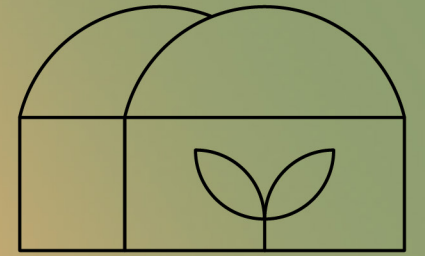
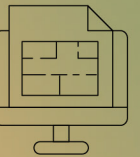
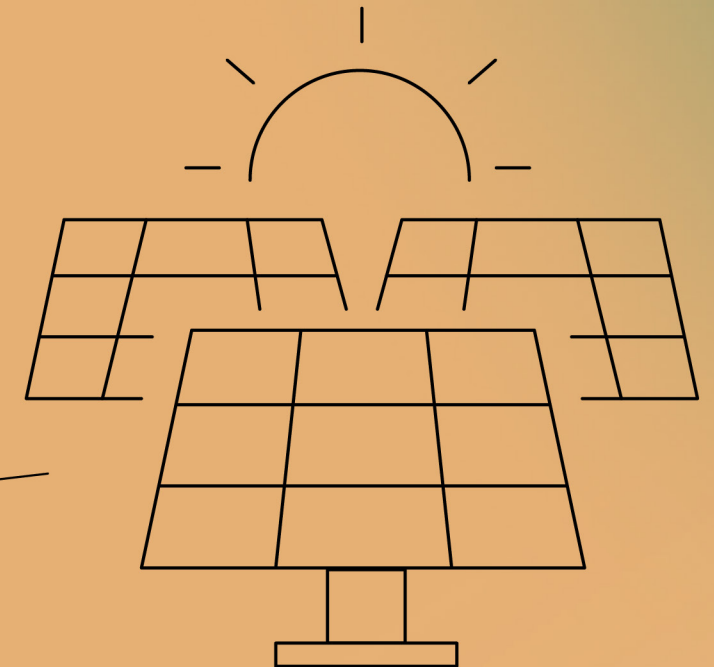
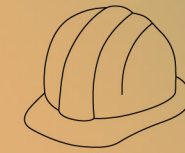
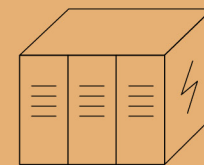
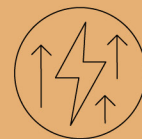
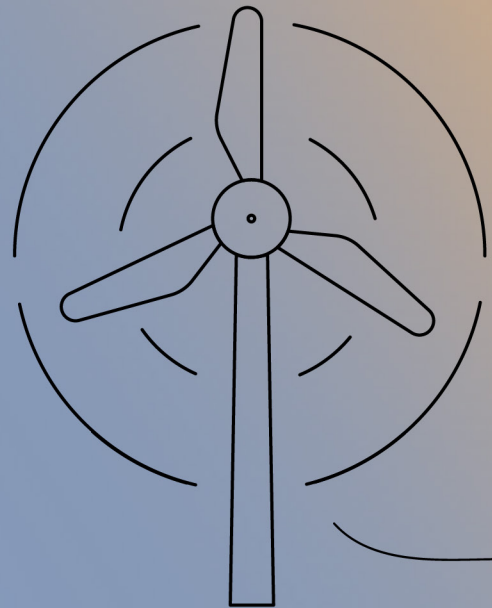
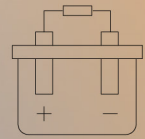
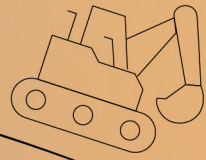
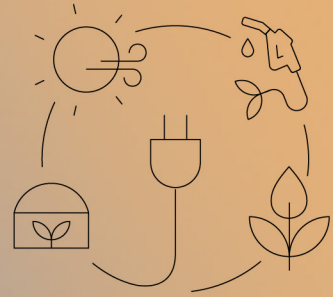
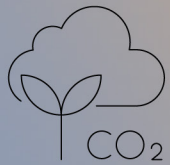


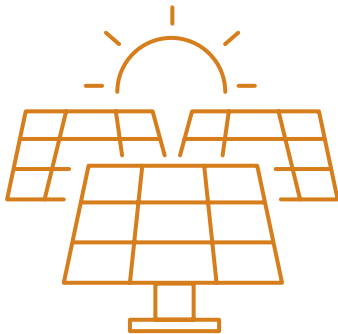


ESG

Environment, Social and Governance

2023

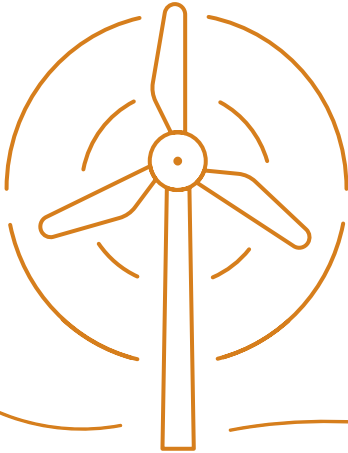




0. STATEMENT OF NON-FINANCIAL INFORMATION

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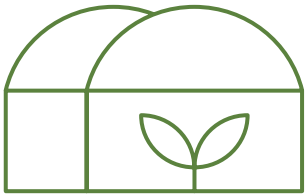
HOW TO USE THIS REPORT

100% navigable: click on any title in the table of contents to go directly to its section



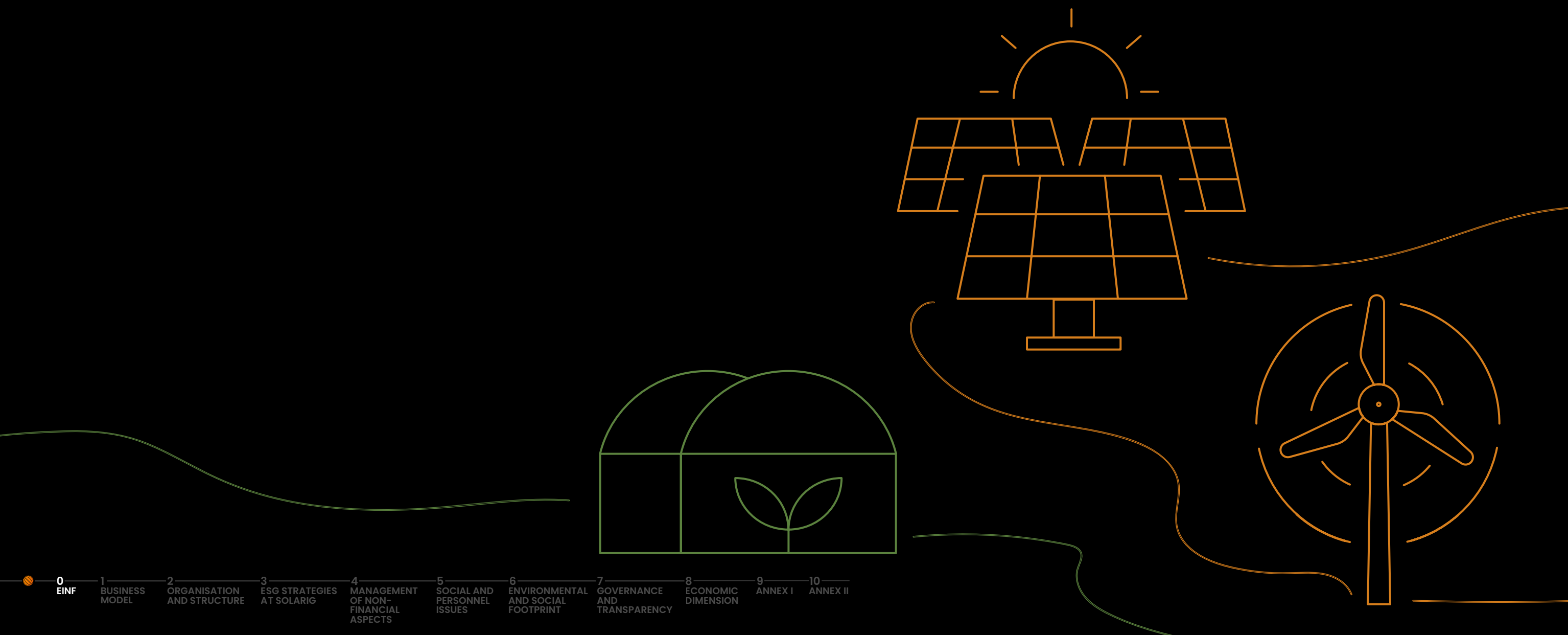
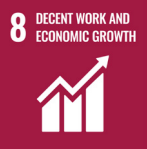
Back to the index in one click

Browse all chapters



0. STATEMENT OF NON-FINANCIAL INFORMATION

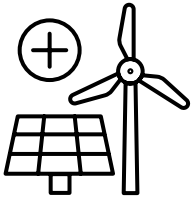
The Sustainable Development Goals related to this section are:



Sustainability report



This report is the **third Non-Financial Information Statement** (Sustainability Report) of SOLARIG GLOBAL SERVICES, S.A. (hereinafter referred to as 'Solarig' or 'the Company'), which sets out the results and performance of Solarig in terms of sustainability during the 2023 financial year.



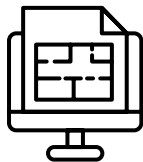
The guidelines on non-financial reporting of the European Commission (2017/C 215/01) derived from Directive 2014/95/EU have also been taken into account in its preparation. Furthermore, the provisions of the Global Reporting Initiative's Sustainability Reporting Guidelines (GRI Standards) have been taken 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.



This document covers the financial year from 1 January 2023 to 31 December 2023 following the structure of previous reports. The information included in the report covers all business areas and is global in scope. Annex I includes a matrix of the scope of the management indicators used. In those cases in which the information reported has a different scope to that established, this is specified in the corresponding section or with references at the foot of the page.



With this report Solarig informs its stakeholders about the company's performance on environmental, social and governance issues. Solarig makes this report available to its stakeholders as an exercise in corporate transparency on its public website (<https://solarig.com>).



This Non-Financial Information Status Report forms part of the Company's management report and its content is organised in response to the requirements established in Law 11/2018, of 28 December, which amends the Commercial Code, 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, in matters of non-financial information and diversity (originating in Royal Decree-Law 18/2017, of 24 November).



This document has been externally and independently reviewed by ERNST & YOUNG, S.L. Likewise, the report is subject to the same criteria for approval, filing and publication as the consolidated management report.

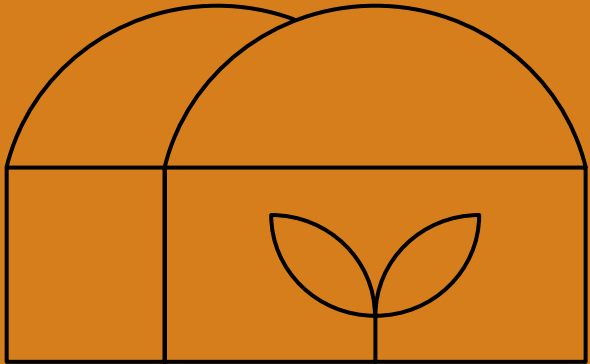
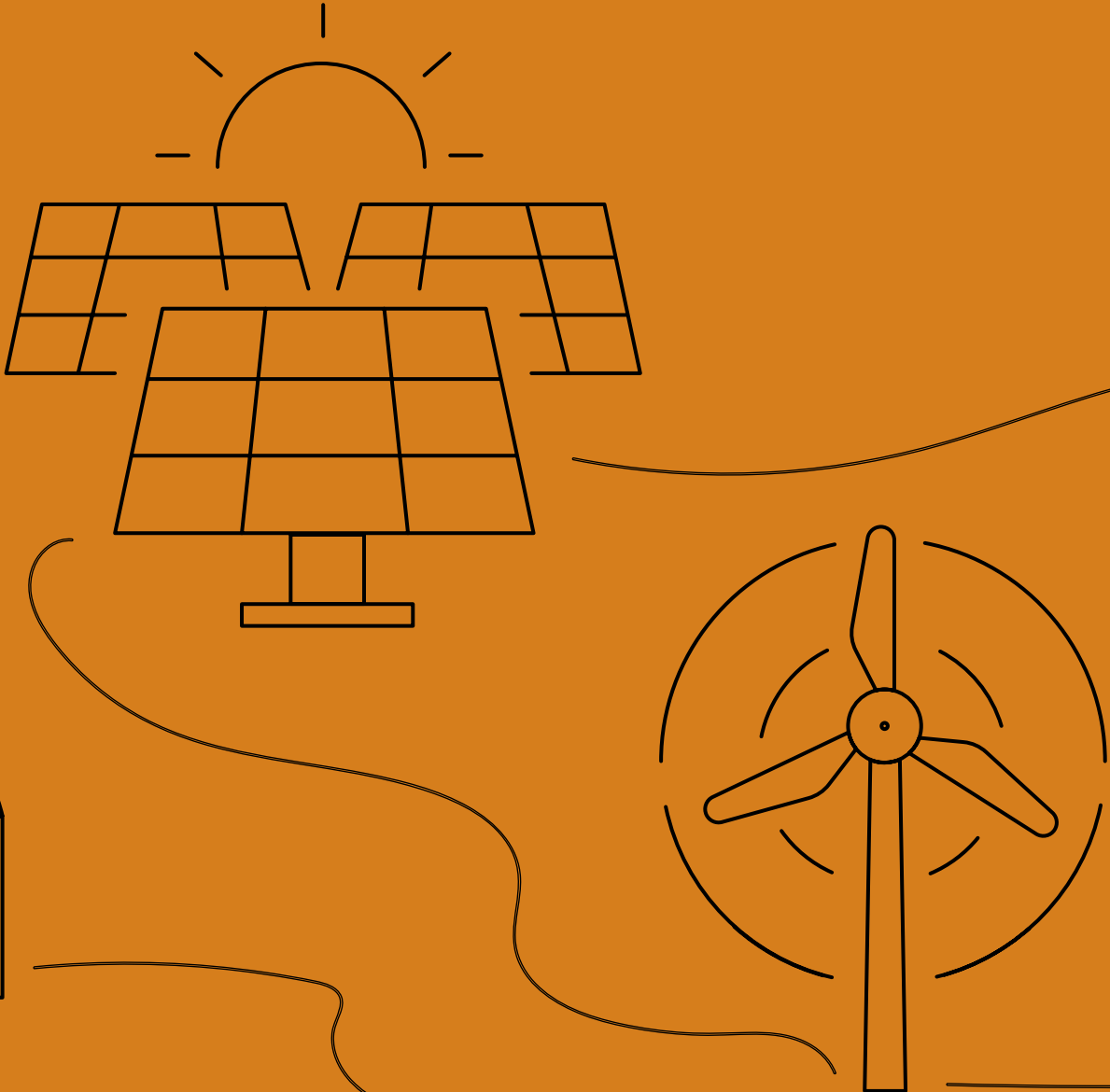


1. BUSINESS MODEL

The Sustainable Development Goals related to this section are:



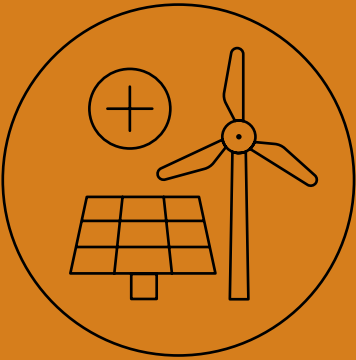
	Renewable energy market environment	6
	Main factors and trends that may affect our future evolution	8
	Business model and context	11
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	Objectives and strategies of the organisation	20



Renewable Energy Market Environment

The year 2023 marked a milestone in the history of renewable energy worldwide. The transition towards more sustainable and environmentally friendly energy sources accelerated, driven by the need to address climate change and reduce greenhouse gas emissions.

Solar photovoltaic energy emerged as a dominant force based on the total installed capacity worldwide. Declining costs, technological advances and proactive government policies were the key drivers. Innovation in storage technologies, grid optimisation and cross-border collaboration are expected to further drive the adoption of sustainable energy sources.



Total global renewable energy capacity in 2023 – 3869 GW

%. Indicator of installed capacity growth compared to 2022

America 820 GW

UNITED STATES

- Solar PV capacity: **138 GW (+22%)**
- Wind power capacity: **148 GW (+5%)**

SOUTH AMERICA

- Solar PV: **49 GW (+40%)**
- Wind: **40 GW (+20%)**

Africa 62 GW

SOUTH AFRICA

- Solar PV: **6 GW (+1%)**
- Wind: **3 GW (+8%)**

EGYPT

- Solar PV: **2 GW (+7%)**
- Wind: **2 GW (+15%)**

Asia 1.961 GW

CHINA

- Solar PV: **609 GW (+55%)**
- Wind: **442 GW (+20%)**

INDIA

- Solar PV: **73 GW (+15%)**
- Wind: **45 GW (+7%)**

Oceania 64 GW

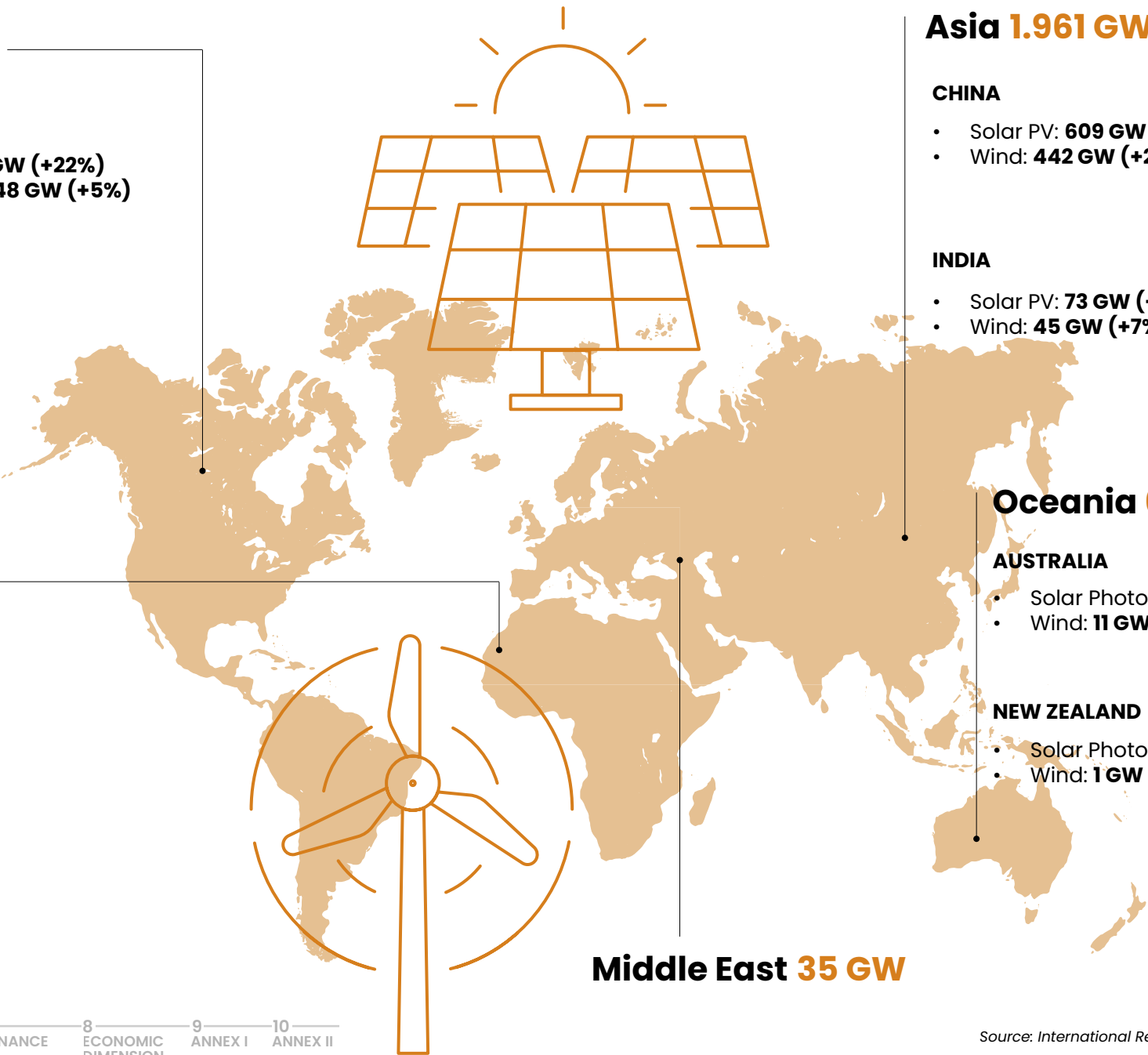
AUSTRALIA

- Solar Photovoltaic: **33 GW (+12%)**
- Wind: **11 GW (+7%)**

NEW ZEALAND

- Solar Photovoltaic: **0.3 GW (+38%)**
- Wind: **1 GW (+6%)**

Middle East 35 GW



Globally



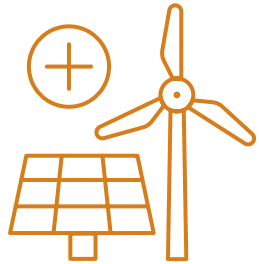
Renewable generation capacity worldwide:

3,869 GW



Renewable energy generation worldwide.
Growth of

+14%



83%

of the total electricity capacity added last year came from renewable energy.



Renewable electricity capacity must increase annually at three times the current rate by 2030 to limit global warming to

1.5°C

Europe **57,3 GW**

NETHERLANDS

- Solar Photovoltaic: **23 GW (+21%)**
- Wind: **11 GW (+22%)**

UNITED KINGDOM

- Solar PV: **16 GW (+6%)**
- Wind: **30 GW (+5%)**

FRANCE

- Solar PV: **21 GW (+18%)**
- Onshore Wind: **22 GW (7%)**

SPAIN

Leader in renewable energies in Europe.

- Solar PV: **29 GW (+23%)**
- Wind: **31 GW (+3%)**

DENMARK, SWEDEN AND NORWAY

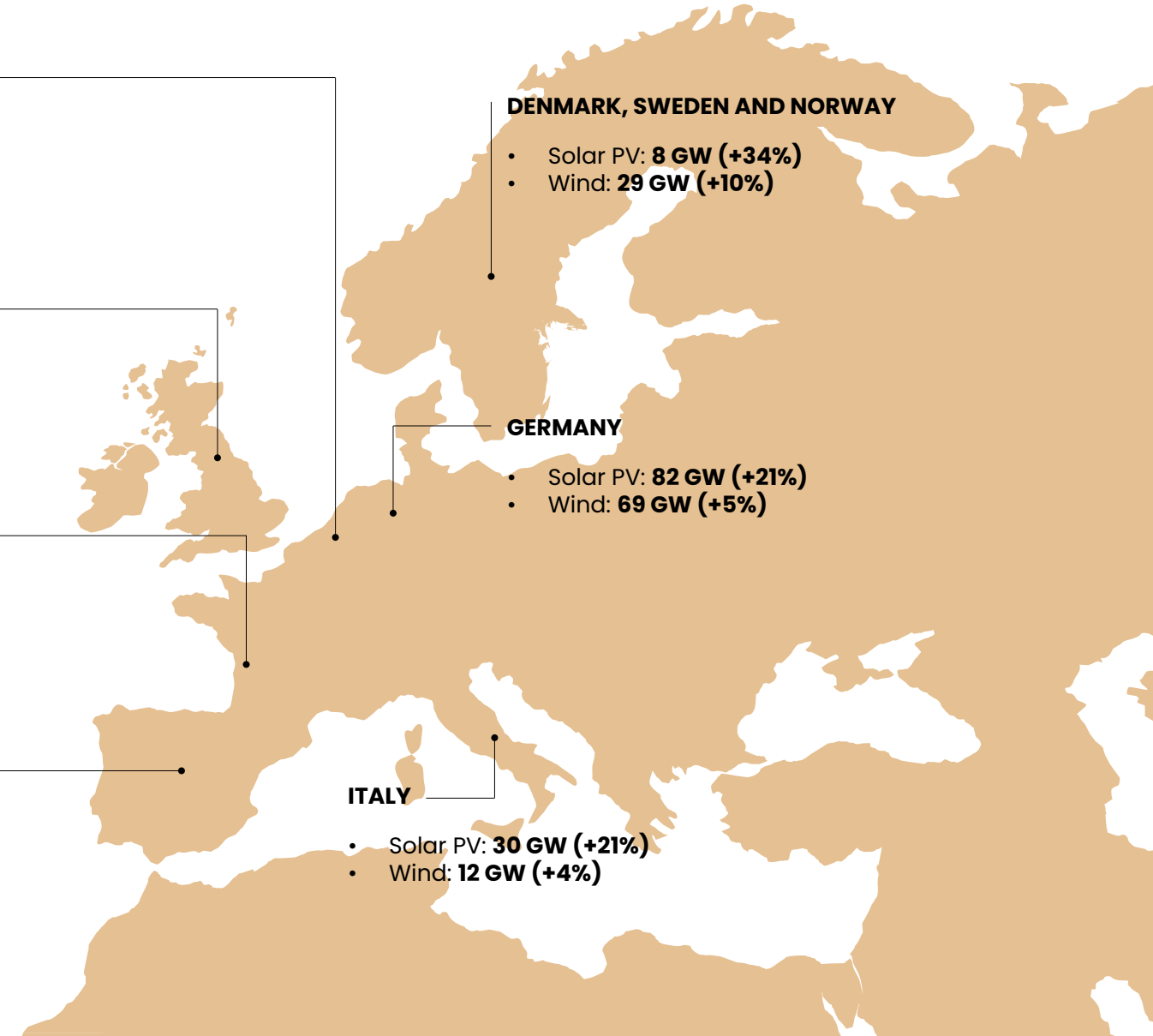
- Solar PV: **8 GW (+34%)**
- Wind: **29 GW (+10%)**

GERMANY

- Solar PV: **82 GW (+21%)**
- Wind: **69 GW (+5%)**

ITALY

- Solar PV: **30 GW (+21%)**
- Wind: **12 GW (+4%)**



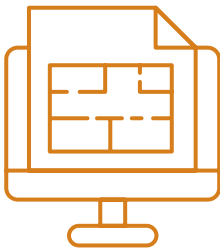
Main factors and trends that may affect our future development

Clean energy in the environment in which Solarig operates has a bright future, with demand for renewable energy steadily increasing and greater social and political awareness and commitment.



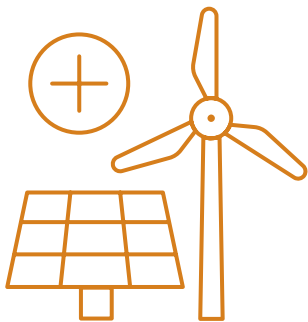
Energy policy and government regulations at the global and local level

The viability of 'clean' energy projects is strongly influenced by the regulatory framework and policies of each country, directly affecting the profitability and implementation of new projects. This includes tax incentives, subsidies, feed-in tariffs or renewable energy targets.



