solarig is understood within the organisation as another tool that helps to meet the group's strategic objectives, and is therefore integrated into a framework of control instruments that monitor compliance with these objectives and thus the overall risk.

During 2022 Solarig has deployed a Risk Management System in response to the Group's Risk Policy approved by the Board of Directors, the objectives of which are as follows:

- ✧ Minimise the effects of the risks detected, which could endanger the fulfilment of the group's objectives and provide maximum guarantees of compliance with the objectives towards shareholders, defending their interests within the Sustainability framework in which Solarig is included
- ✧ Defending stakeholder interests without compromising corporate sustainability
- ✧ Safeguarding Solarig's results and reputation
- ✧ Ensuring business stability and financial strength on a sustained basis over time
- ✧ Promote a risk-opportunity culture among the Group's employees and collaborators

The risk management system in place has an internal control and reporting system supported by a digital tool on which both inherent risk and residual risk are evaluated.

The aim is to manage uncertainty, minimise losses, manage capital effectively, take advantage of opportunities and avoid/manage serious incidents.

The purpose of the risk management system developed on the basis of the UNE-EN-ISO 31000:2018 Risk Management standard is to generate corporate governance focused on risk control based on the creation of a corporate risk map, monitored by the Group's Risk Committee.

This Risk Committee also maintains control over the different risk maps of the areas and projects, so that information in this area flows in an operational manner, oriented towards decision-making by the Management Committee and/or Board of Directors.

This risk management at the corporate level also includes the management of penal risks, so that those risks detected by the Regulatory Compliance Committee that are considered to be of medium and high risk level are reported to the Audit and Compliance Committee of the Board of Directors.

This goes in line with Solarig's commitment to the principle of good corporate governance.

Solarig's management of risk in 2022 has considerably lowered the level of risk detected in 2021, a great deal of work has been carried out in terms of internal transparency, encouraging commitment, developing information management systems to speed up access to information and decision-making, and standardising and normalising procedures.

Given the current situation of geopolitical uncertainty and high levels of inflation have generated new risks, we update below those risks on which we are working with the aim of having measures to minimise the impact on the organisation.

The main risks identified and on which work is being done on various action plans are as follows:

Strategic risk

- Strategic uncertainty
- Uncertainty in macroeconomic, social and political conditions/variables
- Geopolitical risk
- Outsourcing risk

Financial risk

- Exchange rate, credit, commodity, interest rate, credit spread changes
- Variations in taxation regimes
- Inflation Fluctuations
- Digital technology risk
- Cybersecurity
- Security of the information

Digital technological risk

- Difficulty of access to connection points in plants with remote locations
- Lack of qualified personnel available on the labour market

ESG risk

- Physical risks from climate change
- Effects of plants on the Ecological Diversity of the Environment
- Non-compliance with Spain's 2050 climate neutrality commitment

Compliance risk

- Local legislative variability

Corporate governance, reputational and culture risks

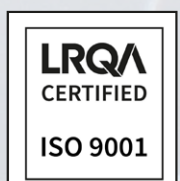
- Growing social rejection of photovoltaic plants in some rural areas

Regulatory risks, risk-opportunity

- Evolving European renewable energy legislation

Solarig carries out its activity under the most restrictive Health and Safety, Quality and Environmental Standards, which are implemented, documented and audited under an Integrated Management System certified by LRQA: UNE-EN ISO 9001, UNE-EN ISO 14001, UNE-EN ISO 45001. This is the best example of our constant commitment to health and safety, and we can affirm that, throughout our history, we have not suffered any noteworthy occupational accident.

Furthermore, all our Stakeholders have confidence in Solarig's commitment to Human Rights and the fight against child exploitation. Among others, Solarig is a signatory of the United Nations Global Compact (UN Global Compact) since 2008.

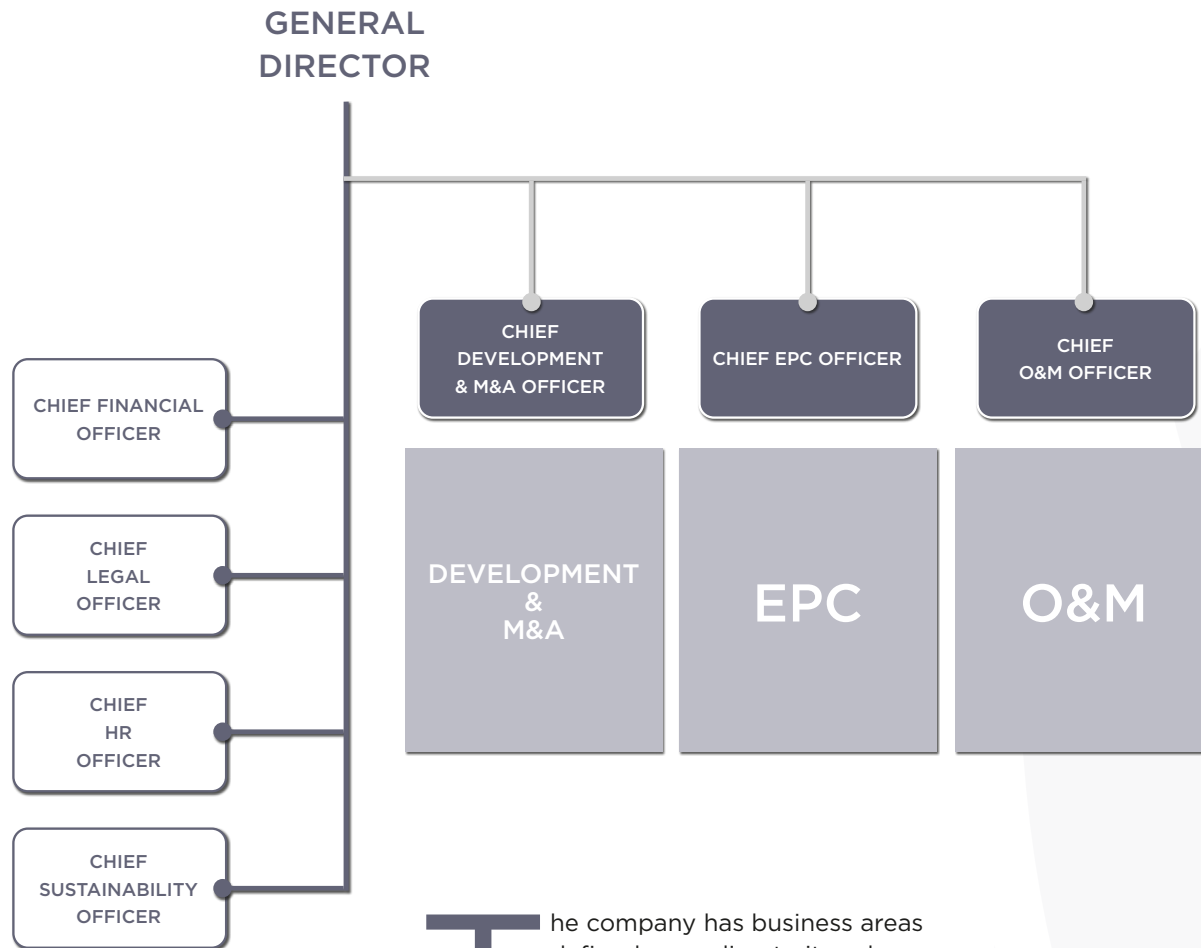




ORGANISATION AND STRUCTURE

Solarig's organisational structure responds to an organisation in which there are business areas and corporate areas that support the former in the different aspects required for their development.

The following is the high-level structure of Solarig:

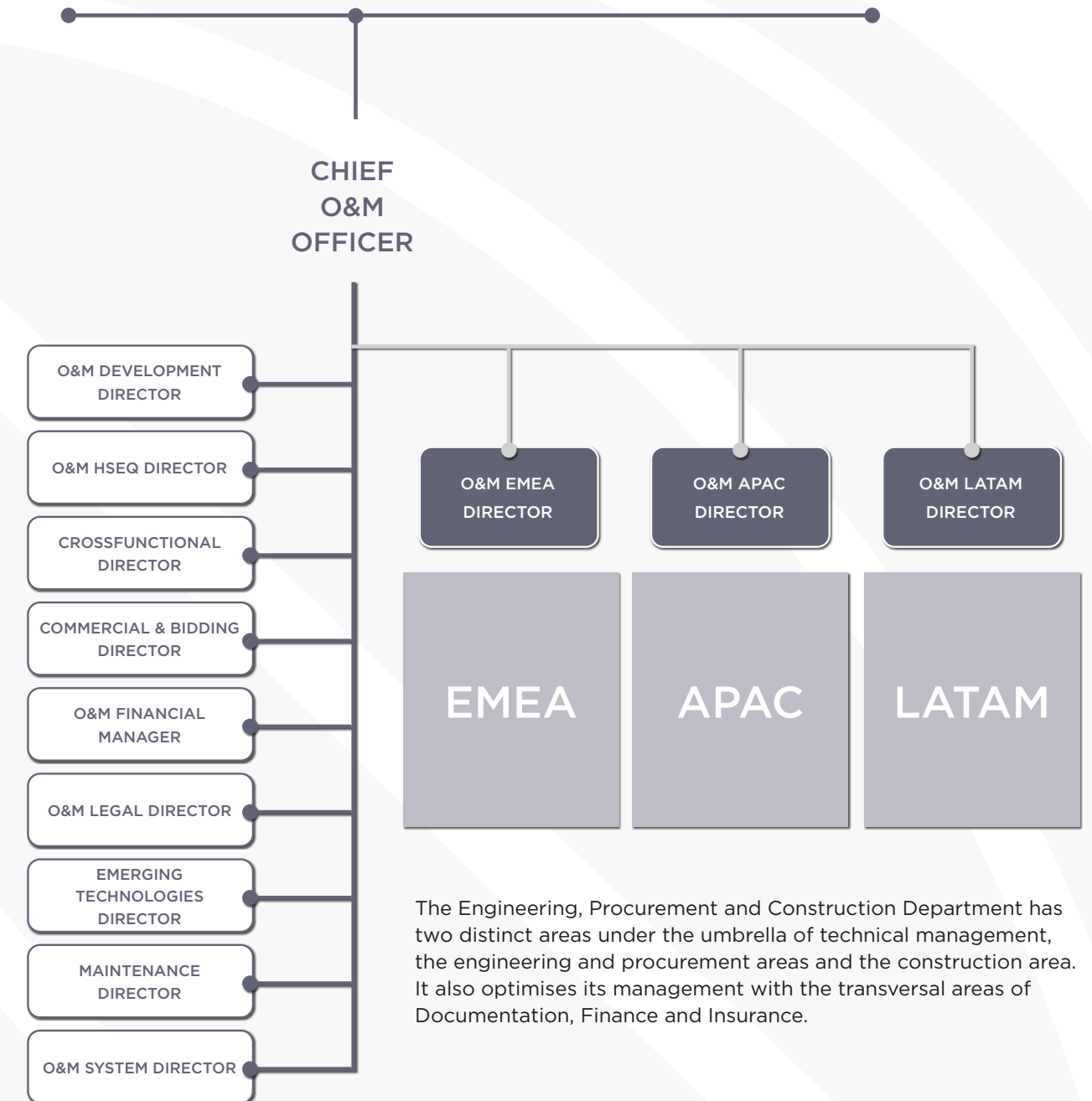


The company has business areas defined according to its value generation, as follows: Project Development, M&A and Asset Management, EPC (Engineering, Procurement, Construction) and O&M (Operation & Maintenance).

The organisation requires agile operating processes that enable quick decision-making in the face of the complex projects that are undertaken in the organisation and therefore each of these areas incorporates professionals from corporate departments such as Health & Safety, Quality, Legal and Economic-Financial, which report functionally to the corresponding corporate areas.

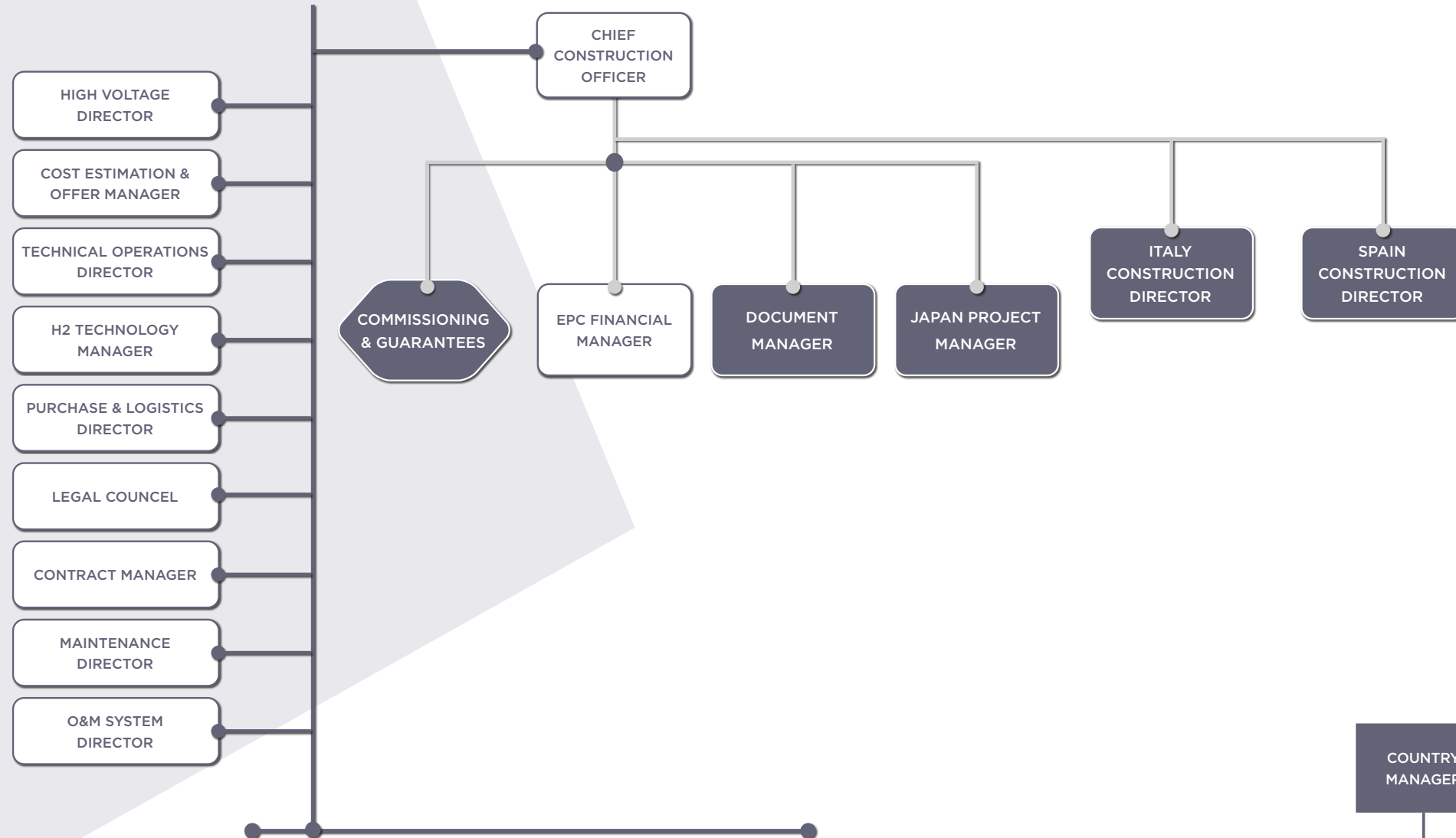
These corporate areas guarantee the homogeneity of criteria, the promotion of technical and organisational improvements, maximise knowledge management and promote the flow of operational information.

In the organisational structure of Operation and Maintenance, the first line reporting to the director is distributed by region and the second is transversal, providing service to all regions. Likewise, at the functional level, it is supported by the economic and financial management, the Safety and Health Promotion management, the Quality management and the Legal area, thereby minimising the possible risks that may be detected in the projects operated.



The Engineering, Procurement and Construction Department has two distinct areas under the umbrella of technical management, the engineering and procurement areas and the construction area. It also optimises its management with the transversal areas of Documentation, Finance and Insurance.

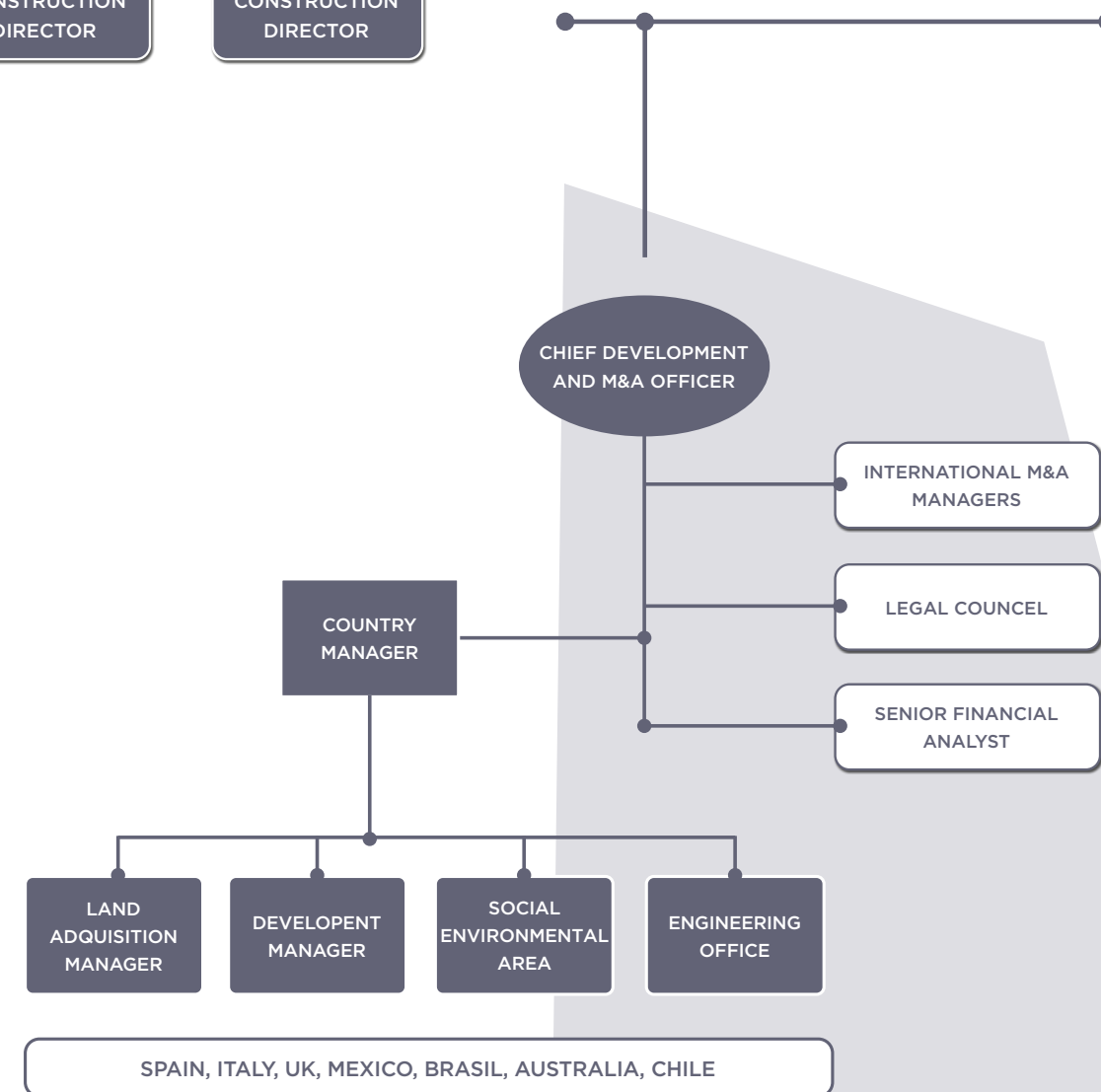
CHIEF EPC OFFICER



The Construction Department reports with a regional distribution by the countries in which Solarig develops projects, facilitating the evaluation and monitoring of the progress of the company's strategic plans.

The Business Development Division in its project development activity and its M&A and asset management activity is organised by country due to the extensive local knowledge required in commercial, legal and administrative matters.

Solarig is committed to the creation of local teams in the countries of activity adjusted to the volume of business and always supported by a strong corporate and transversal team, guaranteeing compliance with the most demanding policies at all levels in terms of Due Diligence.





ESG OBJECTIVES AND STRATEGIES IN SOLARIG

3.1. Strategic objectives ESG

S

olarig's culture and values, as well as our concern to respond to the new challenges that society demands, mean that our daily efforts are aimed at meeting the needs and expectations of our stakeholders.

At Solarig we are aware of our obligations and responsibilities to ensure respect for and protection of the environment, local communities, society and good governance wherever we operate.

COMMITMENT
SOLARIG
SUSTAINABLE
PROGRESS

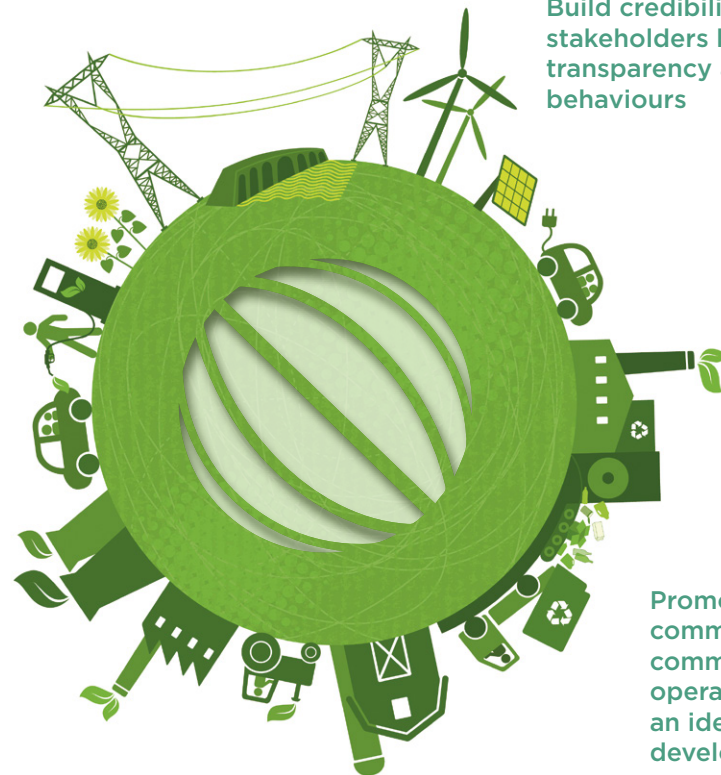
Within the framework of the Solarig Group's Strategic Plan ESG 22-25 Sustainable Development, the objectives defined therein are presented below:

STRATEGIC OBJECTIVES IN ENVIRONMENTAL,
SOCIAL AND GOVERNANCE ISSUES (ESG)

Contribute to recognition
of the group and to
the improvement of its
reputation

Build credibility and trust in
stakeholders based on business
transparency and a culture of ethical
behaviours

Promote relationships of
trust and shared prosperity
with all stakeholders
integrated into the
management model. Take
due account of their
potential relevant issues,
and respond to them.



Promote the information and
communication of the different
communities in which the group
operates to be conceived as
an ideal place for professional
development

Generate a positive impact on our
environment through proper risk
management and meeting ambitious
social and environmental commitments

In line with this commitment, Solarig annually renews its ties with the United Nations Global Compact by adopting its universal principles in the areas of human and labour rights and environmental protection.

Solarig joins the call of the Decade of Action and commits to the 2030 Agenda as a framework to participate in the construction of a fairer and more sustainable society.

Solarig has carried out a detailed analysis of its positive impact on the different goals of the 2030 Agenda and we extract below those where the impact is direct:



7 AFFORDABLE AND
CLEAN ENERGY



SUSTAINABLE DEVELOPMENT PRINCIPLES

3 GOOD HEALTH
AND WELL-BEING



5 GENDER
EQUALITY



PEOPLE

We recognise that people
are Solarig's main asset.
We are committed to
honest and stable human
relations in a framework of
equality and diversity.

11 SUSTAINABLE CITIES
AND COMMUNITIES



13 CLIMATE
ACTION



SUSTAINABILITY

We work to optimise all
the resources we need,
minimise negative social
and environmental impacts,
and maximise positive ones,
derived from the use of these
resources. Including our value
chain.

