

Policy on Relations with Stakeholders Groups

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1. Motivation

Solarig understands the key pillar in the development of its Sustainability Model is to integrate the relationship with its Stakeholder Groups into its business activity.

Stakeholder Groups for Solarig are those collectives and entities that, with their decisions and opinions, influence the company, and likewise can be affected by the activities that Solarig carries out. These stakeholder groups therefore constitute an essential part in the management of the Group.

Solarig has a strategic objective in its project Committed to Sustainable Progress aimed at promoting relationships of trust and shared prosperity with all stakeholder groups by integrating their potentially relevant issues into the management model, considering them, and providing responses.

The relevant role that these groups can play in corporate reputation makes them actors to take into account in their way of doing things and constitutes an excellent barometer in their performance.

Therefore, paying attention to the perceptions transmitted consciously or unconsciously by the company entails addressing a direct risk towards the company's sustainability.

Solarig therefore focuses on facilitating the generation of value and establishing solid and trustworthy relationships with the stakeholder groups present in the territories where it carries out its activities.

The intention is to strengthen existing and future ties in the territories where Solarig operates.

This policy, along with the rest of the corporate policies associated with Stakeholder Groups, constitutes a mechanism for monitoring and control in terms of Due Diligence in its operation and management.

Similarly, the various communication channels defined in this document are used to involve its Stakeholder Groups in Solarig's environmental and social commitments and principles.

2. International standards and references

In its management with stakeholder groups, Solarig will proceed according to international reference standards and voluntary initiatives, which include:

- The United Nations Sustainable Development Goals
- The 10 principles of Human Rights of the United Nations Global Compact
- The United Nations Social Investment Principles
- The Guidelines of the Global Reporting Initiative (GRI)
- The International Labor Organization Conventions
- The Equator Principles

- The Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy of the International Labor Organization (ILO)
- International Management Systems Standards (ISO 9001, ISO 14001 and ISO 45001)
- Other relevant standards

3. Stakeholders of Solarig

The Stakeholder Groups identified by Solarig are as follows:

Internal:

- Top Management
- Employees
- Shareholders
- Partners
- Internal Customers

External:

- Suppliers, Providers
- Partners (Lawyers,...)
- Public Administrations
- Non-Governmental Organizations
- External Customers
- Environmental Group Associations
- Social Group Associations
- Local Councils
- Local Governments
- Local Business Associations/Federations
- Scientific and Educational Entities

- Media
- Verification/Certification Entities
- Industry Companies
- Society in General

These Groups may be grouped according to the communication mechanism established with them, so that a categorization by Groups and Subgroups will be available in order to ensure the greatest effectiveness in management.

4. General Commitments

Solarig assumes the following commitments to contribute to the development of the environment in which it operates, always respecting the identity, customs, and culture of the people, and maintaining an open and respectful dialogue with all its Stakeholder Groups.

- Listen to, collect, and analyse the expectations and needs of its Stakeholder Groups.
- Seek long-term value creation in the places where it carries out its activities, adjusting its activities according to the social and cultural realities of the different places where it operates.
- Strengthen respect for human rights in all the communities where it carries out its activities.
- Act in accordance with different international reference standards.

5. Basic principles of relationship with stakeholders groups

In the General Sustainability Policy, Solarig has defined the following basic principle as a General Principle in relation to the management of its Stakeholder Groups:

Promote dialogue channels, as well as foster the Group's relationships with the human team, shareholders, the financial community, customers, suppliers, and in general, with the other Stakeholder Groups (section 4.d. General Sustainability Policy).

This relationship with Stakeholder Groups is based on two fundamental principles:

- Creation of Shared Sustainable Value

Promote responsible energy consumption as a measure of energy efficiency (section 5.1. General Sustainability Policy).

Promote shared responsibility projects in various areas of interest.

- Promotion of Transparency

Publish the Sustainability information required by its Stakeholder Groups, always complying with the regulations applicable to each country (section 5.2. General Sustainability Policy).

6. Principles of action in relation to the main stakeholder groups

6.1 Human team

The basic principle for Solarig's relationship with its team is to respect human rights recognized in national and international legislation, rejecting child labour and forced or compulsory work,

not discriminating for any condition, and respecting freedom of association and collective bargaining.

The communication channels with Solarig's human team are based on trust and feedback communication with their superiors.

Solarig has an internal communication network in which the deployment of the business strategy is kept up to date in a bidirectional manner, and in which there is a Complaints and Suggestions Box as an additional mechanism for collecting information for the Organization's Continuous Improvement process.

6.2 Shareholders

The basic principle for Solarig's relationship with its shareholders is to involve them in its social life, seeking interaction to reinforce their sense of belonging through a continuous dialogue that promotes alignment of interests.

The guiding principles of Solarig's relationship with its shareholders are:

- Facilitate and promote the responsible exercise of their rights and the fulfillment of their duties subject to the principle of equal treatment.

Encourage the informed participation of shareholders in the General Shareholders' Meeting, promoting the use of new technologies, enabling remote meetings to ensure the full exercise of their rights.

To promote communication with its shareholders, Solarig has a Partners Area on the Solarig website, where their expectations are gathered.

6.3 Customer

Solarig promotes engagement with its customers, and to do this it identifies their needs and expectations, striving to take care of and increase their satisfaction.

To do this, communication channels are available that allow internal analysis of the Clients' requirements. For this, a contract manager is appointed as an interlocutor who gathers these requirements first-hand.

At the end of the contract, the Satisfaction Survey allows for tracking the quality of the service provided and gathers any additional suggestions that promote the Continuous Improvement of the organization.

Additionally, there is a Complaints and Suggestions Box on the Solarig website that allows Customers to similarly communicate their expectations.

6.4 Suppliers, providers, partners. Value chain

Solarig promotes shared responsibility in its value chain, and for this it sets the following principles:

- Strict respect for human and labour rights recognized in national and international legislation.

Require responsibility in aspects related to business ethics and transparent management, good labour practices, promotion of health and safety, respect for the environment, and assurance of the quality and safety of the products and services marketed.

Communication channels with Suppliers are established in various areas of the company. The supplier evaluation establishes communication channels with Solarig's quality area, with the website indicating how to access these requirements. From this evaluation, the purchasing area establishes its communication mechanism with the suppliers, gathering their needs and expectations, which are managed internally.

6.5 Society as a whole

Solarig's relationship principles with Society are reflected in the following commitments:

- Raise Society's awareness about the phenomenon of climate change, its consequences and solutions.
- Promote initiatives that contribute to a healthier, more equal, and just society.
- Strengthen corporate volunteer programs and awareness campaigns that promote the participation of Solarig professionals and other stakeholder groups in solidarity actions, with the aim of fostering the improvement of people's quality of life, the care of the environment, and sustainable development.

As an additional measure derived from the Solarig ESG project, a materiality survey is sent annually in which the different Stakeholder Groups focus their greatest interests in Solarig, as well as have the opportunity to indicate improvements that are managed internally and communicated through Sustainability Reports.

The present Policy has been by the Board of Directors of Solarig in March 2022.

This policy is communicated and understood within the organization and is available on Solarig's website for all its stakeholder groups