Technological innovation

Improvements in the efficiency of solar cells, energy storage or the integration of 'discontinuous' renewables into the electricity grid may affect the profitability and success of companies in the future.



Competition

Companies must be prepared to compete in an increasingly competitive and global market. By 2024, competition in the clean energy market is expected to continue to increase as more companies enter the sector.



Sustainable financing and investment preferences

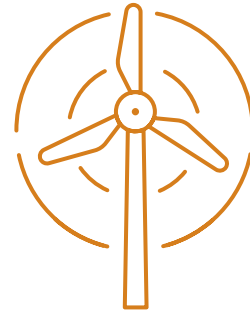
The global investment climate is increasingly oriented towards a growing focus on ESG criteria. This has led to an increase in the capital available for decarbonisation-related projects.





Climate change and environmental awareness

Concerns about climate change are driving demand for renewable energy. The company must adapt to changes in demand, paying particular attention to anti-greenwashing movements that could have a negative influence on project development.



Competitive dynamics and energy prices

Competition between renewables and fossil fuels is influenced by global energy prices, production costs and technological innovation. Solarig's strategy must be resilient to these fluctuations, seeking efficiencies and diversification in its energy sources.



Impact of climate change on operation and planning

The physical effects of climate change can affect the predictability and efficiency of renewable energy sources. The company must consider these factors in its strategic and operational planning.



Costs and financing

Production and financing costs are critical factors that can affect profitability and viability. Companies must be prepared to adapt to changes and seek new forms of financing.



Socio-political, economic environment and consumer awareness

A growing segment of consumers and businesses are demanding greener energy solutions, which can drive the adoption of renewable energy.

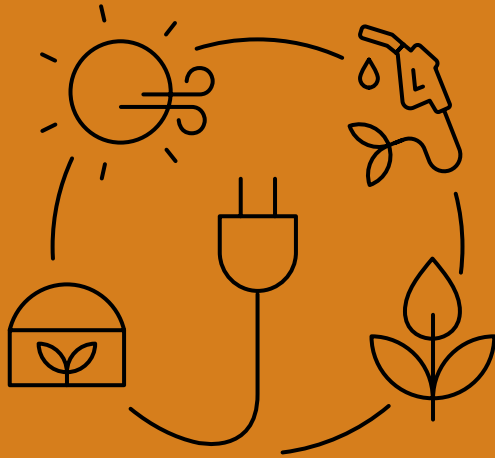




We develop the infrastructures necessary for the energy transition. Committed to innovation and sustainability, we drive global decarbonisation where we operate through renewable electricity solutions, green gases and sustainable fuels.

Business model and context

Solarig develops and implements sustainable energy infrastructures that contribute to the decarbonisation of the environment. With a '360° vision', the company specialises in renewable electricity, green gases and sustainable fuels, and works holistically on projects from their initial development, financial structuring, construction and engineering through to operation and maintenance



Purpose



To play a key role in the sustainable progress of society, leading the transition to cleaner energy sources. It aspires to generate a positive impact on its environment through its operations, firmly committed to the decarbonisation of society.

Mission



To create a lasting impact, contributing to building a sustainable world for future generations.

ESG



Environmental, Social and Governance (ESG) factors are integrated into Solarig's strategy and business model, with the aim of generating long-term sustainable value.

+1,000 PROFESSIONALS
12 COUNTRIES

More than 1,000 professionals in 12 countries, developing its business lines in Spain, Italy, Great Britain, France and Portugal in the EMEA Area; Mexico, Chile, Peru, Jamaica and Brazil in the Americas Area; as well as in Japan and Australia in the Asia-Pacific Area. Solarig has also identified, among others, the United States and Poland as potential markets to continue to fulfil its development plan.

Solarig in figures

10 GW

10 GW Operates 10 GW of photovoltaic assets globally

+18 YEARS OF EXPERIENCE

More information

 [Solarig Web](#)

 [Biorig Web](#)

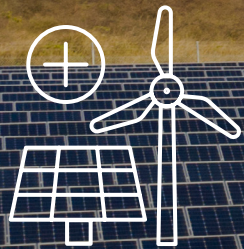


Reflecting the evolution of the business activities, Solarig published a new corporate website in 2023 with a more innovative and sustainable visual identity. The website of the company's biomethane division, Biorig, was also created.



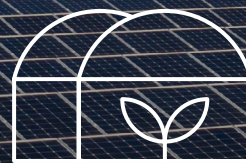
Business lines

The company's activity is structured through various business lines as an integrated and global supplier of clean energy projects worldwide.



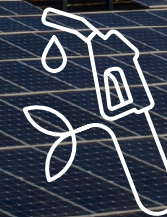
RENEWABLE ELECTRICITY

It covers activities related to renewable electrical energy from solar photovoltaic, hybridisation of solar photovoltaic and photovoltaic and wind energy storage.



GREEN GAS

Through the Biorig brand, the company is developing a portfolio of biomethane and biogenic CO₂ projects in Spain.



SUSTAINABLE FUELS

Development of projects related to sustainable fuels, which will play an important role in the decarbonisation of the maritime and air transport sectors.

Activity report

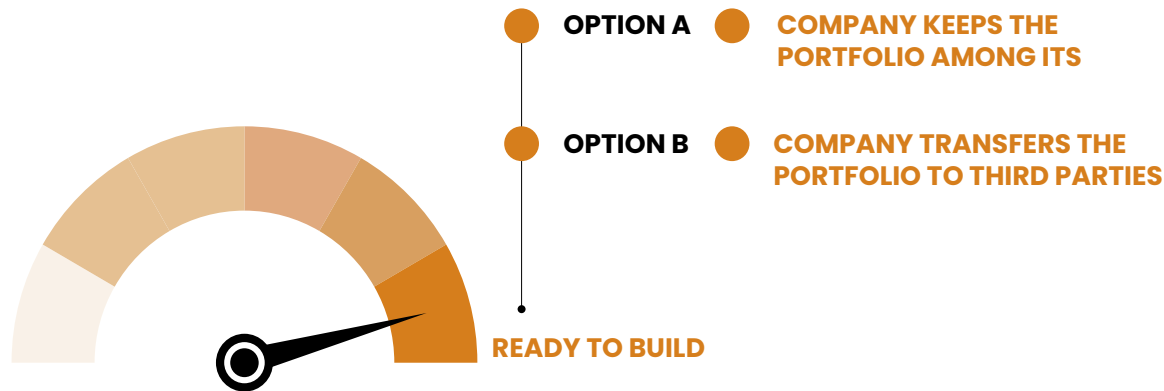
The activity report presented in this document is a reflection of our business strategy and the changing environment in which we operate. As our business continues to grow, we face new challenges and opportunities that we address effectively to ensure our long-term success.



1. Renewable Electricity Division

1.1 Origination and development of large portfolios of projects renewable energy projects

Solarig originates and develops portfolios of assets at different stages of development and geographies both with its own personnel and with development partners. Based on sustainable development criteria, Solarig holds specific equity stakes in the special purpose vehicles owning the projects that form part of some of the asset portfolios developed.



Portfolios

These portfolios are developed to Ready to Build status, with the company being able to choose between:

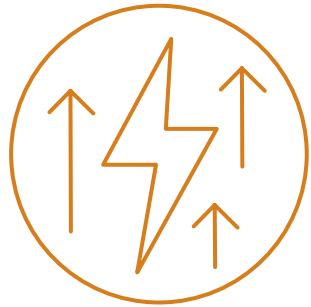
- 1) keep them among its assets
- 2) transfer them to third parties.

In a high percentage of cases, the subsequent Construction and Operation and Maintenance activities on such projects is carried out by different business areas of Solarig, either on behalf of the end investors, or as an internal activity until the “commercial operation” (COD)

stage is reached and during the lifetime of the project.

Solarig is also responsible for structuring the sales of these projects in the most efficient way possible, which can range from asset-by-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.

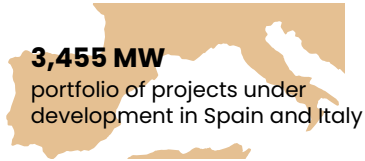
Project development



10 GW

Portfolio of projects distributed in Spain, Italy, United Kingdom, Poland, Mexico, Chile, Brazil and Australia

Spain & Italy

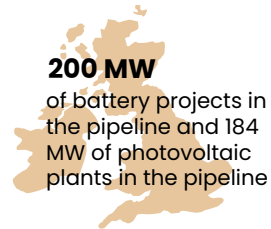


M&A

Financing of 213 million euros for up to 7 projects in Italy and Spain with a total capacity of 307 MW. Projects developed by Solarig with the aim of their subsequent incorporation into the investment platform initiated during 2022. In addition, more of the company's assets in the Americas and the UK will be added during 2024.



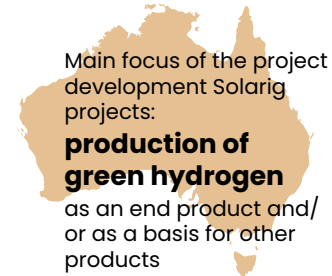
United Kingdom



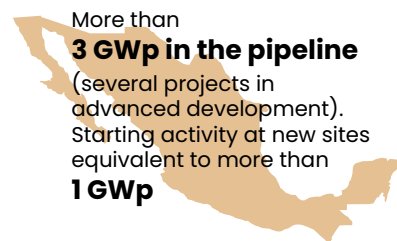
Poland



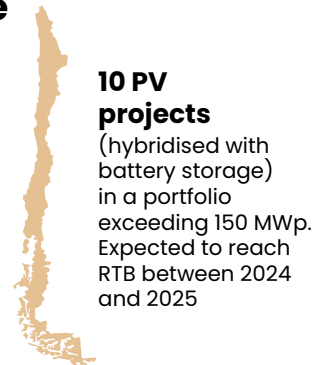
Australia



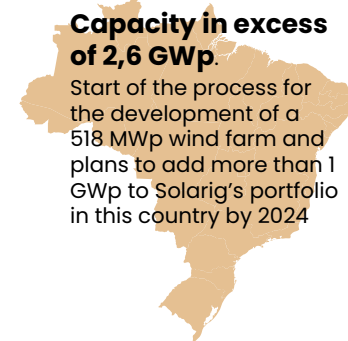
Mexico



Chile



Brasil



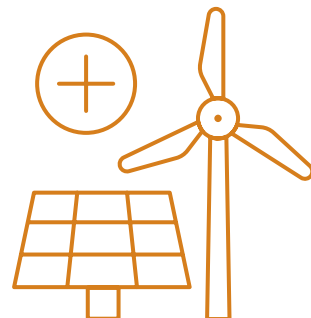
Planta fotovoltaica de Zafra (Badajoz, España)



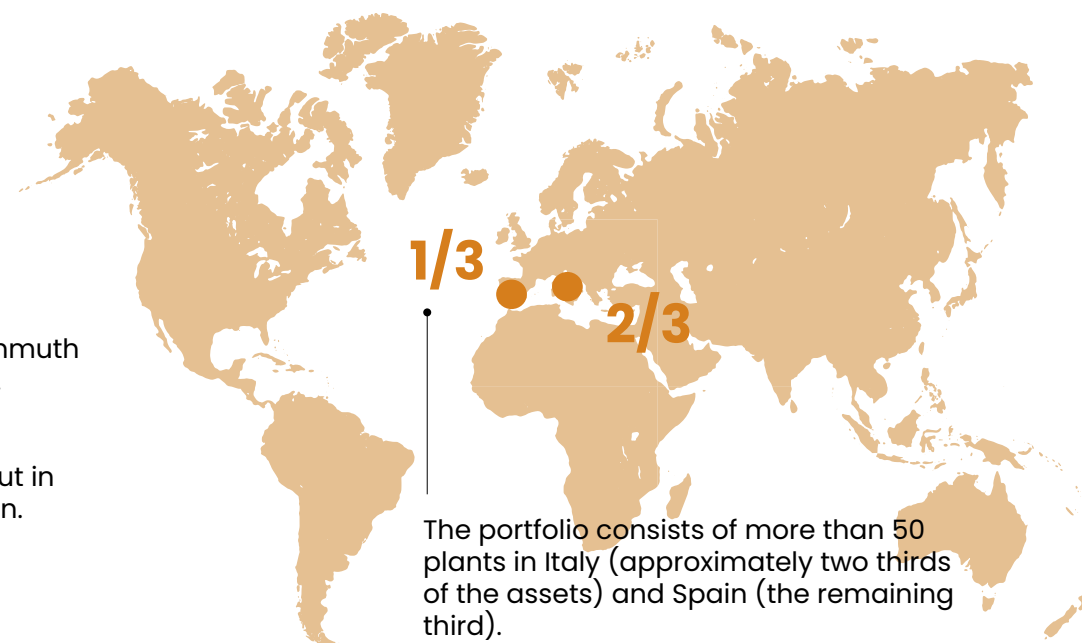
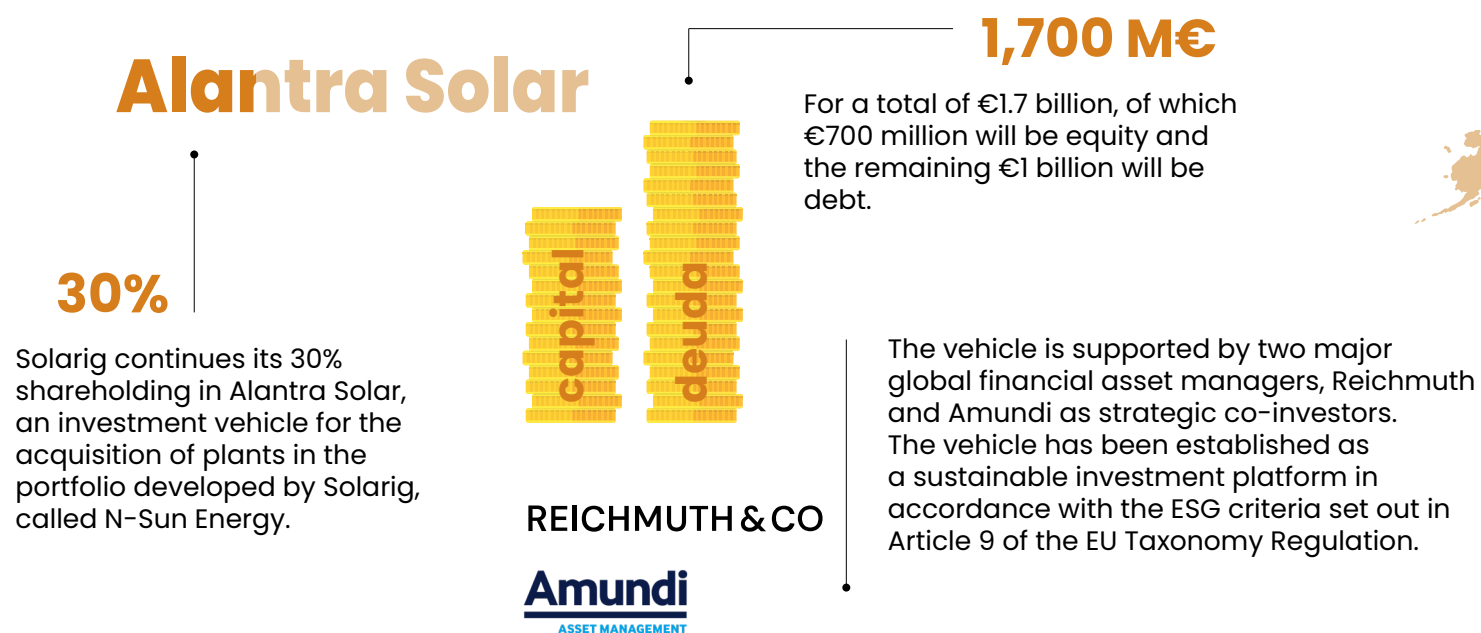
1.2 Financial management of renewable generation assets

Solarig is also responsible for maximising the value of the assets developed by the company by structuring specific investment and debt vehicles where one or more end-investors acquire the assets that Solarig develops.

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

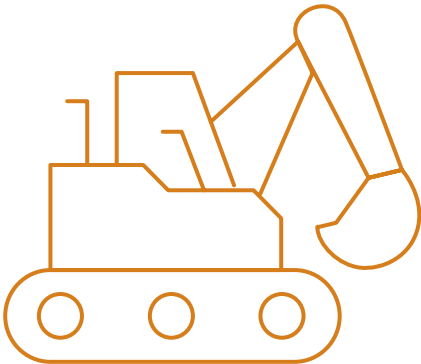


Financial asset management



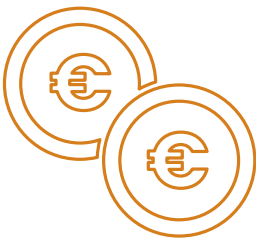
1.3 Design, supply and construction in EPC mode

Solarig carries out the design, procurement of equipment and services, construction and commissioning of renewable energy projects either developed by the company itself or from third party clients. These activities are carried out through the subscription of the corresponding EPC – Engineering, Procurement and Construction contracts (including all supplies) or BoS – Balance of System contracts (elimination of the scope of some of the main equipment, such as modules) with the end investors.



Engineering and Construction

During 2023, construction activity in Spain was consolidated and expansion continued in Italy, a strategic country for the organisation.



52 M€

Revenues close to 52 million euros.

Spain

HUELVA | Niebla

Energisation and grid feed-in of the 50 MW “Niebla” photovoltaic plant.



HUELVA | Colón

Start of construction of a 20 MW photovoltaic plant called “Colón”, which is expected to be completed in the second quarter of 2024.



BADAJOS | Zafra

Professional Acceptance Certificate (PAC) for the Puebla photovoltaic project in Zafra with a capacity of 16 MW. First connected project contributed to the portfolio of the N-Sun Energy fund.



Italy

SARDINIA | Fiume Santo

Start of construction of the 38 MW solar photovoltaic project.



SICILIA | Castelvetro

Construction of a 50 MW plant currently under construction.



Japón

CHIBA | Sodegaura

Provisional acceptance of the 16 MW Sodegaura project.



1.4. Operation and maintenance (O&M)

This area's main activity is the **general maintenance of renewable generation facilities**, increasing their availability and maximising the asset's production.

For the effective management of this area, the following are essential:

» Digitalisation

» Standardisation

» Technological surveillance of new tools and the integration of new services.

» Establishment of strategic agreements with equipment manufacturers.

Services

Depending on the client's needs, these services range from electrical maintenance, specific activities such as clearing or cleaning modules, to the total operation of the plant.

These services are provided both for assets built by Solarig (EPC) and for external clients.

10 GW

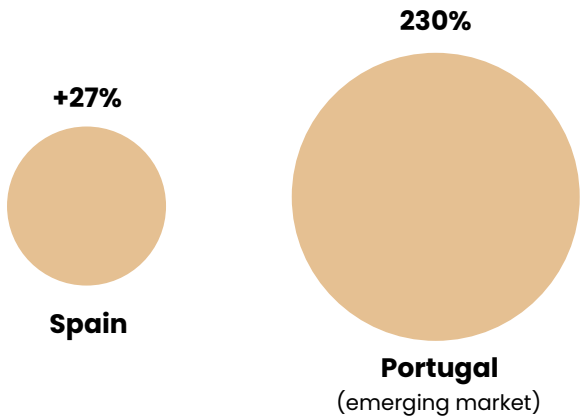
10 GW are maintained and operating by the end of 2023: obtaining an average market share of 9.3% of the total existing MW at utility scale level in the countries we are currently serving.

+25%

25% growth in the team of professionals in this area compared to the previous year (770 worldwide).

42,5 M€

The 2023 financial year has ended following the excellent growth progression of the previous year, with turnover in the division at €42.5m, an increase of 25% compared to 2022, with very significant growth in key markets:



+26%

Brazil

+40%

Chile

+25%

Peru

+20%

Mexico

+65%

Japan

+27%

Australia

3rd position in the world ranking for operation and maintenance of photovoltaic plants.

According to Wood Mackenzie

Niebla photovoltaic plant, Huelva

2. Green Gases Division

Solarig created in 2023 Biorig Energy, the new division specialised in activities related to the development of biomethane projects, a gas of renewable origin produced from a biogas purification process obtained from the anaerobic decomposition of organic waste. In its first year of existence, Biorig has started the development of more than 20 biomethane facilities distributed in different autonomous communities in Spain. Specifically, in Castilla y León, Biorig announced the development of 10 facilities.

Bio-CO₂ captureo

Biorig will incorporate in its facilities advanced technology to capture and use biogenic CO₂, an essential for the production of carbon-neutral fuels such as SAF (Sustainable Aviation Fuel). Biogenic CO₂ is the carbon dioxide obtained from organic waste (agricultural, forestry or livestock) in its decomposition or combustion process.

State-of-the-art facilities



Zero emissions



No water consumption



Aligned with the highest standards of environmental friendliness



Sustainable agricultural soil enrichment



Adoption of advanced technologies for biogenic CO₂ capture



Production of organic fertilisers

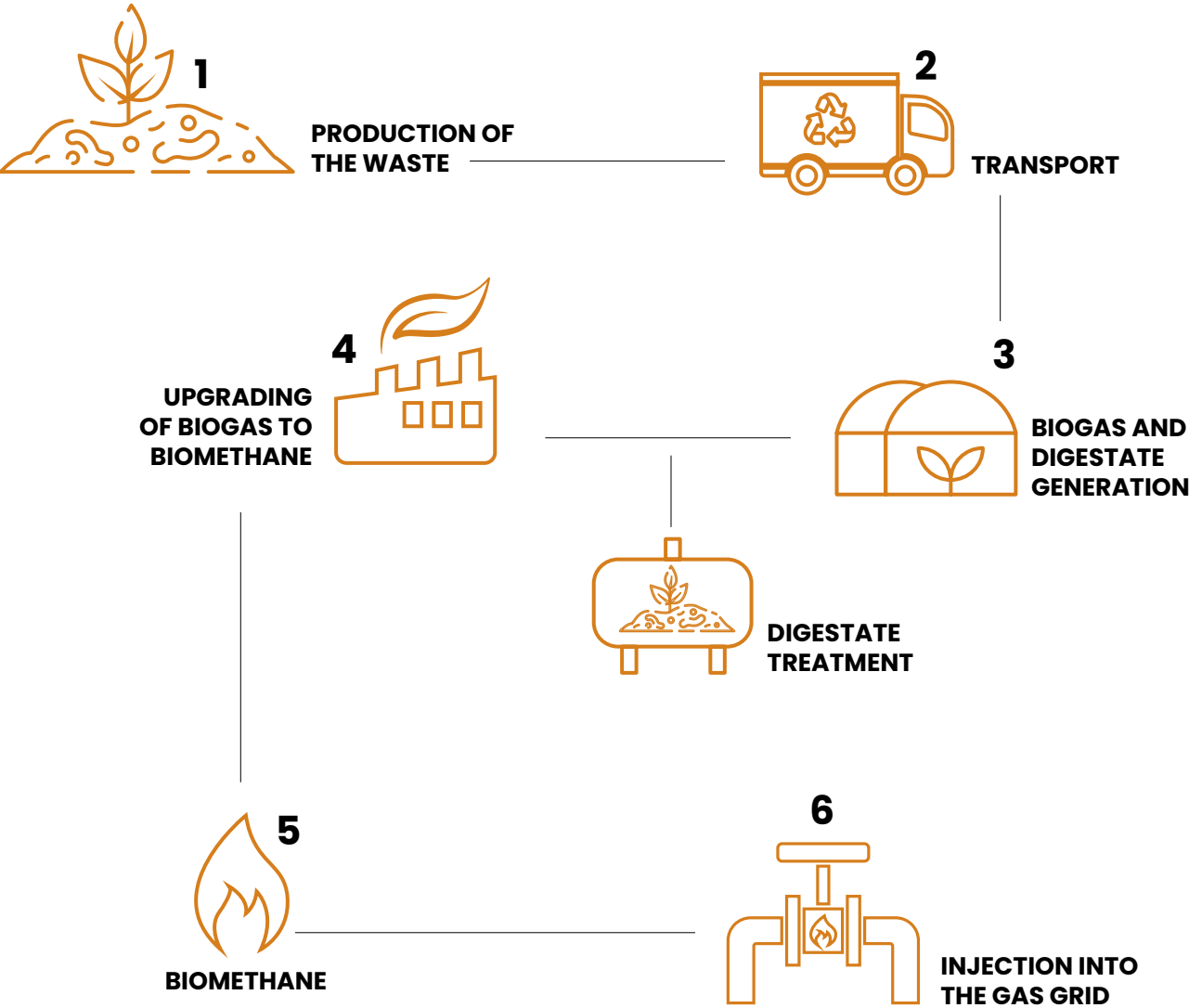


Biorig is committed to a 100% sustainable installation model, with a negative carbon footprint, zero discharge and zero water consumption, aligned with the highest standards of environmental stewardship and sustainable enrichment of the agricultural soil.

We valorise agro-livestock waste to produce gas from renewable sources

Biomethane production

Since its inception, Biorig has focused on the location of strategic locations for its projects, culminating in 2023 with the development of more than twenty biomethane facilities distributed throughout various regions of Spain, highlighting its presence in Castilla y León.



Objectives and strategies of the organisation

Solarig’s main objectives are to become a major player in the development, 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 temporal goals. The company is working on updating this Strategic Plan by revising the objectives initially set both qualitatively and quantitatively.



Criteria and strategies

The execution of turnkey projects in the project development, construction and, subsequently, 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.

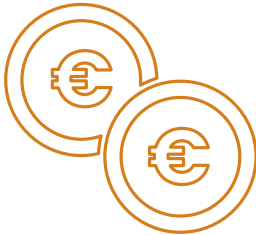
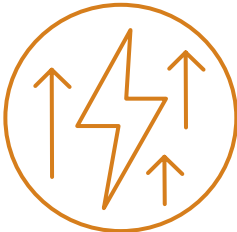
Solarig develops its activities taking into consideration the following criteria and strategies:

Development, promotion and asset sales activities

- Geographical diversification to analyse the state of maturity of the business, as well as regulatory changes.
- Technological diversification with a commitment to different renewable technologies (green hydrogen, BESS, biomethane or wind) where photovoltaic solar energy plays a predominant role.
- Proximity to capital markets, to configure strategies and products that generate greater added value.
- Generation of long-term value, seeking to minimise any environmental, heritage and urban development impact, and to promote the socio-economic development of our stakeholders.