10 REDUCED
INEQUALITIES



SOLIDARITY

We promote actions of inclusion
and diversity, in favour of the
reduction of inequalities.

8 DECENT WORK AND
ECONOMIC GROWTH



COMMITMENT

We have the responsibility and the
commitment to always act with
transparency, honesty, and to the
highest ethical standards, in all the
activities we carry out.

ACTIVE LISTENING

We are committed to listening to stakeholders in identifying their
expectations and needs, moving on to building a reference value to guide
our decisions.

Solarig has carried out a detailed analysis of its positive impact on the different goals of the 2030 Agenda and we extract below those where the impact is direct:

The Goals in which Solarig plays a direct role are:

SDG 7. Affordable and Non-polluting Energy. Solarig assumes its commitment and acquires the responsibility to act to the extent possible in the rest of the SDGs identified.



Target 7.2. By 2030, increase considerably the proportion of renewable energy in the range of energy sources.

Target 7.a. By 2030, increase international cooperation to facilitate the access to research and technology relating to clean energy, including renewable sources, energy efficiency and advanced technologies and less fossil fuel pollutants, and promote investment in energy infrastructure and clean technologies.

SDG 3. Health and Well-being. Ensure a healthy life and promote well-being at all ages is essential for sustainable development.

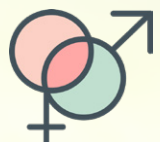


Target 3.4. By 2030, reduce premature mortality from non-transmissible diseases by a third through prevention and treatment and promoting mental health and well-being.

Target 3.5. Strengthen the prevention and treatment of substance abuse, including drug abuse and harmful consumption of alcohol.

Target 3.9. By 2030, substantially reduce the number of deaths and diseases produced by hazardous chemicals and pollution of the air, water and soil.

SDG 5. Gender Equality. Gender equality is not only a basic human right but one of the essential foundations to build a peaceful, prosperous and sustainable world.



Target 5.1. End all forms of discrimination against all women and girls all over the world.

Target 5.5. Ensure women's full and effective participation and equal leadership opportunities at all decision-making levels in political, economic and public life.

Target 5.b. Improve the use of information and communication technology to promote women's empowerment.

SDG 8. Economic growth. Inclusive and sustained economic growth can drive progress, create decent jobs for all and improve living standards.



Target 8.2. Achieve higher levels of economic productivity through diversification, technological modernisation and innovation, among other things focusing on sectors with high added value and intensive use of labour.

Target 8.4. By 2030, progressively improve efficient production and consumption of global resources and seek to economic decouple growth from the degradation of the environment.

Target 8.5. By 2030, achieve full productive employment and decent work for all women and men, including young people and people with disability, as well as equal pay for work of equal value.

Target 8.6. By 2020, considerably reduce the proportion of young people who are not employed and do not study or receive training.

Target 8.7. Take immediate and effective measures to eradicate forced labour, put an end to contemporary forms of slavery and human trafficking, and ensure the prohibition and elimination of the worst forms of child labour.

Target 8.8. Protect the rights of workers and promote a safe working environment without risks for all workers.

SDG 10. Reduction of inequalities. Reducing inequalities and ensuring that no one is left behind is an integral part of the achievement of the Sustainable Development Goals.



Target 10.2. By 2030, enhance and promote social, economic and political inclusion of all people, regardless of their age, sex, disability, race, ethnicity, origin, religion or economic status or any other condition.

Target 10.3. Ensuring equal opportunities and reducing inequality of results.

SDG 11. Sustainable Cities and Communities. To ensure that cities are more inclusive, safe, resilient and sustainable.



Target 11.6. By 2020, reduce negative environmental impact per capita of cities,

Target 11.a. Support positive economic, social and environmental linkages among urban, peri-urban and rural areas strengthening national and regional development planning.

Target 11.b. By 2030, significantly increase the number of cities and human settlements that adopt and implement integrated policies to promote inclusion, efficient use of resources, mitigation of climate change and adaptation to it and resilience to disasters.

Target 11.c. Provide support to the least developed countries, including through financial and technical assistance so that they can build sustainable and resilient buildings using local materials.

SDG 13. Climate change. Take urgent action to combat climate change and its effects.



Target 13.1. Strengthen resilience and adaptability to climate-related risks and natural disasters in all countries.

Target 13.3. Improve education, awareness and human and institutional capacity with respect to climate change mitigation, adaptation to it, reducing its effects and early warning.

3.2. Sustainability dashboard

The monitoring of the environmental, social and governance aspects required in the deployment of Solarig's ESG strategy requires the implementation of an information management system that cuts across all business and corporate areas.

During the year 2022, the development of these control systems based on operational dashboards has started, the final repository of which is the sustainability dashboard.

This development constitutes one of the key lines of the ESG strategic plan, promoting the objective of transparency at all levels of the organisation.

ESG DASHBOARD

1. FINANCIAL INDICATORS

Income	Result of the financial year (profit/loss)
Supplier expenses	Expenses for purchases and services
Added value	Operating margin
Wages and salaries	Expenses for remuneration to employees
Gross Profit	EBITDA - Earnings before interest, tax, losses and depreciation
Financial Expenses	External financing expenses
Shareholder remuneration	Dividends to shareholders
Tax on profits	Tax paid on profits
Economic contribution to the community	Monetary contributions of an altruistic nature
Economic contribution to the public administration	Payments to public bodies
RDI Investment	Financial contributions dedicated to the activities in research, development and innovation
Total investment	Total net investment made in the year
Return	ROE - Profit or loss after tax
Indebtedness	Level of indebtedness at the end of the financial year
Grants	State grants received
Environmentally sustainable investment	Annual net investment in environmentally sustainable assets
Socially responsible investment	Annual net investment in responsible sustainable assets

2. ENVIRONMENTAL INDICATORS

Renewable energy generation

Energy efficiency and emissions

Energy consumption	Direct energy consumption
Water consumption	Water consumption in m3 - per kW built/maintained
Pollutant emissions Direct and Indirect	Upstream / Downstream. - CO2e / kW maintained - Maintenance
Pollutant emissions Direct and Indirect	Upstream / Downstream. - CO2e / employee - Headquarters
Waste management efficiency	
Waste generation	Hazardous / Non-hazardous
Managed waste	Recoverable
Waste used	Valorisable

3. SOCIAL INDICATORS

Human Capital

Employees	Employees under contract
Gender diversity of employees	Women under contract

ESG DASHBOARD

Human Rights, Anti-Corruption and Bribery

Respect for Human Rights	Incidents concerning respect for Human Rights as a consequence of the actions of the company
Actions in defence of respect for Human Rights	Initiatives set in motion to mitigate the negative effects on human rights that the company may have caused
Training in the field of struggle against corruption and bribery	Training given to employees in anti-corruption and bribery
Irregularities in the field of corruption and bribery	Incidents and reports of violations in corruption and bribery
Actions in cases of corruption and bribery	Initiatives to combat corruption and bribery
Whistleblowing channel	Number of complaints by subject matter
	Number of complaints by business division affected
	Number of complaints filed without investigation, for not meeting the minimum requirements
	Number of complaints investigated resulting in disciplinary action, distinguishing whether legal action has occurred or not
	Number of complaints by type of irregular conduct (misappropriation, manipulation of accounting, misuse of customer data, fraud, corruption between individuals, etc.)
	Deadline for resolution of each complaint
	Actions carried out with regard to each complaint

Good Governance

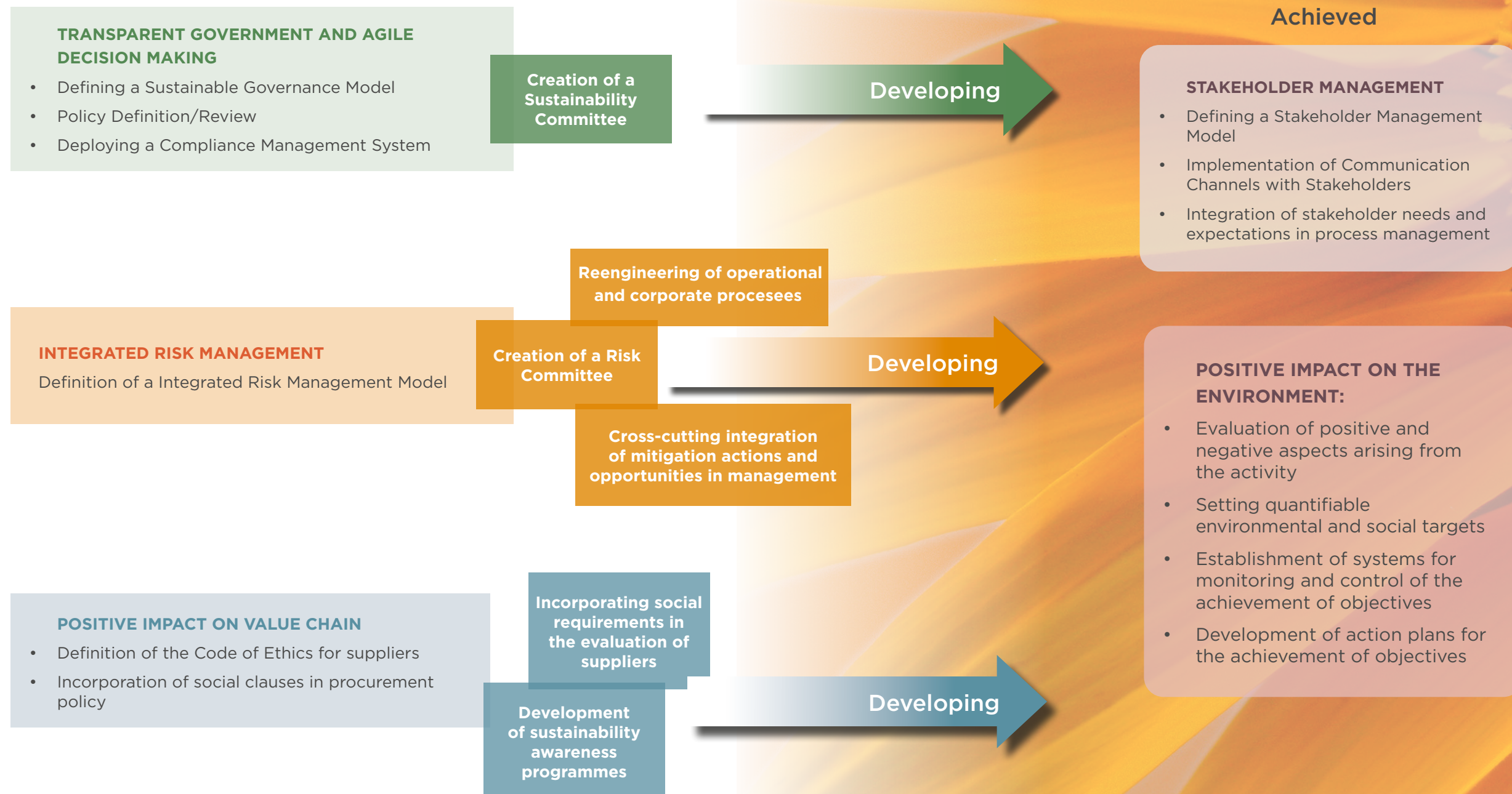
Directors	Members of the Board of Directors
independent directors	Members of the Board of Directors - Independent Directors
CSR advice	Independent Directors with specific responsibility for CSR
Executive Committee	Directors with specific responsibility for corporate strategy
Audit Committee	Directors with specific responsibility regarding economic and financial control
Appointments Committee	Directors with specific responsibility with regard to the composition of the Board
Board Meetings	Meetings held during the financial year
Total remuneration of the Board	Directors' Remuneration
Gender diversity of Board of Directors	Women Board Members
Corruption and Bribery	Cases of corruption and bribery in the Board

3.3. Actions launched

Solarig continues to work on the actions defined for the 2022-2025 Sustainability Roadmap.

In the year of this report, progress has been made in achieving 60% of the defined goals and work continues at a good pace on the rest of the goals.

2022-2025 ROAD MAP



NON-FINANCIAL RISKS

The main non-financial risks detected by Solarig in its Risk Management respond to the evaluation carried out in the course of the previous report focused on covering the most significant material aspects identified by its stakeholders.

The successful integration of ESG values in the organisation enables Solarig to fulfil its commitment to its main objective of ensuring Shared Progress with its stakeholders.

During the current year, the mitigation measures defined in the last report have been adopted, and the degree of implementation of these measures is evaluated below.

Type of risk	Source of risk	Mitigation measures	Degree of implementation 2022
Lack of ESG integration within the company	Lack of structure and project management focused on sustainability	Launch of the project "Commitment to Sustainable Progress - Solarig ESG"	Benchmark project launched and organisational alignment realised
Loss of Due Diligence in Legal Compliance	Lack of Compliance Management System	Deployment of a Compliance Management System in the organisation	Crime Prevention and Detection Management System Developed In dissemination phase
Loss of Due Diligence on ESG risks	Lack of systematic risk management process	Definition of a Comprehensive Risk Management Modell	Developed Risk Management System based on ISO 31000:2018 Standard In dissemination phase
Loss of agility in operational and corporate processes	Excess volume of information to manage due to the exponential growth of the business	Process of optimisation of operational and corporate processes Definition of the Innovation and Strategic Surveillance process Definition of the knowledge management process	Beagle project launched Under implementation
Loss of Talent	Lack of adequate post-pandemic working conditions Lack of professional development/motivation	Deployment of Talent Management Model	Talent Management Model launched
Opposition to projects by stakeholders	Lack of Stakeholder relationship management	Deployment of a Stakeholder Management Model and integration of expectations and needs into management	Communication channels with Stakeholders developed Local deployment pending
Environmental	Lack of key indicators for monitoring the company's environmental performance	Establishment of mechanisms for monitoring and control of the fulfilment of objectives	Implementation of ESG Dashboard Data analysis phase
Non-compliance with ESG commitments derived from the value chain	Lack of alignment of Solarig's ESG commitments and its value chain	Definition of the Code of Ethics for Suppliers and Incorporation of environmental and social clauses in the evaluation of suppliers	Deployment of contractual requirements ESG assessment of suppliers in development phase

MANAGEMENT OF NON-FINANCIAL ASPECTS

The deployment of the ESG Integrated System addressing environmental, social and governance aspects requires the definition of criteria that frame the behaviour at all levels of the company.

These criteria are documented in Policies, which constitute the documentary body of the System, and deploy the Solarig ESG Strategic Plan.

5.1. Company Policies

The following is the temporal disposition of the Company's Policies.

Prior to 31 December 2021:

- Code of Conduct
- HSEQ Integrated Management Systems Policy (integration of Health, Safety, Quality and Environment policy)

Approved on 30 March 2022:

- General Sustainability Policy
- General Corporate Governance Policy
- Stakeholder Relations Policy
- Supplier Code of Ethics
- Biodiversity Policy
- Respect for Human Rights Policy
- Training Policy
- Conflict Resolution Protocol for the Prevention of Harassment and Violence in the Workplace
- Diversity, Inclusion and Equal Opportunities Policy
- Recruitment and selection Policy
- Innovation Policy
- Digital Disconnection Policy
- General Risk Policy
- General Insurance Policy

Developed and approved at the date of publication of this report:

- Crime Prevention Policy (anti-corruption and anti-fraud)
- Anti-Corruption Policy
- Relations with the Administration Policy
- Council Remuneration Policy
- Council Selection Policy
- Recruitment and Auditor Relations Policy
- Tax Policy

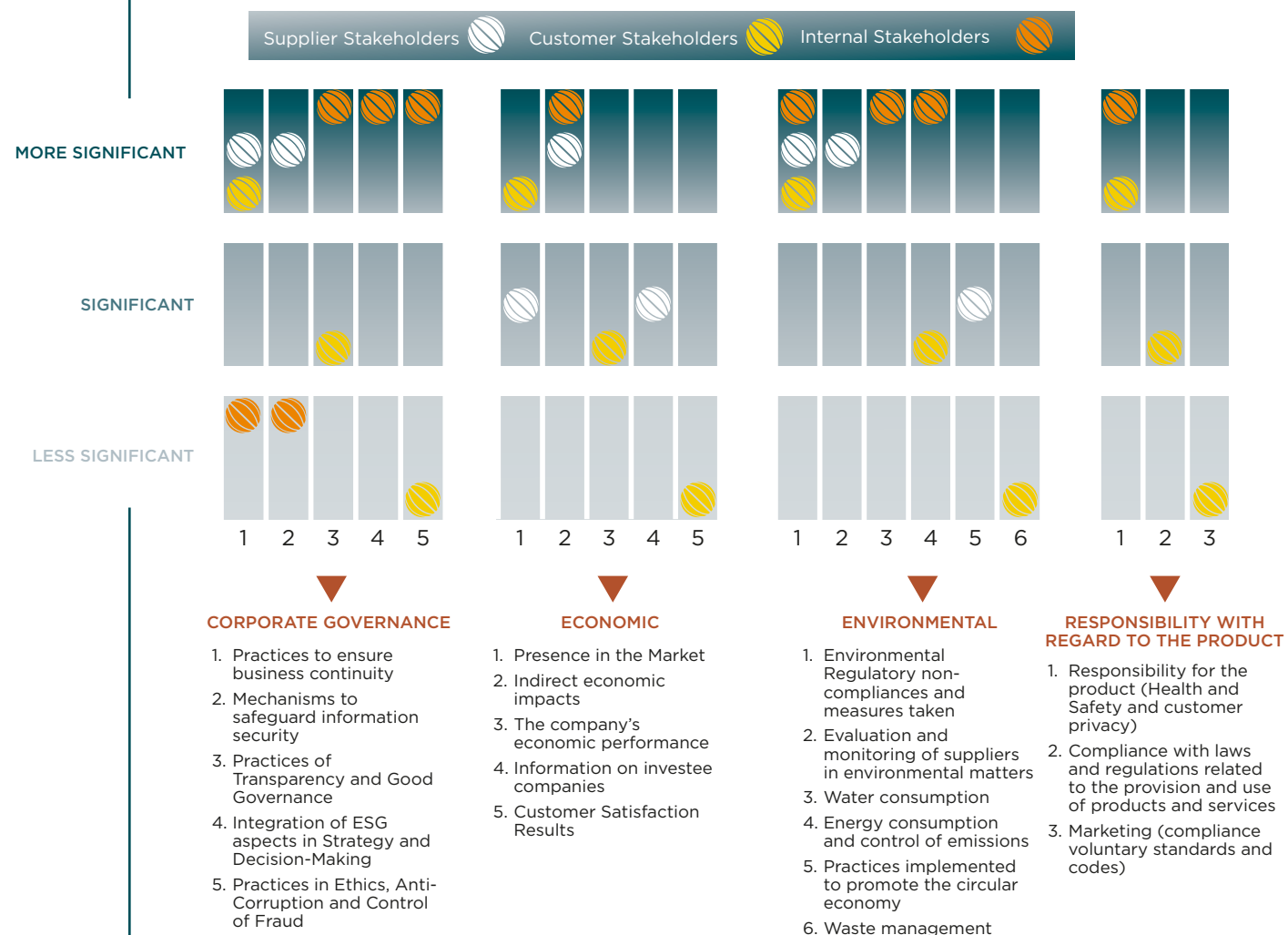
At the date of publication of this report, all these policies are available to stakeholders on the Solarig website www.solarig.com

5.2. Material aspects for stakeholders

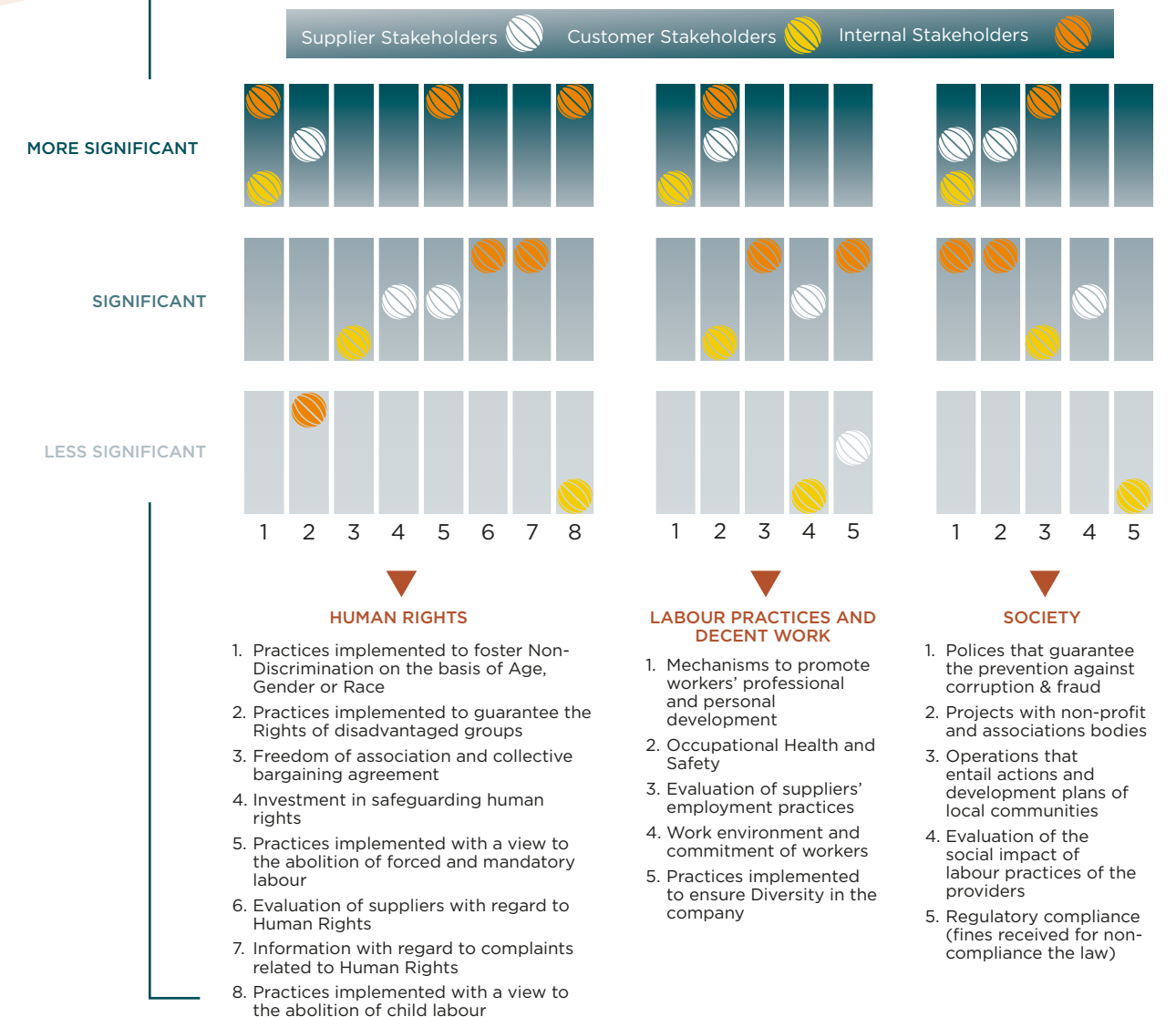
At the beginning of 2022 Solarig identified the material aspects for its stakeholders by carrying out its own materiality study. This process identified those social, environmental and governance aspects that are relevant to stakeholders.

The result of this analysis identified the most relevant aspects according to the relevance provided by the company's three main Stakeholders: Suppliers, Customers and Internal Collaborators.