Financial asset management activity

- Completing Solarig’s value chain in the life cycle of a renewable asset, including activities such as arranging debt and related power purchase agreements (PPAs) as well as performing asset management of assets under construction and operation.



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, approval and control of suppliers and subcontractors to achieve the execution of projects in accordance with the required deadlines and ESG commitments.
- » Ensuring that work is carried out in accordance with best practices in the defence of Human Rights, protection against fraud, anti-corruption policy and in accordance with Solarig's Code of Conduct.



O&M activities

- » Control, supervision and organisation through a digital platform developed and implemented in-house (Custodian), which integrates maintenance activities with the monitoring data of the assets managed, tracking them 24/7 through our Control Centre. In addition, another platform has been developed internally (Icarus) which uses artificial intelligence to analyse the images obtained with drones to detect defects in the different plant equipment and optimise the main maintenance activities.
- » Direct provision of a large part of the services, avoiding subcontracting, including medium-term investment in equipment and technologies that ensure the best cost-benefit ratio throughout the useful life of the asset. Likewise, continuous technological vigilance allows us to be at the forefront and be more efficient thanks to the use of robotic and autonomous machinery.
- » Global strategic agreements with the main equipment manufacturers, in order to achieve the best level of service from an integral perspective of the asset and to access new business possibilities.



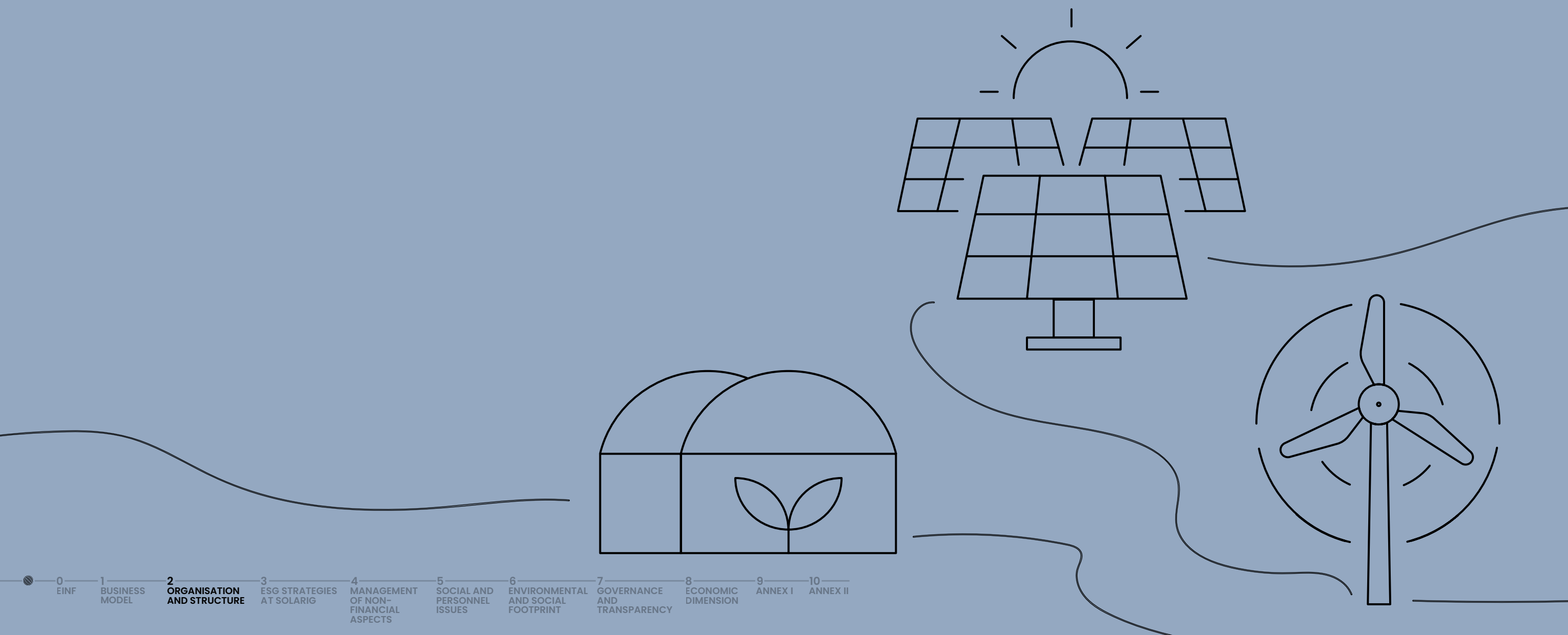
**Present throughout
the value chain of
renewable energy
asset management**



Bungala photovoltaic plant, Australia.

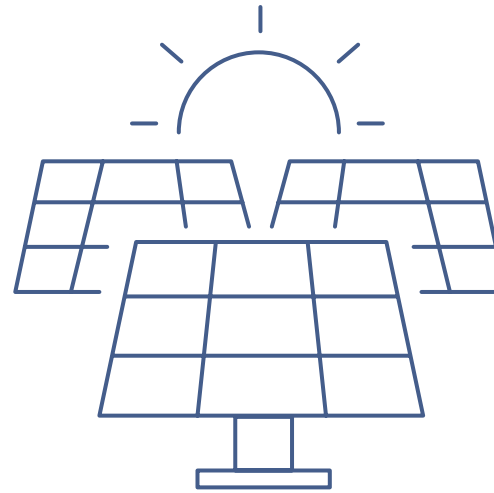
2. ORGANISATION AND STRUCTURE

The Sustainable Development Goals related to this section are:

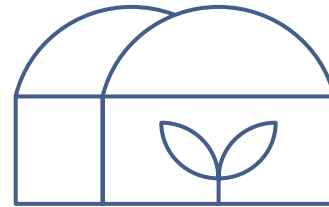


Solarig's overall structure in 2023

Solarig has a differentiated organisational structure for each of the different business areas, which are interrelated. In parallel, there are corporate areas that act as support pillars, providing essential services and resources that enable the business areas to operate effectively and efficiently.



This structure allows for more strategic management of resources, facilitates decision-making based on consolidated information and promotes a culture of collaboration and operational excellence.



General Management

RENEWABLE
ELECTRICITY

GREEN GASES

SUSTAINABLE
FUELS

DEVELOPMENT

DEVELOPMENT

DEVELOPMENT
& M&A

EPC
(Engineering,
Procurement and
Construction)

OPERATION &
MAINTENANCE



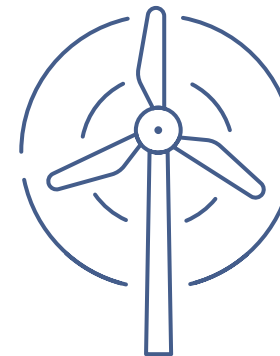
Solarig's three **business areas** have an international presence and receive corporate support for the development of their activities. In some cases these areas report hierarchically to different business areas and have functional reporting to the corresponding corporate services.

Economic - Financial

Human Resources -
Health and Safety

Sustainability

Legal



3. ESG STRATEGIES AT SOLARIG

The Sustainable Development Goals related to this section are:

3GOOD HEALTH AND WELL-BEING

5GENDER EQUALITY

7AFFORDABLE AND CLEAN ENERGY

8DECENT WORK AND ECONOMIC GROWTH

10REDUCED INEQUALITIES

11SUSTAINABLE CITIES AND COMMUNITIES

13CLIMATE ACTION



ESG Roadmap 25



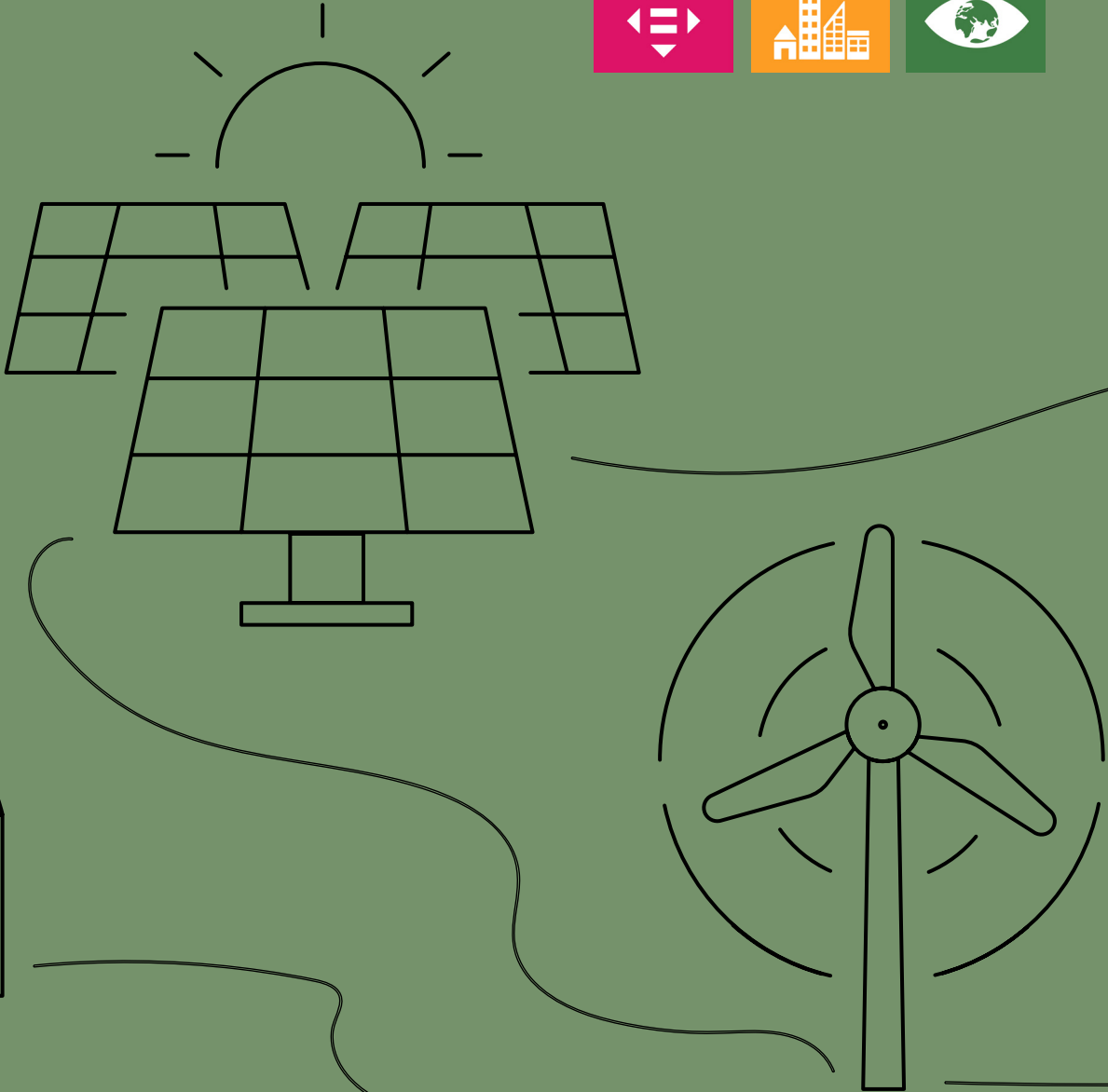
Relationship with Stakeholders 31



Material aspects 32



Digitalisation and innovation for sustainability 34



ESG roadmap

Solarig's ESG strategy is aligned with the General Sustainable Development Policy approved by the Board of Directors in 2020. Each of the actions in the ESG roadmap thus responds to the overall objectives of the policy and the Solarig Group's ESG Strategic Plan 22-25.



Defined objectives

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



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



Generate credibility and trust in stakeholders, based on business transparency and a culture of ethical behaviour.



Promote relationships of trust and shared prosperity with all its stakeholders, integrating their potential relevant issues into the management model, taking them into consideration and responding to them.



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



Generate a positive impact on our environment, through appropriate risk management and the fulfilment of ambitious social and environmental commitments.

Sustainability and Continuous Improvement Committee

In order to regularly monitor the implementation of ESG objectives and the ESG roadmap, Solarig has set up a Sustainability and Continuous Improvement Committee as part of its governance system. The objectives of the committee are:



Prioritise ESG aspects and management based on Management Systems.



Promote continuous improvement of the Management System.



Mitigate threats and vulnerabilities associated with ESG aspects including those that put the Management System at risk.



The tasks performed by the Sustainability and Continuous Improvement Committee are aimed at preventing, detecting and mitigating risks related to ESG aspects and other aspects that may put the Management System at risk.

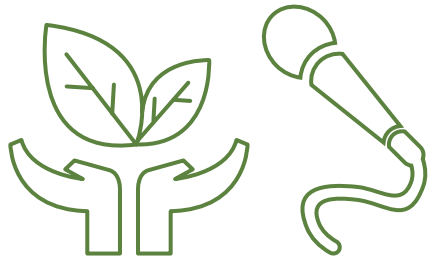
Projects in compliance with the ESG criteria established by the EU Taxonomy

On the other hand, during 2023 an ESG Due Diligence was carried out, the main objective of which was to identify and mitigate possible ESG aspects that could be of risk for the investment made by the N-Sun fund for the Alantra Solar projects developed by Solarig.

The due diligence assesses the alignment of the projects with the EU taxonomy under the criteria of No Significant Harm and the minimum safeguards criteria.

The result of the Due Diligence categorises the projects developed by Solarig under Article 9 of the European Union’s SFDR regulations.

These projects pursue sustainability objectives as investment products with a clear sustainability objective.



Events

It should be noted that during 2023 Solarig has actively participated in different forums and sustainability networks, in order to create synergies to share knowledge on innovation practices, adding value and motivating the achievement of the company’s ESG objectives and strategies.

Highlights of these include Aon’s ESG Connected Network, and Solarig’s presence at Sustainability Day.



Planta solar fotovoltaico ‘Niebla’ en San Juan del Puerto, Huelva.



Solarig is aware of its key role in the transition to a low-carbon economy and is therefore committed to a sustainable development model

1. ESG Roadmap

Solarig is aware of its key role in the transition to a low-carbon economy and is therefore committed to a sustainable development model, guaranteeing respect for and protection of the environment, local communities, society and corporate governance wherever we operate.

In order to achieve the objectives of the General Sustainable Development Policy, Solarig has created the **Sustainable Development Roadmap 2022–2025** with cross-cutting actions in the management of its activities from a holistic and transparent approach.

Levers and feeds



Deployment of the Governance System by creating the Sustainability and Continuous Improvement Committees and the Risk Management Committee. Both committees emphasise the transparent and agile governance demanded as a material aspect by stakeholders. Likewise, both committees integrate mitigation actions and opportunities in a transversal manner.



Launch of a Stakeholder Management model, implementing communication channels and integrating the needs and expectations of the following stakeholders.



Incorporation of ESG clauses in the approval of suppliers and definition of the suppliers' code of ethics.

Sustainable Development – Roadmap 2022–2025



The United Nations Global Compact and Solarig

In support of our commitment and in response to our ESG strategy, Solarig has been renewing its links with the United Nations Global Compact every year **for the past 16 years**. This commitment, made since the creation of the company, aims to adopt universal principles in the areas of human and labour rights and environmental protection. With them, we join the movement of the **Decade of Action**, committing ourselves to the **2030 Agenda** as a framework for participating in the construction of a fairer and more sustainable society.

At Solarig we celebrate the World Sustainable Development Goals Day, which in 2023 celebrated its 8th edition. We remembered through communications and decoration in the form of cubes the 7 of the 17 SDGs on which we work.

SDG 7. AFFORDABLE AND CLEAN ENERGY

Solarig's activity is fully integrated in **SDG 7. Affordable and Clean Energy**, and therefore promotes the market launch of **affordable, safe, sustainable and modern energy**.

The Goals that Solarig directly affects are:

- **Target 7.2.** Increase significantly the share of renewable energy in the energy mix by 2030.
- **Target 7.a.** By 2030, increase international cooperation to facilitate access to clean energy research and technology, including renewables, energy efficiency, advanced and cleaner fossil fuel technologies, and promote investment in energy infrastructure and clean technologies.



SUSTAINABLE DEVELOPMENT GOALS



SDG 3. HEALTH AND WELL-BEING

Solarig assumes responsibility for acting to the extent possible on **SDG 3. Health and Well-being**. Ensuring healthy lives and promoting well-being at all ages is essential for sustainable development.



- **Target 3.4.** By 2030, reduce by one third premature mortality from noncommunicable diseases through prevention and treatment and promote mental health and well-being.
- **Target 3.5.** Strengthen the prevention and treatment of substance abuse, including substance abuse and harmful use of alcohol.
- **Target 3.9.** By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution.

SDG 5. GENDER EQUALITY

Solarig assumes responsibility for acting to the extent possible on **SDG 5. Gender Equality**. Gender equality is not only a fundamental human right, it is one of the essential foundations for building a peaceful, prosperous and sustainable world.



- **Target 5.1.** End all forms of discrimination against all women/girls everywhere.
- **Target 5.5.** Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.
- **Target 5.b.** Enhance the use of information and communications technology to promote women's empowerment.

SDG 13. CLIMATE CHANGE

Solarig assumes responsibility for acting to the extent possible on **SDG13. Climate Change**. Take urgent action to combat climate change and its effects.

- **Target 13.1.** Strengthen resilience and adaptive capacity to climate-related risks and natural disasters in all countries.
- **Target 13.3.** Improve education, awareness and human and institutional capacity for climate change mitigation, adaptation, impact reduction and early warning.



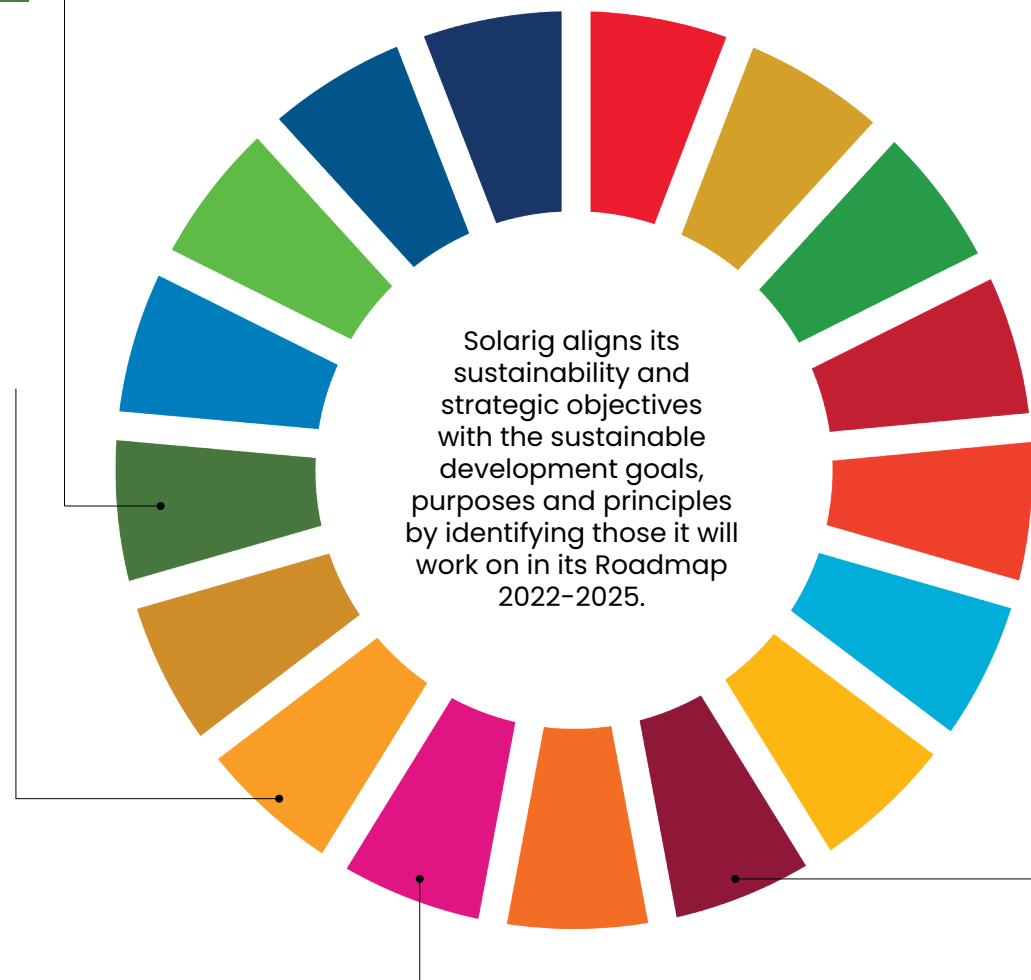
SDG 11. SUSTAINABLE CITIES AND COMMUNITIES

Solarig takes responsibility to act to the extent possible on **SDG11. Sustainable Cities and Communities**. Making cities more inclusive, safe, resilient and sustainable.

- **Target 11.6.** By 2020, reduce the per capita negative environmental impact of cities, including through a focus on air quality and municipal and other waste management.
- **Target 11.a.** Support positive economic, social and environmental linkages among urban, peri-urban and rural areas by 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 inclusiveness, resource efficiency, climate change mitigation and adaptation, and disaster resilience.
- **Target 11.c.** Provide support to least developed countries, including through financial and technical assistance to enable them to construct sustainable and resilient buildings using local materials.



SUSTAINABLE DEVELOPMENT GOALS



SDG 8. ECONOMIC GROWTH

Solarig assumes responsibility for acting to the extent possible on **SDG8. Economic growth**. Inclusive and sustained economic growth can drive progress, create decent jobs for all and improve living standards.



- **Target 7.2.** Increase significantly the share of renewable energy in the energy mix by 2030.
- **Target 7.a.** By 2030, increase international cooperation to facilitate access to clean energy research and technology, including renewables, energy efficiency, advanced and cleaner fossil fuel technologies, and promote investment in energy infrastructure and clean technologies.

SDG 10. REDUCTION OF INEQUALITIES

Solarig assumes responsibility for acting to the extent possible on **SDG10. Reducing inequalities**. Reducing inequalities and ensuring that no one is left behind is an integral part of achieving the Sustainable Development Goals.



- **Target 10.2.** By 2030, enhance and promote the social, economic and political inclusion of all people, regardless of age, gender, disability, race, ethnicity, origin, religion or economic or other status.
- **Target 10.3.** Ensure equality of opportunity and reduce inequality of outcomes.

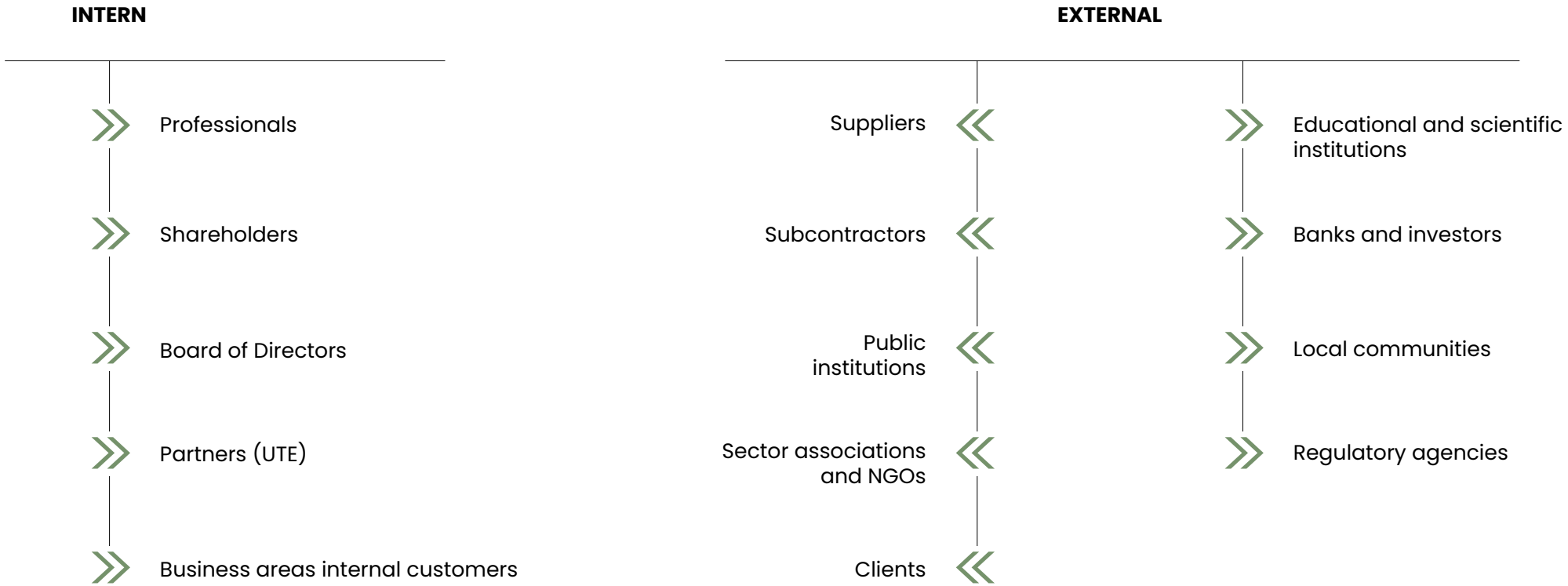
Relationship with stakeholders

Solarig maintains ongoing communication and dialogue with people and organisations directly or indirectly affected by our activities. This communication helps to identify real and potential impacts of our activities.

The Stakeholder Relations Policy identifies the different groups and the basic principles of relations with the different groups.