Stakeholder material aspects study

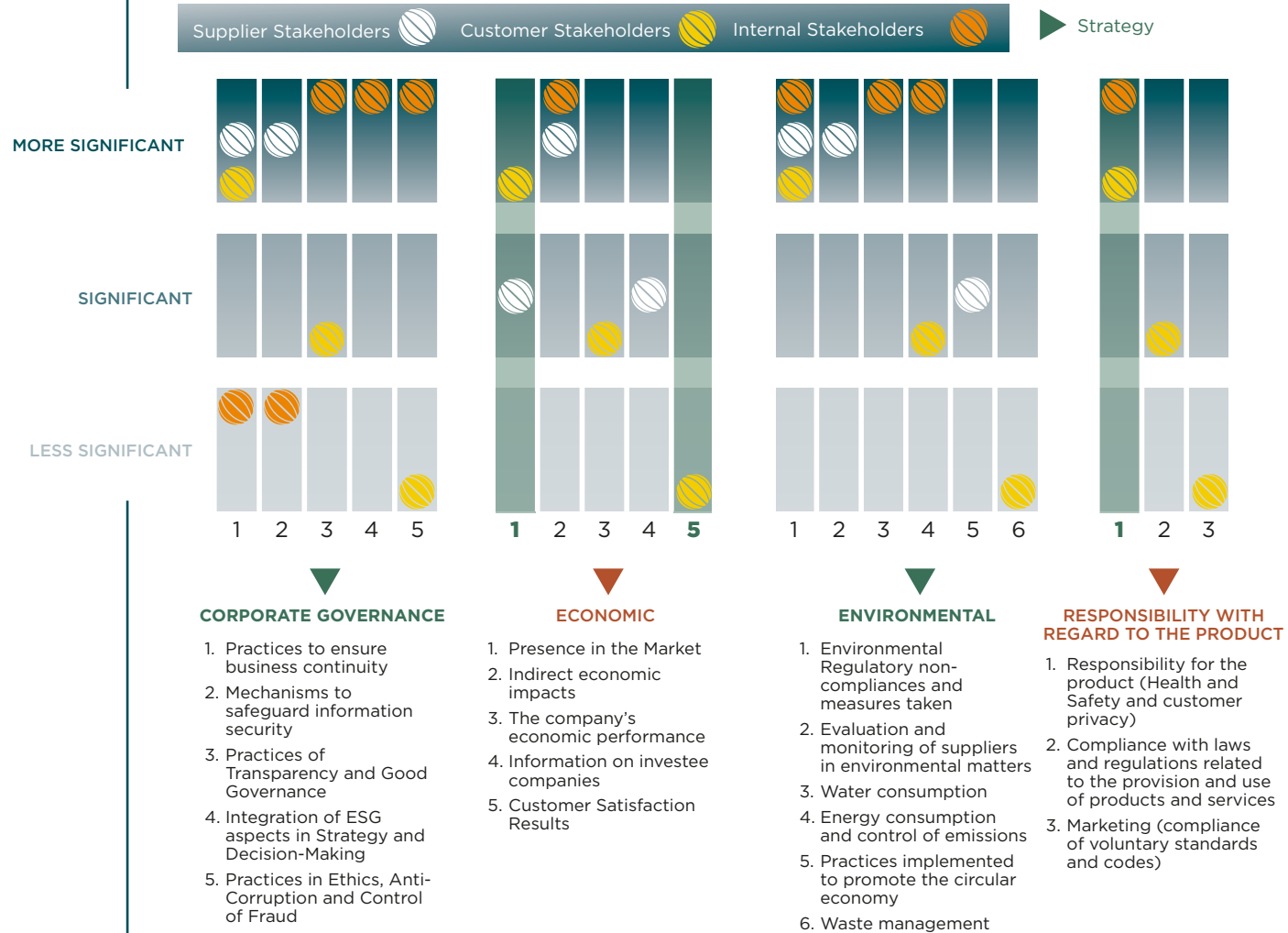


Stakeholder material aspects study

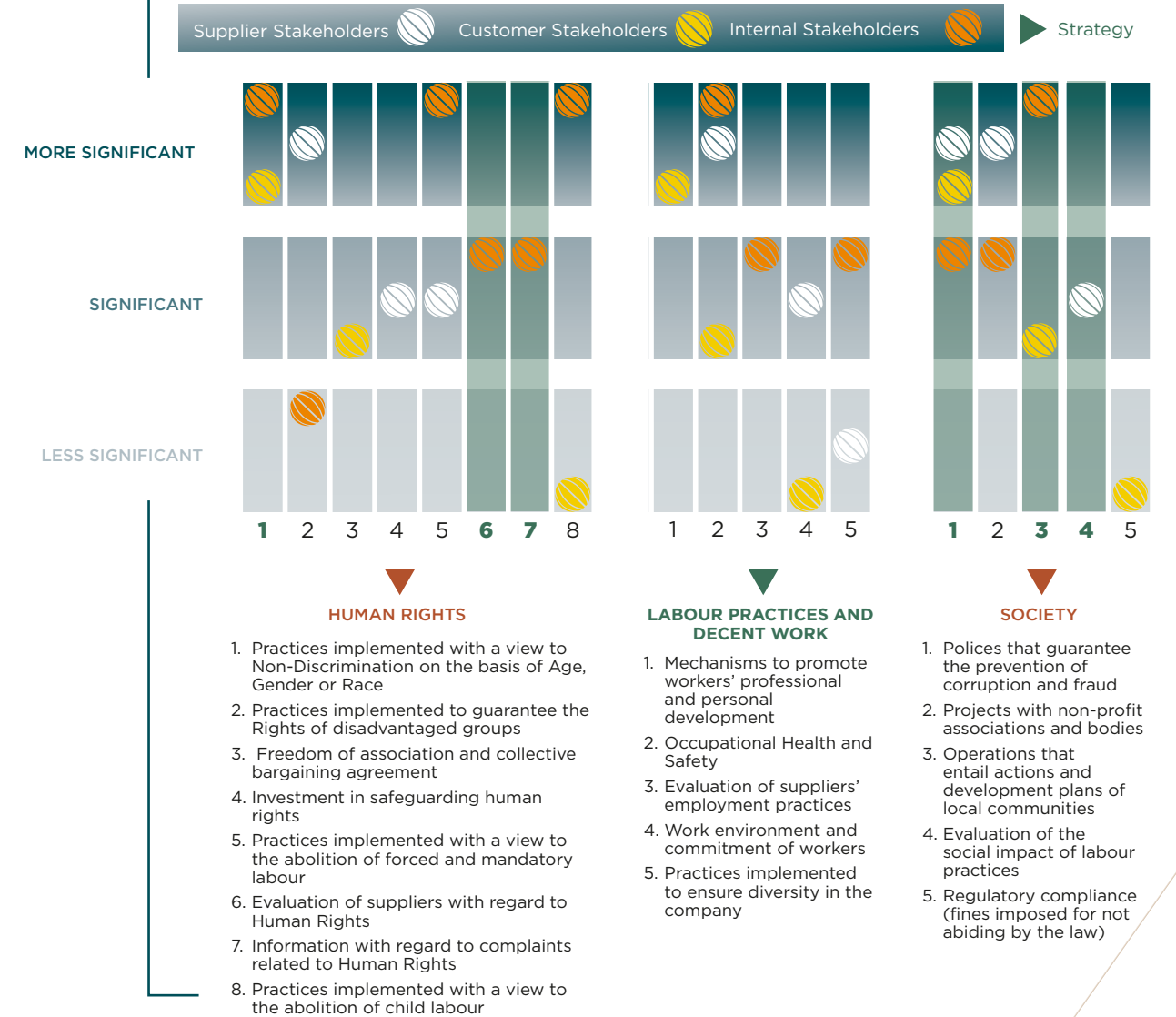


The integration of the result of the analysis into Solarig's Strategy resulted in a definition of priorities in the focus of the company's management, a roadmap that defines the Materiality Matrix and on which the implementation of the Sustainability Management Framework is based.

Stakeholder material aspects study



Stakeholder material aspects study



In 2022, efforts have focused on the following material aspects:

	Corporate governance	Economic	Environmental	Product liability	Human rights	Labour practices and decent work	Society
Very relevant aspects:	MR1. Business continuity practices MR2. Information security assurance mechanisms MR3. Integration of ESG aspects into strategy and decision making	MR4. Market presence MR5. Customer satisfaction results	MR6. Environmental non-compliances and measures taken MR7. Environmental assessment and monitoring of suppliers MR8. Water consumption MR9. Energy consumption, and emission control MR10. Practices developed to promote the circular economy MR11. Waste management	MR12. Product liability	MR13. Developed practices aimed at non-discrimination on grounds of age, sex or race. MR14. Assessment of suppliers in relation to human rights MR15. Information on the handling of human rights complaints	MR16. Mechanisms to promote the professional and personal development of the workforce MR17. Health and Safety at work MR18. Work climate and employee engagement MR19. Practices developed to ensure diversity within the company	MR20. Policies to ensure the prevention of corruption and fraud MR21. Operations involving local community development actions and plans MR22. Social impact assessment of suppliers
Relevant aspects	R1. Transparency and good governance practices	R2. Indirect economic impacts R3. Economic performance of the company R4. Information on investee companies		R5. Compliance with laws and regulations related to the provision and use of products and services R6. Marketing	R7. Practices developed to guarantee rights of disadvantaged groups R8. Freedom of association and collective bargaining R9. Investing in securing human rights R10. Energy consumption and emission control R11. Practices developed towards the abolition of forced and compulsory labour R12. Practices developed towards the abolition of child labour	R13. Assessment of suppliers' labour practices	R14. Projects with associations and non-profit organisations R15. Regulatory compliance (fines for non-compliance with the law)

Degree of progress in the integration of material aspects in the management of the company:

In the process of being defined

In the process of being achieved

Integrated look

During the last year, the stakeholder materiality analysis has led to work on the different issues that are highly relevant and material to each of the material aspects identified.

- **Society:** Solarig is working on the development of communication channels with local communities with the aim of receiving any notification from communities affected by the actions derived from the development of our projects. Solarig continues to work to facilitate communication with local areas regarding the projects we develop and operations that involve actions and plans for the development of these local communities.

On the other hand, Solarig continues to evaluate social aspects when approving suppliers and subcontractors, including ESG aspects and policies that guarantee the prevention of corruption and fraud.

- **Decent work and labour practices:** the professional development of Solarig's human capital is promoted at all levels of the company by increasing training to consolidated staff and attracting talent through scholarship programmes with different educational centres. Solarig's implementation of the health and safety management system in accordance with ISO 45001 ensures the continuous improvement of all aspects of health and safety applicable to all work centres.

- **Human Rights:** Solarig annually renews its involvement with the United Nations Global Compact as a partner. In doing so, it is committed to providing a respectful working environment without discrimination on the basis of age, gender or race. Solarig also makes a whistle-blowing channel available to interested parties.
- **Cooperative governance:** Solarig continues to develop a clear and defined governance model based on the principles of integrity and transparency. In this way, and through the creation of different committees, best practices are promoted and a stable supervisory framework aligned with the strategic line is provided.
- **Environment:** During 2022, we have continued to improve data collection to promote the achievement of environmental objectives. In addition, through the Environmental Management System implemented in accordance with the ISO 14001 standard, we continue with continuous improvement actions that promote the development of environmental management in all our activities and locations.



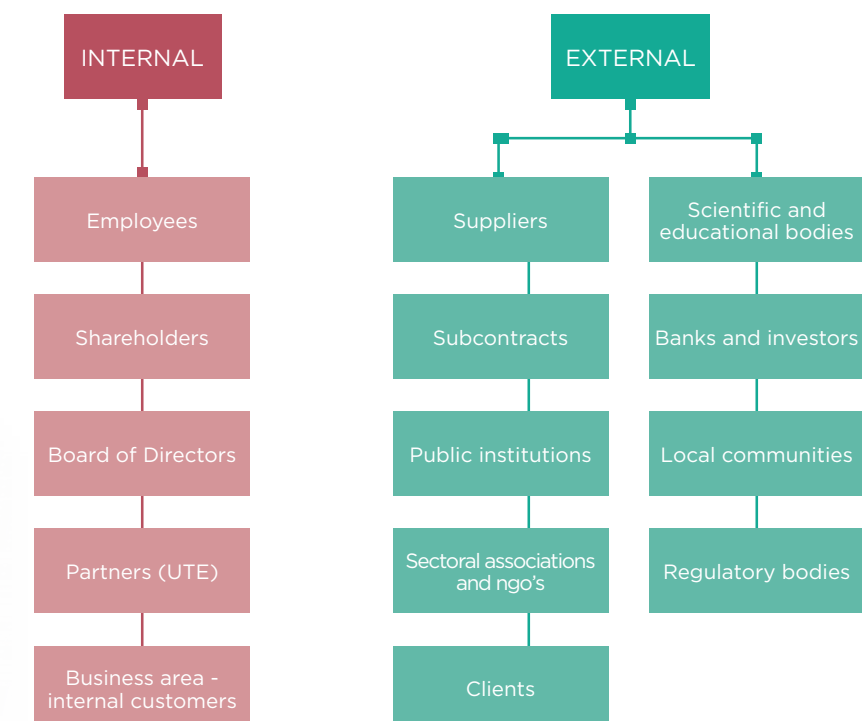
- **Economy:** Information on Solarig's growth and the company's economic performance is reported through annual monitoring reports that are available to third parties.
- **Product responsibility:** Solarig has a communication and marketing department that ensures the correct internal and external communication regarding the products and activities developed by Solarig. In addition, Solarig has legal requirements assessment tools that ensure compliance with laws and regulations related to the provision of our activities to third parties.

On the other hand, during 2022, other specific actions have been carried out in response to the relevant issues framed in the Solarig Healthy, Solarig Sustainable and Solarig Solidarity lines, covering three key aspects in its shared growth purpose: the health of its workers, the environmental and social sustainability of the impact of its activities and the solidarity that connects with the most human values.

These actions are detailed later in the report.



Likewise, Solarig establishes internal and external communication channels for stakeholders through mailboxes available on the company's website and internal intranet.



Our culture is based on the values of teamwork, innovation, diversity, responsibility and excellence.

5.3. Social and staff issues

5.3.1. Focus on People

Solarig is a company born out of entrepreneurship with a vision that wants to contribute to a sustainable future for society.

The culture is based on values of teamwork, innovation, diversity, responsibility and excellence.

Respect for diversity, equal opportunities, equal treatment and non-discrimination guides our people's policies. From this commitment stems our **Human Rights Policy**, which is also in line with Solarig's values.

Likewise, in the interest of sharing this policy and showing corporate interest in its correct integration, on 16 June 2022 we held an open meeting with the entire team to read the policy together and discuss the issues that emerged.

This policy is available to our stakeholders on the corporate website.

The **Company's Code of Conduct** defines the behaviour expected from members of the organisation based on the principles of Integrity, Professionalism and Respect.

Solarig is committed to acting at all times in accordance with the United Nations Global Compact, to which it has adhered since its beginnings, and whose objective is the adoption of universal principles in the areas of human and labour rights and environmental protection.

As an alert system for possible breaches of the law or the Code of Conduct, we have enabled the **Complaint Channel**, which is available to people who work with us and our stakeholders.

The Whistleblowing Channel complies with EU Directive 2019/1937 and the recently approved Law 2/2023 of 20 February, which regulates the protection of persons who report regulatory breaches and the fight against corruption.

This channel is a flexible tool that allows for confidential reporting of possible irregularities and provides direct communication with Solarig's Governing Bodies. This channel is Solarig's mechanism for identifying any questions or concerns regarding the Code of Conduct, internal regulations or Solarig procedures. It is established to ensure that, should a complaint, concern or query arise, it is dealt with in a professional manner and with the necessary proportionate confidentiality, taking appropriate action to protect the interests of Solarig, its stakeholders and society as a whole.

In addition, Solarig has an open communication channel on its website with its stakeholders through a **Complaints and Suggestions** mailbox that allows easy access and monitoring of this type of communication within the organisation.

Respect for **human rights** is fundamental for the company, which is why it has a Human Rights **Respect Policy** on its website and, additionally, on their first day of work, each employee receives the company's **Code of Conduct**, which clearly specifies that all actions by Solarig and its employees must scrupulously respect the human rights and civil liberties included in the Universal Declaration of Human Rights and, specifically, in the Ruggie Report of the United Nations on the issue of human rights and business, as well as all internal regulations developed in this area.

Although Solarig's business does not involve child labour in any of the countries in which it operates, it is committed to the effective abolition of child labour and pledges that neither the Group, its professionals nor its suppliers will resort to child labour. Solarig is fully compliant with International Labour Organisation (ILO) regulations on child labour.



Within the scope of ILO standards, Solarig rejects forced or compulsory labour, ensuring full respect for workers' rights.

As proof of this, in 2021 and 2022, we have not been notified of any complaints regarding human rights violations.

In the area of the right of free association of its workers, Solarig complied in both 2021 and 2022 with Royal Legislative Decree 2/2015, of 23 October, approving the revised text of the Workers' Statute Law.

Solarig believes that everyone who works for the company is a necessary partner in maintaining a working environment free of discrimination and interpersonal misconduct.

In relation to labour rights and in the area of interactions between people working at Solarig, the company established in 2021 the **Conflict Resolution Protocol for the prevention of harassment and violence in the workplace**, which is still in force in 2022, without having received any complaints in this regard.

This Protocol enables the prevention and appropriate channelling, while maintaining the necessary rigour, of any harassment and violence in the workplace, including sexual harassment and gender-based harassment, ensuring agility and diligence in the management of these situations.

Of course, Solarig does not tolerate any discrimination based on race, nationality, social origin, age, sex, marital status, sexual orientation or identity, ideology, political or trade union opinions, religion or any other personal, physical or social condition.

Solarig is also committed to ensuring a balance between the professional and personal lives of all its employees.

All these commitments are embodied in the **Diversity, Inclusion and Equal Opportunities Policy**.

Similarly, thanks to the Workday Register, Solarig informs the entire team of the express prohibition to work longer hours than those established in the applicable Work Calendar, without the prior authorisation and approval of the person directly responsible.

Along the same lines, the Group transfers its commitments by ensuring the contracting of suppliers or external collaborators who carry out these good practices. To ensure Solarig's due diligence in this respect, suppliers must accept the **Code of Ethics for Suppliers** prior to the start of the service.

Moreover, an evaluation of the legal requirements applicable to the group's activities is carried out by the HSEQ department through SALEM, to confirm compliance with these requirements. The SALEM platform, belonging to the Novotec group, is an online service that provides updated information in real time on regulatory changes in aspects of Health & Safety, Industrial Safety and Environment and changes in regulatory requirements applicable to our activities in the different regulatory ranges (community, state, regional and local).

Currently, the platform is used for the evaluation of legal requirements in Spain. In the rest of the countries in which Solarig operates, consultants specialising in local legislation are available.

5.3.2. Workforce

At the end of 2022, the workforce consisted of 784 people in 10 countries. During the year, the India site was closed and a new site was opened in Portugal.

The head office is historically located in Spain and is also the one with the largest number of teams (284), the next largest being Mexico (194) and Brazil (121).

However, in total numbers the increase was 18%, with the Spanish headquarters growing substantially more than the others, by 30%.

Likewise, the increase in the incorporation of women has been substantially higher, 30%, than that of men, 16%. Also, in gross numbers, we can observe a majority presence of men over women, explained by the absolute predominance of electrical technical profiles (level 5, in the table by professional categories) with respect to the total workforce. These profiles are mainly occupied by men in the labour market.

Due to the modification in Spain of the Workers' Labour Law, a recent change that significantly restricts the cases in which temporary contracts are allowed in Spain, we can see a high number of conversions from temporary to permanent contracts. If in 2021 permanent contracts accounted for 49% of the total number of contracts, in 2022 they account for 77%.

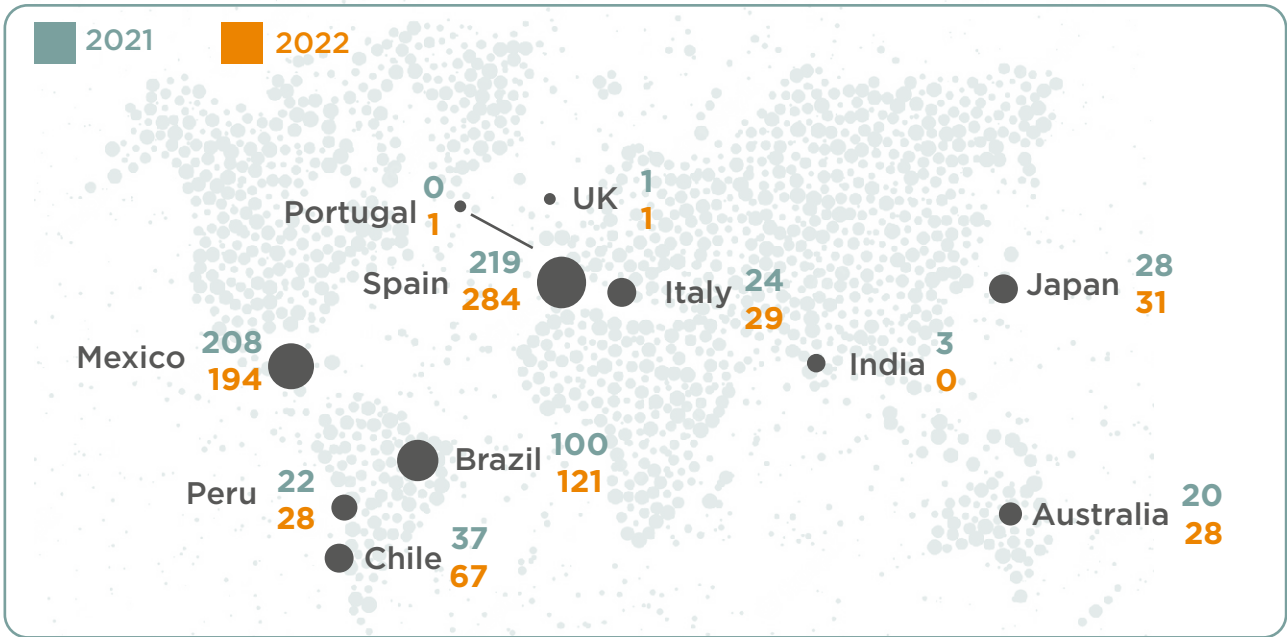
The contracts that remain temporary respond to the typical characteristic of Operation and Maintenance (O&M), a business based on temporary service contracts that entail, when permitted by law, temporary employment contracts.

Numerical data on employees are presented below.

Table 1: Breakdown of the number of employees

Employees by gender			Employees by age		
	2021	2022		2021	2022
MEN	574	669	- 25	37	107
WOMEN	88	115	25 - 34	322	325
OTHER	-	-	35 - 50	237	283
TOTAL	662	784	+ 50	66	69
			TOTAL	662	784

Employees by country



In France and Jamaica, Solarig has no employees of its own.

TOTAL

2021: 662 · 2022: 784

Table 2: Breakdown of average annual contracts

Table 2.1 Average annual number of contracts by gender - 2021						
	Indefinite contract			Temporary contract		
	Full-time	Part-time	Total	Full-time	Part-time	Total
Women	73,28	8	81,28	4,84	0,05	4,89
Men	488,10	1	489,10	46	0,09	46,09

2022 Employees by type of contract - Data 2022						
	Indefinite contract			Temporary contract		
	Full-time	Part-time	Total	Full-time	Part-time	Total
Women	85,79	8,89	94,67	13,95	1	14,95
Men	497,4	1	498,44	129	2	131

Table 2.2 Average annual number of contracts by age - 2021						
	Indefinite contract			Temporary contract		
	Full-time	Part-time	Total	Full-time	Part-time	Total
Under 25	43,43	0	43,43	8,68	0,14	8,82
25 - 34	235,70	1	236,70	25,36	0	25,36
35 - 50	218,37	7	225,37	12,02	0	12,02
Over 50	63,89	1	64,89	4,77	0	4,77

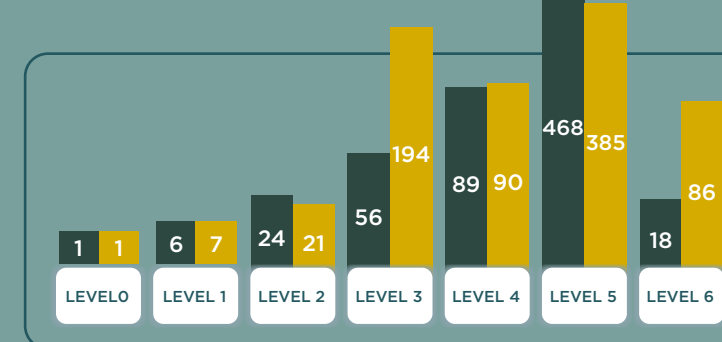
2022 Average annual number of contracts by age - 2022						
	Indefinite contract			Temporary contract		
	Full-time	Part-time	Total	Full-time	Part-time	Total
Under 25	45,19	-	45,19	34,79	3	37,79
25 - 34	251,47	1,87	253,34	66,93	-	66,93
35 - 50	229,27	7	236,27	30,14	-	30,14
Over 50	57,30	1	58,30	11,09	-	11,09

Table 2.3 Average annual number of contracts by professional category - 2021						
	Indefinite contract			Temporary contract		
	Full-time	Part-time	Total	Full-time	Part-time	Total
Level 0	1	-	1	-	-	0
Level 1	5,10	-	5,10	-	-	0
Level 2	19,76	-	19,76	-	-	0.6
Level 3	120,89	2	122,89	8,58	-	8,58
Level 4	38,97	5	43,97	1,63	-	1,63
Level 5	152,82	1	154,82	34,75	-	34,75
Level 6	222,84	1	223,84	5,86	0,14	6

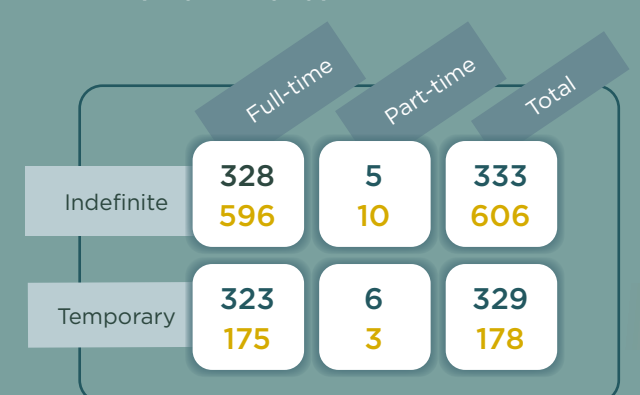
2022 Average annual number of contracts by professional category - 2022						
	Indefinite contract			Temporary contract		
	Full-time	Part-time	Total	Full-time	Part-time	Total
Level 0	1	-	1	-	-	-
Level 1	7,10	-	7,10	-	-	-
Level 2	22,38	-	22,38	-	-	-
Level 3	161,87	2	163,87	20,25	-	20,25
Level 4	65,24	5	70,24	6,28	-	6,28
Level 5	262,47	1,87	264,34	95,68	1	96,68
Level 6	63,16	1	64,16	20,63	-	20,63

TOTAL: 2021 2022
662 784

Employees by professional category



Employees by type of contract



(*The criteria for calculating the average annual number of contracts has been modified with respect to the year 2021, where the average of the percentage of days of the year that each employee had worked was calculated, while in 2022 the calculation has been improved to obtain the average representation)

Below we show the data on dismissals, without segmentation of the final cause ratified by the court. The proportion of dismissals is very slightly increasing, in 2021 it was 5% and in 2022 it was 6%. The cases by internal levels and by age group are distributed in a fairly proportional way with respect to the number of people, so there is nothing noteworthy in this section.

The data is shown below:

Tables 3: Breakdown of the number of redundancies

Table 3.1

Dismissals by gender		
	2021	2022
Women	3	9
Men	32	40
Other	-	-
Total	35	49

Table 3.2

Dismissals by age		
	2021	2022
-25	5	16
25-34	14	14
35-50	12	10
+50	4	9
Total	35	49

Table 3.3

Dismissals by professional category		
	2021	2022
Level 0	0	0
Level 1	1	1
Level 2	2	0
Level 3	0	12
Level 4	1	2
Level 5	31	23
Level 6	0	11
Total	35	49

The global average remunerations show that there is an overall negative pay gap of -29.1% having been -18% in 2021, this is due to Solarig's mostly male population being in levels 4, 5 and 6 and in Latam countries where average salaries are substantially lower.

The company scrupulously complies with local wage regulations. As it has a significant population in countries where salaries are much lower than in Spain, the averages are lower than the Spanish benchmark.

Tables 4: Breakdown of average remuneration

The global average remunerations show that there is a negative salary gap of -18%, due to the fact that the older population of Solarig is at levels 5 and 6 where the existence of women is a minority, with women in positions of higher remuneration, being women in positions of higher remuneration and responsibility.

Table 4.1 Average annual remuneration by gender			
	2020	2021	2022
Women	27,819.87€	26,305.71€	33.417,32€
Men	23,061.66€	22,358.62€	25.878,11€

Table 4.2 Average annual remuneration by age			
	2020	2021	2022
- 25	7.956,56€	8,050.99€	11.281,47€
25 - 34	14.189,55€	15,024.62€	21.319,30€
35 - 50	33.098,08€	32,302.66€	38.075,25€
+ 50	32.660,92€	36,362.41€	32.525,51€

Table 4.3 Average annual remuneration by professional category			
	2020	2021	2022
Level 0	-		
Level 1	127,214.29€	132,431.25€	144.935,71€
Level 2	77,885.58€	73,618.00€	88.288,40€
Level 3	63,937.29€	56,669.62€	40.583,88€
Level 4	41,527.30€	36,970.32€	36.470,08€
Level 5	15,936.17€	13,373.25€	15.291,23€
Level 6	13,913.17€	29,278.44€	10.106,26€

Table 4.4

	2020		2021		2022	
	Women	Men	Women	Men	Women	Men
Directors	0.00€	3,300.00€	0.00€	1,680.00€	-	1.200,00€
Executives	0.00€	145,062.50€	0.00€	147,716.67€	*	169.535,71€

Table 4.5

Average annual remuneration of Directors and Executives by gender and salary gap				Average annual remuneration of Directors and Executives by gender and salary gap			
2021	Women	Men	Salary Gap	2022	Women	Men	Salary Gap
Directors	0.00€	1,680.00€		Directors	0.00€	1.200,00€	-
Executives	0.00€	147,716.67€		Executives	*	169.535,71€	-
Level 2	71,387.50€	73,888.36€	3%	Level 2	66.793,33€	91.870,91€	27,3%
Level 3	52,817.76€	57,202.95€	8%	Level 3	48.002,04€	39.063,39€	-22,9%
Level 4	35,929.48€	37,381.52€	4%	Level 4	37.822,41€	35.687,15€	-6,0%
Level 5	16,622.96€	13,035.62€	-28%	Level 5	16,622.96€	13,035.62€	-28%
Level 6	22,588.40€	33,101.31€	32%	Level 6	22,588.40€	33,101.31€	32%

The formula used to calculate the gender pay gap is as follows:

Level Gap = (Average annual remuneration Male - Average annual remuneration Female)/Average annual remuneration Male

Table 5: Number of employees with disabilities

The distribution of people with disabilities is based on the predominant activity in each company. Solarig Global Services maintains compliance with the number of people with disabilities, with one person leaving voluntarily in 2022 and another person joining. However, it is a challenge for companies with very individual and specific jobs in the plant to incorporate and integrate appropriately.

During 2022 we signed agreements with foundations to collaborate in this search and integration and for 2023 we maintain the target of one recruitment per year.

Employees with disabilities

SPAIN	2
TOTAL	2

5.3.3. Work organisation

The organisation of work is adapted to the needs of our different activities and the different reference agreements.

In the group that works in the office in Spain, work is organised on a flexible timetable that allows from Monday to Thursday an entry between 8:00h and 9:00h, a lunch break between 13:00h and 16:00h and an exit at the end of the working day from 18:00h. On Fridays, flexible entry between 8:00h and 9:00h and departure from 14:00h are allowed.

In this group of office staff there is the possibility of teleworking on Fridays upon request to their direct manager.

Within the year, it establishes an intensive timetable in August, with the double objective of facilitating work-life balance and greater enjoyment of rest time.

In other countries, the organisation of office hours is similar with minor adjustments to local custom and local working hours. In Italy, the working hours are from 9 am to 6.45 pm with a one-hour lunch break and intensive working hours on Friday from 9 am to 2 pm, with a one-hour break in the afternoon in the summer timetable. In Japan, the working hours in Tokyo are from 9 a.m. to 6 p.m. with a one-hour break between 11.30 a.m. and 2.30 p.m. and outside Tokyo from 8 a.m. to 5 p.m. with the same break. In Chile, the timetable is from 9 am to 6 pm with one hour for lunch from Monday to Thursday and on Friday from 9 am to 4 pm, with teleworking on Thursdays and Fridays. In Mexico, for example, the working hours are Monday to Friday from 9:00 am to 7:00 pm with one hour for lunch.

For the second large group, which are the field workers, both Operation and Maintenance and Construction, the timetable is adapted to the needs of the photovoltaic plants and the works in progress, at all times during daylight hours. In this activity, the maintenance requirement, including Saturdays and Sundays, requires the organisation of shifts and specifically defined systems for keeping and guarding.

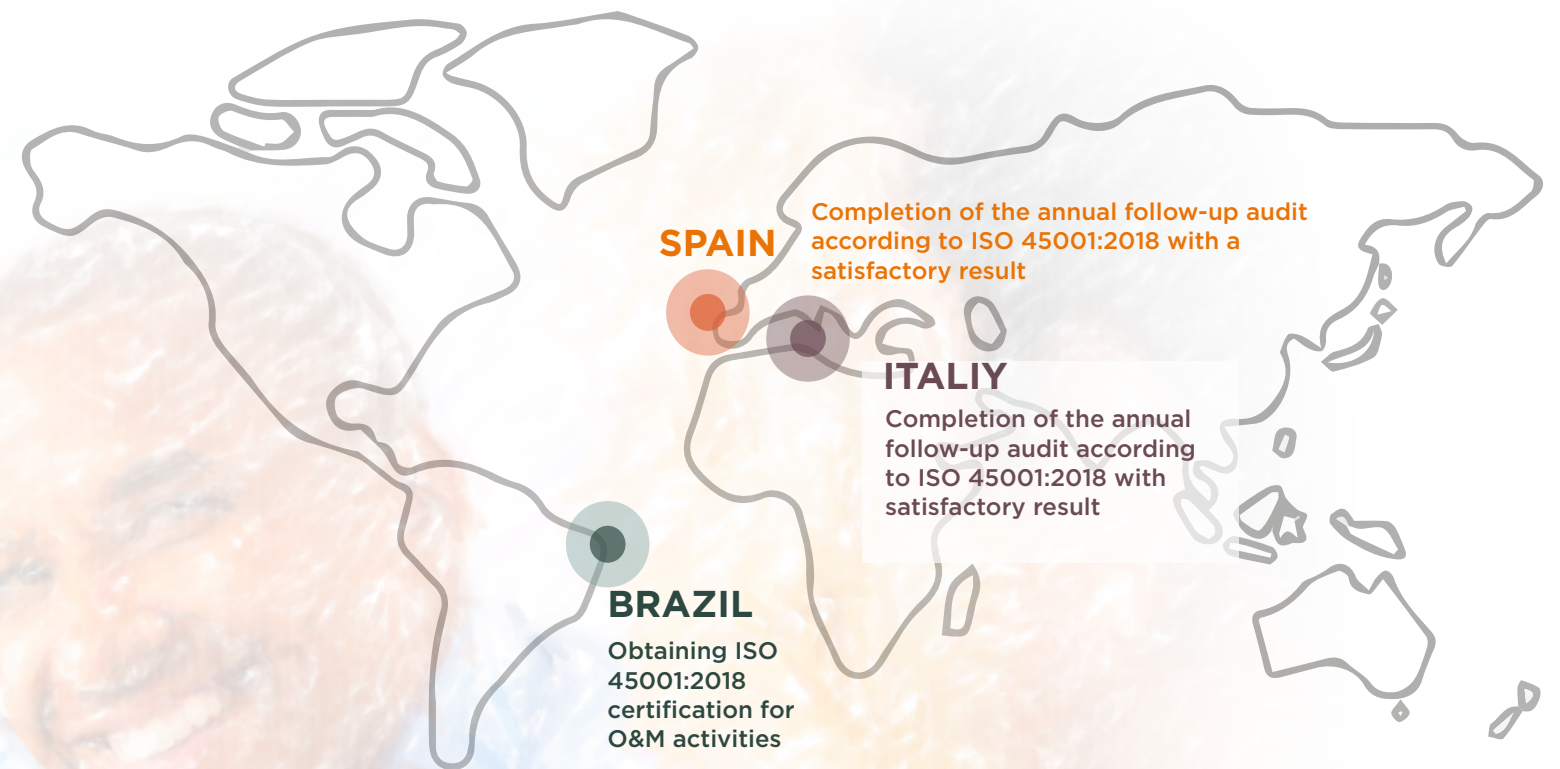
In compliance with current legislation, Solarig is a company that promotes family and professional reconciliation by facilitating reductions in working hours for parental care, as well as timetable adaptations (15 in 2022) or leaves of absence for the same reason (3 in 2022).

Likewise, and with the aim of implementing a good practice that reinforces Solarig's commitment to the well-being and health of the people in the team, the **Corporate Digital Disconnection Policy** was approved in 2022, including aspects included in the law as well as recommendations for good professional practices.

5.3.4. Health and Safety

In 2022, we continued with the verification of legal requirements to comply with the Integrated Management System (ISO 9001: 2015, ISO 14001: 2015, ISO 45001: 2015), using the SALEM platform in Spain.

The follow-up audits of the Integrated Management System certification in Spain and Italy, carried out by LRQA during the months of November and December, were satisfactorily completed, verifying that the system complies with the requirements established by the standards. In December, the Integrated Management System was certified in Brazil.



Within the Health and Safety policy, the main objective is to establish regular controls for the prevention of occupational risks that may occur during the development of our activity for both workers and external staff that may be affected, as well as the promotion of communication and participation of workers and third parties to improve work spaces and generate improvement actions.

Tables 6: Data relating to Health and Safety

			
	Women	Men	Total
Absence hours Spain			
2021	7.171,28	11.834,39	19.005,67
2022	5.727,97	9.234,00	14.959,97
Management of accidents involving Solarig staff or its subcontractors is regulated within our Management System and must therefore be controlled and monitored. The accident rate data, with and without sick leave, at a global level for accidents occurring during 2022 are shown below.			
Number of accidents by gender			
2021	0	23	23
2022	0	14	14
Accident frequency rate			
2021	0	21,34	18,51
2022	0	4,95	4,22
Number of accidents with sick leave occurred during working hours, for every million hours worked: (Number of accidents / Number of hours worked) * 1,000,000			
Accident severity rate			
2021	0	0,0028	0,0024
2022	0	0,0528	0,045
Formula used: Number of days lost by gender, as a result of occupational accidents, for every 1,000 hours worked: (Number of days lost / Number of hours worked) * 1,000			
Number of occupational diseases			
2021	0	0	0
2022	0	0	0

In order to promote communication and participation of workers, a psychosocial risk assessment was carried out in 2021, which provided information on the physical and mental health of workers and identified opportunities for improvement Post-COVID-19.

Among the actions implemented, 5 leadership training courses were given, totalling 1166 hours of training.

Actions have also been carried out to raise awareness and inform about the most significant aspects of health and safety prevention and promotion, as well as active communication of the office emergency plan and a talk on safety and preventive measures in situations of high temperatures at the Zafra plant (Spain).

Among the actions carried out in this area, we can highlight the following:

COUNTRY	ACTION
PERU	Musculoskeletal Disorder Campaign
PERU	Stress Management Campaign
PERU	COVID Prevention Campaign
PERU / MEXICO	5 Golden Rules
CHILE / MEXICO	Plan and Win Campaign
CHILE / MEXICO	Heat Stress Campaign
CHILE / MEXICO	Skin cancer prevention Campaign
CHILE	Take care of your eyes Campaign
MEXICO	Five S's in your workplace
MEXICO	Road Awareness Campaign
BRAZIL	Prevention of lupus, Alzheimer's disease, fibromyalgia and leukaemia.
BRAZIL / CHILE	Look after your PPE Campaign
BRAZIL	Alcohol and Illicit Drugs Awareness

According to the external prevention service Quirón Prevención, no occupational illnesses were reported at Solarig in 2022.

All accidents and incidents, i.e. those unexpected events that have not caused injury to people, both for Solarig staff and its subcontractors, have been analysed to determine their causes and take the appropriate corrective actions to avoid the situations that have caused them.

As established by current legislation, health monitoring in Spain is assumed in its entirety by the external prevention service Quirón Prevención. The health surveillance protocols are defined and have not undergone any modification, neither in their content, nor in their periodicity nor in their obligatory nature.

From the study of the results of these health examinations, we can focus on the pathologies that require greater attention from the point of view of prevention and health promotion. This allows us to make progress in the management of a healthy company.

During 2022, 228 medical check-ups were carried out in Spain, applying the corresponding protocols, according to the risks included in the risk assessments of the jobs. These protocols are basically the following:

- Working at heights
- Forced postures
- Manual handling of loads
- Repetitive movements
- Occupational dermatosis
- Noise
- Chemical risk
- Vibrations
- Occupational asthma
- Driving of vehicles
- Data display screens
- Psychosocial

The number of medical examinations carried out has varied due to the increase in staff that Solarig has had in recent years. With regard to aptitudes, it should be noted that all employees have been considered fit for their job.

Every year, the External Prevention Service provides health surveillance reports in which data from the medical examinations carried out are analysed. Among Solarig's risk factors, the following should be highlighted:

- 37.84% of Solarig Management and Operation employees and 25.22% of Solarig Global Services employees are smokers. **These figures are higher than the 22% of the Spanish population who report smoking on a daily basis.**
- 44.96% of Solarig Management and Operation employees and 29.96% of Solarig Global Services employees **declare themselves to be sedentary in their free time.**
- 65.77% of Solarig Management and Operation employees and 59.53% of Solarig Global Services employees **are overweight.**

The analysis of the health surveillance reports allows us to develop a 2023 action plan to raise awareness of the importance of controlling these risk factors, always bearing in mind that the results of the campaigns are not immediate, but must be expected in the long term and must continue over time with constant awareness-raising.

5.3.4. Healthy Solarig

Solarig is committed to promoting a healthy lifestyle and work habits, which is embodied in the Healthy Solarig programme.

Within the framework of the Healthy Solarig Project, actions are promoted with the aim of generating a working environment based on people's wellbeing. In addition, Solarig is not satisfied with improving health only within its organisation, but wants to go further by positively influencing different aspects aimed at the well-being of our social environment.

Throughout the year 2022, sessions in the field of mental health were held via our web, which are available on the Solarig intranet in the ESG/Solarig Saludable section.

The following webinars have been developed:

 <i>"Emotions & quality relationships" with 94 connections</i>	 <i>"Vulnerability & shame" with 72 connections</i>	 <i>"Yellow Day & professional relationships" with 94 connections</i>
		
July 15, 2022	July 29, 2022	June 20, 2022
The first quality relationship we need to have is with ourselves. It's key that we understand the function of emotions, knowing what needs they express and their function.	In this knowledge piece we talk about fragility, what happens when we aren't comfortable in our skin and what value those feelings have.	In this webinar session we talk about how the happiest day in the world can make our work and professional relationships better.

The feedback provided by the participants encourages us to continue with this work carried out by the Coach team from the Human Resources area.

A healthy business model makes it easier to carry out interventions and actions that seek greater well-being for our employees and their closest environment, their family and community. With this objective, accessibility to health services and health policies has been facilitated for the families of the people employed at Solarig. A health insurance policy has been arranged with DKV, which it makes available to its employees, extending it to their spouses and children.

In terms of risk management derived from the workload and with the commitment to extend the relevance that mental health has for Solarig by the occupational risk prevention and health promotion area, it has carried out campaigns in other countries in which Solarig carries out its activity, as follows:



Within the Healthy Solarig project, the promotion of Health leads to promoting the commitment to healthy nutrition, and for this it provides its offices with seasonal fruit and those supplied by local suppliers.

During this year 2022 there has been an increase in fruit consumption reaching 1,972 kg in the offices as a whole. By office the consumption was:

- Soria Office: 707 kg of fruit and 106 kg of nuts
- Madrid Office: 1.265 kg of fruit and 543 kg of nuts
- Sevilla Office: 355,8 kg of fruit and 50 kg of nuts

It is estimated that by 2023 consumption will continue to rise due to the increase in the number of workers in the offices and its implementation in the offices of all Solarig subsidiaries.

The incorporation of the practice of physical exercise as a healthy lifestyle habit is a concern acquired by Solarig in view of the results obtained in the health surveillance reports.

The promotion of physical activity has been key during 2022, developing different sports activities that mostly support social causes, fulfilling the double objective of Healthy and Solidary Solarig.

Under this perspective, in 2022 several initiatives have been launched to promote sport among employees:

- **Participation in the III Aldea Infantiles Solidarity Race.**

Solarig managed to occupy ninth place out of twenty with a total of 30,960 points.

This initiative promotes the values of solidarity, motivation, sense of belonging and team integration.

- **Creation of the Solarig 7-a-side football team in the Madrid Inter-company League.**

This initiative exemplifies Solarig's support for sports practice, teamwork, humility, responsibility and respect for others, in addition to promoting networking activities with people from other companies in the area.

- **Creation and participation in the I Solarig Volleyball Tournament in Soria.**

Organized in collaboration with the Sporting Santo Domingo de Soria team, this activity has facilitated and developed inter-departmental relations, teamwork, responsibility, constancy and collaboration. The collaborating team has given support to the tournament with specific training sessions on this sport and different complementary dynamics to the practice of volleyball, stretching and technique.

- **Participation in the Business Race in Madrid and in the Christmas Race in Soria.**



10 people participated in the different distances available in the Business Race held on December 18 in Madrid, which featured initiatives to reduce environmental impact and collaboration with the Cris Contra el Cáncer association. 13 people participated in the Soria Christmas Popular Race organised by the Puente del Canto Club, whose profits went to the ASPACE association (Soria Cerebral Palsy Association). Both careers reinforce corporate support for sports practice, teamwork, effort, while supporting social values with the communities in which we work.

- **Creation of a soccer 11 team made up of employees from Mexico.**

Team that has played different matches throughout the year and has a corporate image through its shirts, promoting the practice of sport and local health and in conditions of equality, collaboration, teamwork, communication and commitment.



Among the improvement projects planned for 2023, it is worth highlighting:

- **Develop a communication plan linked to awareness and sensitization in matters of occupational safety, health and well-being:**
 - April 28 "World Day for Safety and Health at Work"
 - May 8 "World Red Cross and Red Crescent Day"
 - May 31 "World No Tobacco Day"
 - September 10 "World First Aid Day"
 - October 16 "World Food Day"
- Carrying out the follow-up psychosocial risk assessment in order to assess the impact of the prevention plan associated with the assessment carried out in 2021.
- Implement actions to develop skills related to leadership and time management that have a direct impact on emotional/psychosocial well-being.
- Health campaigns aimed at promoting healthy eating and physical exercise, as well as raising awareness of the harms of tobacco.
- Develop a training plan on occupational safety, health and well-being.
- **Physical health training:** postural hygiene training, healthy back
- **Nutritional health training:** nutrition workshop, healthy tupper course
- **Emotional health training:** stress management, conflict management, active listening.
- **Social health training:** Training in equality, training in human rights

5.3.5. Training

This year, 2022, emphasis has been placed on ensuring a registration system for the training provided in the various countries in which Solarig is present and on providing organisational resources for the training process.

A unified registration system per country has been established in order to obtain more relevant information at a global level. Training has been framed in the following 3 main training blocks: HSE, Soft Skills and Technique. This register collects information on the type of training (internal-external), modality (classroom, online, virtual classroom).

In the organisation of the training process, we have started to update the training procedure and have developed an internal training ERP. We expect this organisational work to be fully operational by 2023.

With regard to the training hours provided in 2022, these amounted to 13,373.8 hours. The average ratio of hours spent is 17.05 hours. This is a significant increase compared to the previous year, when the average number of training hours per employee reported was 6.5.