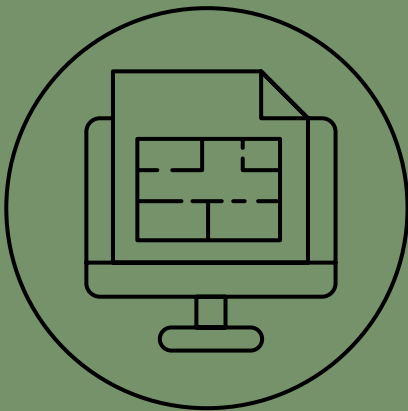
Identified stakeholders



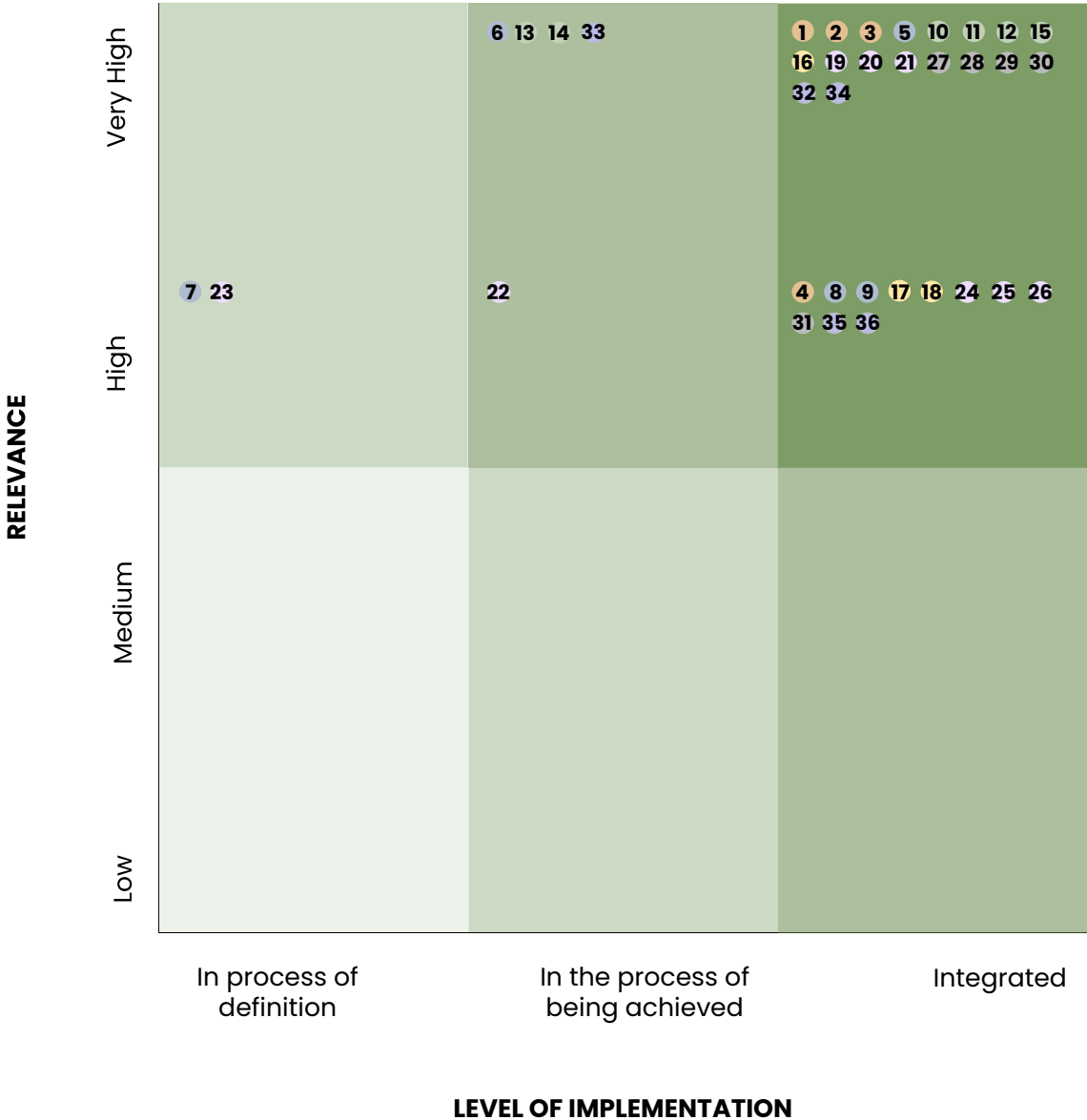
Material aspects

Solarig’s ESG roadmap is based on a materiality analysis. This analysis combines the internal view of the different businesses and the external view of the stakeholders. In 2020, Solarig conducted a materiality analysis identifying the most relevant aspects for the company and its stakeholders.

The integration of materiality with Solarig’s Business Strategy resulted in the materiality matrix from which the material aspects of relevance are obtained. Solarig takes these material aspects on board by establishing actions that respond to stakeholder expectations in line with the ESG objectives and the 2022-2025 Sustainable Development route.



1. Actions on materiality



VR = Very relevant
R = Relevant

Corporate Governance

- 1 VR1 Practices to ensure business continuity
- 2 VR2 Information Security Assurance Mechanisms
- 3 VR3 Integration of ESG aspects in Strategy and Decision Making
- 4 R1 Transparency and good governance practices

Economic

- 5 VR4 Market Presence
- 6 VR5 Customer Satisfaction Results
- 7 R2 Indirect Economic Impacts
- 8 R3 Economic Performance of the Company
- 9 R4 Information on investee companies

Environmental

- 10 VR06 Non-compliance with environmental regulations and actions taken
- 11 VR07 Supplier evaluation and control in environmental matters
- 12 VR8 Water consumption
- 13 VR9 Energy consumption and emissions control
- 14 VR10 Practices developed to promote the circular economy
- 15 VR11 Waste management

Product Responsibility

- 16 VR12 Product responsibility
- 17 R5 Compliance with laws and regulations related to the provision and use of products and services
- 18 R6 Marketing

Human Rights

- 19 VR13 Practices developed towards non-discrimination on the basis of age, sex or race
- 20 VR14 Evaluation of suppliers in relation to Human Rights
- 21 VR15 Information on the management of human rights complaints
- 22 R7 Practices developed to guarantee the Rights of disadvantaged groups
- 23 R8 Freedom of association and collective bargaining
- 24 R9 Investment in guaranteeing Human Rights
- 25 R10 Practices developed towards the abolition of forced and compulsory labour
- 26 R11 Developed practices towards the abolition of child labour

Labour practices and Decent Work

- 27 VR16 Mechanisms to promote professional and personal development
- 28 VR17 Occupational health and safety
- 29 VR18 Work climate and engagement of the team
- 30 VR19 Practices developed to ensure diversity in the company
- 31 R3 Assessment of suppliers’ labour practices

Society

- 32 VR20 Policies to ensure the prevention of corruption and fraud
- 33 VR21 Operations that involve actions and plans to develop local communities
- 34 VR22 Social impact assessment of suppliers
- 35 R14 Projects with non-profit organisations and associations
- 36 R15 Regulatory compliance (fines for non-compliance with the law)

2. Conclusions of the materiality analysis

Continuing with the materiality analysis, and derived from the relevant and highly relevant issues for each of the material aspects identified, different actions have been carried out in response to the ESG aspects that may have a positive or negative impact on Solarig's activity.



Corporate governance

During 2023 Solarig implemented the Governance System based on the principles of integrity and transparency. The integration of the Governance System strengthens Solarig by aligning corporate strategy with business strategies through a structure with policies and controls that emphasise leadership and process and risk-based management.



Economy

The communication of information on Solarig's growth and the company's economic performance has been key during 2023 with different meetings with team members and stakeholders. The year 2024 will be key for the integration of financial risks into the materiality matrix.



Human Rights

Solarig annually renews its involvement with the United Nations Global Compact as a partner. In this way, Solarig is committed to providing a respectful working environment without discrimination on the basis of age, gender or race. Likewise, Solarig makes an ethical channel available to interested parties and establishes equality policies both for recruitment and within all the company's activities



Environment

Continuous improvement in the collection of environmental data has been key during 2023, the year in which different digital tools were implemented.



Product responsibility

A new aligned website was launched in 2023. During the year, emphasis was placed on internal communication focusing on the ESG strategy and alignment with the SDGs to which Solarig subscribes.



Decent work and labour practices

During 2023, various programmes have been created to encourage the professional development of young people. Of particular note are the Talent Revolution programme and the various bootcamps held in the EPC area. In addition, during 2023, the number of training hours for consolidated personnel in the company has been increased.



Society

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. Meetings with local communities have continued to be held during 2023.

In Latin American countries Solarig ensures that there is no interference with traditional or indigenous communities. All identified social impacts are mitigated or compensated through social programmes and in 2023 Solarig will complete the integration of social and ESG aspects in supplier certification.

Digitalisation and innovation for sustainability

Solarig has digitalisation and automation strategies in all businesses and processes through the introduction of new technologies, big data management, artificial intelligence, etc.

At Solarig we understand that sustainability and digitisation at all levels is an opportunity to adapt to an evolving environment in a transparent way, with greater efficiency and improving the traceability of processes.



Digitalisation and innovation are understood as drivers of new business opportunities and are an inherent part of all Solarig teams. In addition to the continuous development of innovation improvements in established renewable technologies, innovation work is being carried out for the channelling of a new global energy model with different renewable energy sources.

We understand digitalisation and innovation as open ecosystems for the generation of solutions in the energy transition environment. To this end, we have developed a strategic innovation model, which promotes permanent technological differentiation with the capacity to provide an agile response to a highly competitive and changing environment.

The digitalisation of the processes designed to respond to the ESG strategy is a boost to continuous improvement in environmental management, maximising the creation of value from the protection of the environment as a key role for sustainable growth.

Solarig has different scorecards for environmental aspects, as part of the sustainability scorecard. Solarig adds additional social perspectives to its scorecard, focusing the existing strategy on sustainability. During 2023, the development of internal tools and data platforms were continued with the aim to differentiate Solarig's value proposition, culminating in 2023 with interactive ESG dashboards.

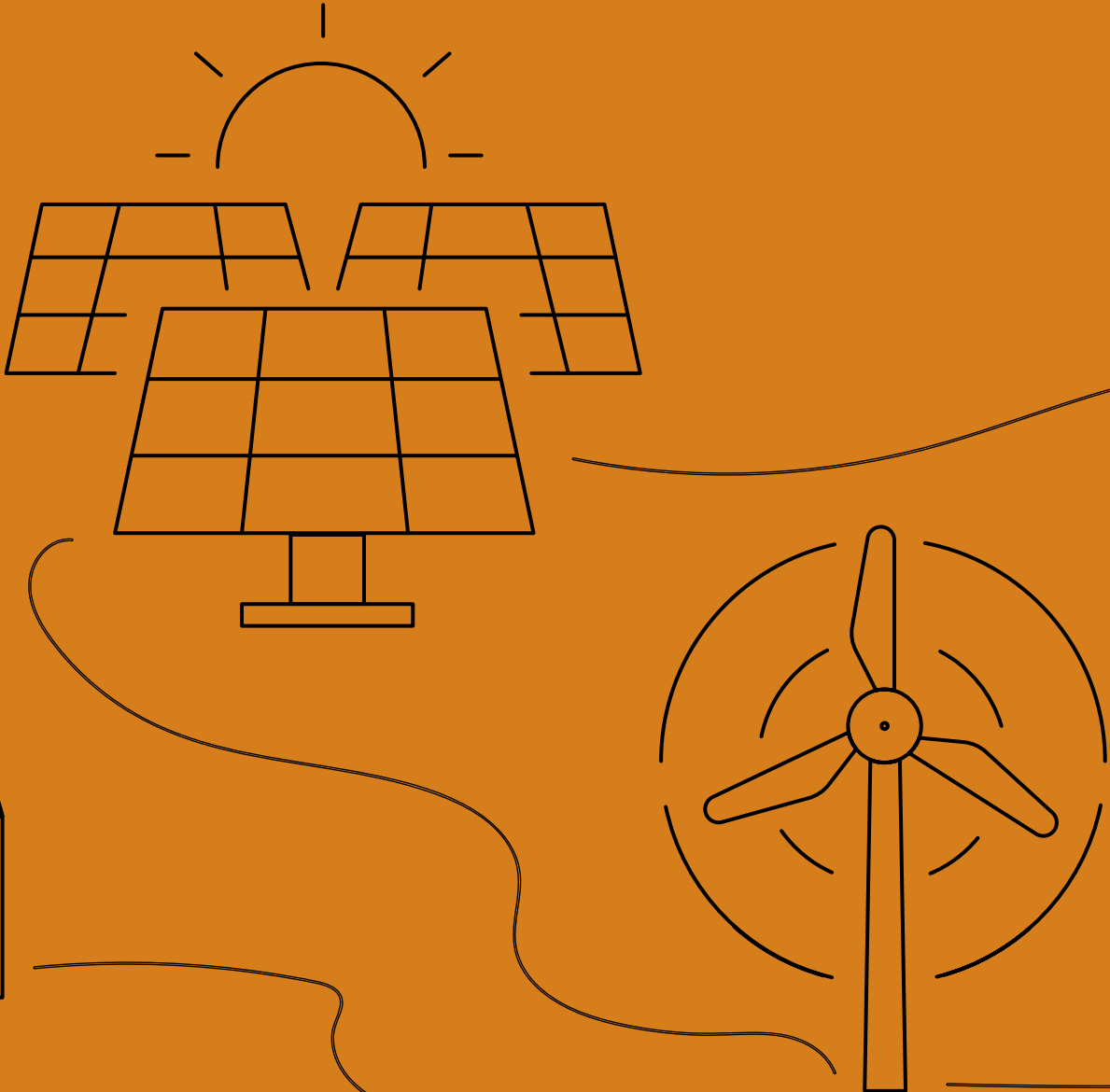


4. MANAGEMENT OF NON-FINANCIAL ASPECTS

The Sustainable Development Goals related to this section are:



	Policies and commitments	36
	Risk and opportunity management	37
	Information Security and Cybersecurity	40
	Compliance	41
	Certified management system and customer quality	44



Policies and commitments

Solarig reflects the commitments and principles of action through policies applicable to all group companies. The policies in place address environmental, social and governance aspects and frame the behaviour with regard to ESG aspects at all levels of the company. The policies can be consulted on the Solarig website.



Corporate Governance

We embrace the principles and values that express our commitment to business ethics and corporate social responsibility.

- General Sustainable Development Policy
- Stakeholder Relations Policy
- General Risk Management Policy
- Crime Prevention Policy
- Procurement and Subcontracting Policy
- Fiscal Policy
- Anti-Corruption Policy
- Information Security Management Policy



Sustainability

We promote respect for the environment from a proactive attitude with a positive impact on the environment.

- Biodiversity Policy
- Environmental Management Policy



Excellence and innovation

Innovation and digitalisation are at the core of the company and are permanent elements of our corporate identity and resilient character.

- Quality Policy
- Innovation Policy



Society

We promote an open dialogue with our stakeholders, identifying their needs and expectations and developing projects that favour social development.

- Policy of Respect for Human Rights
- Diversity, Inclusion and Equal Opportunities Policy
- Code of Ethics for Suppliers
- Health and Safety Policy



Company activity

In addition, the following policies and commitments are a guide for the company's activity and for our staff. The policies are available to Solarig staff on the corporate intranet.

- Code of Conduct
- General Corporate Governance Policy
- Training Policy
- Conflict Resolution Protocol for the Prevention of Harassment and Violence at Work
- Digital Disconnection Policy
- General Insurance Policy
- Policy on Relations with the Administration
- Director Remuneration Policy
- Director Selection Policy
- Policy on Contracting and Relations with the Statutory Auditor

More information



-  [Solarig website](#)
-  [Corporate Governance](#)
-  [Sustainability](#)
-  [Excellence and innovation](#)

Risk and opportunity management

Solarig’s risk management model aims to mitigate the potential impact of the materialisation of a risk by keeping the level of risk exposure aligned with the company’s strategic management. Solarig’s risk management is carried out in an active and integrated manner by each of the areas in a cross-cutting manner.

The purpose of the risk management system, developed on the basis of the UNE-EN-ISO 31000:2018 Risk Management standard, has been to generate a Corporate Governance structure focused on risk control based on the creation of a corporate risk map, monitored by the Group’s Risk Control Committee.



General Risk Policy

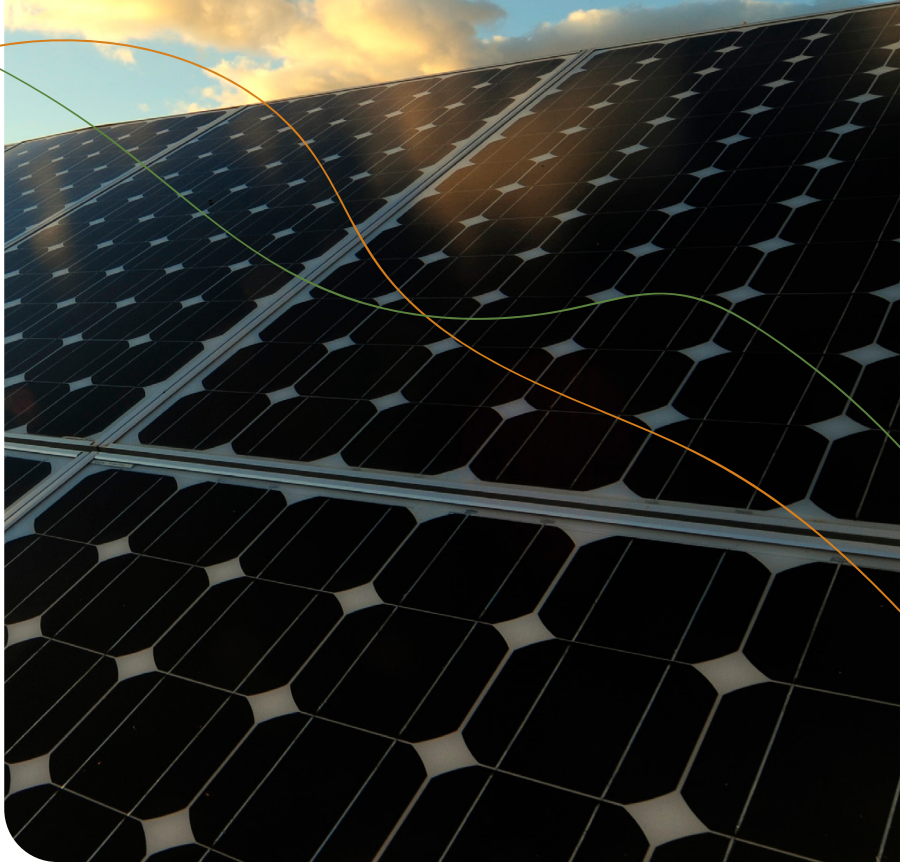
Solarig’s General Risk Policy establishes the basic risk management principles that define the strategy to be followed in dealing with risk:

- » Incorporate the risk variable in strategic and operational decisions, at Senior Management level.
- » Maintain independence between the risk management areas and the risk-taking areas.
- » Guarantee the support of risk hedging instruments as risk control measures.
- » Ensure transparency of the Group’s risks and the functioning of the systems developed for their control to regulators and the main external agents, in compliance with the corporate governance policy.

More information



General Risk Policy



Main risk factors

The main risk factors that Solarig may be affected by and which are being addressed through different action plans are as follows:

STRATEGIC RISKS

Risk arising from potential losses in value or results as a consequence of strategic uncertainties, the competitive environment and macroeconomic, social or political conditions and changes in the regulatory framework (regulatory risk), including those linked to climate change of the Company’s assets and liabilities.

FINANCIAL RISKS

Risk arising from variations in prices, market variables, including access to financing, exchange rates, interest rates, inflation, cost of raw materials, fuels, energy, goods and services, as well as credit and counterparty risk, which may affect both the results and the value of the Company’s assets and liabilities.

DIGITAL TECHNOLOGY RISKS

Risk related to the drive for digitalisation in all areas of our business as a key driver for improving efficiency, including, among others, cybersecurity, digitalisation, automation, data-driven decision making and system availability.

OPERATIONAL RISKS

Risk of incurring losses as a result of non-existent or inadequate procedures, contractual disputes, human error, technological obsolescence or unforeseen external events, including social risks, talent management, diversity, working environment and the protection of human rights.

COMPLIANCE RISKS

Risk derived from the infringement of mandatory regulations, legal risk or uncertainty due to the exercise of legal actions by third parties, particularly customers and public administrations in the fulfilment and interpretation of obligations, contracts or regulations.

CORPORATE GOVERNANCE, REPUTATIONAL AND CULTURAL RISK

Risk of possible breaches in the areas of transparency in the information provided to stakeholders and their expectations, harm to social interest and lack of business ethics. There is also a risk that the perception or assessment of Solarig by stakeholders could be seriously damaged by actions carried out by or incorrectly attributed to the company itself.

REGULATORY RISKS

The origin of these risks lies in the changing conditions that drive renewable energy generation projects. These conditions may affect supply, environmental, social, investment and even fiscal conditions.

Strengthening the risk management system

On the other hand, during 2023 a complete map of criminal risks was drawn up in order to identify and take measures against possible crimes for the commission of which Solarig may be held liable.

During 2023 Solarig worked on consolidating the Risk Management System implemented in the Company in response to the General Risk Management Policy. The risk management system implemented has an internal control and information system supported by a digital tool on which both inherent risk and residual risk are assessed.

In addition, during the year a training was provided to all professionals in the use of this tool. Solarig's management during 2023 has considerably reduced the level of risk detected in 2022, 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.



Non-financial risks

Within the framework of the sustainability strategy deployed at Solarig, risks, impacts and opportunities relating to ESG aspects have been identified. During 2023, the implementation of mitigation measures for the risks detected in previous years has continued and other risks have been included in the action environment.



Cybersecurity

Technology dependency exposes Solarig to risks associated with information security. During 2023, various actions described in point 4.3 have been carried out, including data governance, protection, monitoring and awareness and training. During 2024, the actions for the implementation of actions to minimise risk will continue.



Social acceptance of our projects

The social perception of the environmental and social impacts of projects is increasingly noticeable. For this reason, management with local communities has been considered in the development of the projects. In addition, the ethical channel on the website has been revitalised to facilitate communication with stakeholders. During 2024, communication with stakeholders will continue to be encouraged with the review of the stakeholder management process.



ESG commitments derived from the value chain

Risk mitigation involves seeking to create alliances to extend environmental and social responsibility throughout the value chain. Solarig has a supplier code of ethics in place, which has been reinforced in 2023 with the integration of ESG aspects in the supplier approval. During 2024 we will continue to establish networks with suppliers and customers that have a positive impact on the achievement of ESG goals.



Integration of the ESG variable

The launch of the project "Commitment to Sustainable Progress – Solarig ESG" with its main areas of work (#SustainableSolarig, #HealthySolarig, #SolidaritySolarig) has continued its development during 2023 in which different actions and awareness campaigns have been carried out, which are developed in the different sections of this report.



Loss of Due Diligence in Legal Compliance

During 2023, the definition of the Crime Prevention Management System continued, incorporating different aspects, such as non-conformities, into the Integrated Management System. During 2024, the system will continue to be implemented in accordance with the requirements of the different compliance and anti-bribery standards.



Loss of Due Diligence on ESG risks

During 2023, the implementation of the Risk Management Model was consolidated in a comprehensive manner in all areas of the company. During the year, the Risk Control Committee was deployed and the use of the risk management tool was consolidated.



Loss of Talent

Solarig participates in different talent networks in line with its responsibility and commitment to maintaining and creating jobs. The specific actions are detailed in point 5 of this report.

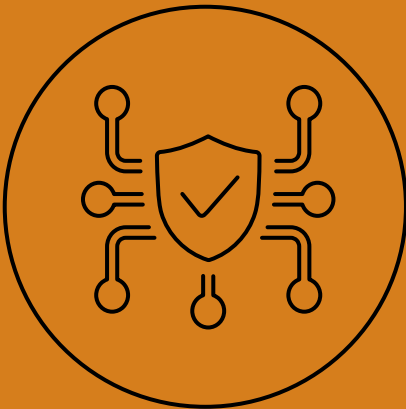


Environmental

During 2023, the quality of the environmental data reported has been improved, which has led to the achievement of different environmental indicator scorecards. In 2024, work will continue to consolidate the data to achieve a global scorecard.

Information Security and Cybersecurity

Solarig is aware that information security failures are one of the most relevant threats in the short and medium term, involving very serious economic, legal and reputational risks.



Information Security Committee

At the corporate level, the **Information Security Committee**, has been created, which places information security at the top of the company's priorities. The Committee addresses information security as a cross-cutting issue, involving all business and support areas.

ISO 27001

The process of implementing an information security management system based on the ISO 27001 standard also began in 2023. The objectives of this system are to make information security protocols and measures easily accessible and comprehensible to all professionals and to promote their continuous improvement in an orderly manner in a context of company growth.



Cybersecurity Department

Solarig is aware that cyber-attacks often use deception aimed at professionals. For this reason, the approach of the Cybersecurity department at Solarig is open and collaborative. Each individual plays a crucial role in this respect. Solarig is strongly committed to protecting cybersecurity and information related to its activities, professionals, partners and collaborators.

The department manages alerts and monitors compliance with rigorous security protocols, keeping the organisation at the forefront and aligned with international standards and industry best practices in various geographies. There are **three priority areas**: cyber risk management, data and infrastructure protection, and resilience process development and operational excellence.

Measures and actions

The main measures and actions under development include:

- >> The definition of a cybersecurity framework based on the NIST (National Institute of Standards and Technology, United States of America) framework.
- >> Preparation for in-house implementation of ISO 27001 certification.
- >> Preparation for the implementation in industrial environments of the IEC 62243 standard.
- >> Professionals awareness and training plan, as well as procedures and mechanisms for any professionals to report a security incident or suspicion of one.
- >> Increase of resources and capabilities, deploying new security solutions and systems at all levels of the organisation

While cybersecurity-related **training** has been carried out during 2023, a specific training plan will be added to this during 2024. This approach has enabled cybersecurity to be established as a key and controlled area of the company. This ensures data integrity, reinforces the corporate image and builds trust with stakeholders and future partners.

Thanks to these efforts, there have been no security incidents in 2023 that compromise customers' personal information or affect the operation of critical infrastructures. Furthermore, Solarig has not been sanctioned by the Supervisory Authority in terms of personal data protection.

Compliance

Solarig stands out as an example of excellence in promoting a culture of compliance. Our firm has established policies and procedures that not only meet the required standards, but also foster an ethical mindset at all levels of the organisation.



1. Fighting corruption and bribery

In its firm commitment to fight corruption and bribery, Solarig has deployed a number of tools and policies designed to ensure an organisational culture of Zero Tolerance to any form of misconduct. Since its foundation, the company has recognised the importance of maintaining high ethical standards in all its operations and business relationships.

Code of Conduct

Solarig's Board of Directors approved in 2019 the Code of Conduct, a comprehensive document that sets out the guiding principles of Integrity, Responsibility and Respect that should guide the actions of all stakeholders and interest groups related to the company. This code not only reflects Solarig's commitment to the highest ethical standards, but also ensures compliance with the legal requirements established by the State Attorney General's Office and international regulations, such as the United Nations Convention against Corruption.

Solarig has recently updated its Code of Conduct to include a new Gift Policy, which has been meticulously designed to reduce the risks associated with potential bribery offences.



Compliance Management System

As part of its ESG Roadmap 22-25, Solarig has prioritised the implementation of a Compliance Management System as a fundamental part of its corporate strategy. This system aims to prevent and detect any form of crime or misconduct within the organisation. During the year 2023, the implementation of the Compliance system has been deepened with different actions:

- » **Review and continuous improvement of Policies and Procedures:** Commencement of review and update of internal policies to strengthen Compliance management.
- » **Technology and Awareness:** Assessment and integration of technological tools to improve detection and prevention of misconduct.
- » **Training Preparations:** Final preparations for the training plan for Q3 2023, including definition of content, methodologies and logistics.
- » **Execution and Evaluation of the training plan:** Implementation of the intensive Compliance training plan. Evaluation of the impact of trainings, collection of feedback and necessary adjustments based on the results.

2. Awareness raising and training

Solarig’s regulatory action in the area of compliance is a fundamental pillar in the corporate strategy to guarantee regulatory and ethical compliance in all of the company’s activities. In this context, an ambitious training initiative has been carried out for Solarig professionals, with the aim of strengthening the culture of compliance that prevails in the organisation.

With a training success rate of 94.1% among all Solarig professionals, these training actions have proven to be effective in empowering staff in crucial aspects of compliance. These training actions were carried out in three different courses during the year 2023. Firstly, an on-site course was given by the Group’s Chief Legal Officer and, in addition, ten online modules were delivered. During 2024, the company’s compliance culture will be further developed.

At both sector and global level, the legal team will provide the necessary training to ensure that all professionals understand not only the legal provisions to which the company is absolutely committed, but also the contractual obligations to which they are bound in the course of their duties.

3. Ethics Channel

To facilitate communication and the reporting of possible irregularities, Solarig has set up a new online Whistleblower Channel. This channel, which complies with the legal requirements established in Law 2/2023, of 20 February, regulating the protection of people who report regulatory infringements and the fight against corruption, is available both on the company’s external website and on its intranet. Furthermore, in application of the Organic Law on Data Protection and the Guarantee of Digital Rights, the whistleblowing channel allows queries and complaints to be made anonymously, thus guaranteeing the confidentiality and protection of whistleblowers.

More information

 Ethics Channel



4. Due diligence

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

In 2023 there were no claims or complaints against Solarig in terms of Due Diligence.



Photovoltaic plant at Puebla, Badajoz.

Certified management system and customer quality

Solarig’s management system has been certified since 2018 in accordance with the international standards ISO 14001 for environmental protection, ISO 9001 for quality and ISO 45001 for occupational health and safety. The certification audit was carried out in 2023 after two years of follow-up audits.



Certified management system

The certification of the system under the three standards provides Solarig with a valuable tool that demonstrates our commitment to excellence through regulatory compliance and process improvement with a risk management approach. The management system covers the scopes of EPC and Operation & Maintenance. In 2023, the scope of certification was extended to include Mexico for Operation & Maintenance activities. During 2024, Portugal will be included in the trinorm certification.

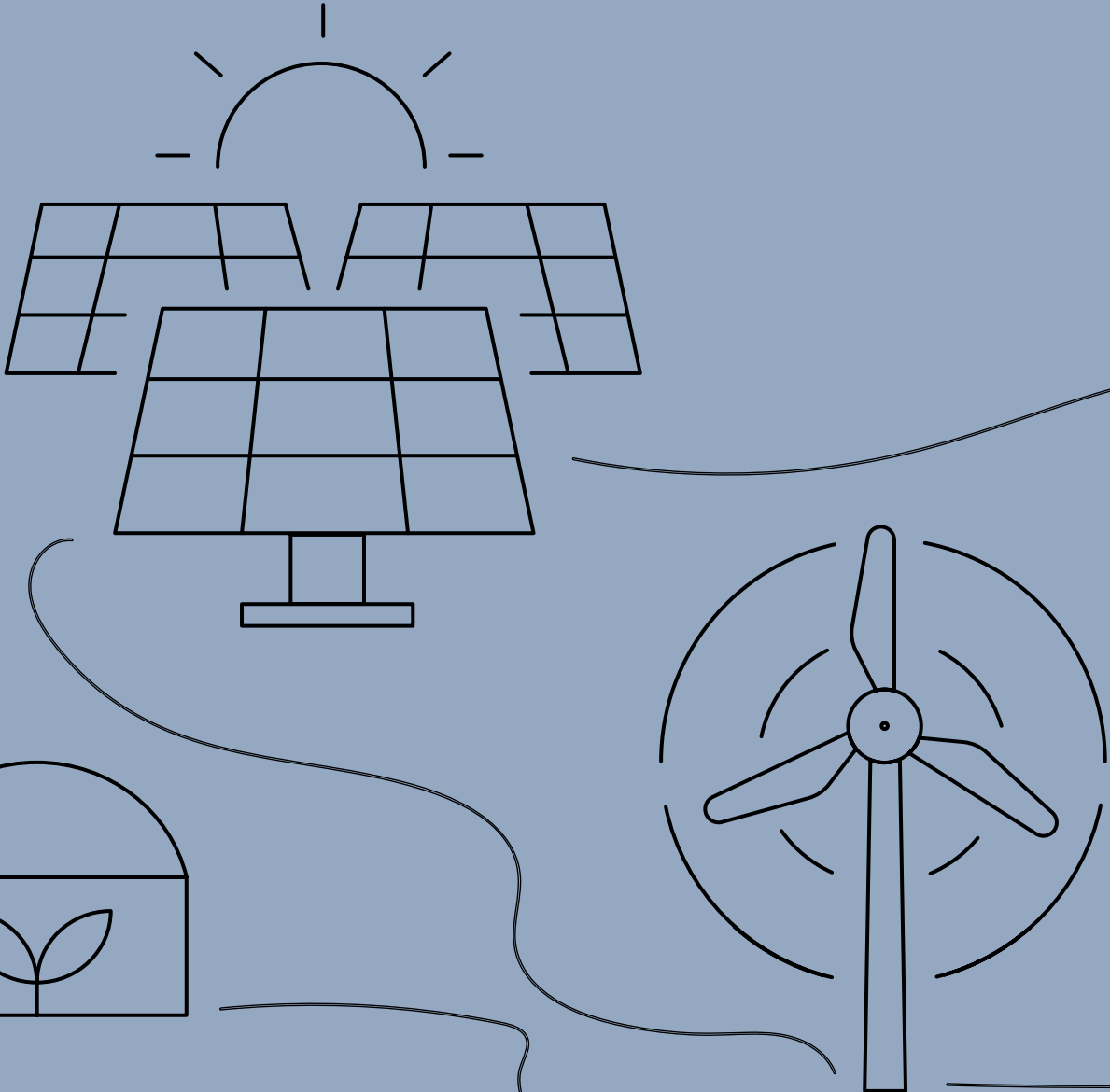


5. SOCIAL AND PERSONNEL ISSUES

The Sustainable Development Goals related to this section are:



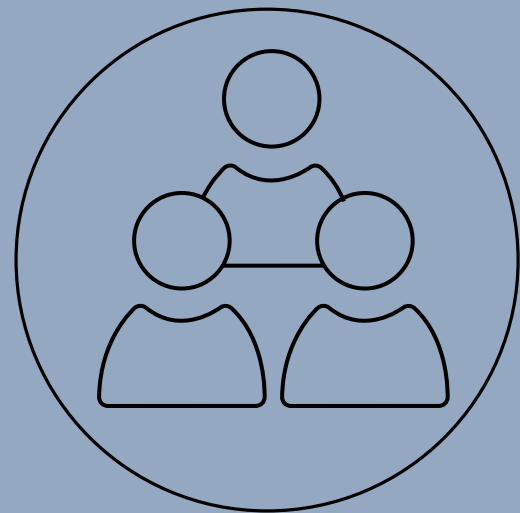
	Focus on people	46
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Focus on people

At Solarig, we believe that talent is the foundation of our success and sustainable value creation. Our professional relationships are based on equality and diversity and diversity, meeting the highest ethical and transparency standards. The company culture is underpinned by values such as innovation, diversity, accountability and excellence.

At Solarig, we recognise the importance of our **team** management due to our belief that it is our **most valuable resource**. We are committed to building strong human connections, focusing on better understanding each individual to understand their personal and professional goals and expectations.



Policy on Respect for Human Rights

Respect for diversity, inclusion, equal opportunities and non-discrimination guides our people's policies. And it is from this commitment that our **Policy on Respect for Human Rights** is born, in line with Solarig's values.

More information

 **Policy on Respect for Human Rights**



Company Code of Conduct

As stated in the **Company's Code of Conduct**, Solarig assumes the commitment to act at all times in accordance with the commitments acquired by signing the United Nations Global Compact, to which it has adhered since its inception, and whose objective is the adoption of universal principles in the areas of human and labour rights and the protection of the environment.



Active listening

As a warning system for possible breaches of the law or the Code of Conduct, Solarig has set up the Ethics Channel available to our professionals and stakeholders. In 2023, no complaints were reported. In addition, a Complaints and Suggestions mailbox is available, which is an element of active listening of professionals that through transparency and trust helps to strengthen the organisational culture.

Activities

Throughout 2023, various activities have been carried out to develop a sense of belonging and the active involvement of all groups.



Continuing with our responsibility and commitment to creating quality employment in rural areas and generating value in local communities, Solarig held the first talent search meeting in 2023 between the Soria Talent Network of the Federation of Business Organisations of Soria (FOES) and Solarig.



Sun Festival: 18 years

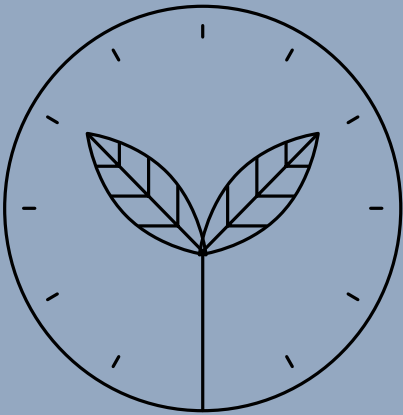
Solarig celebrated its 18th anniversary in 2023 since its foundation in 2005. On this occasion, the company held an event in Soria under the name 'Sun Festival' which brought together more than 400 professionals, shareholders and collaborators, in which a journey through its history was made, as well as facilitating the development of a solid group feeling. The event also included various recreational, sporting and team building activities. As part of its commitment to sustainability described in chapter 6 of that report, Solarig calculated the event's greenhouse gas emissions, which are offset in local environmental projects.

Work organisation

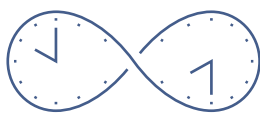
Work organisation is adapted to the needs of our different activities and the different reference agreements.

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 or leave of absence for the same reason.

Likewise, and with the aim of implementing a good practice that reinforces Solarig's commitment to the well-being and health of its team members, the corporate **Digital Disconnection Policy** is available to the entire organisation, which includes aspects included in the law as well as other recommendations for good professional practices.



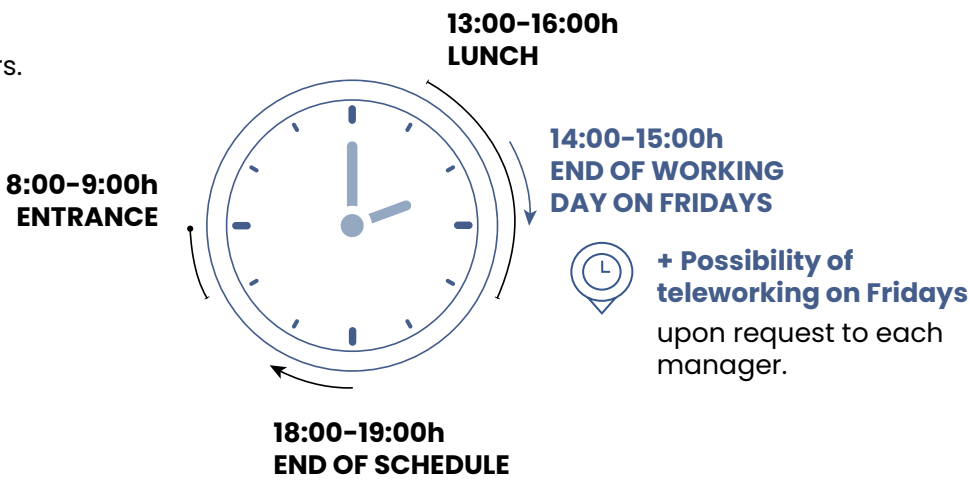
1. Office in Spain



Flexible working hours.



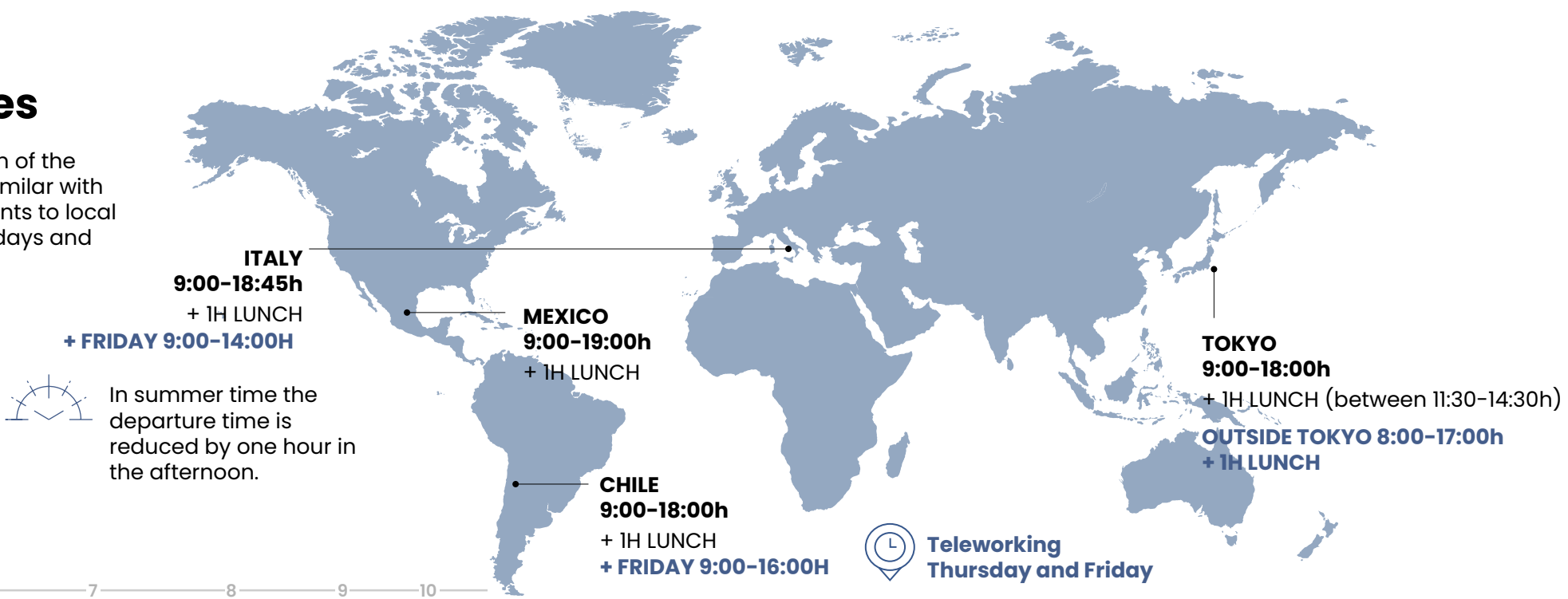
Intensive timetable in August, with the double objective of facilitating the work-life balance and allowing greater enjoyment of rest time.



Regarding field staff (Operation, Maintenance and Construction), the timetable is adapted to the needs of the photovoltaic plants and works, at all times during daylight hours. This activity requires the organisation of shifts.

2. Other countries

The organisation of the office hours is similar with minor adjustments to local timetables, holidays and working hours.



In summer time the departure time is reduced by one hour in the afternoon.

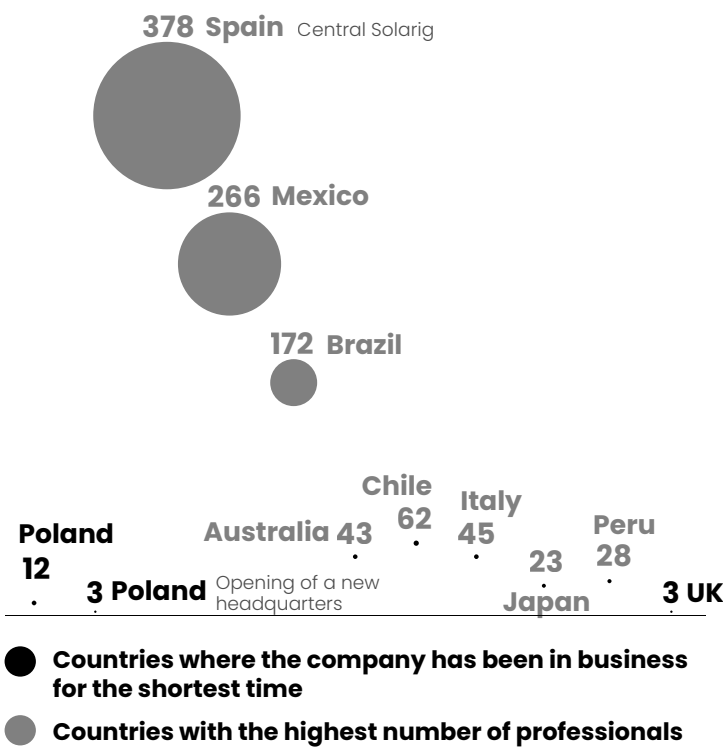
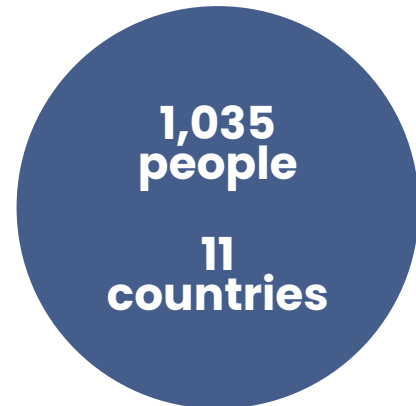
Workforce

We believe that talent is the basis for success and sustainable value creation. Professional relationships at Solarig are based on equality and diversity, meeting the highest ethical and transparency standards. Solarig is working towards a more responsible energy future for the planet.

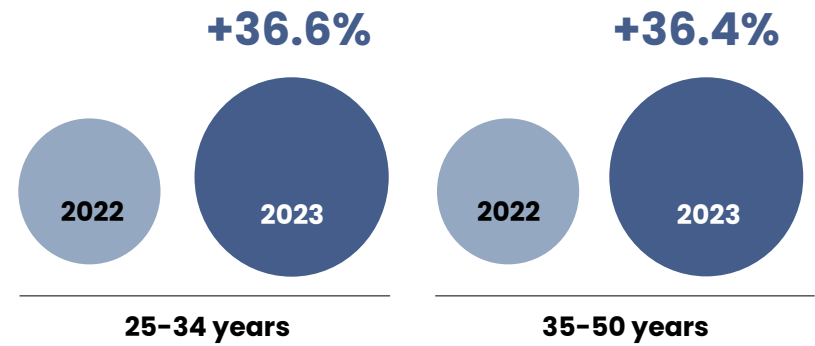


Workforce in 2023

By the end of 2023, the workforce consisted of 1,035 people in 11 countries. In almost all the countries where the company is present, the workforce has grown, mainly in Spain, Italy, Brazil and Mexico. Also noteworthy is the growth in Portugal (from 1 to 12 professionals) and Poland, where the first office has been opened in this country with 3 professionals.

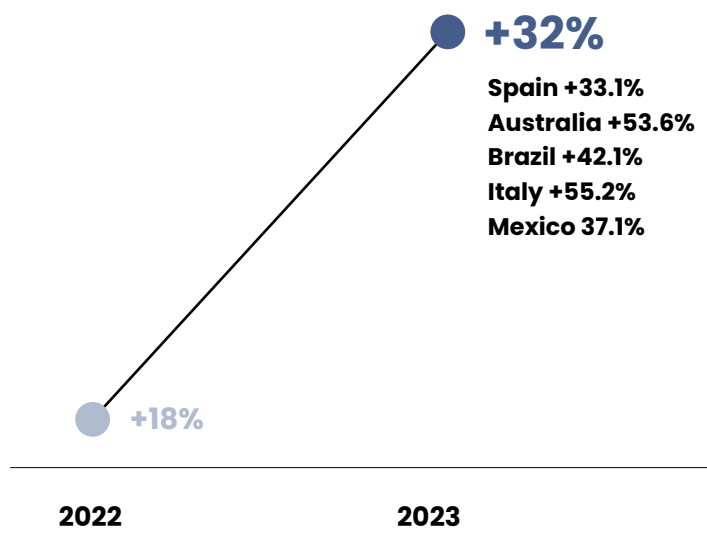


Age range



This increase was mainly due to the commitment to young talent with programmes such as **Talent Revolution** and **Solarig Power Academy**, thanks to which 33 trainees joined the staff over the course of the year.

Annual growth



Type of contract





Villanueva plant, Mexico.

Solarig is committed to equal opportunities and respect for diversity as integrated principles within the organisation

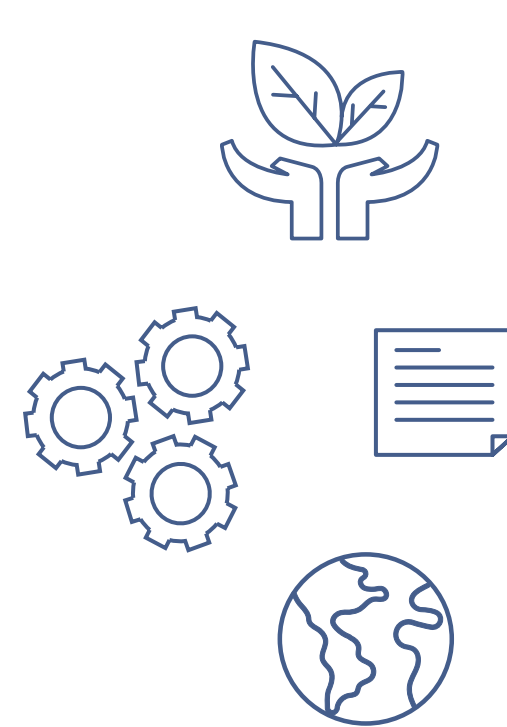
Respect for Human Rights

The United Nations Guiding Principles on Business and Human Rights are the international framework that guides the responsible conduct of companies in their activities at both national and international level. Solarig is firmly committed to the defence of human rights, which is formalised in its **Policy on Respect for Human Rights** approved by its Board of Directors in 2022. This Policy establishes the principles of action to which Solarig professionals and collaborators must adhere and defines a framework based on the United Nations Global Compact and the Sustainable Development Goals (SDGs).



Objectives and commitments

In order to achieve the objectives and commitments, Solarig assumes and promotes the commitment to:

- 
- **Respect the right to life, liberty, security and equality.**
 - **Reject child labour and forced or compulsory labour.**
 - **Respect freedom of association and collective bargaining.**
 - **Respect the right to social security.**
 - **Do not discriminate on any grounds.**
 - **Respect the rights of ethnic minorities and indigenous peoples** in the places where it operates, and promote an open dialogue that integrates different cultural frameworks.
 - **Respect the right to the environment** of all communities in which it operates, considering their expectations and needs; **and respect the right to free marriage and the family.**



These are in addition to the other Corporate Policies related to other aspects of importance to the Company:

- **Purchasing and subcontracting policy**
- **Code of ethics for suppliers**
- **Diversity policy**
- **Inclusion and Equal Opportunities**
- **Policy Digital Disconnection Policy**

All of them are published and accessible on the corporate intranet and are communicated and made available for consultation to each new person joining Solarig.

Campaigns

The actions carried out during the year have focused on the implementation of information campaigns in the Latin American countries where we are present.

Among the campaigns implemented are:

Additions

World Day Against Child Labour

World Day against Human Trafficking

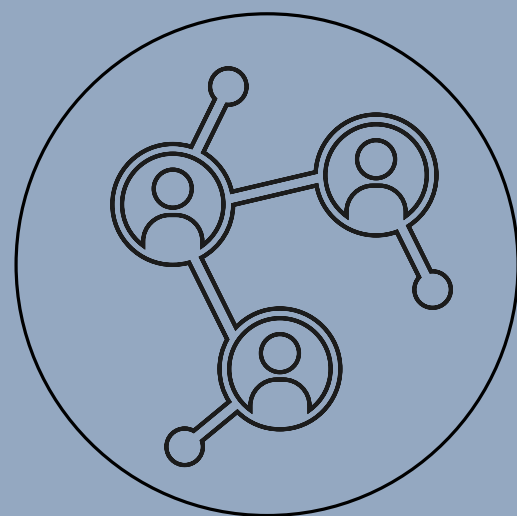
Specifically, during the month of December, information campaigns were carried out in the different projects located in Mexico, Peru, Brazil and Chile on the occasion of **World Human Rights Day** in which 304 participants took part.

Solarig informs society that it has not received any reports of human rights violations in 2022 or 2023.



Social Relations

At Solarig, we are committed to promoting and respecting human and labour rights in all countries where we operate. Our approach to social relations is based on ensuring freedom of association and regulatory compliance, and reflects the implementation of the Worldexnet platform, which allows us to ensure that all our operations are aligned with the legal and ethical standards of each country where we have a presence.



Freedom of association

Our freedom of association policy extends to all professionals employed by the company, regardless of their position or status within the company. Solarig ensures that we respond to requests in a timely manner, maintaining a harmonious working environment free of social conflict.



Solarig has specialised advisors and professionals in each country to **ensure strict compliance with the labour laws and collective bargaining agreements** signed in each of the countries as well as the local labour legislation applicable in the other countries where we operate.

SPAIN

Collective Bargaining Agreement for offices
Collective Agreement for the Iron and Steel Industry

ITALY

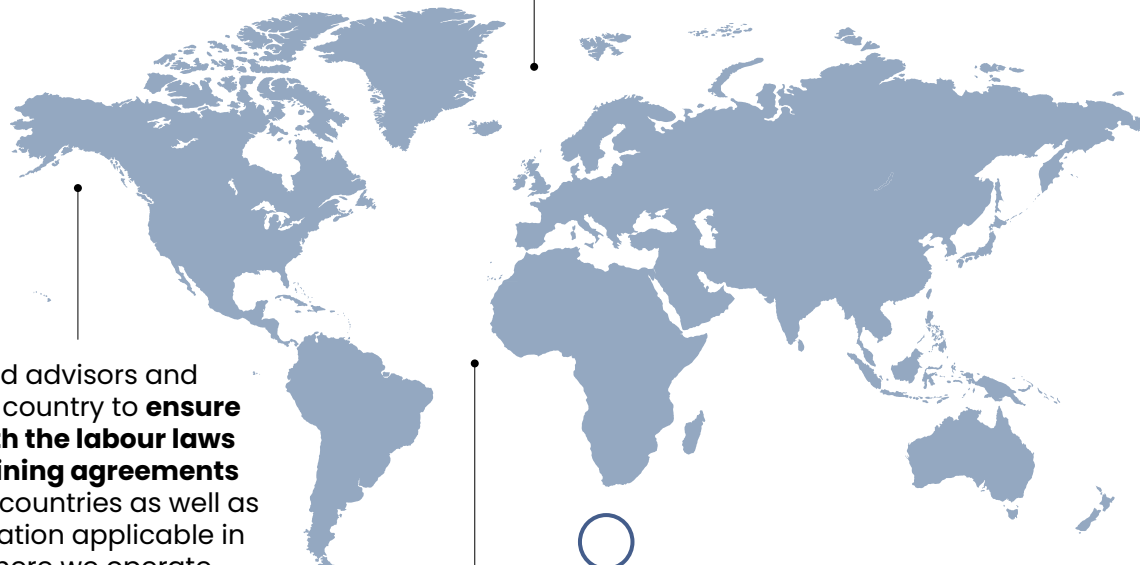
Collective Bargaining Agreement for the Metal-mechanics sector

BRAZIL

Sectoral agreements in the Commerce Industry



To date, we have experienced no sanctions from the authorities due to our strict compliance with labour laws in each country where we operate.