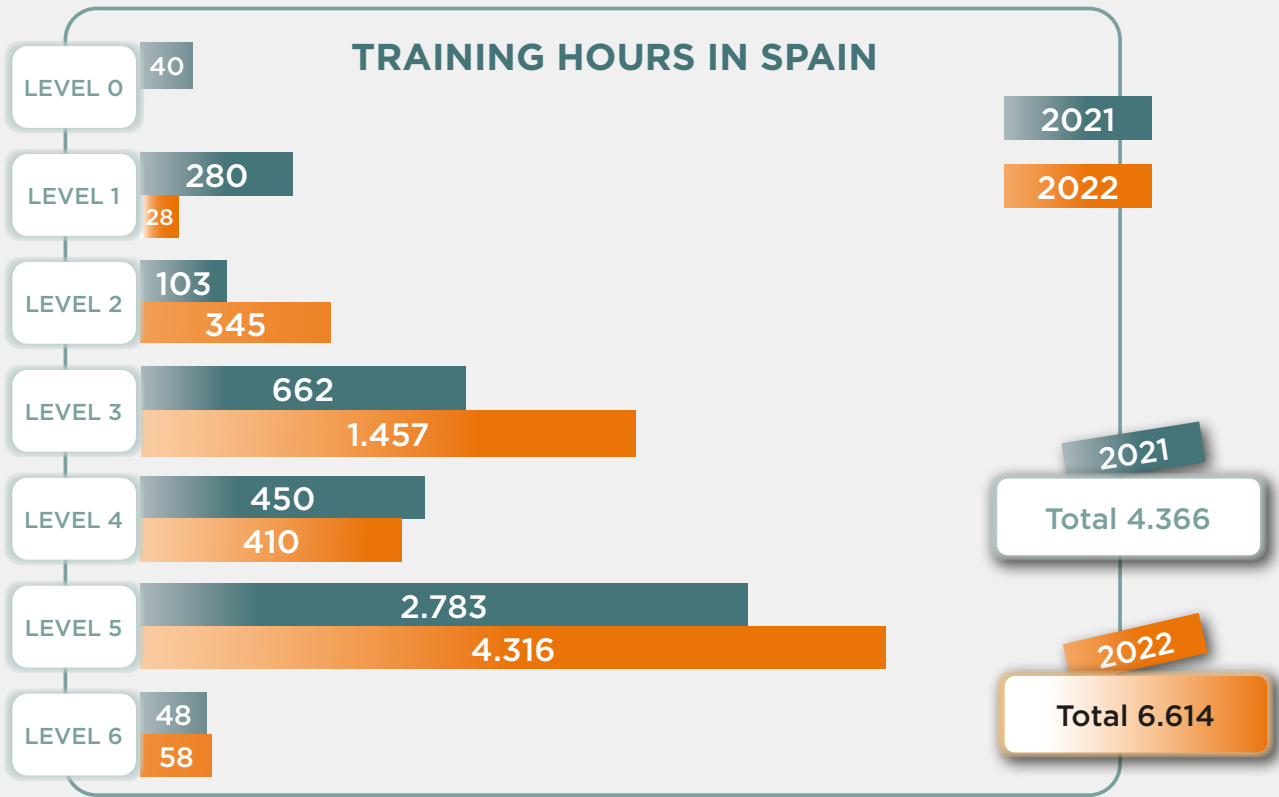
The total hours per country are distributed as follows:

Country	Nº Hours	% Men	% Women
Peru	843,3	95%	5%
Chile	1.167	93%	7%
Brazil	3.109	91%	9%
Italy	239	88%	12%
Japan	189,5	88%	12%
Mexico	1212	97%	3%
Spain	6.614	79%	21%
Total	13.373,8	86%	14%

Type of training:

Internal courses	External courses
200	144

In the following table you can find in detail the training by category in Spain, comparing the hours between the two years (2021 - 2022). The information for other countries is not included as there is no record of it. It is expected that data will be available for 2023.



In the area of training and information sessions held externally on the company or related areas, the following are noteworthy:

- With regard to the sessions organised by FOES, Solarig's participation in "HR Meeting Point", where the company's strategy regarding employee loyalty and welfare was shared, and in the First Meeting of the Soria Talent Network, where the company's growth, business model and international strategy were highlighted.
- Our team actively collaborates in training sessions organised by clients and partners in several of the projects in which we are present, explaining operation and technical details to different profiles, from young audiences to investors or owners.
- Participation in two events organised by the Colegio de Nuestra Señora del Pilar (Escolapios Soria): a round table on entrepreneurship held in March and an exhibition on climate change and renewable energies for 5th and 6th grade students.
- In line with the company's ongoing collaboration and contact with the campus of the University of Valladolid in Soria, Solarig was present at its 1st Agro-Forestry Meeting.

5.3.6. Social Relationships

Solarig proactively responds to social requirements and promotes wellbeing, which is why the company has so far maintained very low trade union activity. There are no active works councils or social conflicts.

Although in Mexico we have trade union activity in accordance with the law, we respond to timely requests in due time and form, and so far we have not had any conflicts or sanctions from the administration in this regard.

The conventions applicable in the following countries are as follows:

- Italy: Metal-Mechanical Agreement
- Spain: Construction, Metal and Offices & Offices
- Mexico: Federal Labour Law
- Brazil: Trade Agreement

All other countries are governed by the specific labour law at the local level.

Our compliance with the labour laws of each country is strict and we rely on specialised advisors and professionals to guide us. In accordance with each country's legislation, 100% of the people hired comply with the applicable collective bargaining agreements or the applicable local law, therefore all 784 people working with us in 2022.

Encouraging employee participation in the management of the organisation is channelled through the Suggestions Box on the Intranet <https://tickets.solarig.com/>, through which suggestions can be incorporated into the company's processes. Similarly, intra-departmental meetings are used to obtain information that employees provide to their superiors, who pass this on to the General Manager through the corresponding Business Line Committees.

Every year and in response to the Performance Evaluation process, feedback interviews are held between employees and their superiors in which improvements in the management of processes and the general operation of the company are also identified. These suggestions are passed on in their reports to the corresponding managers.

5.2.7. Equality and accessibility

Equality and respect for diversity is an integrated organisational principle that we require for our activities in various countries with diverse cultures to take advantage of the richness of the people who work at Solarig.

The code of conduct already appears in Solarig's basic principles as equal opportunities, indicating the importance of bringing equal opportunities to all people from the beginning of their life cycle in the company until their professional development. In this line and as a management and continuous improvement tool, Solarig is preparing the Equality Plan to be presented in 2023.

Solarig has all the guarantees of universal accessibility in our central offices in Madrid, with adapted toilets, distances in corridors and lifts. In the coming years and as we update the rest of the locations of our headquarters and/or branches, our objective is to continue adapting them to the principle of universal accessibility.

In the area of communication, the company promoted internally and externally the Women in Engineering Day, presenting with photographs and thanking the work of several women who reinforce the important role of female talent in STEM (Science, Technology, Engineering and Mathematics) areas.

5.4. Environment

Solarig is committed to continuous improvement in data quality and ease of obtaining environmental indicators. On the other hand, we are constantly and continuously working to include the collection of environmental data from all the facilities worldwide in which Solarig has a presence or activity. For this reason, Annex I shows the scope and exclusions for each of the environmental indicators for the years 2021 and 2022.

5.4.1. Environmental Policy

Solarig's Integrated Quality, Environment and Health and Safety policy represents the reference framework on which the activities carried out in the company are based to ensure compliance with applicable environmental legislation, respect and protection of the environment, minimising the resources used and the generation of negative impacts of our activities.

The management of environmental aspects is certified under the international ISO 14001 standard, which demonstrates Solarig's commitment to evaluating and controlling the environmental aspects identified and maintaining a cycle of continuous improvement.

5.4.2. Environmental Management System

The corporate Environment area is responsible for supervising compliance with environmental regulatory requirements and provides technical supervision to adapt each facility to environmental standards. On the other hand, from the different projects, and through the operations staff, any environmental demand associated with the projects is detected, providing support for the design of the necessary measures to mitigate potential impacts on the environment.

The objectives of Solarig's environmental management system include:

- Regular monitoring of environmental indicators and targets.
- Ensure and reinforce the continuous improvement of the environmental management system.

- Encouraging communication with third parties to detect potential impacts and propose mitigation measures
- Promote sustainable and efficient use of resources
- Protect biodiversity
- Prevent and manage environmental impacts

Solarig's Environmental Management System is certified according to ISO 14001:2015, which is renewed annually. The Environmental system is integrated within the Group's management system including the ISO 9001:2015 and ISO 45001:2018 standards.

The scope of the certification covers Solarig's activities: Operation and Maintenance of Solar Photovoltaic plants and Engineering, design and construction management of Solar Photovoltaic plants.

The resources dedicated to environmental actions and specifically the economic resources associated with environmental measures in projects in 2022 amounted to an investment volume of 214,706.78 euros.

These economic resources are associated with waste management, import fees for electronic products and the development of specific measures to protect biodiversity (vegetation screens, nesting areas, etc.), other measures aimed at reducing the environmental impact of our activities and the environmental monitoring of the projects themselves.

5.4.3. Environmental Risks

Solarig's Environmental Management System has implemented an environmental management system to ensure that the risks and opportunities associated with Solarig's activities are identified and managed correctly and responsibly.

The identification of environmental risks for each of the phases of the projects developed by Solarig is integrated within the Risk Management system based on the requirements of its Integrated Management System Standards and General Risk Policy.

Solarig ensures legal compliance with environmental requirements by identifying the legal aspects applicable to our facilities and activities. Solarig's international nature means that the applicable legislation is diverse in the different locations. To respond to this variability of applicable legislation, Solarig will implement a global platform in 2023 to unify the identification and assessment of legal requirements in all locations where Solarig is present.

5.4.4. Provisions and guarantees for environmental risks

As a result of the implementation of the General Risk Policy and the Insurance Policy, Solarig began to analyse in 2022 the opportunity of having a Corporate Environmental Liability Policy to minimise any collateral risk arising from the actions of third parties. To this end, a request for bids was launched to the main providers of this type of service at national and international level and, through a competitive process in terms of price and scope of service, this policy will be put into operation in 2023.

5.4.5. Management of the main impacts of Solarig's activity on the environment

Solarig works continuously to minimise the possible impacts identified during the environmental impact assessment process for each project. The verification of the mechanisms for the prevention, correction and compensation of impacts is continuous through the environmental monitoring and follow-up plans developed for each of the project phases: development, construction, operation and maintenance and decommissioning.

In 2022 Solarig obtains the Environmental Statement for its projects in Spain and Italy:

Las Carrasquillas

Portillejos

Caiman

Montalto

Specifically, the main impacts derived from the construction of solar photovoltaic plants and the actions with which Solarig addresses them are as follows:

- ✿ **Impacts on the environment.**
Integration of the photovoltaic installation into the landscape through the use of vegetation screens and/or non-vegetation screens with colours that mimic the installations with the environment.
- ✿ **Noise and dust generation**
Control of particles and dust through irrigation of the land. Organisation of heavy machinery use times.
- ✿ **Impact on soil and water conditions.**
Removal, conservation and placement of topsoil on the surface layer of the land during earthworks. Actions aimed at reducing the dragging of sediments and soil erosion.
- ✿ **Impact on flora and fauna.**
Monitoring of local fauna, placement of nest-boxes and implementation of "primillares". Reforestation and compensation of plant structures.
- ✿ **Social and archaeological impact.**
Creation of a space for dialogue with local environmental entities to achieve the best measures focused on the local environment. Prior analysis and continuous monitoring to verify the existence of archaeological remains of interest.

In compliance with the requirements established by the Environmental Impact Assessments of the projects under construction during 2022, vegetation screens of native species have been installed and forest offsets have been carried out.

On the other hand, Solarig annually identifies the environmental impacts in accordance with the requirements of the ISO 14001 standard. The impacts are categorised as Direct and Indirect and their origin as to whether they are produced by the activity itself or by third parties.

Solarig's activities have remained constant over the last year and the following were identified as the most significant direct impacts for all business areas:

- Emission of ozone layer depleting gases from vehicles
- Consumption of raw materials related to diesel and petrol

Finally, with regard to operation and maintenance work, water consumption for cleaning solar panels is the main significant environmental aspect.

The different Operation and Maintenance departments continue to work on different module cleaning techniques to minimise water consumption during this activity.

5.4.6. Refrigerant gases

The leakage of refrigerant gases constitutes an indirect environmental impact of Solarig, due to the fact that it does not have its own air-conditioning equipment.

This indirect environmental impact is however part of the operational control of the environmental management system and therefore, maintenance and refrigerant leakage control certificates provided by third parties, owners of the air conditioners, are requested and reviewed annually.

In 2022, there are no known leaks of refrigerant gases in third party installations.

5.4.7. Light pollution and noise

Solarig's activities at the facilities it operates and maintains do not generate significant noise that affects people or the environment. On the other hand, there are no continuous night-time activities that have an impact in terms of light pollution.

Solarig is particularly careful to comply with the requirements of environmental impact assessments for construction projects, which set out preventive measures for noise reduction.

These preventive measures include regular maintenance of machinery. The environmental monitoring carried out in the projects is demanding in this area.

Finally, it should be pointed out that Solarig's activity does not involve night work, and fixed daytime working hours are established during all phases of the work.

5.4.8. Waste management

Solarig, in its commitment to proper waste management, promotes the integration of the circularity and minimisation approach to waste generation at all levels.

The premises that guide this commitment are as follows:

- Minimising waste generation at source
- Maximising reuse, recycling and recovery of waste
- Promotion of awareness-raising campaigns on proper waste segregation
- Treatment and management of waste through locally authorised waste managers, looking for added value in terms of the type of final disposal of the waste. Particular value is placed on those that offer reuse and revaluation of the greatest amount of waste

The data on waste managed by Solarig throughout the year 2022 and following the scopes defined in Annex I are presented below.

This data takes into account the waste managed at all Solarig sites, as well as in the construction and operation and maintenance activities of photovoltaic plants built and operated by the company.

94% of the waste managed during the year was non-hazardous.

Table 2.1: Amount of non-hazardous waste

Non-hazardous waste	Total amount 2021 (Tn)	Total amount 2022 (Tn)
Wood	67,67	190,81
Paper/cardboard	58,32	93,44
Plastic	23,27	32,98
Metals	11,38	14,70
Septic Tank Sludge (m3)(*)	(*)	120,5
Septic Tank Sludge (Tn)	9,00	105,93
Septic Tank Sludge (l) (*)	(*)	10.000
Municipal waste	4,54	16,84
Concrete	0	62,87
Solar panels and electronic components	0	13,00
Others (**)	(**)	12,37

(*) Data not recorded for the past year 2021. Measurement data for septic tank sludge are incorporated in the current year 2022.

(**) Waste characterised as "Other" is non-hazardous waste whose individual quantity is not significant in relation to other waste and is therefore grouped together in a single measurement.

% OF NON-HAZARDOUS WASTE BY TYPE

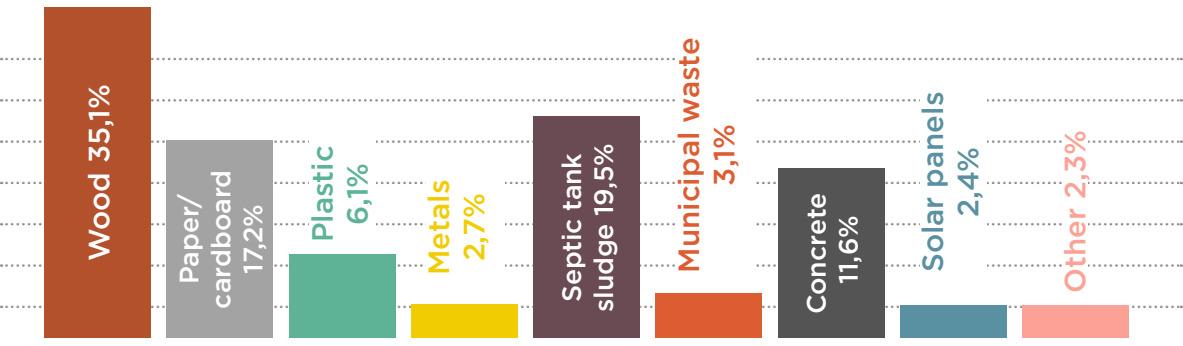
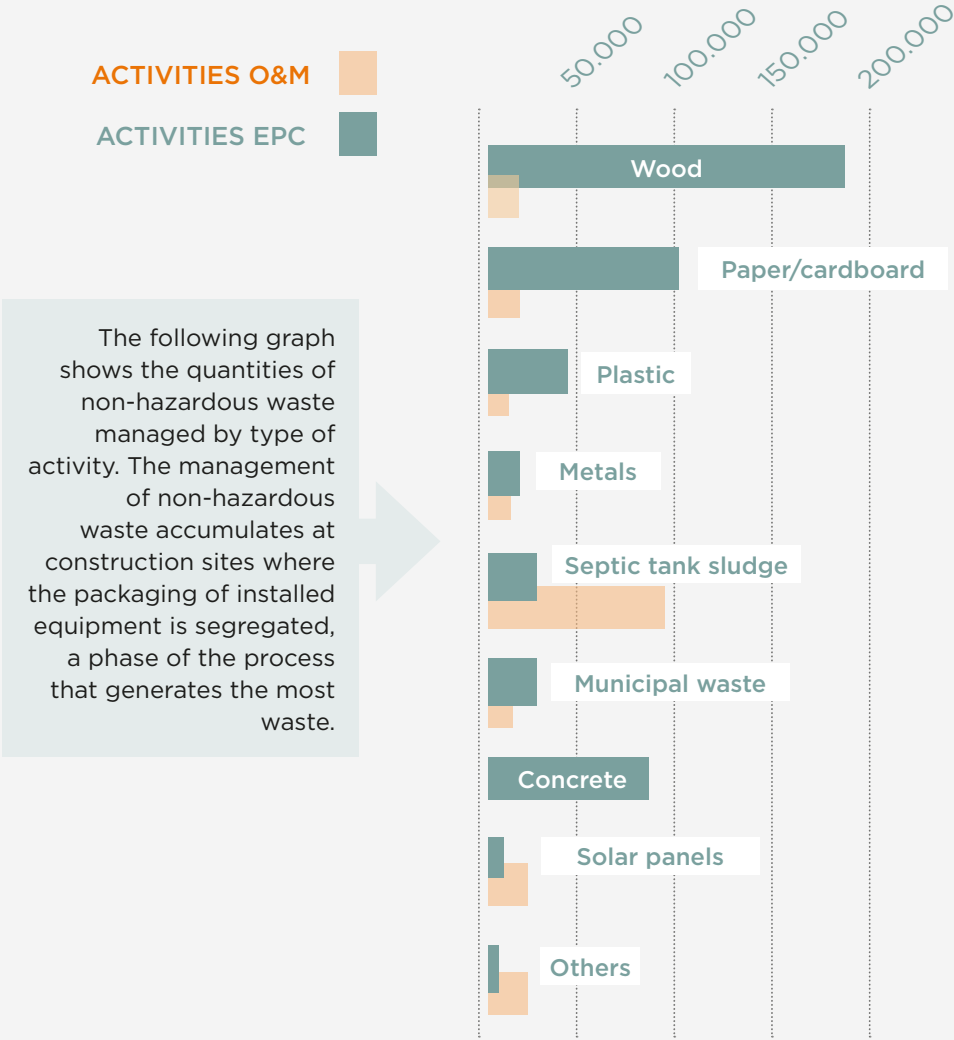


Tabla 2.2: Amount of hazardous waste

Hazardous waste	Total amount 2021 (Tn)	Total amount 2022 (Tn)
Used oil	0	0,53
Aerosols	0	0,17
Contaminated land	0	2,64
Absorbent rags and materials	0	0,07
Contaminated plastic packaging	0,069	0,33
Contaminated metals	0	0,07
Printer toner	0,002	0,028
Hazardous electronic equipment (*)	(*)	27,16
Polluted waters	0	1,30
Fluorescents	0	0,05
Others(**)	(**)	0,059

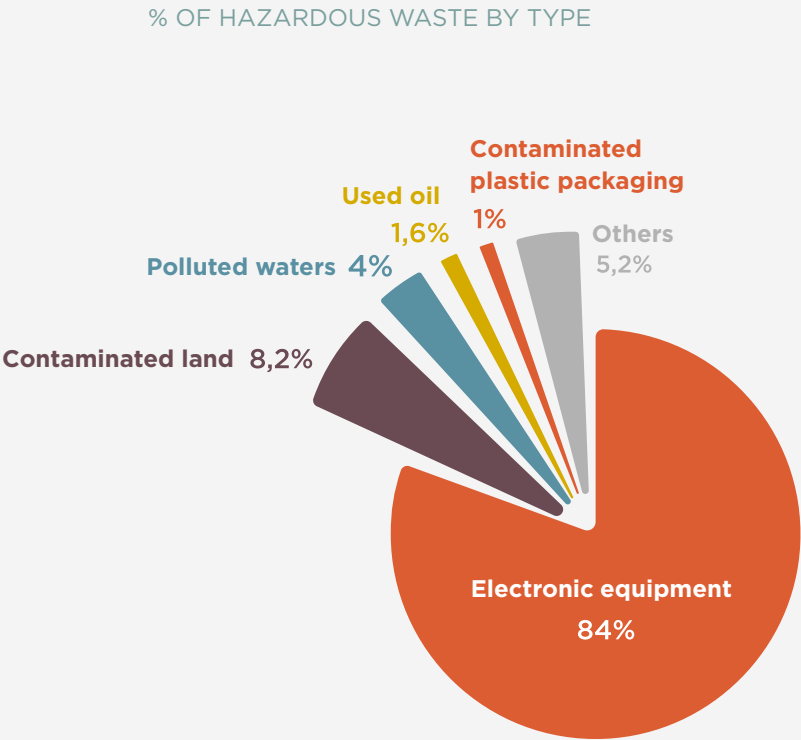
(*) Data not registered during the past year 2021. In the current year 2022, work is being done to improve the waste control register for those wastes not previously completed.

(**) Wastes characterised as "Other" are those hazardous wastes whose individual quantity is not significant in relation to other wastes and are therefore grouped together in a single measurement.



The activity that generates the most hazardous waste is construction work. However, the small amount generated means that collection by an authorised waste manager is carried out once the work reaches its final stage. Because of this, and due to the non-completion of construction work in 2021, no hazardous waste is managed during that year. In 2022, the quantities shown in the table above were segregated and delivered to an authorised waste manager.

On the other hand, during the operation and maintenance activities of the solar plants, the hazardous waste managed is that from electronic equipment. The production of other types of hazardous waste is minimal due to the characteristics of the maintenance activity itself.



As part of its commitment to Zero Waste, Solarig has waste management programmes that aim to increase the useful life of waste through donations to educational institutions.

Solarig continues to raise employee awareness and involvement on a global level. To this end, the following measures have been taken for the year 2022:

- Elimination of the purchase of single-use plastic utensils such as cups.
- Replacing non-recyclable coffee capsules with compostable or recyclable ones.
 - In the Soria offices, 4,300 recyclable coffee capsules have been managed in this way.
 - In the Madrid offices, 9,864 recyclable coffee capsules have been managed.

Solarig guarantees its commitment to waste management in all the countries in which it operates. In order to have information that allows an adequate evaluation of this management, it is progressively incorporating management systems that allow the required data to be obtained efficiently. Therefore, during 2023, work will continue to complete the availability of information on its activities on a global level and thus complete its reporting.

5.4.9. Sustainable use of resources

Within the framework of the integrated management system, and specifically following the requirements of the ISO 14001 standard, Solarig monitors the significant consumption of energy, water and waste generation in all phases of the project, as well as monitoring the objectives of continuous improvement.

WATER

With regard to water, Solarig makes consumptive use of water, not returning it to its source and does not discharge waste water. In locations where there are septic tanks and chemical toilets, waste water is collected by an authorised manager who ensures that it is properly treated and disposed of.

The main water-consuming activities are:

- Road irrigation to reduce dust and particulate emissions during construction phases.
- Cleaning of modules in operation and maintenance phase.
- Supply water for temporary facilities or reservoirs for use in sanitary facilities.
- Bottled water for human consumption.

The total volume of water consumed at the locations according to the scopes determined in Annex I is presented below.

Table 3: Water consumption

Source of extraction	Total amount of water consumed 2021 (m3)	Total amount of water consumed 2022 (m3)
Water cleaning of modules (*)	11.935	9.176,62
Water roads (*)	(*)	5.305
Bottled / drinking water	137,5	252
Water supply	0,01	1.352
Total water consumption	12.072	16.085

(*)In the year 2021, “Water for cleaning modules” and “Water for roads” are reported together as no separate information is available. In 2022, data collection has been improved and it has been possible to report separately the consumption data for road irrigation and module cleaning. This data is consolidated from the monthly consumption reports from the plants in operation and maintenance or construction.