In compliance with existing regulations, in those countries where this is required, **Committees or Commissions** have been set up as joint bodies for regular and periodic participation and consultation on Solarig's actions.

2023

During 2023 Solarig has carried out the following activities in this area:

- **Accessibility to health policies:** For professionals and their families.
- **Flexible remuneration plan:** Allowing Solarig professionals in Spain to benefit from tax breaks.
- **Life and accident insurance:** For professionals and family members.
- **Employee Assistance Programme:** A social assistance programme that provides advice and accompaniment in situations that require expert assistance.
- **Birth layettes:** Through the Juan XXIII Roncalli Foundation, Solarig provides 12 layettes on the occasion of the birth of children of professionals.
- **VB Group - Travel:** Solarig has an agreement with VB Group that offers discounts to the Solarig team on packages, cruises, tours, hotels and tickets.
- **Solarig Benefits Club:** Access to discounts and personalised commercial offers.

1. Equality, diversity and inclusion

Solarig is firmly committed to equal opportunities and respect for diversity as integrated principles within the organisation.



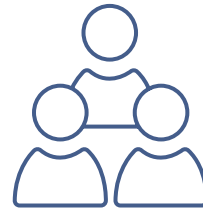
Diversity Policy

In March 2022, the Diversity Policy was approved, which promotes equality, diversity and generating an environment where talent is valued regardless of origin, sex, race or any other condition.



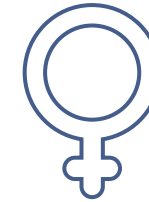
Universal accessibility

Solarig directly hires people with recognised disabilities, and also has all the guarantees of universal accessibility in our central offices, with adapted toilets, distances in corridors and lifts.



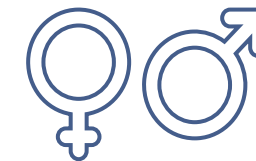
Equal opportunities

The selection processes that are carried out guarantee equal opportunities and ensure that any type of discrimination based on gender, ethnic origin, age or disability is avoided. There is a system of publication of internal vacancies where people can apply for vacancies in the different areas, being promoted exclusively on the basis of merit and personal abilities.



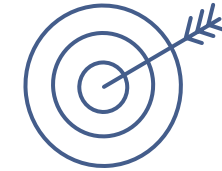
43.5% women

In addition, the Talent Revolution programme has sought to encourage the incorporation of women. For example, excluding trainees from vocational training, 27 out of 62 total new hires were women, which is 43.5%, a much higher proportion than the number of new hires in 2023 or the proportion of active workers in office positions.



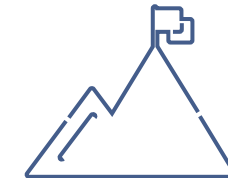
Zero pay gap

This year, among office profiles, we have managed to **reduce the salary gap by 35%**, which is the third consecutive year that we have managed to reduce the gender salary gap.



Internal promotion

As a sign of Solarig's commitment to equal opportunities, internal promotion of women has represented 18% of promotions at global level throughout 2023, with female representation in the company standing at 14.59%. This increase is especially relevant in office positions occupied by women, which have increased by 30.8% compared to 21.4% in 2022.



Professional stability

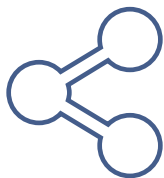
We also promote gender equality in the company by trying to provide professional stability to women. In the last year, women had 28.6% more conversions from temporary to permanent contracts than men.

2. Active listening

Active listening is a fundamental element of participation and inclusion among people, it has a decisive influence on the generation of a positive working environment, reinforcing the feeling of commitment and loyalty of the members of the organisation.

Internal communication channels

Solarig, during the past 2023 has focused on improving communication by establishing and/or improving internal communication channels.



Corporate intranet

Solarig's most important tool for internal communication is the corporate Intranet, where all professionals can access the company's most relevant information. Through this channel, Solarig ensures transparency and shares the company's values, mission and vision.



Ethical Channel

Solarig provides any interested party with its Ethics Channel, a communication mechanism for reporting any breach of the code of ethics for suppliers, complaints or suggestions, which can also be interacted with via email.



Additional channels

Solarig also has additional communication channels such as the corporate emails of Human Resources, Communication, ESG, or Information Systems, among others.

Search for solutions

In addition to the aforementioned spaces, various workshops were held throughout the year in which the entire department met to share problems and look for solutions.

Another activity that demonstrates Solarig's commitment to listening and collaboration at all levels was the meeting to review the most important milestones for the year 2023, held a few days before the Christmas holidays. The company's management visited different sites (Rome, Madrid and Soria) to present to all professionals the main milestones of the year and to share the strategic lines, new business lines and future challenges.



The M&A department gathered all its members for two days in Madrid where networking dynamics were developed and challenges and solutions were addressed.

Training

The main objective of training at Solarig is to address the strategic priorities of the organisation and to meet the training needs of its professionals, thus improving their performance, productivity and impact on their sense of belonging.

Our commitment to the training and development of our professionals covers all categories, all levels of responsibility, as well as all types of training (Health and Safety, Soft Skills, Technical, Languages and Management).

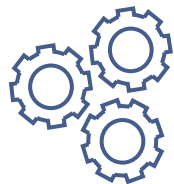


1. Types of training

Health and Safety



Given essentially by external entities in order to comply with the agreement and legal regulations.



Skills

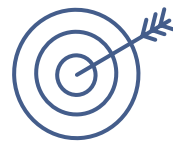
Tailor-made training, delivered by in-house experts or external professionals, as required by the subject matter.



Languages

Delivered to all our staff who need to improve their language skills due to their position: English, Portuguese, Spanish and Italian.

Management



Delivered mainly by external providers.



Technical

Technical training (including IT training) delivered by both external providers and in-house professionals.



2. Objectives of the training area

Training registration system

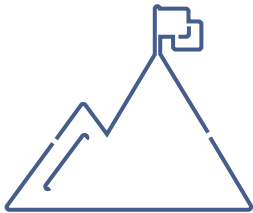
In 2022, special emphasis was placed on ensuring a multi-country training registration system, and during 2023, work has continued to evolve and work on the registration and analysis of this information. In addition, the internally developed training platform (ERP) continued to be improved.



Continuous and global learning culture

Another of the objectives of the Training Area in 2023 was to create a culture of continuous and global learning. To this end, the **online training platform Pharos Structuralia**, specialised in the engineering, construction, energy and infrastructure sectors, has been launched.

6,567.2 h
210 profesionales



- 2,459h >> skills development
- 690h >> management
- 3,418.2h >> technical knowledge

Training hours

The total number of training hours in Solarig reached 44,404.3 hours, which is a very **significant increase** compared to the training hours carried out the previous year (13,373.8 hours 2022).

A total of 7,381 hours were carried out with internal trainers (16.62%) while 37,023.2 hours were given by external training entities. The average ratio of training hours per person has increased significantly in 2023 to 29.76 hours/person (vs. 16.91 in 2022). In Solarig, training courses related to training and awareness of occupational risks have a special relevance due to their amount (57% of the total training hours) in the Training Plan.

Tipo formación	Hombres	Mujeres	Total HH
Desarrollo Habilidades	2.986	1.439	4.425
Idiomas	2.931	1.519	4.450
Management	2.131,80	742,8	2.874,60
PRL	23.500,90	1.883,7	25.384,60
Técnicas	5.868,70	1.401,5	7.270,20
Total	37.418,30	6.985,9	44.404

Health and Safety Training School

During the last quarter of the year, the Health and Safety Training School was inaugurated at the Ciudad Real office, where training is given on workplace risks, as well as first aid and fire extinguishing training, training in the Metal and/or Construction Agreement and knowledge recycling sessions.

Cybersecurity and Information Security

Another focus of the year was the training and awareness-raising of Solarig professionals in cybersecurity and information security. To this end, and in cooperation with the US company NINJIO, a 2023 - 2024 project has been implemented with regular training in this field. During the year 2023, 273 professionals participated in the online trainings, with a total of 363.5 hours.

Compliance

Also noteworthy is the training in the area of Compliance, consisting of a total of 3 modules, 2 of which are online and 1 classroom-based. Compliance training is part of the Compliance System deployed during 2023. Attendance at these internal trainings, carried out in collaboration with Gobercom where 670 professionals have attended for 670 hours. Several training sessions were held with a total of 1,569 participants and a total of 386.75 hours.

3. Training in figures 2023

Type of training



1,026 external courses
519 internal courses

In 2023, training hours in Spain will increase by 157.8% compared to 2022 and by 290% compared to 2021. This increase in training hours is due, as indicated above, to the implementation of the Pharos Structuralia platform (6,567.2 hours given), representing 38.51% of the total training hours, to the training hours of the Talento Joven programme, representing 8.73% of the total hours, and to the increase in the workforce.

Training courses given



1,545 courses
89% attendance rate

Training is given equally by sex, with slightly more training being received by women in relation to their presence in the company. In this sense, the percentages of training for men vs. women are in line with the ratios of 84% vs. 16%.

APAC

61 trainings
691 hours given
325 attendances
78 participants

LATAM

846 trainings
23,823.1 hours given
4,047 attendances
578 participants

PORTUGAL

32 trainings
335.3 hours given
70 attendances
11 participants

UK/POLAND

46 trainings
410 hours given
102 attendances
15 participants

ITALY

191 trainings
2,479.8 hours given
623 attendances
81 participants

SPAIN

553 trainings
17,050.9 hours given
553 attendances
3,769 participants

Young Talent Programme

Solarig has launched two development programmes aimed at Young Talent, for Young Talent, which have three different and at the same time complementary focuses of work. In addition, in parallel to these programmes, a Training Programme is being carried out specifically aimed at tutors, to provide them with the tools they need to perform their work properly.

These programmes have included a total of 1,240 hours of internal training for both tutors and trainees.



1. Programmes implemented

Talent Revolution

Programme for the selection, development and retention of young people who are about to finish or have already finished their university and/or Master's studies. Most of these profiles do their internships in the office. The programme lasted **6 months**.

Solarig Power Academy

Programme for the development, selection and retention of young people who carry out their vocational training internships, either in the office, but especially in the plant. The programme lasted **3 months**.

Bootcamp Programme for the EPC Area

This is a programme aimed at finding talented young people with no experience to join EPC works, and who, thanks to the training provided by Solarig professionals, can develop their career in the photovoltaic and renewable energy sector. In this first edition, the programme has been carried out in the plants of Colón, Huelva (Spain) and Fiume Santo, Sardinia (Italy).

Both internship programmes have involved training programmes, both for students and tutors:

Type of training	N° of editions	Hours
Training Programme for Tutors (3 modules of 4h)	6	72h of training
Training Programme for Students (4 modules of 4h)	4	64h of training
Total	10	136

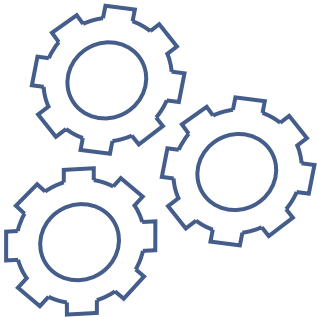
Students 2023

The following is the data of the students we have worked with in 2023: The total number of students who have done their internships in some period of 2023 and in the different countries was 86, 24 on vocational training scholarships and 62 on university scholarships. Of the total number of students, 20.23% continued their scholarship during 2023- 2024 and 33.39% moved on to a contract.



2. Objectives of the programmes

Training talented students to accelerate their professional growth with our **values, style and ways of working**.

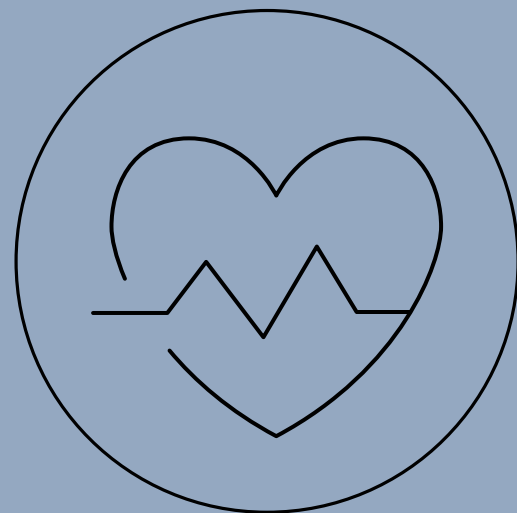


Making our programmes a **benchmark** in the sector.

Nurturing a **solid pool of young talent** in the company to provide new solutions to the challenges of the future.

Health and Safety

Although health and safety management must begin with the prevention of occupational risks, at Solarig we are currently working on all aspects of health and people management variables, with the aim of creating, developing and generating healthy working environments, where the health and wellbeing of professionals is considered in order to achieve the best quality of life for them.



1. Physical work environment

Solarig effectively complies with the right to health and safety of workers as reflected in the health and safety regulations of the different countries in which it operates, having safety experts at all levels of the organisation, and through the contracting of the following services:

- External prevention service Quirón Prevención in Spain.
- Consulting company Sintab in Italy.
- Quirón Prevención in Portugal.
- Alcumus SafeWorkforce in the United Kingdom.
- HSE Works Usługi BHP in Poland.
- Mutual de Seguridad in Chile.

The **Health and Safety Committees, Health and Safety Commissions, CIPA** (Internal Accident Prevention Committee) are bodies for regular and periodic participation and consultation on Solarig's actions in health and safety matters. In 2023, the Health and Safety Committees of Solarig Global Services, Solarig Gestión y Explotación and Solarig Energy Services in Spain were set up.

2. Management System

Throughout 2023 Solarig has worked on the implementation of a new tool for the identification and evaluation of compliance with legal requirements.

Worldlexnet presents a great advance in the fulfilment of the Integrated Management System requirements, by providing an advisory service for legal management through an online tool that covers the areas of environment, occupational risk prevention, quality and industrial safety in all the countries in which Solarig is present.

The **certification** audits of the Integrated Management System in Spain and Italy and the follow-up audit in Brazil carried out by LRQA in April were satisfactorily completed. The scope of certification has also been extended to include Mexico for the Operation and Maintenance business area.

During 2023 Solarig has worked on the development and implementation of several **Health and Safety policies** that make up the company's **preventive culture**:

- Stop Work Policy
- Alcohol and drug prevention policy
- Road Safety Policy
- Policy for the Prevention of tobacco consumption, use of electronic nicotine delivery devices (DELN) or vapes.



3. Training, information and awareness campaigns

Within the framework of the preventive culture, Solarig has developed various informative guides, such as the Road Safety guide, as well as the Office Safety guide, O&M Operations Safety guide, EPC and Electrical Risk guide, which will be published in 2024. The definition of the preventive culture and the creation of new procedures will be key in 2024.

Training and awareness-raising are fundamental tools for integrating Health and Safety in organisations. In this aspect, the training carried out in the area of work with electrical risk has been particularly relevant. In 2023, training was provided by authorised training entities or by our own personnel.

Training in Spain



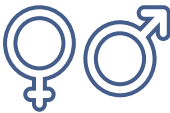
Leadership



Time management and professional effectiveness



Power skills



Gender and equality perspective

2,303 hours delivered
64 attendees



**TRAINING ALSO
IMPLEMENTED IN BRAZIL,
CHILE, JAPAN, MEXICO
AND THE UNITED KINGDOM**

Data on Health and Safety training

Country	Hours of training given	Number of people attending training actions
Australia	153.50	46
Brazil	15,698.10	1270
Chile	1,644	875
Italy	911	89
Japan	162	39
Mexico	1,489	331
Peru	1,200.94	607
Poland	15	3
Portugal	315.50	40
Spain	6,838	758
UK	40	1
Total	28,422.04 hours	4,058 participants

+143%

During 2023, the number of training hours dedicated to psychosocial risks has increased by 143% compared to 2022 (1,166 hours in leadership training).

533 horas impartidas
79 asistentes



Information campaign plan

In addition, Solarig has focused on improving information and awareness. To this end, in collaboration with the Company's Communication and Marketing department, a plan of global Health and Safety information campaigns was defined, including several world days such as Mental Health, Food, First Aid, World No Tobacco Day and others focused on Road Safety, the creation of Accident Prevention and Workplace Harassment Committees and the recognition of professionals for their performance in health and safety matters.

In addition, actions have also been carried out in the different countries to raise awareness and publicise the most significant aspects of health and safety. Among these, we would highlight the following:



- SPAIN**
- Dielectric gloves
 - Mechanical gloves
 - 5 golden rules
 - Near miss and unsafe act or condition
 - Heat shock
 - Insect bite

- LATIN AMERICA**
- Addictions
 - World Day Against Child Labour
 - World Day against Human Trafficking
 - World Human Rights Day
 - Dezembro vermelho
 - Hand Entrapment
 - Focus on Electrical Risk' campaign
 - World Breast Cancer Day



4. Absenteeism and Accident Rated

Absenteeism is a major problem for organisations as it leads to a worsening of the working environment and talent retention problems. Voluntary absences from the workplace, whether justified or not, are counted as absenteeism hours.

Absenteeism hours Spain

Year	Women	Men	Total
2021	7,171.28	11,834.39	19,005.67
2022	5,727.97	9,234.00	14,959.97
2023	4,429	13,996	18,425

As can be seen, the number of total hours lost has increased by 23.16% compared to 2022, it should be noted that the growth in Solarig's workforce in Spain was approximately 33.1%.

Although the number of hours in the women's group has decreased compared to 2022, there has been an increase of 51.57% in the men's group. The increase in the workforce in Spain for men was 34.62%.

Our absenteeism rate is 3%, well below the 7% calculated in Spain by the VII Quarterly Report on absenteeism and accidents at work published by Adecco.

Incident statistics

The management of accidents occurring to Solarig personnel or its subcontractors is regulated within our Management System and is therefore controlled and monitored.

The following tables show the total number of accidents (accidents with sick leave and accidents without sick leave) of Solarig personnel, excluding accidents on the way to and from work.

Number of accidents by gender

Year	Women	Men	Total
2022	0	14	14
2023	3	17	20

Accident frequency rate

Year	Women	Men	Total
2022	0	5.11	4.22
2023	0	5.80	4.95

Number of accidents with sick leave, occurring during the working day, per 1 million hours worked: (No. of accidents / No. of hours worked) * 1,000,000

Accident severity rate

Year	Women	Men	Total
2022	0	0.0544941	0.0450345
2023	0	0.0909912	0.0777514

Formula used: Number of working days lost by sex, as a result of accidents at work, per 1,000 hours worked: (No. of working days lost / No. of hours worked) * 1,000

The frequency rate in 2023 has increased by 17.30% compared to the previous year. The 32.02% increase in the workforce and therefore in the number of hours worked, together with improved reporting of all events (near misses, first aid, accidents with sick leave and accidents without sick leave) has made it possible to improve data collection in those countries where there is no official register.

The number of occupational diseases registered in 2023 was zero, a figure that is maintained in 2022 and 2021.

An improvement has been established in the communication of **lessons learned** as a result of occupational accidents on the corporate intranet, where in addition to communicating the most relevant accidents suffered by Solarig workers, we have also reported on serious accidents that have occurred in our sector.

5. Healthy Solarig

The **#SolarigSaludable** project is a comprehensive project that is aligned with the WHO Healthy Work Environment model.

A healthy company is 'one in which workers and managers collaborate in a process of continuous improvement to promote and protect the health, safety and well-being of workers and the sustainability of the work environment based on the following indicators:

- Health and safety concerning the physical work environment.
- Health, safety and well-being concerning the psychosocial work environment including work organisation and work space culture.
- Personal health resources in the work environment; and
- The ways in which the community seeks to improve the health of workers, their families and other members of the community.



We promote the health, safety and well-being of all professionals and foster a good working environment.



Solarig Health School

During this year, the Solarig Health School has been implemented, in the framework of which monthly 1-hour talks on health and wellbeing have been organised in person in the different offices in Spain (Madrid, Seville and Soria) and in an online version, in collaboration with the Occupational Health Consultancy and Risk Prevention Service GESEME.

The topics covered were::

- The ABC of nutrition
- Combat sedentary lifestyles
- Get active!
- Stress and nutrition
- Healthy back
- Christmas excesses

The first edition of the Respira - Quit Smoking Programme has been launched with the aim of supporting all those Solarig professionals who are interested in quitting this habit.

Healthy lifestyle habits

The incorporation of physical exercise as a healthy lifestyle habit is a necessity. With this in mind, during 2023, initiatives have been promoted to start or continue with this healthy habit, including the following:

The themes carried out have been:

- Solarig 7-a-side football team in the Madrid inter-company league.
- Participation of 25 Solarig professionals in the '**Carrera de las Empresas**'.
- Participation of 18 Solarig professionals in the 1st Healthy FOES Paddle Tennis Tournament.
- On-site and online yoga session.
- Volleyball team, with weekly training sessions, in Soria.
- Participation in the 4th Aldeas Infantiles Inter-company Solidarity Race, in which the Solarig team covered 4,142 kilometres in favour of children's and family projects.
- 1st Solarig - Pico Frontes Crossing.

Health promotion

Solarig's promotion of health has led it to promote a commitment to healthy nutrition, and to this end it provides its offices with seasonal fruit supplied by local suppliers. In 2023, fruit consumption has increased to 4,960.74 kg in all offices.

This consumption amounted to:

- Soria Office: 1,089.75 kilos of fruit and 149 kilos of nuts.
- Madrid Office: 2,286 kilos of fruit and 486 kilos of nuts.
- Seville Office: 970 kilos of fruit and 28.6 kilos of nuts.
- Rome Office: 232.8 kilos of fruit and 78.5 kilos of nuts.
- Mexico Office: 288 kilos of fruit and 12 kilos of nuts.
- Rio de Janeiro Office: 94.19 kilos of fruit.

FOES Saludable

In 2023 Solarig, with the framework of Solarig Saludable project, the company was awarded with the FOESaludable Company seal. This annual recognition awarded by the Federation of Business Organisations of Soria (FOES) rewards the efforts made by member companies to improve the health of those who work in them.

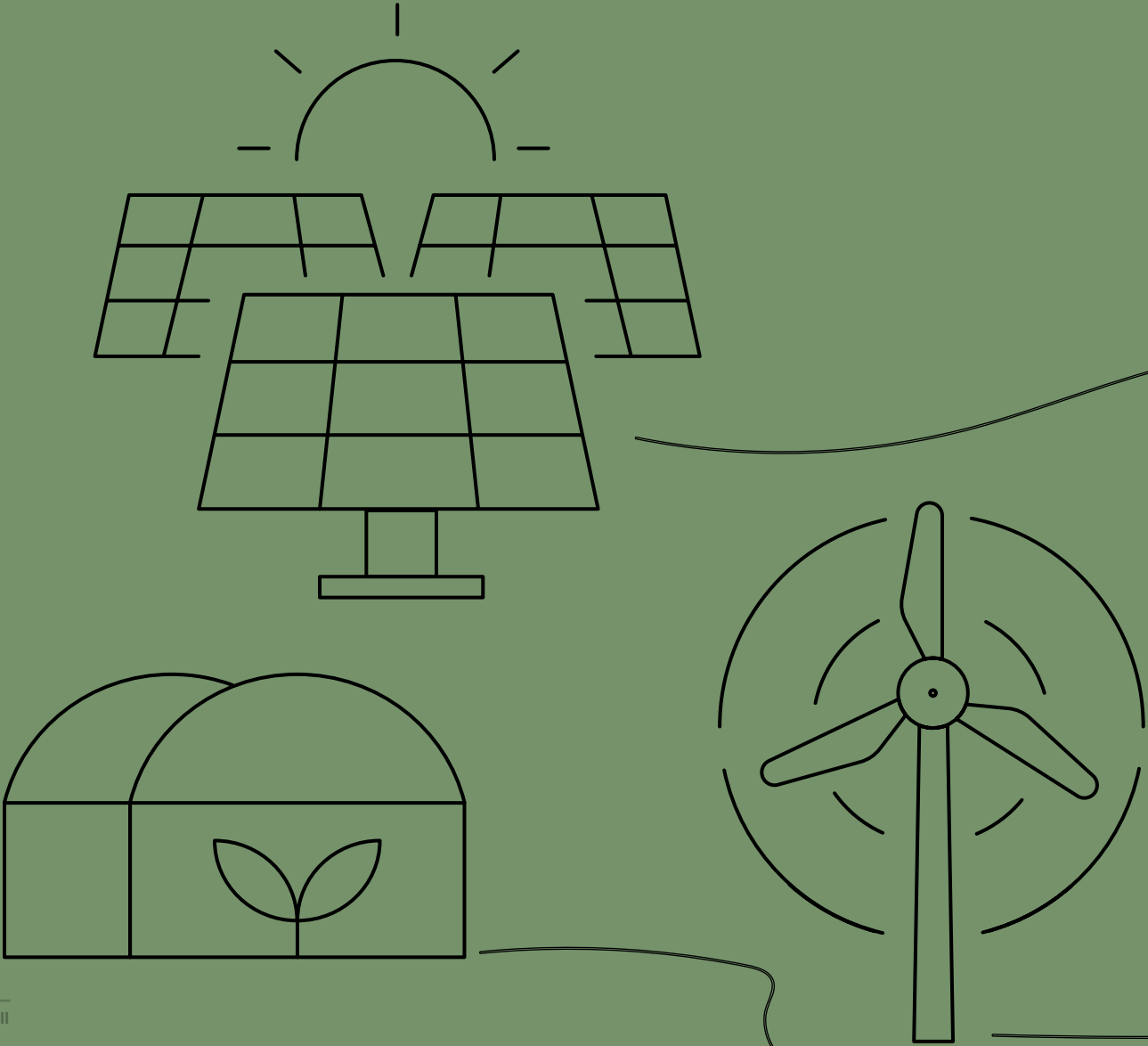


6. ENVIRONMENTAL AND SOCIAL FOOTPRINT

The Sustainable Development Goals related to this section are:



	Environmental strategy and management	66
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	Management of Impacts on the Environment	68
	Sustainable use of resources	70
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	Our Footprint and climate change	74
	Biodiversity protection	77
	Actions with society and the environment	79



**We want to create a positive legacy impact
for our next generations through our energy
decarbonisation projects**



Environmental strategy and management

Solarig’s set of integrated Quality, Environment and Health and Safety policies represent the reference framework on which the company’s activities are based to ensure compliance with applicable environmental legislation, respect and protection of the environment, minimising the resources used and the elimination of negative impacts associated with our activities.