During 2022 Solarig began prioritising water reuse for module cleaning. During the current year 2023 it continues to explore alternative local recycled water sources for these uses.

With regard to the consumption of drinking and supply water in both corporate offices and facilities, the responsible use of water and the use of mains water sources is encouraged with the aim of reducing the consumption of bottled water in plastic containers. The increase in the number of employees and facilities with respect to 2021 has led to a 64.7% increase in the amount of drinking water in absolute value.

ELECTRICITY AND FUEL



Solarig is working to respond to the climate emergency and the energy transition in all its work centres and for all its activities. In this way, we are committed to specific actions that contribute to decarbonisation, promoting and ensuring the optimisation of energy use in all our facilities.

Among the actions highlighted in 2022:

The year 2023 begins with 100% renewable electricity contracts in all offices in Spain.

In this way, by 2022, 37% of the electricity in the Spanish offices will be 100% renewable. Thus improving the consumption of green energy compared to 2021, when it was 0%.

In the rest of the countries, electricity comes from the national electricity mix.



Continuation of the plan for the progressive replacement of fleet vehicles by less polluting options (100% electric cars, hybrids with LPG).

Implementation of 100% electric/hybrid vehicles for the operational activities carried out by operation and maintenance technicians in solar plants.

Table 5: Direct energy consumption

	Total Amount	
	Amount	Units
Electricity 2022	134.373,2	kWh
Electricity 2021	126.372,4	kWh

Solarig is committed to energy efficiency in the buildings in which its offices are located, which is why its headquarters in Madrid is located in a Gold Leed certified building, and it promotes this type of certification in the rest of its branches.

Table 5.1: Fuel consumption

	Total Amount 2021			Total Amount 2022	
	Fuel	Amount	Units	Amount	Units
Vehicles and machinery	Gasolina 95	145.257,62	l	213.524,62	l
	Gasolina 98			265,19	l
	Diesel	-	-	484.374,06	l
	GLP	-	-	1.721,77	l
Fixed combustion equipment	Gasóleo B	76.270,81	l	0	l
		0	l	18.484	l

In 2022, the company has increased fuel consumption in absolute value compared to the previous year due to the increase in the number of people and business in operation and maintenance. In addition, the diversification of the operation and maintenance activity by internalising module cleaning and grass cutting work has led to an increase in direct fuel consumption.

Fuel consumption of fixed installations has been reduced by 76%. This decrease is due to the completion of the installations under construction that have been connected during 2022, thus ending the construction period.

Solarig has increased its efforts in 2022 to improve the collection of information on fuel consumption, which has led to an unquestionable improvement in the collection of data at a global level, excluding Australia and Japan Operation and maintenance. The increase in data collection leads to an increase in consumption in 2022 compared to data referenced in previous years. This increase cannot therefore be considered as a real increase in the consumption of raw

materials, but rather as a consequence of the efficiency of the company's information management. During 2023, we will work to stabilise the sources of information and monitor the collection of data so that they are stable and allow us to assess the impact of the proposed improvements. Similarly, the incorporation of countries into the scope of measuring this consumption will continue.

Finally, it should be noted that the company does not use raw materials to generate products.

5.4.10. Carbon Footprint

Since 2019 Solarig has been analysing its Carbon Footprint in accordance with ISO 14064 standards and the methodology applied by the Greenhouse Gas Protocol (<https://ghgprotocol.org/>).

Every year, the Greenhouse Gas Inventory associated with the company's activities is verified, and in this way stakeholders

are informed in a transparent way. The verification carried out in 2021 by the certifying entity LRQA has had as its scope of study the emissions of Spain for scopes 1 and 2, work continues to progressively include the different countries in which Solarig operates.

During 2022, management tools were incorporated into Solarig's activities across EMEA, Mexico, Chile, Peru and Brazil to obtain information on this matter, as well as working internally to ensure the quality of this data.

The consolidation of Solarig's Greenhouse Gas emissions is carried out under the operational control approach and includes total GHG emissions for Operation and Maintenance, EPC and corporate activities.

The data obtained are presented below including: Spain (Operation and Maintenance and Construction scope), Italy (Operation and Maintenance scope), Peru, Chile, Mexico and Brazil (Operation and Maintenance scope). The data have included new scopes with respect to 2021, so the results cannot be compared as they are different scopes.

Nevertheless, this data demonstrates Solarig's commitment to calculating the greenhouse gases that its activity generates.

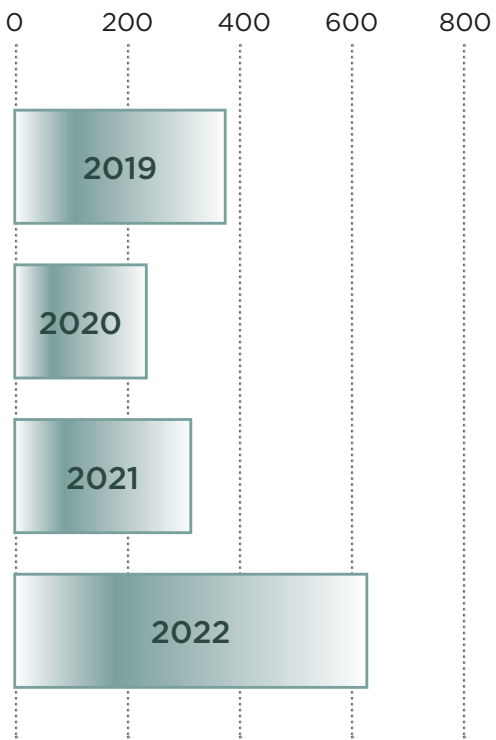
Table 6: Greenhouse gas emissions

Greenhouse gas emissions	Total Amount 2022	
	CO2e 2021 (Tn)	CO2e 2022 (Tn)
Scope 1	344,27	1765,79
Scope 2	25,70	20,74
Total GHG emissions	374,75	1786,53

In the specific case of Spain, where a comparison can be made with respect to the year 2021, in 2022 there has been an increase in GHG emissions. This increase in the volume of emissions is due to two factors, first and foremost the exponential growth of all areas of the company, which involves the acquisition of fleet cars and an increase in transport. Secondly, the quality of the data, the incorporation of management systems that tend to promote the collection and quality of the data has allowed the source of information to be broken down into the fuels used, while in 2021 information could only be obtained for Petrol and Diesel, in 2022 these types were broken down into Petrol 95, Petrol 98, Diesel, LPG.

All this has had a positive result on the company's objective of raising awareness by promoting the reliability and quality of data, thus allowing progress to be made in the implementation of these controls at all levels of the organisation.

Total global emissions (tCO2e) - Spain



5.4.11. Climate Change

Solarig is working to incorporate climate change risk assessment into its management in order to determine the potential impacts that climate change may have on its projects in the medium and long term.

Similarly, the character of the business developed makes us look towards the European Taxonomy as an opportunity, and therefore we understand a differential value the possibility to properly report physical climate risks in accordance with Directive 2014/95/EU of the European Parliament and of the Council of 22 October 2014 amending Directive 2013/34/EU as regards disclosure of non-financial information and diversity information by certain large companies and certain groups.

The study of the possible impacts on our projects resulting from climate change leads to the definition of adaptation plans and is a natural consequence of the management of this type of risk, for which Solarig prepares itself in order to guarantee the DNSH (Do No Significant Harm) principle vis-à-vis third parties.

According to Law 7/2021, medium-sized companies must publish climate risks, although the publication of the Royal Decree determining the information requirements in this area is awaited.

Solarig is eligible for Sustainable Finance and is therefore currently analysing the methodology needed to assess the physical climate risks in all the projects it develops by searching for geoprocessing data tools for easy interpretation of the results (identification of variables, inherent risk assessment) and therefore the adoption of appropriate measures. This type of actions will allow the projects developed by Solarig to seek to be eligible and in line with Regulation 2020/852 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL on establishing a framework to facilitate sustainable investments and amending Regulation (EU) 2019/2088 on EU Sustainable Finance Disclosure (SFDR).

5.4.12. Food waste

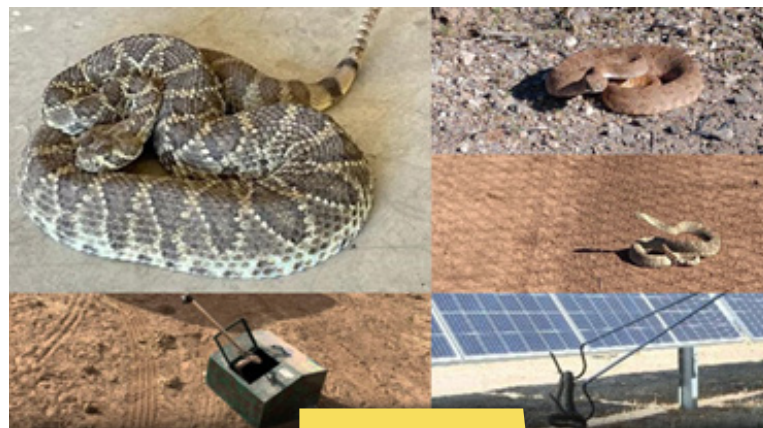
Solarig's work areas do not have food waste as a significant indicator.

5.4.13. Biodiversity protection

The protection of biodiversity is one of Solarig's commitments to the environment in accordance with the principles set out in the Biodiversity Policy.

Based on this policy, Solarig guarantees to minimise the effects of its activities on ecosystems and to promote the conservation of biodiversity.

Some of the actions carried out for the conservation and protection of biodiversity are as follows:



Rattlesnake rescue at Solarig's plants in Mexico.



Protection of steppe bird nesting sites.

The correct execution of the developed projects requires compliance with the requirements of the Environmental Impact Assessments that consider the protection of biodiversity and ecosystems at a global level.

During all construction projects and subsequent operation and maintenance of the photovoltaic solar plants, direct monitoring is carried out to ensure that the work is carried out in accordance with current legislation and that the compensatory measures are implemented in accordance with the environmental reports.

The compensatory and biodiversity protection measures carried out over the last year include the following:

- Installation of vegetation screens with native species
- Placement of anti-collision plates for birds around the perimeter of the fences of the facilities
- Placing nest boxes for lesser kestrels and common kestrels
- Construction of slopes around the facilities to allow bee-eaters to nest

As an additional action for vegetation control, Solarig continues to introduce extensive sheep farming in different plants under Operation and Maintenance, thus avoiding the use of herbicides on the plants.

It is worth noting that Solarig has not received any fines or sanctions for environmental issues.



Placement of nest boxes for lesser kestrels and common kestrels.

5.5. Fighting corruption and bribery

In the fight against corruption and bribery, Solarig has developed tools and instruments to ensure its commitment to zero tolerance of corruption.

Solarig's Board of Directors approved in 2019 the Code of Conduct which aligns the behaviours of all stakeholders and interest groups around three core values, thus: Integrity, Responsibility and Respect.

The Code of Conduct ensures compliance with the criteria of the Attorney General's Office set out in its Circular 1/2016 on the criminal liability of legal persons, as well as the standards set out in the United Nations Convention against Corruption, adopted by General Assembly Resolution 58/4.

The Supplier Code of Ethics launched in 2021 demonstrates Solarig's commitment to embedding a culture of integrity and ethics in its value chain.

This Code of Ethics is deployed in the General Conditions of Purchase and General Conditions of Subcontracting with an article that includes clauses that oblige compliance with the anti-corruption legislation and regulations applicable in the competent jurisdictions at all times.

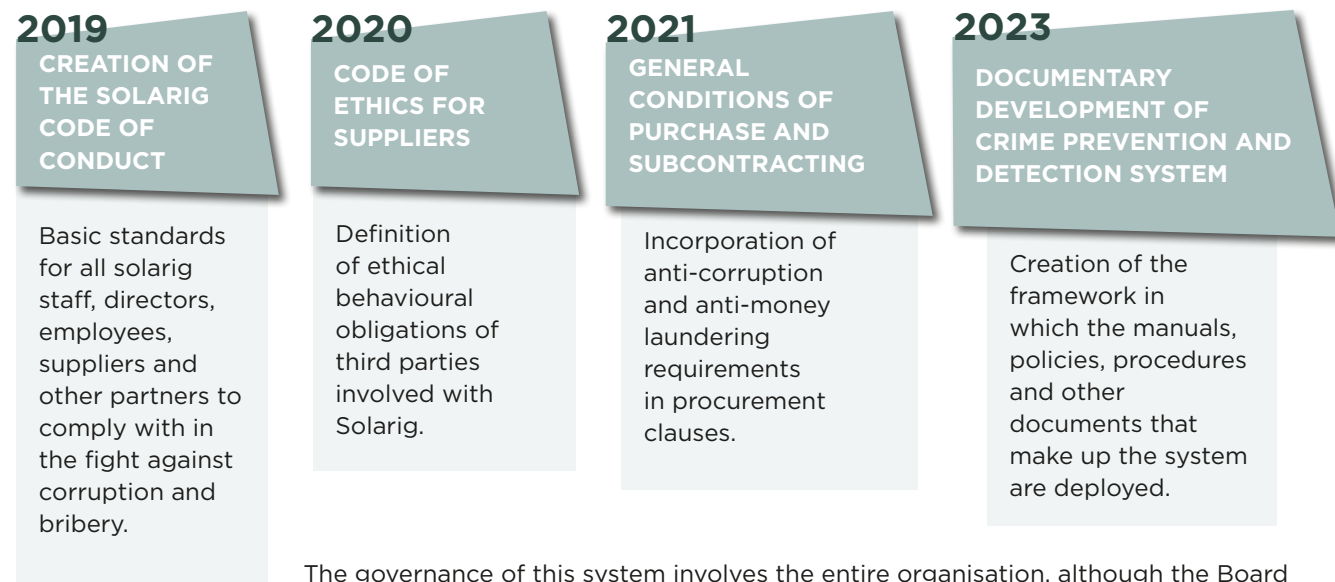
In 2021, the Complaint Channel was also launched through the Solarig website, with the aim of guaranteeing the investigation of any anomaly in the behaviour of any stakeholder and taking the necessary corrective measures to prevent these incidents from occurring.

In compliance with our ESG Roadmap 22-25, and specifically in Strategic Line No. 1: Transparent and agile governance in decision-making, the deployment of a Compliance Management System is promoted internally.

Solarig, based on this Roadmap, has as one of its priority objectives to materialise a Crime Prevention and Detection Management System, which began to be deployed in 2022 and will be definitively implemented in the course of the years 2023-25.

CRIME PREVENTION AND DETECTION SYSTEM

Solarig's commitment: Compliance with the law and applicable regulations in the countries where they operate, in accordance with their spirit and purpose, and observing ethical behaviour in all their actions, not only in accordance with national but also international standards.

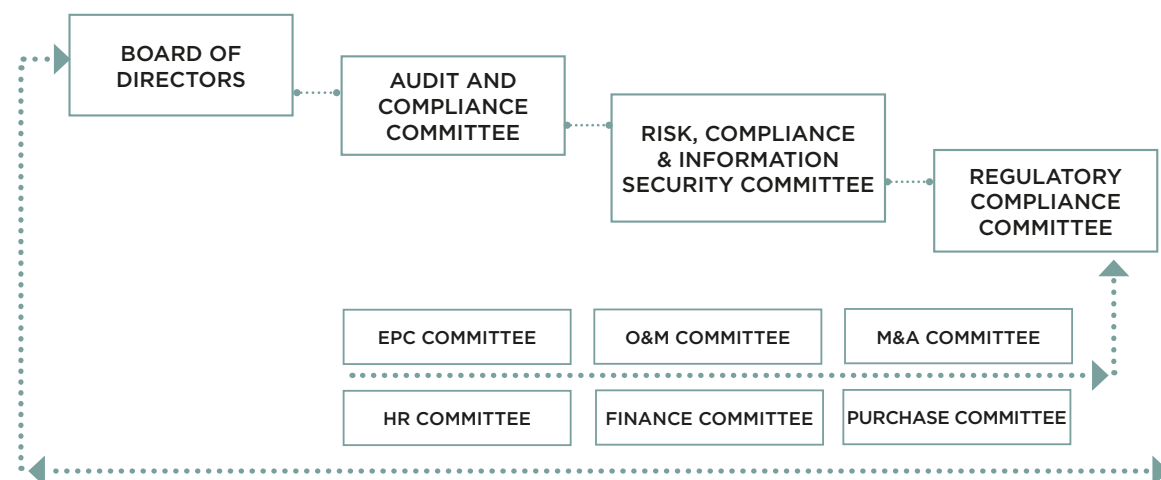


The governance of this system involves the entire organisation, although the Board of Directors, through the Audit and Compliance Committee, is ultimately responsible for its management and supervision, and the Risk, Compliance & Information Security Committee, which provides support and coordination through the Regulatory Compliance Committee, is responsible for its management and supervision.

The Compliance Committee is in continuous contact with the various Business and Corporate Committees.

This two-way channel ensures the transparency and effectiveness of the measures taken.

GOVERNANCE SGPDD



The objective of the Crime Prevention and Detection System is to ensure that the organisation acts in accordance with ethical principles and applicable legislation and to prevent unethical and unlawful conduct committed by the company's professionals within the organisation.

Crime Prevention and Detection System

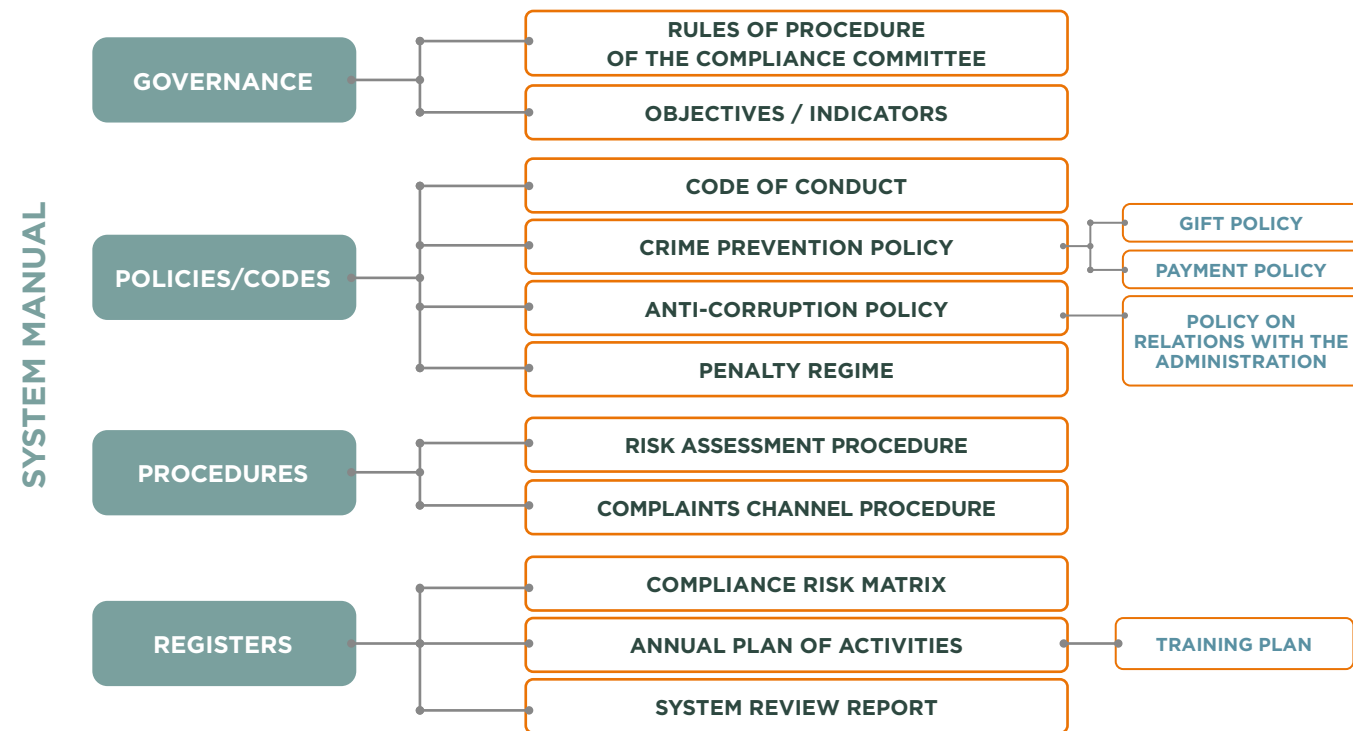


The commitment of the Board of Directors to the implementation of the System is evidenced in the Crime Prevention Policy, through which Solarig's stakeholders are made aware of a clear message of opposition to the commission of any illegal, criminal or similar act.

Solarig therefore integrates in its management the Culture of Regulatory Compliance and business ethics, integrating this culture in its Integrated Management System, so far Quality, Environment and Occupational Risk Prevention, providing the organisation with a powerful integrated management tool within the Sustainability Management Framework (Environment, Social and Governance).

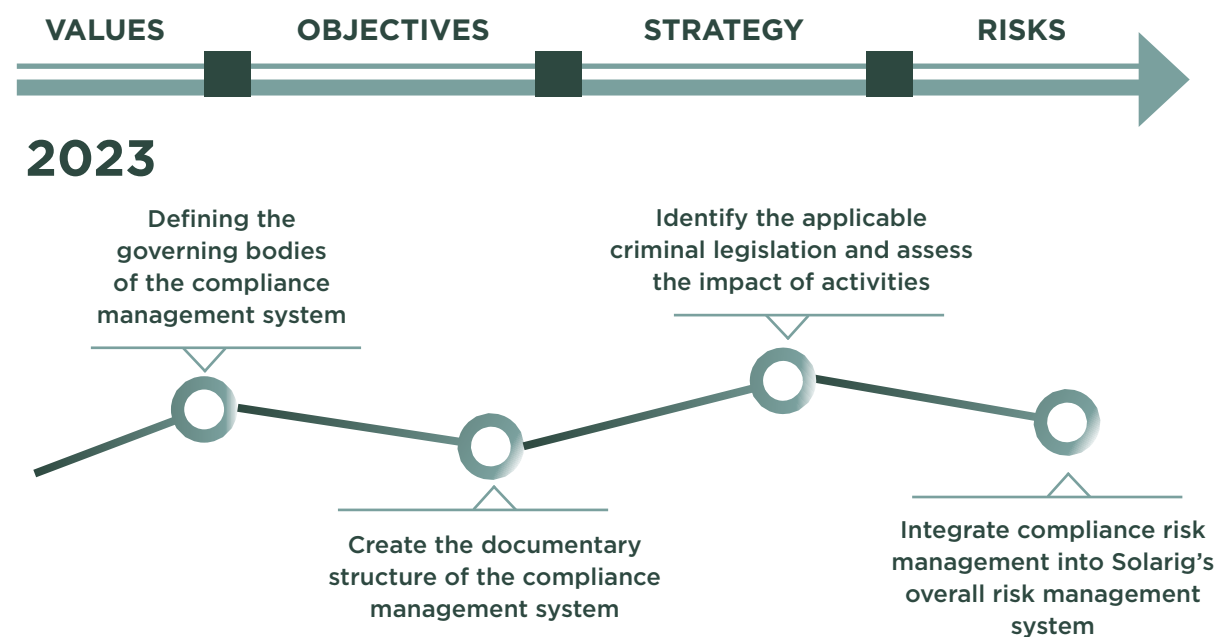
The organisation of the System requires a structured framework of objectives, policies, manuals and procedures, thus a documentary deployment that for Solarig is materialised in the form of a System Manual, Policies, Procedures and Action Plans.

CRIME PREVENTION AND DETECTION SYSTEM. DOCUMENTATION



Solarig's Board of Directors has defined targets for 2023, the development of which will form part of the non-financial information for the next financial year.

CRIME PREVENTION AND DETECTION SYSTEM



The year 2022 therefore presents itself as a challenging year, integrating at all levels of the organisation a focus on prevention and detection of potential risks of this nature, with an agile approach to resolution.

5.6. Complaints Channel

The Complaints Channel is an essential part of Solarig's compliance system as one of the processes established to ensure the effective implementation of the Crime Prevention and Detection Management System. This channel is also a way to help employees, suppliers and other third parties to report, anonymously or confidentially, any possible irregularities or non-compliance related to Solarig's Code of Conduct, Supplier Code of Ethics, financial, accounting, commercial, regulatory and criminal compliance malpractices.