The management is endorsed by:

- » Certification under the international ISO 14001 standard demonstrates Solarig’s commitment to maintaining a cycle of continuous improvement.
- » In 2023 Solarig renewed its certification according to ISO 14001:2015 for another year.
- » The Environmental system is integrated into the Group’s Integrated Management System, which also includes the ISO 9001:2015 and ISO 45001:2023 standards.

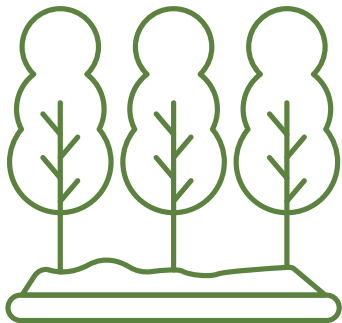
Objectives

The objectives of Solarig’s environmental management system include:

- » Regular monitoring of indicators and targets.
- » Ensure and reinforce the continuous improvement of the management system.
- » Encourage communication with stakeholders to detect potential negative impacts and propose mitigation measures.
- » Promote the sustainable and efficient use of resources by implementing sustainable practices.
- » Protect biodiversity.
- » Prevent and manage impacts.
- » Link and promote sustainable practices and actions aimed at protecting the environment.

Strategy

The Environmental Strategy identifies, evaluates and establishes actions to mitigate potential effects on the environment together with the promotion of sustainable and responsible practices in conjunction with all the company’s stakeholders.



Digitalisation and projects

- Digitalisation of vehicle fleet management and automation of the calculation of greenhouse gas emissions.
- Waste management, in addition to obtaining and processing and information derived from legislative requirements.

Más información



- Solarig Web
- Corporate Governance
- Sustainability
- Excellence and innovation

- Integrated Management Management System Policy
- General Policy on Sustainable Development Policy

Environmental risks

Solarig has implemented a comprehensive system for the management of environmental aspects, ensuring the correct identification and management of associated risks and opportunities in accordance with the requirements of its Integrated Management System and the General Risk Policy.



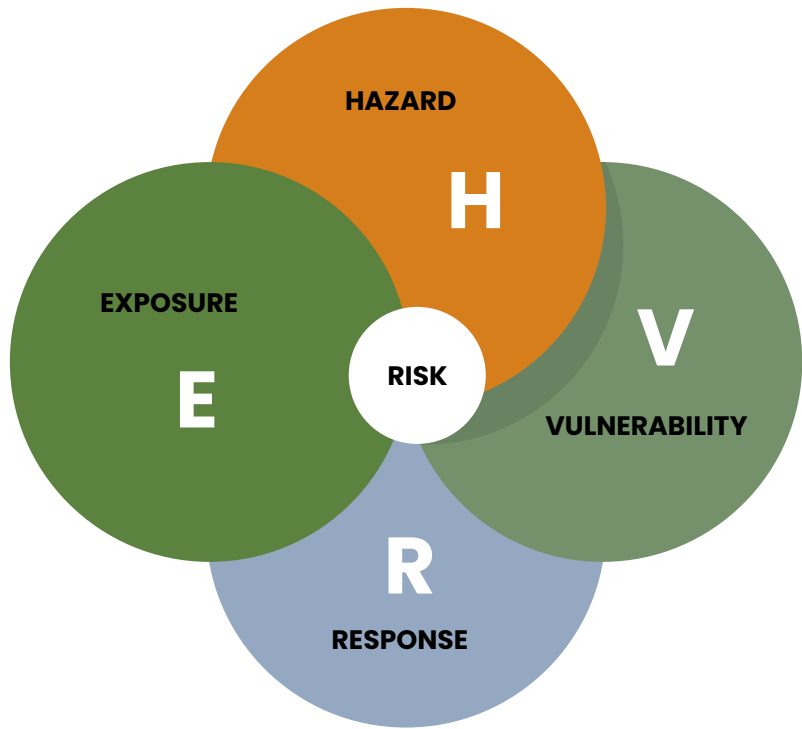
Climate risk analysis and European taxonomy

Solarig has carried out an analysis of the physical climate risks arising from possible material impacts on the projects developed on a cross-cutting basis. The risks identified and evaluated are a consequence of the effects of the future evolution of climatic variables, responding to the European Taxonomy.

Methodology

The methodology for the identification and assessment of risks followed:

- Identification of physical (chronic) climate risks taking into account the hazards listed in the EU Climate Delegated Act and the IPCC scenarios.
- Physical risk assessment according to a scale taking into account Hazard, Exposure, Vulnerability and Adaptation.



Projects

The projects for which climate risks have been analysed are part of the portfolio of Alantra Solar's investment vehicle:

SPAIN



- **Moratalla I y II**
- **La Carrasquilla**
- **Zafra**

ITALY



- **Montalto**
- **Piombino**
- **Marotti**
- **Tuscania**
- **Ischia di Castro**
- **Giansalvo**
- **Catania**
- **Bio 00-Minervino**
- **Novoli**

Solarig is also aware of the potential risks that may occur during the progressive process of global decarbonisation. These transition risks will be analysed during 2024 following the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

On the other hand, Solarig ensures legal compliance with environmental requirements by identifying legal aspects, taking into account the international nature of Solarig, applicable to its facilities and activities, thus reducing the risk of non-compliance with legislation.

Provisions and guarantees for environmental risks are part of the mechanisms designed and implemented by Solarig to mitigate the financial and legal impacts associated with potential environmental damage. To this end, and as a consequence of the implementation of the General Risk Policy and the Insurance Policy, Solarig has implemented an International Environmental Liability Insurance Programme. During 2023 Solarig has not suffered any claim that has been necessary to declare under the coverage of this policy.

Management of Impacts on the Environment and Society

The environmental impacts derived from Solarig’s activities and centres are assessed annually, classifying them as Direct and Indirect depending on whether they are caused by the activity itself or by third parties, and as Significant or Non-Significant. These environmental aspects continue to be addressed as part of specific actions derived from the Carbon Footprint analysis that will culminate in the approval of the Decarbonisation Plan in 2024.



Impacts and mitigation measures

As part of its commitment to identifying impacts, Solarig measured the Carbon Footprint associated with the event held to celebrate the company’s 18th anniversary.

The impact of the event was 27.5 tn CO2 e, which will be offset in 2024.

The impacts associated with the construction of photovoltaic solar plants and the mitigation measures adopted are:

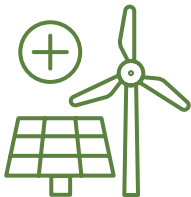
- » **Impacts on the environment:** Installation of vegetation screens and integration of the photovoltaic installation into the landscape.
- » **Noise and dust generation:** Control of particles and dust by watering the land, as well as the organisation of timetables for the use of heavy machinery.
- » **Impact on soil and water conditions:** Conservation of topsoil on the surface layer of the land during earthworks, together with actions to reduce dragging and erosion.
- » **Impact on flora and fauna:** Monitoring of local fauna, placement of nest boxes or other bird shelters, reforestation and compensation of vegetation structures.
- » **Social and archaeological impact:** Establishment of dialogues with local environmental entities, continuous analysis to verify the existence of archaeological remains and adoption of specific measures.

Environmental impact assessments

Environmental Impact Assessments (EIA) prior to the construction of facilities include environmental and environmental assessments with a social component. Stakeholder consultation and participation is ensured during the process of processing these impact studies.



24
favourable
environmental
resolutions



1.28 GW
developed



1.9 M€
of investment in
environmental
and social
studies

The economic resources associated with environmental measures in projects in 2023 totalled 229,985.56 euros, slightly higher than in 2022, which was 214,706.78 euros. These financial resources are associated with waste management, import fees for electronic products with a view to their recycling, and specific measures to protect biodiversity (vegetation screens, nesting areas, etc.).

Engagement with local communities

As part of our commitment to the communities in which we operate, the Solarig Mexico team donated Christmas sweets and food to the inhabitants of the towns of Moquel and Campeche, located in the Gulf of Mexico.



Offsetting environmental impact

In 2023, in compliance with the requirements established by the Environmental Impact Assessments, vegetation screens of native species were installed and forestry offsets were carried out as mechanisms to prevent, correct and compensate for impacts.



Photovoltaic plant in Castelvetro, Italy.



Sustainable use of resources

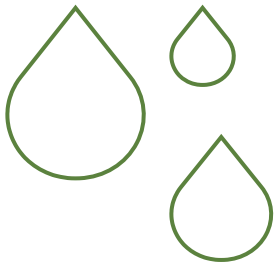
Solarig shows a firm commitment to the environment through the Integrated Management System Policy and the General Policy on Sustainable Development, which emphasises the promotion of the rational and sustainable use of the resources used for its activities.



1. Water management

Solarig promotes the responsible and consumptive use of water in all its activities, not discharging waste water, and has begun to implement measures aimed at responsible water management.

Aware of the risks arising from water scarcity, Solarig has begun to implement measures aimed at responsible water management in 2023 and is looking for new alternatives to reduce water consumption.



World Water Day

We celebrate World Water Day on 22 March 2023, joining the campaign initiated by the Global Compact.



Más información

Integrated Management System Policy

General Policy on Sustainable Development Policy



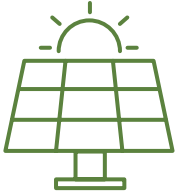
Photovoltaic plant of Fiume Santo, Italy.

2. Electricity and fuel consumption

Electricity consumption in offices has increased by 38% in absolute value and this increase can be attributed to increased hiring.

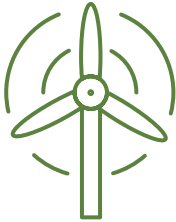


The ratio of consumption per professionals is decreasing, which indicates the result of efforts to raise awareness of efficient energy use.



62%

of electricity
consumed
by Solarig is
renewable



100% of the electricity consumed by Solarig in the Spanish offices by 2023 is from **renewable energy sources**. Solarig's renewable energy consumption is 62% of the total electricity consumed globally



Circular economy

As part of its commitment to environmental protection, Solarig is committed to the principle of circular economy with the aim of maximising the use of existing resources and minimising waste through reuse, repair, recycling and regeneration.

Circular economy at Solarig

In line with the principles of circular economy, Solarig integrates the following aspects within all its business areas:

- » **Design for circularity** by designing projects and planning activities that reduce product consumption.
- » **Efficient use of resources and innovation seeking** to maximise the useful life of equipment and optimisation of processes.
- » **Valorisation of waste** through recycling and its recovery as secondary raw materials.
- » **Collaboration** and creation of synergies with the **supply chain**, promoting cooperation to reduce resources.

Actions for the circular economy

- » **100%** of coffee capsules are compostable and recyclable for social purposes. A change in the type of coffee in the offices was made, avoiding the use of **2,021 coffee capsules**. Also, coffee grounds are used by professionals for compost production.
- » **Zero** use of single-use plastic consumables in all our offices.
- » We encourage reuse: in 2023 Solarig donated **18 units of electronic equipment** from the Japanese offices to local organisations. Waste that cannot be donated is sent to recycling plants.
- » Collaboration with Auara by providing water in 100% recycled and recyclable bottles. In this way, during 2023, **75 kg** of plastic have been recycled, avoiding **125 litres** of oil for the production of water.
- » Collaboration with waste recycling entities that ensure correct segregation in our offices:
 - Recycling of 11.84 kg of toner with Tragatoner.
 - Containers for batteries and electronic products from ECOLEC.



Waste management

The computation of the data on waste management carried out by Solarig is reflected according to the main business areas and those generated in the central offices.

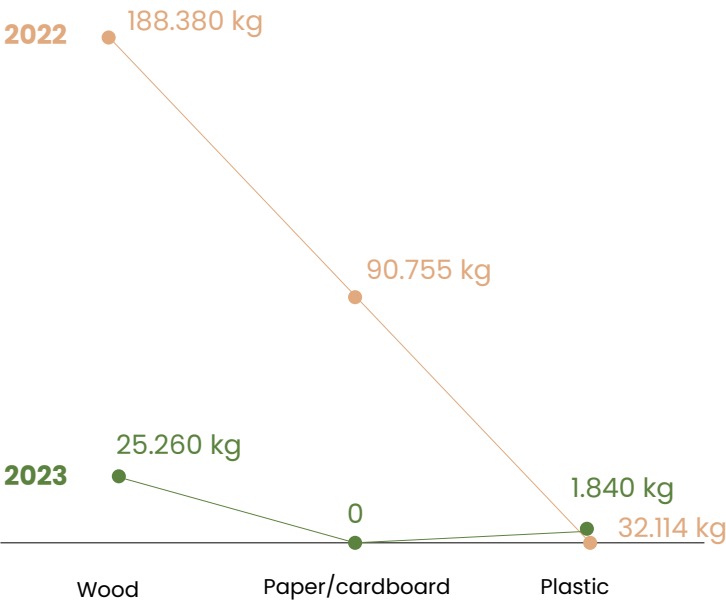
Construction waste management (EPC)

During 2023, there will be a decrease in the amount of waste managed. Construction work activities in Spain were linked to commissioning and start-up, during which waste production is mostly minimised:

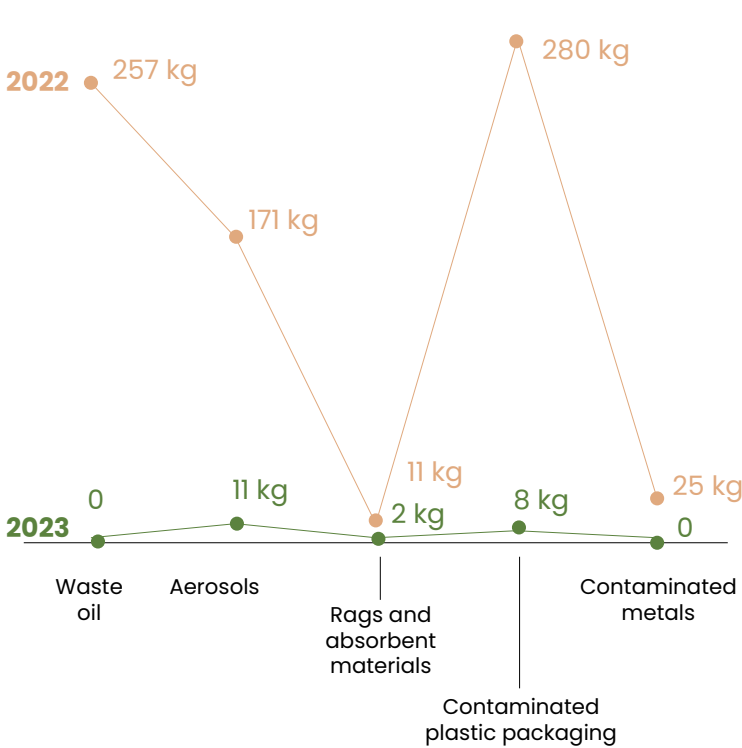
On the other hand, during this financial year the construction of a photovoltaic solar plant in Sicily, Italy has started. During 2023 the works on site involve those with the highest volume of waste derived from equipment packaging.



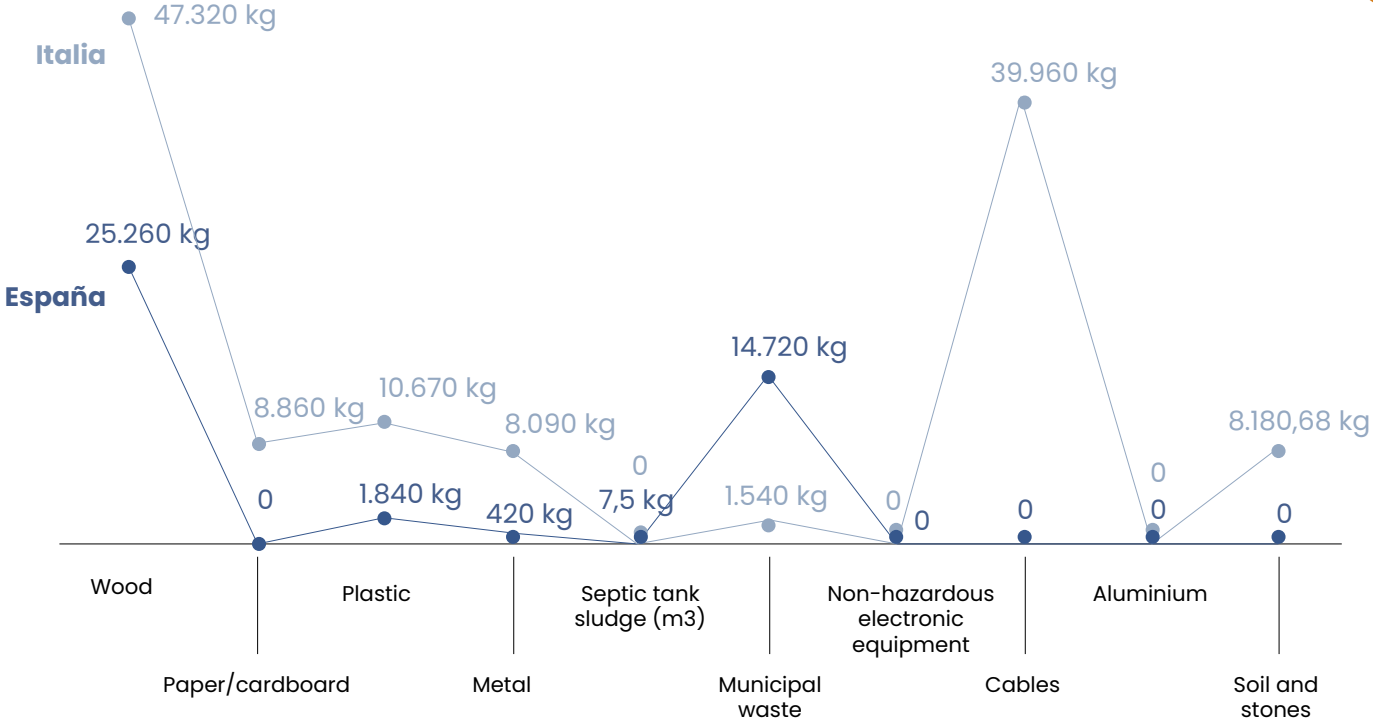
NON-HAZARDOUS WASTE EPC 2022 AND 2023



SPAIN HAZARDOUS WASTE EPC 2022 AND 2023

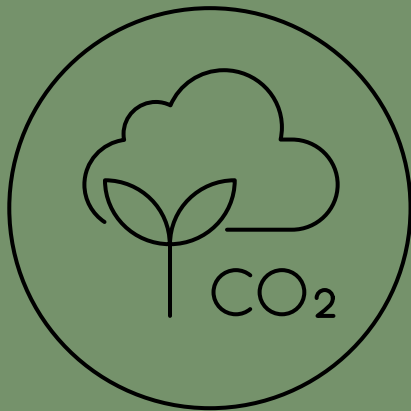


SPAIN WASTE GENERATED IN EPC IN 2023 IN SPAIN AND ITALY



Our Footprint and climate change

Since 2019, Solarig has been analysing its Carbon Footprint in accordance with ISO 14064 standards and the GHG protocol. Annually, the verification of the Greenhouse Gas Inventory associated with the company's activities is carried out, thus informing stakeholders in a transparent manner. The verification carried out by the certifying entity LRQA has had as its scope of study the emissions at global level for scopes 1 and 2.

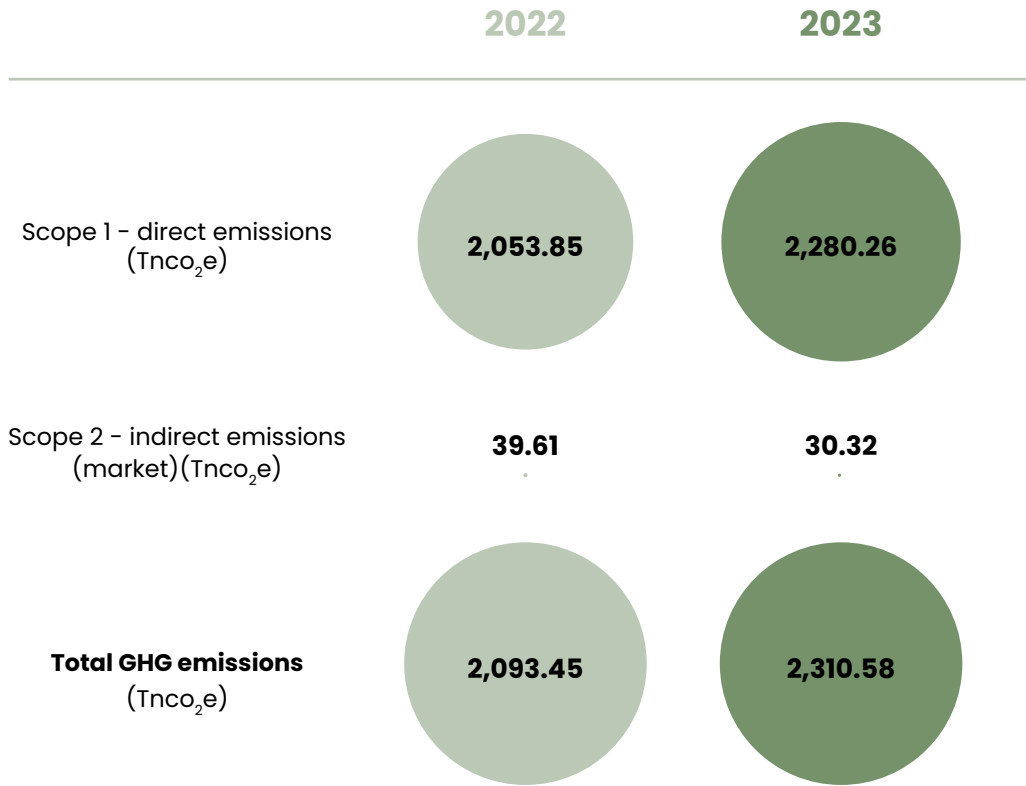


The calculation of the Carbon Footprint is an indicator of the impact of our activities on the environment.

The consolidation of Solarig's greenhouse gas emissions is carried out under the operational control approach and includes the total GHG emissions for Operation and Maintenance, EPC and corporate activities at a global level. The measurements are part of our commitment to SDG 13 Climate Action.

Carbon Footprint Calculation

During 2023, we continued to work on the integration of data for the calculation of the Carbon Footprint at a global level and, in this regard, it is worth noting that from 2022 the scope of measurement was extended to include Japan and Australia.

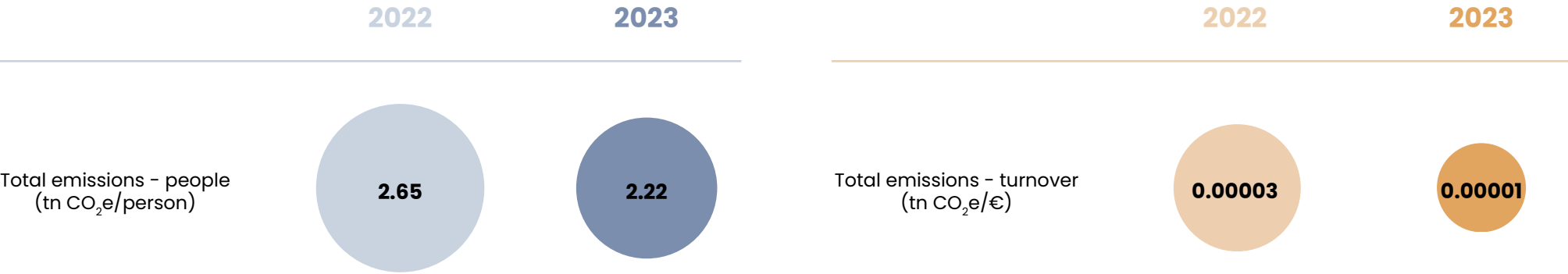


Our direct emissions come mainly from the fuel consumption of fleet vehicles and electricity consumed in our offices.



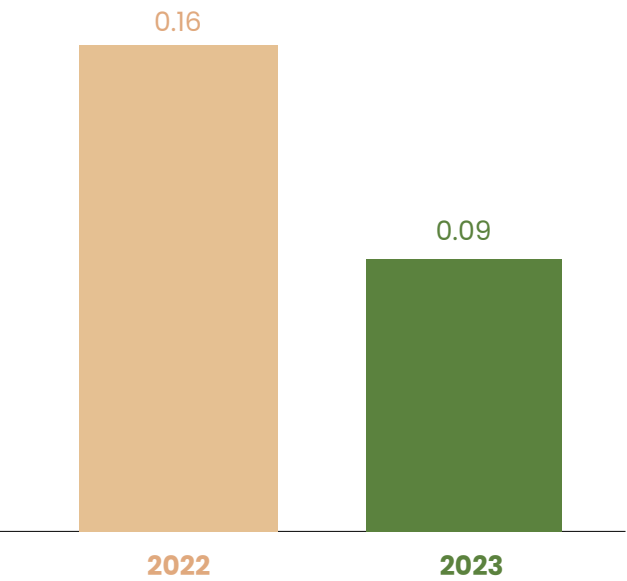
With our Operation and Maintenance activity we have saved the emission of 2,672,482 tn Co₂e.

CARBON FOOTPRINT INDICATORS – SOLARIG GROUP



The reduction of 8tn in emissions (market approach) in 2023 compared to 2022 (reduction of 24.52%) is due to the changes of contract to green energy in the Spanish offices.

INDIRECT ELECTRICITY EMISSIONS (tnCO₂e) PER PERSON



TOTAL EMISSIONS BY BUSINESS LINE (tnCO₂e) – COMPARISON



The O&M business line is the largest contributor to the group’s total emissions, being also the most relevant business line with the highest number of professionals by 2023.



During 2023, 100% sustainable merchandising material purchases have been made with branded products that are manufactured in a responsible and environmentally friendly manner, as well as with ethical practices throughout the supply chain. These products include the use of recycled materials that prioritise the minimisation of waste generation.