At the time of writing, Solarig has reviewed the Complaints Channel procedure and ensures compliance with the requirements defined by Law 2/2023 of 20 February, regulating the protection of persons who report regulatory infringements and the fight against corruption.

The management of the Channel ensures that if a complaint, concern or query is raised, it is treated in a professional, independent and confidential manner, taking appropriate action to protect the interests of Solarig and those of its stakeholders and society as a whole.

Solarig guarantees the confidentiality of the identity of the person, company or institution making the complaint and of the person or parties being reported, informing only those persons strictly necessary in the process of investigation and resolution of the facts.

The rules and the development of the operation of this channel are defined in the Internal Complaints and Investigations Channel Procedure. This procedure ensures that investigations are reported directly to the Board of Directors through the Audit and Compliance Committee.

The Complaints Channel is therefore a flexible instrument for informing the Board of Directors of possible irregularities of a financial and/or accounting nature, non-financial irregularities, facts or conduct contrary to the Law, the Code of Conduct and Solarig's internal regulations and procedures.

Solarig has different methods of accessing the incident channel, as follows:

- E-mail address: canaldenuncias@solarig.com
- Website: <https://solarig.com/canal-de-denuncias-2/>
- Postal address:

Solarig Global Services
 Att: Presidente del Comité de Cumplimiento Normativo
 Calle de la Ribera del Loira, Nº 28 - 2º
 28042 Madrid.

5.7. Due Diligence Results

As a result of the implementation of the aforementioned principles and the awareness that the Management Committee and the different levels of management convey to all employees, the reality of the company is that there is no record of any case of complaint to any national or international body in relation to alleged bribery or corruption.

Neither in 2021 nor 2022 have any complaints or allegations been received against Solarig in terms of Due Diligence.

Solarig is fully transparent in its contributions to foundations and non-profit organisations, and in 2022 the contributions in this area were as follows:

Table 1:
Quantitative information on contributions to foundations and non-profit organisations

Non-Profit Organisation	Contribution(€) 2022
Banco de Alimentos	15.061,30
Aldeas Infantiles	1.000

In 2021 the contribution to non-profit organisations was 12838.87 euros.

The section on Society describes the purpose and agreements developed in this area with foundations and non-profit organisations.

5.8. Respect for Human Rights

Solarig defines its **Human Rights Respect Policy** in 2022, subsequently creating a meeting space where the team can ask questions, resolve doubts and comment on the importance of respecting Human Rights.

The purpose is none other than to make public the company's commitment to the human rights recognised in national and international law, as well as to define the principles to be applied by the Group for human rights due diligence, in accordance with the principles on which the United Nations Global Compact and the Sustainable Development Goals (SDGs) adopted by the United Nations are based.

In this document, the importance of the following principles is particularly emphasised:

- Promote the training and awareness of its employees in this area by integrating it into the company's culture.
- Develop internal processes that are integrated into Solarig's overall due diligence system focused on identifying risks of non-compliance with these rights and managing them appropriately to prevent their materialisation.

- To have indicators incorporated in the Sustainability Scorecard for the evaluation of compliance.
- Provide stakeholders with complaint and feedback channels to address any non-compliance with the human rights policy.
- Promote transparency by publishing information on its management on the corporate website.

Other structural documents also make mention of the Human Rights reference framework. These documents are also public, several of them published on the corporate website, such as the Purchasing and Subcontracting Policy or the Code of Ethics for Suppliers; but it is also reflected in the Integrated Management System Policy and the Personal Data Protection Policy that each person hired signs on joining the company.

Solarig informs the Company that there are no human rights complaints.

5.9. Society

5.9.1. Promoting Sustainability in Employees

Solarig, in its **commitment to the environment, transparency, ethical values and its respect for employees, partners, suppliers and local communities**, has carried out various **information campaigns** during the year on different sustainability items. All of them contribute to the recognition and improvement of the company's reputation, integrating our commitments to the Sustainable Development Goals and the progress of the 2030 agenda, as well as generating a positive impact on our society.

COUNTRY	COMMUNICATION
MEXICO	World Tree Day - Reforestation activity and communication at PFV Villanueva. The area was conditioned and trees of the species Mezquite, Huizache, Pirul and Mimbres, compatible with the environment of the plant, were planted.
BRAZIL	World Environment Day outreach at PFV Pirapora - communication and information talks on waste, recycling and visit to waste disposal area. Water Day Campaign in PFV Pirapora - informative talk about the importance of the resource and conscious use of water.
SPAIN	Promotion of #GreenWeek22 in collaboration with the Ecolec Foundation for the responsible recycling of WEEE (waste electrical and electronic equipment) and the foundation's battery recycling container. Diffusion and promotion of the recycling of coffee capsules in offices in Madrid and Soria, benefits, their transformation and informative posters. Promotion of recycling initiatives for office material and toner (Ink Swallow): communication of the location of the areas where they should be deposited and their transformation. LEED Gold certification of the Madrid offices. ESG Materiality Questionnaire - questions on aspects relevant to the assessment of Solarig's impacts on its environment. Start of use of electric cars in photovoltaic plants, benefits for reducing carbon footprint and meeting decarbonisation targets. Campaign #TenemosUnPacto for the promotion of support for the SDGs of the Global Compact (Spanish Network): Solarig's commitment to the integration of the SDGs in our activities includes concrete actions at all levels of the organisation. Our contact and collaboration with this network contributes to our progress in sustainability and reinforces our commitment to achieving the goals of the 2030 Agenda. International Environment Day - Participation in the 10th World Environment Day of the Federation of Business Organisations of Soria - FOES.
GLOBAL	International Environment Day: Publication of a commemorative text under the theme of the year #UnaSolaTierra and streaming presentation from the Madrid office about ESG and the Comprometidos con el Progreso Sostenible project. International Climate Change Day - Promotion of commemorative video citing actions and areas of work related to climate change. Publicising environmental initiatives - Rescue of rattlesnakes in the plants where Solarig operates in Mexico and care of the nesting environment of the cogujadas (Galerida cristata) in Huelva (Spain).



In line with the drive to communicate sustainable actions, the team keeps up to date with the latest policies, trends and developments in the sector, strengthening ESG ecosystem networks by attending events and participating in specialised groups. It is currently an active member of AON's ESG Connected Network, a framework in which it interacts with different companies and shares experiences and learning on sustainability.

In this same area, the corporate intranet has a separate section for the diffusion and explanation of sustainability. The presentation introduces the company's ESG strategy, shares the objectives, pillars of the strategy, the different lines of projects #SolarigSaludable, #SolarigSolidaria and #SolarigSostenible and shows the latest EINF published for downloading and consulting.

COMMITMENT TO SUSTAINABLE PROGRESS

Our commitment to sustainability aims to position Solarig as a benchmark in the renewable energy production sector. A benchmark as a generator of positive impact on its environment and especially on Society as a whole, through its projects, its relations with suppliers, shareholders, partners, communities where it operates and especially through its team, our most important asset.

Solarig is committed to integrate Sustainability Management into its business strategy. We play an important role in the decarbonisation of the economy, and not in vain the object of our activity contributes directly to the mitigation of climate change.

The three pillars of the esg strategy are:

Solidarity Solarig

In the #SolarigSostenible section of the intranet we share several initiatives related to sustainability such as:

Celebration of World Tree Day in Mexico, an activity during which a specific area was prepared for transplanting and donation of trees born in a nearby forest nursery, with inherent characteristics of adapt to the local environment.

Publicising World Environment Day in Brazil, where there was a conference on the subject, a walk and an environmental breakfast on the conscious use of plastic.

Presentation on recycling options available in Soria and Madrid, our collaboration with GreenWeek, plastic recycling, RAAE, Tragatinta, office material, litter bins, capsules...

In addition, the corporate presentation of the "Committed to Sustainable Progress" project and the presentation for the Environment Day are also available to all employees on the corporate intranet.



5.9.2. Actions in Solidarity with Society

Solarig develops actions aimed at sharing its experience, values, benefits and generating links of commitment with the societies in which it operates. The compatibility of our business plans and objectives with the evolution of the territories in which they take place is key to the creation of shared and positive value. These lines of action also contribute to improving living standards, reinforcing the creation of opportunities, links of trust, respect and closeness with the communities in which we are present.

The various solidarity initiatives are part of the Solarig Solidaria project. All of them reflect the corporate commitment and that of the human team that contributes to making them a reality. Our people are also involved in the solidarity activities carried out by our customers, which range from delivering materials to receiving local requests, among others.

Food bank of Soria and Madrid

Solarig annually manages the collaboration in food collection by promoting among its employees this solidarity action so necessary for the most vulnerable population.

In 2022 Solarig received from the organisation an acknowledgement of Solarig's collaboration with the organisation since its foundation in Soria 10 years ago.

On the other hand, during 2022, there have been two donations to the association of 12,000 euros as a general donation and another donation of 3,061.30 euros in foodstuffs destined for the Food Bank of Madrid.



Cruz Roja



Red Cross

Once again this year, with a focus on compliance with the environmental commitment and specifically with the circular economy and the commitment to social support, Solarig identifies an opportunity to reconcile these objectives and seeks social entities with which to carry out the reuse of office materials.

In this case, the donated furniture was destined for training classrooms at the headquarters of the Red Cross in Burgo de Osma (Soria) and Soria.

Aldeas infantiles

Solarig donated 1000 euros in 2022 to Aldeas Infantiles. The childcare organisation focuses its efforts on strengthening the most disadvantaged and vulnerable families. The donation was linked to the 3rd Aldeas Infantiles SOS Solidarity Run in which Solarig employees participated. The race aims to highlight the importance of every person growing up in a protective and loving family environment.



Support Actions in the Field of Training

As part of Solarig's commitment to reducing youth unemployment and addressing the need for suitable technical profiles to assist the company in the major challenges it must tackle in the short term, in 2021 it signed an agreement with the General Foundation of the University of Valladolid, with the aim of providing experience to university graduates through a contribution to the Training Programme Fund through work placements in companies for university graduates.

In line with the Solarig ESG Roadmap 2022-2025, which envisages strengthening ties with training entities that promote training in qualifications required by Solarig in the immediate future, during the year 2022 we have signed an agreement with the Universities of Aguascalientes in Mexico, the Complutense University of Madrid, the European University, the Public University of Navarre, the Institute of Stock Market Studies, the Centre for Financial Studies and IES Heliópolis, in order to provide expertise to various professional profiles in different areas such as economics, insurance, risk, innovation, technology and human resources.

Corporate volunteering

The aim of the initiative is to support solidarity and social commitment actions at a corporate level, which promote inclusion and diversity as a key part of Solarig's principles and values, all of which are framed under SDG 10 of reducing inequalities between and within countries.

To launch this initiative, a preliminary survey was carried out, the results of which showed, among other data, that 43% of the people who responded did not participate in any solidarity activity but would be willing to do so, or that 36% of the people were particularly interested in solidarity projects related to water and energy, followed by 29% for projects related to the environment. Some 26% of the participants indicated that they would prefer to materialise this relationship in the form of volunteering.

Based on this feedback, contact was made with the NGO "Energía Sin Fronteras", whose representatives visited the Madrid office and presented their aims and projects to the entire Solarig team in a session broadcast via streaming. Based on their needs and the availability of company staff, a form was sent out in which interested parties could register and discuss their form of collaboration. The sending and communication of the form was reinforced with the proposal of a concrete project and specific areas in which the NGO needed reinforcement. The next steps will involve the involvement and development of these people in the assigned tasks to the extent that they are available, and other forms of collaboration with the NGO are also being evaluated in parallel.



Support to foundations and social enterprises

- Purchase of bottled water for use in offices from the social enterprise Auara, which uses bottles made from 100% recycled PET and whose profits are used to carry out projects related to the provision of drinking water and sewerage services in developing countries. The investment in this service amounted to €1,017.53 in 2022.

AUARA
agua para
cambiar el mundo



- **Juan XXIII Roncalli Foundation:** Reference supplier in terms of the acquisition of Birth Baskets. This action has a direct effect on the Foundation's Special Employment Centre, promoting the employment integration of people with intellectual disabilities. During 2022, 10 baskets have been purchased.
- **Collaboration agreement with the Seur Foundation's campaign "Tapones para una nueva vida" (Caps for a new life):** Project aimed at collecting plastic caps for recycling. With the amount obtained, the foundation undertakes to use it to help and support young people in a state of need due to needs not covered by the ordinary health systems. A container has been placed in the Madrid office for its collection.
- **Donation of equipment in Mexico to local children's sports team** - donation of material to the PANTERAS FC football team (balls, cones, buoys, hurdles, stopwatch, etc.). A project that seeks to promote sporting activity and the coexistence of children with limited resources.
- **Natal Sem Fome Campaign- Pirapora (Brasil):** A total of 56 baskets were delivered on 14 December to social organisations in the city of Pirapora (Brazil), which were distributed on 18 December to the neediest families in the area. We thus joined partners, collaborators and local entities, delivering packages with basic foodstuffs such as rice, salt, beans, macaroni, powdered milk and flour.

5.9.3. Purchasing Policy

The integration of Solarig's sustainability principles in its relations with its value chain is based on shared values of respect, mutual benefit and compliance with the company's environmental, social and good governance requirements and demands.

The strategy in this area is set out in the document "Procurement and subcontracting policy" (Purchasing Policy).

All procurement of supplies, goods and services is carried out in accordance with the principles of need, suitability, risk management and austerity, in accordance with the needs and requirements of the Company. They are carried out with total independence of decision, and without any personal, family or economic ties that could cast doubt on the objective criteria followed in any award.

Likewise, contracts are managed according to the company's internal approval scheme and finally contractually signed by the company's legal representatives. No invoices are accepted and, as a consequence, no payments to suppliers will be made that are not a true reflection of a previously signed contract.

Solarig Global Services employees will at all times comply with the Code of Conduct and other applicable internal company regulations, and will carry out their work in accordance with the framework of the corporate culture. Any relationship with suppliers shall be developed under criteria of honesty, respect for people and the social and environmental values in force.

Suppliers shall comply with the Code of Ethics for Suppliers defined by the Company.

Any incident in this regard may be reported to the Company through the Complaints Channel located on the website.

In order to ensure that suppliers comply with their sustainability commitments, Solarig has established a specific action plan to establish an audit plan for suppliers and subcontractors that includes HSEQ and ESG aspects. During the last year Solarig has carried out supplier visits which, following the above mentioned audit plan, will be documented as such. During 2022, 10 supplier approvals were carried out integrating ESG aspects out of a total of 46 suppliers approved since 2018.

5.9.4. Quality and customer management

Solarig has a set of tools and mechanisms to guarantee the quality control of all the activities and installations it builds, operates and maintains. This commitment is embodied in the policy of the Integrated Management System through which the responsibility for the development and implementation of all necessary actions for the design, purchase, construction, operation and maintenance of solar photovoltaic projects is manifested, complying with the highest quality standards.

The Integrated Management System implemented at Solarig is certified by LRQA, and for yet another year, the follow-up audits successfully passed demonstrate Solarig's constant commitment to its customers, always offering quality services focused on continuous improvement. In its commitment to continuous improvement in 2022, Brazil was included within the scope of the Management System and by 2023 Mexico will be part of the certification.



The quality of Solarig's activities is assured from the outset by carrying out inspections during the production process of the equipment installed in our facilities. On the other hand, in the construction phase, quality control procedures and inspection and testing plans are developed. In the operation and maintenance phase, quality is assured through Preventive Maintenance Plans.

In all phases of the project, the relationship with the client is close and we continue to work together to transfer their requirements to all lines of work. In this way, Solarig promotes the link with its customers, identifying their needs and expectations, striving to care for and increase their satisfaction. To this end, we have communication channels that allow us to internally analyse customer requirements, appointing contract managers as key interlocutors for the analysis and fulfilment of these requirements.

On the other hand, Solarig provides customers with a Complaints and Suggestions Box on its website, which also allows them to communicate any expectations regarding the services provided by Solarig. In 2021 and 2022, no customer complaints were received through this channel.

Average annual interdepartmental request resolution rate:

95,9%

Total interdepartmental requests during 2022:

2.809

To continuously improve the relationship with our customers and gather data on their vision of Solarig, in 2023 we will develop the Net Promoter Score (NPS) methodology, which will provide specific data on the customer experience and will be the basis for establishing improvement plans that will help to further strengthen and improve the relationship with our customers.

Similarly, Solarig encourages the analysis of the relationships between the internal customers who are directly involved in Solarig's processes. The quality of the work of the different areas has a direct impact on Solarig's performance towards our external customers. To address interdepartmental relations and the quality of interdepartmental work, in 2022 Solarig has established an internal communication system using interdepartmental ticketing to facilitate the handling of interdepartmental requests.

5.10 Cybersecurity

Solarig is strongly committed to protecting the cyber security and information related to its activities, employees, partners and collaborators. At Solarig, a number of important decisions have been taken throughout 2022 and a wide range of technical and organisational measures have been put in place to protect the organisation's systems and data against cyber threats.

The most important decision was to create a specific department within the IT Department to manage Cybersecurity in all activities and areas of the company. This department has an open and collaborative approach with the entire company, which also involves all the people who are part of Solarig in this task. The role of each of them is key in protecting Solarig's Cybersecurity.

The Cybersecurity department manages potential alerts and monitors compliance with our strict security protocols, keeping the organisation at the forefront and aligned with compliance with various international standards, taking into account industry best practices applied in different geographic areas. We are working to meet the requirements of ISO 27001 within the next two years.

The work of this department focuses on three priorities:

1

Cyber risk management

2

Data protection and infrastructure

3

Development of operational excellence and resilience processes

This key focus has enabled the proactive refinement and rationalisation of resources, positioning Cybersecurity as a key and controlled area of the company, guaranteeing the integrity of our data, reinforcing our corporate image and the trust of our stakeholders and future partners.

The main development measures and actions taken over the course of 2022 included the following:

- Conducting analysis and proactive assessment of potential cybersecurity-related risks, identification of current situation and upcoming needs.
- Communicating cybersecurity-related incidents to employees in an agile way, transmitting preventive and educational measures that can be easily carried out by everyone in the company.
- Study for the reinforcement of network and data infrastructure and security, facilitating possible early identification of risks and protection of systems.
- Development of corrective action plans where appropriate for the prevention of serious consequences for all actors involved, as well as recovery from threats.
- Comprehensive evolution of the way to diagnose Cybersecurity by analysing the company's infrastructure and mobile devices.
- Surveillance and monitoring of data traffic, as well as detection of anomalies in downloads.
- Development of collaboration plans with our suppliers and stakeholders on the protection of Solarig's information and information shared between both parties.
- Deployment of the company's Data Privacy Policy, reinforcing the commitment to the integrity of all data we hold.
- Design of an ongoing Cybersecurity training programme.
- Raising employee awareness of the need for the correct use of the company's mobile devices.

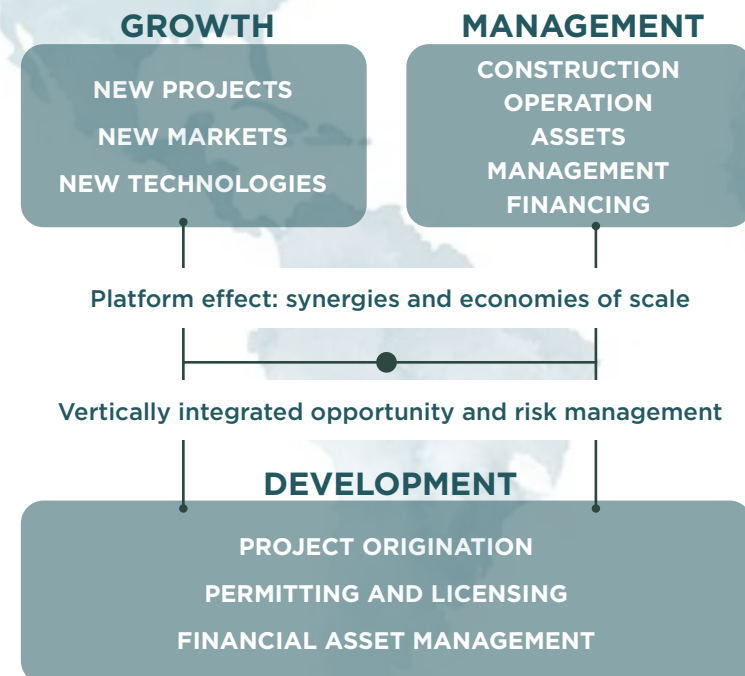
ECONOMIC DIMENSION AND FISCAL INFORMATION

The Consolidated Financial Statements of the Group headed by Solarig Global Services S.A. for the year ended 31 December 2022 are prepared in accordance with International Financial Reporting Standards (IFRS) as adopted by the European Union and have been audited by Ernst & Young. The Financial Statements have been prepared on the basis of the consolidated financial information at 31 December 2022 of Solarig Global Services S.A. and its subsidiaries.

Solarig is a vertically integrated renewable energy project development company, being a relevant international player in the energy transition with an attractive portfolio of projects diversified by geographic and technological location. We maintain a leading position in the operation and maintenance of assets worldwide, with a strong industrial vocation materialised through our construction subsidiary, and with more than 800 professionals highly committed to the project.

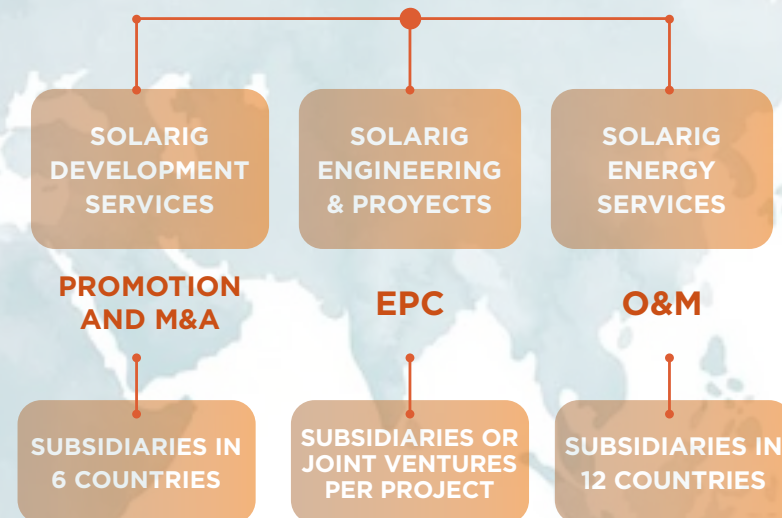
Experience	+ 17 years
Countries	15
Team	+ 800
Portfolio	+ 8.500 MW
MW in operation	+ 10.000 MW
Construction Experience	+ 1.000 MW

Our business model is profitable and sustainable, making the most of every link in the value chain of renewable projects, from project development to operational management. This 360-degree vision has endured to this day and the entire company, from shareholders to management, is fully aligned with it.



SOLARIG GLOBAL SERVICES

CENTRAL SERVICES



(*) Simplified functional structure once the reorganization process is complete.

During the 2022 financial year, the Solarig Group has carried out a corporate restructuring to simplify and optimise its corporate structure, implementing the necessary structure to efficiently manage our Business Units at an international level. As part of this optimisation project, we have taken the following steps:

- **Merger of the Group's two titles,** Solarig Global Services S.A and Solarig Holding S.L. Merger whereby Solarig Global Services S.A. absorbs Solarig Holding S.L., approved at the General Meeting held on 18 November 2022. In order to carry out the merger and give Solarig Holding S.L.'s shareholders access to its share capital, Solarig Global Services S.A. has carried out a capital increase of 252,000 euros, and the share capital after this increase has been set at 1,274,670 euros.
- **Reorganisation of our subsidiaries,** to increase our financial and operational efficiency and adapt its structure to the activity carried out by our Business Units (reorganisation started in 2022 with an expected completion date of March 2023*).

6.1. Financial results

In line with the positive trend of previous years, 2022 was an extremely positive year in terms of revenues, liquidity and solvency. The Group achieved total consolidated revenues of 193,066 thousand euros in the current financial year (104,477 thousand euros in 2021), demonstrating once again the recurrence and solvency of our business lines. In terms of results, consolidated profit before tax amounted to 66,557 thousand euros (3,423 thousand euros in 2021).

SOLARIG GROUP CONSOLIDATED INCOME STATEMENT

Turnover*
79%

EBITDA*
x17

BAI*
x20

Thousands of euros	2022	2021	2021 *
Net turnover	187.082	104.477	108.595
Procurements	-80.538	-74.537	-74.577
Staff costs	-27.070	-16.207	-19.666
Other operating income	217	3	3
Other operating costs	-14.033	-9.323	-7.221
EBITDA (gross operating profit)**	65.657	4.413	7.134
Depreciation, amortisation and provisions	-2.573	-610	-1.419
Impairment and gains/losses on disposals of fixed assets	-5.253	132	8.330
Consolidated operating profit	57.832	3.935	14.045
Financial result	-198	-506	-488
Profit from companies accounted for using the equity method	10.918		
Consolidated profit before corporate income tax	68.551	3.429	13.557
Corporate tax	-1.286	-1.983	3978
Profit for the year from continuing operations	67.265	1.446	9.579
<i>Profit attributable to parent company</i>	<i>63.044</i>	<i>1.440</i>	
<i>Profit attributable to minority interests</i>	<i>4.221</i>	<i>0</i>	

*Financial year 2022 is the first financial year in which the consolidated financial statements of the Solarig Group are prepared following the merger of the two heads of the Group, Solarig Global Services S.A. and Solarig Holding S.L. To facilitate the comparison of results between periods, a 2021 year-end pro forma is included which has been the subject of an Agreed-Up Procedures report issued by EY for the year ended 31 December 2021 (based on the combined financial statements of Solarig Global Services S.A. and Solarig Holding S.L.).

Solarig is successfully fulfilling its Strategic Plan, aimed at becoming a leading multinational vertical developer in the creation of large pipelines of projects with a secured business model through our different business lines. This partnership is a step forward towards achieving the ambitious goals the company has set for itself.

6.2. Fiscal management and positive impact

Solarig is highly committed to good governance, business ethics and integrity and is aware of the importance of transparency and internal control activities in the current economic environment.

For this reason, and as part of the corporate sustainability strategy, Solarig has a Tax Policy in place, with the aim of establishing our tax strategy and regulating the fulfilment of our tax obligations, as well as the management and control of our tax risks, ensuring compliance with current national and international regulations, the Code of Business Ethics and other Corporate Rules and Policies.

Our Fiscal Policy is based on 2 fundamental principles:

1. Solarig undertakes to comply with current tax regulations, adopting a reasonable interpretation of them at all times.
2. Solarig renounces the following actions:
 - Transactions or structures that are solely for tax advantage and do not respond to business motives or are not related to the location of the Company's material and personal resources, activities and business risks.
 - The structuring of transactions of a contrived nature or unrelated to the Company's own activity, carried out for the sole purpose of reducing the tax burden.
 - The use of opaque structures in order to reduce their tax burden.

- The making of investments in or through non-cooperative jurisdictions for the sole purpose of reducing the tax burden (those territories considered as such by Spanish tax legislation, in accordance with Royal Decree 1080/1991, of 5 July, which determines the countries or territories referred to in articles 2.º, section 3, number 4, of Law 17/1991, of 27 May, on Urgent Tax Measures, and 62 of Law 31/1990, of 27 December, on General State Budgets for 1991).
- According to our Transfer Pricing Policy, related party transactions carried out by Solarig companies are aligned with the arm's length principle as set out in the OECD Guidelines, the EU Joint Transfer Pricing Forum and the specific regulations of the countries in which it operates.

The **Tax Policies** identifies the responsibilities in relation to the control of tax risks and the areas involved. It also addresses the identification, management and control of tax risks for the Company. We identify our main tax risks as follows:

- **Risks of non-compliance with tax obligations in due time and form.**
- **Risks due to non-compliance with current tax regulations.**

Our activity not only generates an important direct contribution to the Administration through the payment of taxes, but also a notable contribution through the collection of taxes from third parties generated as a consequence of the activity.

The following table shows the profit before tax attributable to the parent company (Solarig) by country, after eliminations for consolidation purposes as required by accounting regulations:

Table 1: Country-by-country benefits

Country	Benefits obtained 2021 (EUROS)	Benefits obtained 2022 (EUROS)
Spain	-6.518.669	56.799.951
Italy	-58.469	692.385
France	26.921	29.334
Malta	44.545	2.313.600
Japan	372.568	1.268.714
Chile	4.203.755	482.457
UK	244.933	-127.675
Mexico	2.099.770	1.901.477
Peru	2.161.912	382.451
Portugal	67.021	41.837
Jamaica	58.588	67.139
Korea	-44.770	- (*)
Netherlands	-4.084	3.010
Australia	603.635	599.434
Brazil	75.682	-78.183
India	89.961	-46.687
TOTAL	3.423.299	64.329.245

(*) Solarig Korea LLC was closed in June 2022.

The following table shows the cash outflows relating to payments made for corporate income tax in the different countries, both in relation to the tax payable balance for the year 2021 and the payments on account relating to the year 2022. The amounts paid are in the local currency of each country and are shown in € at the year-end exchange rate.

Group companies adhere to all Group transfer pricing policies as well as the local requirements that apply in each jurisdiction.

Table 2: Taxes on profits paid by country

Country	Taxes on profits paid 2021 (EUROS)	Taxes on profits paid 2022 (EUROS)
Spain	2.784.631	1.215.623
Italy	14.683	326
Portugal	3.831	10.982
Japan	352.230	5.189
Mexico	289.734	563.034
Chile	8.360	559.076
Peru	203.718	268.353
Brazil	39.481	11.549
Jamaica	4.912	18.936
Australia	-	58.083
TOTAL	3.701.580	2.711.151

With respect to subsidies, the Group follows the cash basis of accounting for their recognition. In this regard, it should be noted that during the 2022 financial year a grant of €12,300 was received from the Provincial Council of Soria under the “Digitalisation of SMEs and the Self-Employed 2022” programme, to the company SOLARIG GESTION Y EXPLOTACION, S.L.U, which belongs to the Solarig group. The purpose of the grant was to invest in licences, consultancy, training, implementation of mobility and teleworking solutions, cybersecurity, implementation of productivity tools and cloud services and IT equipment for business activity as well as data analysis solutions.

6.3. Governance and fiscal transparency

Solarig is highly committed to good governance, business ethics and integrity and is aware of the importance of transparency and internal control activities in today's economic environment.

The Board of Directors evidences through the *Fiscal Policy* its commitments in this area, as follows:

- Solarig ensures strict compliance with applicable tax legislation, national and international benchmarks, as well as the Code of Conduct and the Company's other Corporate Rules and Policies.
- Solarig guarantees the transparency and accuracy of the tax information that is made public.

The economic and social impact of the company's contributions to local entities is taken into account in the preparation of the Fiscal Policy.

The Board of Directors is responsible for supervising the company's information and control systems through the Audit and Compliance Committee.

Solarig ensures the control of tax risks through the implementation of a series of tax-related processes and procedures whose ultimate objective is to carry out ex-ante preventive control of tax risks in order to avoid their occurrence.

In the interests of **transparency in tax risk management**, the tax area reports periodically to the Management Committee, which in turn reports the following information to the Board of Directors:

- Information on taxes paid during the period.
- Most relevant fiscal policies pursued in relation to each of the taxes.
- Most relevant information on litigation and tax inspections in progress or completed during the year, detailing, where applicable, the amount of the proceedings initiated and the strategy followed regarding payment or non-payment and/or discussion in court.
- Most relevant tax risk positions arising from new rulings by the Inspectorate, the Directorate General for Taxation, Administrative Courts and the Courts of Justice.
- Information on the proper functioning of the management systems and controls in place on fiscal risks.

The mechanisms for reporting concerns related to unethical or illegal conduct and the integrity of the organisation in relation to taxation have been integrated into the Crime Prevention and Detection Management System, which develops an Internal Regulatory Framework based on the UNE-EN-ISO 37301 Standard.

Notifications in this area are handled in accordance with the internal Complaints Channel and Complaints Investigation Procedure.

Table of contents

General areas

Areas	Reporting framework	Reference
Business Model	Description of the business model: • Business environment • Organisation and structure • Markets in which it operates • Objectives and strategies • Main factors and trends that may affect its future development	GRI 2-1 Organisational details GRI 2-2 Entities covered by sustainability reporting
		1.1. 2. 1.3. 1.4. 1.5.
Policies and policy outcomes	Description of the policies applied by the group and the results of those policies, including relevant non-financial key performance indicators.	GRI 2-24 Mainstreaming commitments and policies
		5.1.
Main risks and impacts identified	Risk management	GRI 3-3 Management of material issues
	Analysis of risks and impacts related to key issues	GRI 3-3 Management of material issues
		5.3.3. 1.6.

Environmental issues

	Areas	Reporting framework	Reference
Environmental management	Current and expected effects of the company's activities	GRI 3-3 Management of material issues	5.3.1. 5.3.2.
	Environmental assessment or certification procedures		5.3.2.
	Resources dedicated to environmental risk prevention	GRI 2-23 Commitments and policies	5.4.2.
	Application of the precautionary principle		5.4.5.
	Amount of provisions and guarantees for environmental risks		5.4.4.
Pollution	Measures to prevent, reduce or remediate carbon emissions (also includes noise and light pollution)	GRI 3-3 Management of material issues	5.4.5. 5.4.6. 5.4.7. 5.4.10.
Circular economy and waste prevention and management	Measures for prevention, recycling, reuse, other forms of recovery and disposal of waste	GRI 3-3 Management of material issues	5.4.8.
	Actions to combat food waste	No material	5.4.12.
Sustainable use of resources	Water consumption and water supply according to local constraints	GRI 3-3 Management of material issues	5.4.9.
	Consumption of raw materials and measures taken to improve the efficiency of raw material use	No material	5.4.9.
	Direct and indirect energy consumption	GRI 3-3 Management of material issues	5.4.9.
		Internal framework	
	Measures taken to improve energy efficiency	GRI 3-3 Management of material issues	5.4.9.
	Use of renewable energies	Internal framework	5.4.9.
Climate Change	Important elements of generated greenhouse gas emissions	GRI 305-1 Direct GHG Emissions (scope 1) GRI 305-2 Indirect GHG emissions associated with energy (scope 2)	5.4.10.
	Measures adopted to adapt to the consequences of climate change	GRI 3-3 Management of material issues	5.4.10.
	Voluntary reduction targets	GRI 3-3 Management of material issues	5.4.10.
Biodiversity protection	Measures taken to preserve or restore biodiversity	GRI 3-3 Management of material issues	5.4.13.
	Impacts caused by activities or operations in protected areas	GRI 3-3 Management of material issues	5.4.13.

Social and staff issues

	Areas	Reporting framework	Reference
Employment	Total number and distribution of employees by gender, age, country and occupational category	GRI 2-7 Employees	5.3.2.
	Total number and distribution of types of employment contracts		
	Average annual number of permanent, temporary and part-time contracts by gender, age and occupational category	GRI 2-7 Employees	5.3.2.
	Number of redundancies by gender, age and professional category	Internal framework	5.3.2.
	Wage gap	Internal framework: The calculation has been made using the following formula: Gap by Levels = (Average annual remuneration Male-Average annual remuneration Female)/Average annual remuneration Male	5.3.2.
	Average remuneration by gender, age and professional category	Internal framework	5.3.2.
	Average directors' remuneration by gender		5.3.2.
	Average remuneration of managers by sex		5.3.2.
	Implantación de políticas de desconexión laboral	GRI 3-3 Management of material issues	5.3.2.
	Employees with disabilities	Internal framework	5.3.2.
Work organisation	Organisation of working time	GRI 3-3 Management of material issues	5.3.3.
	Number of absence hours	Internal framework	5.3.3.
	Measures aimed at facilitating the enjoyment of work-life balance and encouraging the co-responsible exercise of work-life balance by both parents.	GRI 3-3 Management of material issues	5.3.3.
Health and safety	Health and safety conditions at work	GRI 3-3 Management of material issues Internal framework	5.3.4.
	Number of accidents at work and occupational diseases by sex, frequency and severity rate by sex	Internal framework Frequency rate= No. of accidents with sick leave x 1,000,000/ no. of hours worked (excluding in itinere accidents). Severity rate= No. of working days lost x 1,000,000/ no. of hours worked (excluding in itinere accidents).	5.3.4.

Information on respect for human rights

	Areas	Reporting framework	Reference
Social relations	Organisation of social dialogue, including procedures for informing and consulting with staff and negotiating with them	GRI 3-3 Management of material issues	5.3.6.
	Percentage of employees covered by collective bargaining agreements by country	Internal framework	5.3.6.
	Review of collective agreements, particularly in the field of occupational health and safety at work	Internal framework	5.3.6.
	Mechanisms and procedures that the company has in place to promote the involvement of workers in the management of the company, in terms of information, consultation and participation.	Internal framework	5.3.4. 5.3.6.
Training	Policies implemented in the field of training	Internal framework	5.3.1.
	Total number of training hours per professional category.	Internal framework	5.3.5.
Universal accessibility for people with disabilities		GRI 3-3 Management of material issues	5.3.2.
Equality	Measures taken to promote equal treatment and opportunities for women and men	GRI 3-3 Management of material issues	5.3.7.
	Equality plans measures taken to promote employment, protocols against sexual and gender-based harassment	GRI 3-3 Management of material issues GRI 2-23 Commitments and policies	5.3.7.
	Integration and universal accessibility of persons with disabilities	GRI 3-3 Management of material issues	5.3.1.
	Anti-discrimination and, where appropriate, diversity management policy	GRI 3-3 Management of material issues GRI 2-23 Commitments and policies	5.3.1.

Areas	Reporting framework	Reference
Implementation of human rights due diligence procedures	GRI 2-26 Mechanisms for seeking advice and raising concerns GRI 3-3 Management of material issues	5.1. 5.8.
Prevention of risks of human rights abuses and, where appropriate, measures to mitigate, manage and redress possible abuses committed	GRI 3-3 Management of material issues GRI 2-23 Commitments and policies GRI 2-26 Mechanisms for seeking advice and raising concerns	5.8.
Complaints of human rights violations	Internal framework: quantitative information on number of complaints	5.3.1.
Promotion and enforcement of the provisions of the ILO core conventions relating to respect for freedom of association and the right to collective bargaining, the elimination of discrimination in employment and occupation, the elimination of forced or compulsory labour and the effective abolition of child labour.	GRI 3-3 Management of material issues	5.3.1.

Information relating to the fight against corruption and bribery

Areas	Reporting framework	Reference
Measures taken to prevent corruption and bribery	GRI 2-23 Commitments and policies GRI 2-26 Mechanisms for seeking advice and raising concerns	5.1. 5.8.
Measures to combat money laundering	GRI 2-23 Commitments and policies GRI 2-26 Mechanisms for seeking advice and raising concerns	5.8.
Contributions to foundations and non-profit organisations	Internal framework	5.3.1.

Company information

	Areas	Reporting framework	Reference
Company commitments to sustainable development	Impact of the company's activity on employment and local development	GRI 3-3 Management of material issues	5.9.2.
	Impact of the company's activity on local populations and the territory	GRI 3-3 Management of material issues	5.9.2.
	Relations with local community actors and the modalities of the dialogue with these actors	GRI 3-3 Management of material issues	5.9.2.
	Partnership or sponsorship actions	GRI 3-3 Management of material issues Internal framework: description of partnership or sponsorship actions.	5.9.2.
Subcontracting and suppliers	Inclusion of social, gender equality and environmental issues in procurement policy	GRI 3-3 Management of material issues	5.9.3.
	Consideration in relations with suppliers and subcontractors of their social and environmental responsibility	GRI 2-24 Mainstreaming commitments and policies	5.9.3.
	Monitoring and audit systems and audit results		5.9.3.
Consumers	Consumer health and safety measures	GRI 3-3 Management of material issues	5.9.4.
	Complaint systems	Internal framework	5.9.4.
	Complaints received and resolution of them	Internal framework	5.9.4.
Tax information	Country-by-country benefits	Internal framework	6
	Taxes on profits paid	Internal framework	
	Public subsidies received	Internal framework	

ANNEX I: SCOPE OF ENVIRONMENTAL INDICATORS



Indicator	Scope of installation	Applicable/ Not applicable	Comments / exclusions
Waste management	Spain, Japan - EPC O&M all sites where Solarig manages waste. Offices in Spain	Not applicable United Kingdom, Portugal, France and Jamaica. The management of waste generated is carried out by the customer.	Japan is excluded for O&M in data collection. Data collection at central offices for non-hazardous waste is excluded.
Sustainable use of resources			
Water Cleaning of modules	Spain - O&M Mexico - O&M Brazil - O&M Australia - O&M	Applies only to O&M activities. Does not apply to other countries as cleaning has not been carried out or is not within the scope of Solarig (subcontracted work).	NA
Water for road irrigation	Japan- EPC Spain- EPC Australia - O&M	Applies only to EPC and Australia O&M projects due to local requirements.	NA
Bottled water	All activities and venues with detailed exclusions	Applies to EPC, O&M, Headquarters.	Japan O&M, UK, Portugal, Jamaica and France overall are excluded from data collection.
Water Supply	All activities and venues with detailed exclusions	Applies to EPC, O&M, Headquarters.	Japan O&M, UK, Portugal, Jamaica and France overall are excluded from data collection.
Electricity	Spain - Soria, Seville, Madrid Italy - Rome Brazil - Rio de Janeiro Australia- North Sydney	Applies only to Country Headquarters	Exclusion of invoices for offices outside Spain and Rome. The data comes from internal management.
Fuel	All activities and venues with detailed exclusions	Not applicable United Kingdom, Portugal - Employees do not have a corporate vehicle	O&M Australia and O&M Japan are excluded in the data collection. France and Jamaica are excluded as they do not have their own workers. Data for all countries except Spain and Italy are from the operational plant management. For these two countries the data are from the supplier.

Informe de Verificación Independiente del Estado de Información
No Financiera consolidado correspondiente al ejercicio anual finalizado
el 31 de diciembre de 2022

SOLARIG GLOBAL SERVICES, S.A.



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INFORME DE VERIFICACIÓN INDEPENDIENTE DEL ESTADO DE INFORMACIÓN NO FINANCIERA CONSOLIDADO

A los accionistas de SOLARIG GLOBAL SERVICES, S.A.:

De acuerdo al artículo 49 del Código de Comercio hemos realizado la verificación, con el alcance de seguridad limitada, del Estado de Información No Financiera consolidado adjunto (en adelante EINF) correspondiente al ejercicio anual finalizado el 31 de diciembre de 2022, de SOLARIG GLOBAL SERVICES, S.A. y sociedades dependientes (en adelante, el Grupo) que forma parte del Informe de Gestión consolidado del Grupo.

El contenido del EINF incluye información adicional a la requerida por la normativa mercantil vigente en materia de información no financiera que no ha sido objeto de nuestro trabajo de verificación. En este sentido, nuestro trabajo se ha limitado exclusivamente a la verificación de la información identificada en el Anexo “Índice de contenidos” incluido en el EINF consolidado adjunto.

Responsabilidad de los Administradores

La formulación del EINF incluido en el Informe de Gestión consolidado del Grupo, así como el contenido del mismo, es responsabilidad de los Administradores de SOLARIG GLOBAL SERVICES, S.A. El EINF se ha preparado de acuerdo con los contenidos recogidos en la normativa mercantil vigente y siguiendo los criterios de los *Sustainability Reporting Standards de Global Reporting Initiative* (estándares GRI) seleccionados, así como aquellos otros criterios descritos de acuerdo a lo mencionado para cada materia en el Anexo “Índice de contenidos” del citado Estado.

Esta responsabilidad incluye asimismo el diseño, la implantación y el mantenimiento del control interno que se considere necesario para permitir que el EINF esté libre de incorrección material, debida a fraude o error.

Los administradores de SOLARIG GLOBAL SERVICES, S.A. son también responsables de definir, implantar, adaptar y mantener los sistemas de gestión de los que se obtiene la información necesaria para la preparación del EINF.

Nuestra independencia y gestión de la calidad

Hemos cumplido con los requerimientos de independencia y demás requerimientos de ética del Código Internacional de Ética para Profesionales de la Contabilidad (incluyendo las normas internacionales sobre independencia) emitido por el Consejo de Normas Internacionales de Ética para Profesionales de la Contabilidad (IESBA, por sus siglas en inglés) que está basado en los principios fundamentales de integridad, objetividad, competencia y diligencia profesionales, confidencialidad y comportamiento profesional.

Nuestra firma aplica las normas internacionales de calidad vigentes y mantiene, en consecuencia, un sistema de calidad que incluye políticas y procedimientos relativos al cumplimiento de requerimientos de ética, normas profesionales y disposiciones legales y reglamentarias aplicables.

El equipo de trabajo ha estado formado por profesionales expertos en revisiones de Información no Financiera y, específicamente, en información de desempeño económico, social y medioambiental

Nuestra responsabilidad

Nuestra responsabilidad es expresar nuestras conclusiones en un informe de verificación independiente de seguridad limitada basándonos en el trabajo realizado. Hemos llevado a cabo nuestro trabajo de acuerdo con los requisitos establecidos en la Norma Internacional de Encargos de Aseguramiento 3000 Revisada en vigor, "Encargos de Aseguramiento distintos de la Auditoría o de la Revisión de Información Financiera Histórica" (NIEA 3000 Revisada) emitida por el Consejo de Normas Internacionales de Auditoría y Aseguramiento (IAASB) de la Federación Internacional de Contadores (IFAC) y con la Guía de Actuación sobre encargos de verificación del Estado de Información No Financiera emitida por el Instituto de Censores Jurados de Cuentas de España.

En un trabajo de seguridad limitada los procedimientos llevados a cabo varían en su naturaleza y momento de realización, y tienen una menor extensión, que los realizados en un trabajo de seguridad razonable y, por lo tanto, la seguridad que se obtiene es sustancialmente menor.

Nuestro trabajo ha consistido en la formulación de preguntas a la Dirección, así como a las diversas unidades del Grupo que han participado en la elaboración del EINF, en la revisión de los procesos para recopilar y validar la información presentada en el EINF y en la aplicación de ciertos procedimientos analíticos y pruebas de revisión por muestreo que se describen a continuación:

- ▶ Reuniones con el personal del Grupo para conocer el modelo de negocio, las políticas y los enfoques de gestión aplicados, los principales riesgos relacionados con esas cuestiones y obtener la información necesaria para la revisión externa.
- ▶ Análisis del alcance, relevancia e integridad de los contenidos incluidos en el EINF del ejercicio 2022 en función del análisis de materialidad realizado por el Grupo y descrito en el apartado "5.2 Aspectos materiales para los grupos de interés", considerando contenidos requeridos en la normativa mercantil en vigor.
- ▶ Análisis de los procesos para recopilar y validar los datos presentados en el EINF del ejercicio 2022.
- ▶ Revisión de la información relativa a los riesgos, las políticas y los enfoques de gestión aplicados en relación a los aspectos materiales presentados en el EINF del ejercicio 2022.
- ▶ Comprobación, mediante pruebas, en base a la selección de una muestra, de la información relativa a los contenidos incluidos en el EINF del ejercicio 2022 y su adecuada compilación a partir de los datos suministrados por las fuentes de información.
- ▶ Obtención de una carta de manifestaciones de los Administradores y la Dirección.

Conclusión

Basándonos en los procedimientos realizados en nuestra verificación y en las evidencias que hemos obtenido no se ha puesto de manifiesto aspecto alguno que nos haga creer que el EINF de SOLARIG GLOBAL SERVICES, S.A. correspondiente al ejercicio anual finalizado el 31 de diciembre de 2022 no ha sido preparado, en todos sus aspectos significativos, de acuerdo con los contenidos recogidos en la normativa mercantil vigente y siguiendo los criterios de los estándares GRI seleccionados así como aquellos otros criterios descritos de acuerdo a lo mencionado para cada materia en el "Índice de contenidos requeridos por la Ley 11/2018" del citado Estado.

Uso y distribución

Este informe ha sido preparado en respuesta al requerimiento establecido en la normativa mercantil vigente en España, por lo que podría no ser adecuado para otros propósitos y jurisdicciones.

Este informe se corresponde con el
sello distintivo nº 01/23/05970
emitido por el Instituto de Censores
Jurados de Cuentas de España

ERNST & YOUNG, S.L.



Alberto Castilla Vida

5 de abril de 2023