Through the purchase of these products, we collaborated in the planting of 6 trees in the province of Toledo in the Guadamur forest (Toledo, Spain) affected by fires in 2019 and 2022. The planting of these trees is a sustainable practice that contributes to the reduction of the global carbon footprint.



Biodiversity Protection

Solarig’s Biodiversity Policy shows a clear commitment to preserve, respect and enhance biodiversity and the environment in which our projects are located.



Commitments

Solarig’s lines of action to achieve a net positive biodiversity impact:



Detailed study of project locations avoiding areas affected by protected area influences and integrating best environmental practices from the early stages of development.



Development of specific environmental monitoring plans that highlight biodiversity enhancement during the lifetime of facilities.



Management, restoration and compensation of potential negative impacts on biodiversity arising from the group’s activities that could not be avoided or minimised.



Promotion of biodiversity awareness and sensitivity of all stakeholders and collaboration with interest groups on biodiversity-related issues.

More information

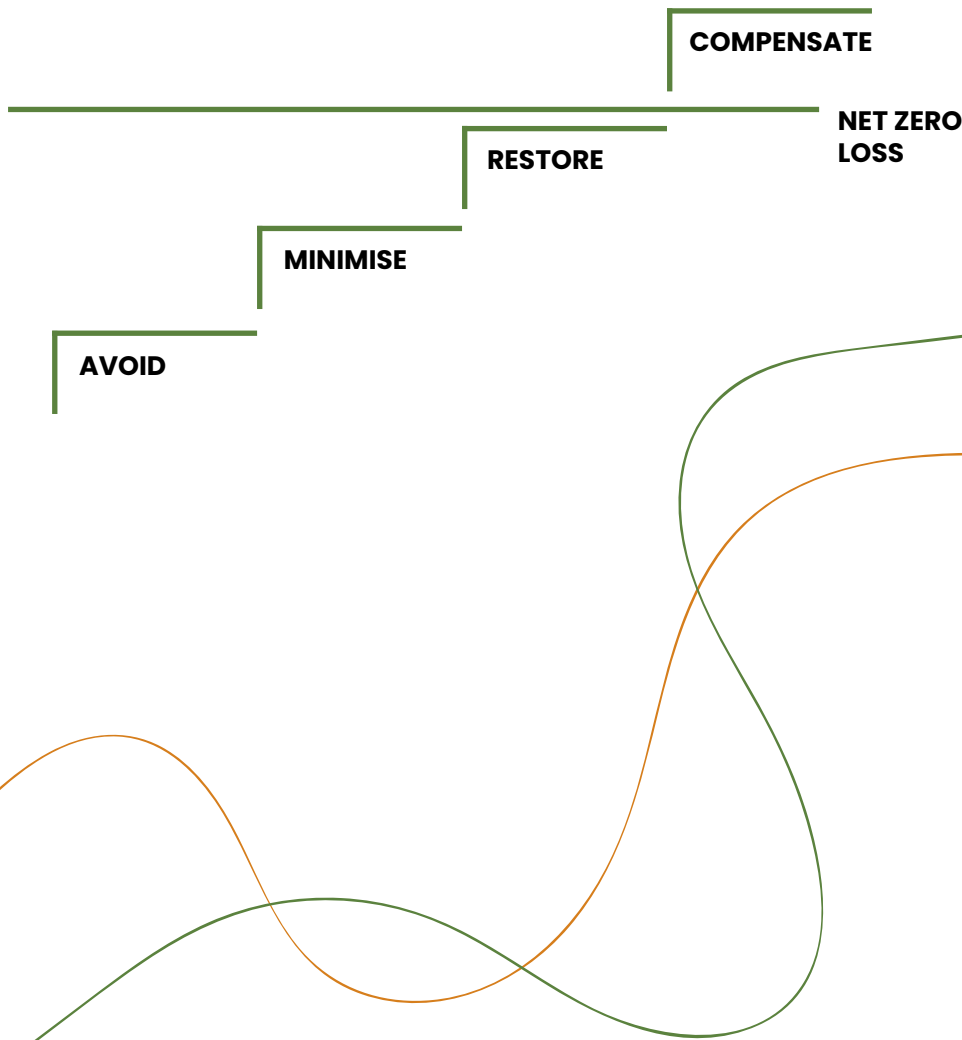


Biodiversity Policy of Solarig



Zero net loss based on GIS technology

Solarig is involved in the appropriate detection of the impact on the different natural environments and risks of each action in order to avoid, minimise, restore and, ultimately, compensate. This preventive approach is based on an appropriate selection of project locations avoiding protected areas based on GIS technology.





Actions

- Installation of nest boxes for species of birds of prey (kestrel and lesser kestrel).
- Construction of slopes in the surroundings
- of the facilities to allow the nesting of bee-eaters.
- Installation of shelters for reptiles.
- Double fencing of fauna
- Establishment of natural strips close to our projects through the installation of plant screens with native species.
- Collaboration with local shepherds for the use of land for grazing purposes to control vegetation.
- Reforestation in projects
- Actions to rescue autochthonous species for their return to the natural environment.
- Implantation of radio-trackers on two individual Stone Curlews in collaboration with Ecuanime Foundation.



Actions with society and the environment

Solarig, in its commitment to the environment, transparency, ethical values and its respect for professionals, partners, suppliers and local communities, has carried out various campaigns and activities during the year to promote actions in solidarity with society and the environment. All the actions framed under #SolarigSaludable, #SolarigSolidaria and #SolarigSostenible (Healthy, Sustainable and Solidarity Projects in Solarig) contribute to meeting the company's objectives and commitments to the Sustainable Development Goals and to responding to the materiality analysis in which these aspects are highlighted.



1. Actions in solidarity with society #SolarigSolidaria

Throughout all the countries in which we operate, Solarig promotes solidarity actions that contribute to improving living standards and creating wealth in the communities in which we operate with a holistic and sustainable approach.

Support for NGOs, foundations and social enterprises



Collaboration with the **Seur Foundation's campaign 'Caps for a new life'**, which helps to finance medical and orthopaedic treatments that are not covered by social security. With this initiative, SEUR has managed to help 205 children and has given 1,402,052 euros.



Juan XXIII Roncalli Foundation:
A benchmark supplier in 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 the year 2022, 12 layettes have been purchased, providing a total of 1,321€.



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 €2,555 in 2023.

Solarig's environmental impact

75 KILOGRAMS
Of recycled plastic

125 LITRES
Of oil saved

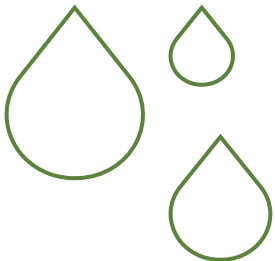
3,318 BOTTLES
Of recycled plastic

Social impact of Solarig

3 PEOPLE
have access to safe drinking water and sanitation

79,222 LITRES OF WATER
provided in developing countries

311 HOURS SAVED
in fetching water



Solarig's solidarity with Turkey: On Monday, 6 February 2023, Turkey was hit by the deadliest earthquake since 1939, causing widespread damage and tens of thousands of deaths. Solarig and its professionals donated material, once again demonstrating their support, especially in times of need or difficult situations.



Hurricane Otis victims: this time it was in Mexico, a country where Solarig is present, where in October 2023 a cyclone of small dimensions, but of extraordinary power and destructive capacity, caused innumerable material and personal damages. Once again Solarig and especially the professionals in Mexico led a food collection for the victims in Acapulco.



Natal sem fome – food to needy families: In Brazil, a food collection campaign was carried out at the beginning of the year 2023, which was delivered to localities close to our projects.



Food Bank: Solarig is once again participating in the 'Gran Recogida de alimentos 2023 Alimenta una vida mejor' (Great food collection 2023 – Feed a better life). This year, in addition to inviting our professionals to collaborate, the call to participate as volunteers was echoed.



NGO Central Única das Favelas (CUFA): CUFA Brazil is an NGO dedicated to promoting cultural activities related to sport, education, citizenship and art. This year the Solarig team in Rio de Janeiro has carried out a delivery of Christmas gifts for children, among the items delivered were toys, books and clothes.



Panteras F.C. Football Club: Solarig has been supporting this Mexican team since 2022 by donating sports equipment such as kits, balls, cones, hurdles, etc. This project aims to promote sporting activity and socialising among children with limited resources.

Cruz Roja

Red Cross: During 2023, different awareness-raising campaigns related to the Red Cross have been carried out, including: Red Cross celebrates its World Day (8 May), Donating Blood – Madrid Office (11 April), Donate blood, donate plasma, share life (14 June) and Collaborate and donate blood (17 December).

SUSTAINABLE DEVELOPMENT GOALS

On the other hand, internal communication to raise awareness has been a key focus during 2023. The most important campaign at global level was:

International Day of Solidarity: Raising awareness among the population towards the pursuit of achieving the Sustainable Development Goals. In addition, it promotes the defence of Human Rights and support for a global alliance dedicated to overcoming poverty, hunger and disease.

2. Promotion of sustainability

Solarig promotes sustainability through actions aimed at encouraging practices and behaviour that ensure a balance between economic, social and environmental development in the long term. This involves adopting measures that preserve natural resources, reduce the ecological footprint and promote the well-being of generations.

Education and awareness programmes



Solarig4kids training session: Training session on climate change and renewable energies. In addition, Solarig team members are provided with material for further training on renewable energies and sustainability.



Collaboration with LEGODIMA: We collaborated with the Divino Maestro school in Logroño in the design of a Lego model of a project with hydrogen for the final of the First Lego League. The initiative combines engineering, mathematics and robotics with creativity and teamwork.



Dissemination and promotion of renewable energies in professional training and university: Solarig professionals visited different educational centres to explain Solarig's contribution to the energy transition and our collaboration with society and the environment in order to support their professional development.

Collaboration networks



Visit to the Bioelectric plant: Through the FOES network of Environmental Technicians, members of the Solarig team carried out training on the energy transition, visiting the first biomass plant to be admitted by Spanish Electricity Grid in the Regulation Band (plants that help regulate the electricity system), considered part of the critical or strategic plants of the system due to their manageability.



Roundtable 'An Opportunity for Innovation and Business Competitiveness' – Solarig in CyL HUB: Reinforcement of the Company's commitment to the promotion and promotion of sustainability, the Sustainable Development Goals and progress towards the achievement of the 2030 Agenda.



VII International Congress on Education, Heritage and Creativity: Solarig participated by giving a presentation on 'Renewable energies and heritage. Solarig in its commitment to promote the energy transition towards decarbonisation' Solarig integrates sustainability in all its projects as a key aspect to achieve the preservation of cultural heritage and its values.

Activities and participation

International Day against Climate Change:

Solarig celebrated the day through an interactive contest (carried out live and with more than 100 participants in different countries) developed with the online tool Kahoot. The day facilitated the dissemination and implementation of knowledge about climate change and Solarig's actions in this regard.



+100
participants from
100 countries



Celebration of World Environment Day: Solarig celebrates World Environment Day in Brazil with a plastic collection on the banks of the São Francisco River by taking the collected material to an association of recyclables collectors.

20
team
members

+400
waste with a
weight of approx.
7kg



Rubbish along the Duero River: The activity, part of 'Libera, únete a 1m² por las playas y mares' project, was promoted by the NGO SEO Birdlife and Ecoembes with the aim of keeping natural spaces free of rubbish. It took place on the banks of the Duero River in the city of Soria, where 20 people from the team participated, collecting more than 400 items of rubbish, weighing approximately 7 kg.

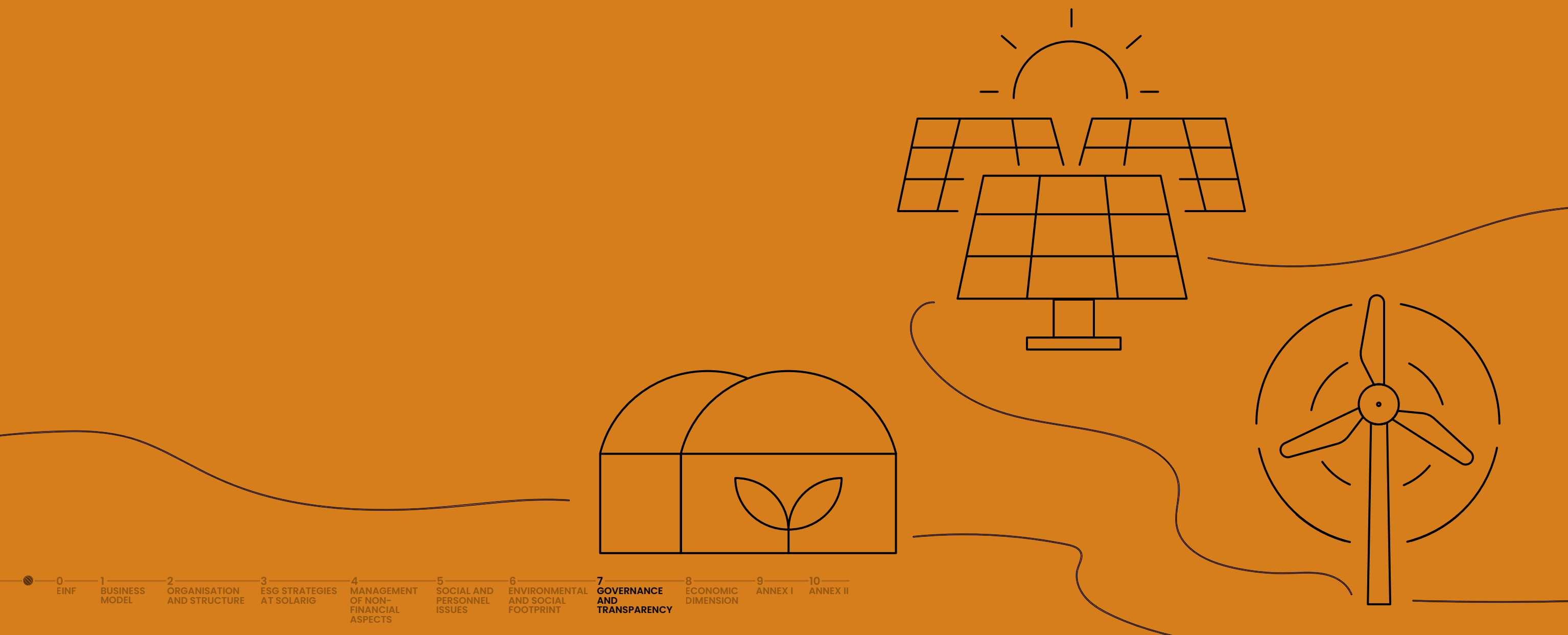
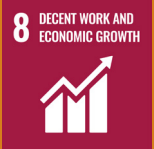


Pico Frentes Crossing (Soria): A route was taken to discuss environmental issues where the Solarig team and their families were able to learn about the orography, biodiversity and customs of this environment close to our Soria office. This trip reinforces Solarig's commitment to the protection of biodiversity with educational activities such as this one, reinforcing the principles established in our Biodiversity Policy and based on SDG 15, which guarantees conservation, restoration and a sustainable relationship with the ecosystems in which we work.

1st Solarig Drawing Competition: 'Show us where your mum/dad works'. The works, coming from different countries such as Mexico, Peru or Spain, reflect with a lot of creativity our work in offices or plants. They also show details of the tools we use every day, the biodiversity we are surrounded by and the fusion with local elements.

7. GOVERNANCE AND TRANSPARENCY

The Sustainable Development Goals related to this section are:



Governance and transparency

Corporate Governance is defined as the set of rules, practices and processes used to direct and control an organisation. It aligns the interests of the company, its professionals and its shareholders, ensuring transparency, promoting accountability and thus contributing to the overall integrity and efficiency of markets.

TWO KEY POLICIES

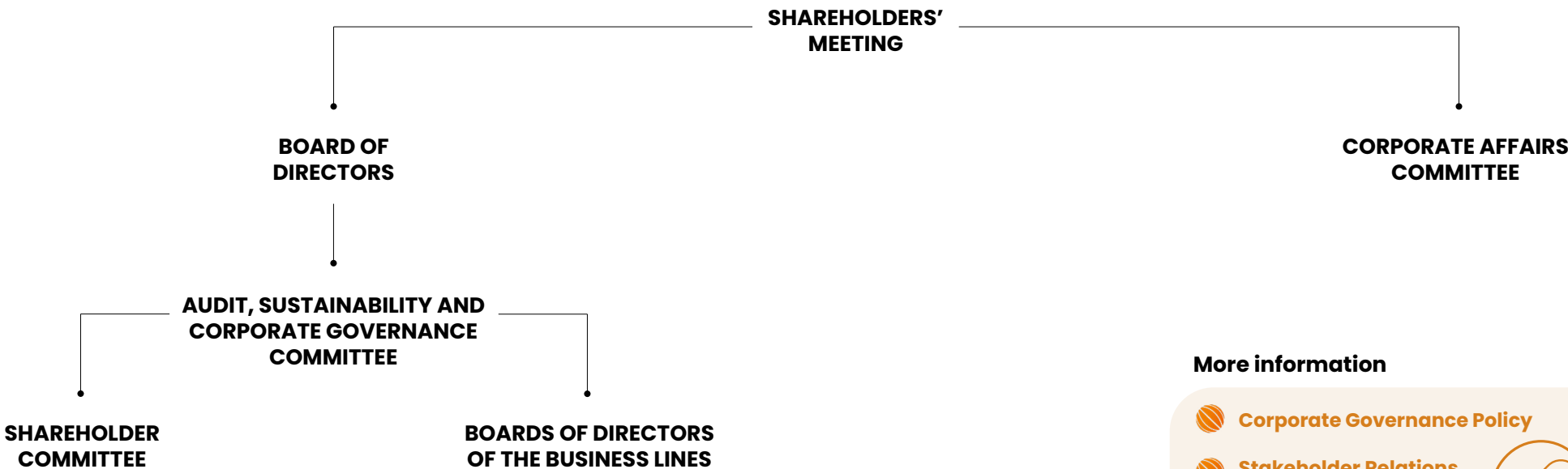


Solarig’s Governance System constitutes the Group’s internal order and incorporates the best independent, responsible and transparent practices applying international ethical and compliance standards.



The governance system is conceived as a key element to achieve the purpose of creating sustainable value by integrating its stakeholders in its business activity.

Governance structure



More information

-  [Corporate Governance Policy](#)
-  [Stakeholder Relations Policy](#)



Board of Directors

Solarig’s Board of Directors is the body responsible for designing, evaluating and reviewing corporate policies and general strategies.

At regular meetings, the Board of Directors monitors the company’s progress in terms of the fulfilment of its plans, profitability, management efficiency, viability and development potential as well as how to achieve these in terms of transparency, ethics, accountability and compliance with the law.

It is composed of 5 directors.

Chairman and
Executive Director



MIGUEL ÁNGEL
CALLEJA RODRÍGUEZ

Non-Executive
Director
Proprietary



JOSÉ MIGUEL
MORAGA DELGADO

Non-Executive
Director
Proprietary



JAIME SUREDA
JUÁREZ

Independent Non-
Executive Director



RAÚL GALLEGO
PÉREZ

Independent Non-
Executive Director



MIGUEL RIAÑO
POMBO

Shareholders’ Committee

The Shareholders’ Committee is set up as a consultative body at the initiative of the Board of Directors to promote and establish channels for a regular exchange of information between the company and its shareholders, thus involving them in the life of the company.



Committees

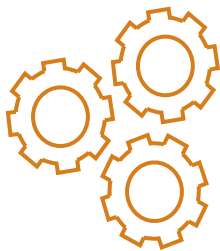
AUDIT, SUSTAINABILITY AND CORPORATE GOVERNANCE COMMITTEE

The Shareholders' Committee is constituted as a consultative body at the initiative of the Board of Directors to promote and establish channels for a regular exchange of information between the company and its shareholders, thus involving them in the life of the company.



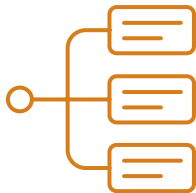
CORPORATE AFFAIRS COMMITTEE

Internal management body responsible for proactively ensuring the effective functioning of Governance Management through the identification and analysis of the company's risks and opportunities. The internal management committees report to it.



BOARDS OF DIRECTORS OF THE BUSINESS LINES

Governance and decision-making bodies that oversee and strategically direct the different business units or divisions of the company, defining strategies, resources, managing risks, and performing supervisory and control functions.

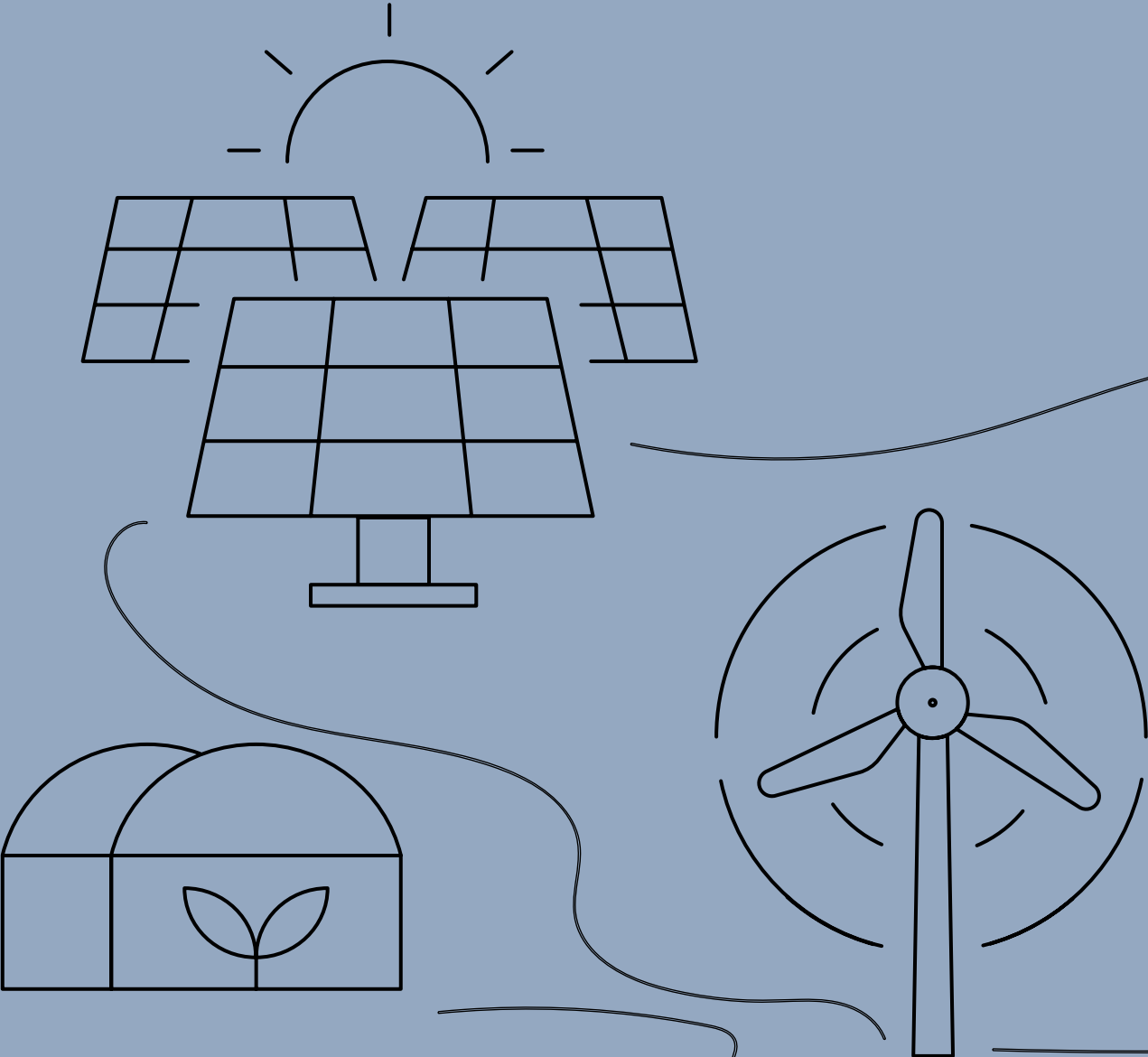


8. ECONOMIC DIMENSION

The Sustainable Development Goals related to this section are:



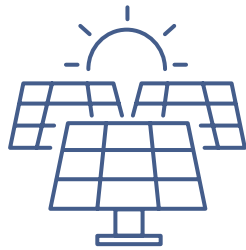
	Financial results	89
	Fiscal management	92



Economic dimension

The Consolidated Financial Statements of the Group headed by Solarig Global Services S.A. for the year ended 31 December 2023 have been 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 2023 of Solarig Global Services S.A. and its subsidiaries.

During the financial year 2023, Solarig Group has continued with the corporate restructuring initiated in 2022 to simplify and optimise its corporate structure, implementing the necessary structure to efficiently manage its Business Units on an international level. During the year, new subsidiaries were created for the Green Gases and Sustainable Fuels (Efuels) Business Units, adapting the organisational structure to the Group's different activities, which will optimise operational efficiency and diversify risks.



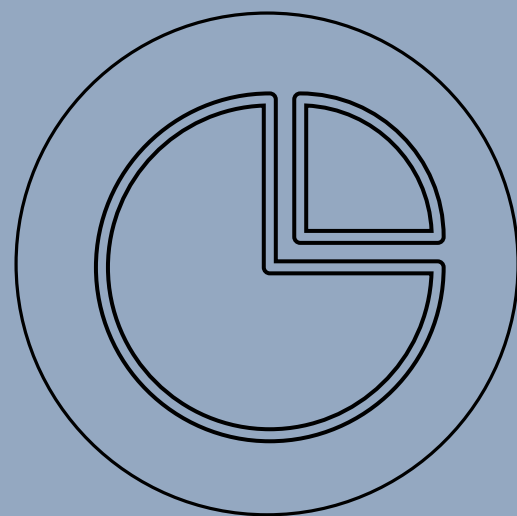
Merger of the two heads of the Group, Solarig Global Services S.A. and Solarig Holding S.L. Merger whereby Solarig Global Services S.A. absorbs Solarig Holding S.L., approved at the General Meetings held on 18 November 2022.



Financial results

The Group achieved total consolidated revenues of EUR 178 m (EUR 187 m in 2022), showing the recurrence of its business lines.

Consolidated profit before tax amounted to EUR 57 m (EUR 69 m in 2022) and the profit attributable to the parent company amounted to EUR 48 m (EUR 63 m in 2022).



Solarig group consolidated income statement

Thousands of euros	2023	2022*
Net turnover	178	187
Procurements	-62	-81
Personnel expenses	-31	-27
Other operating expenses	-20	-14
EBITDA (Gross Operating Profit)	65	66
Depreciation, amortisation and provisions	-8	-8
CONSOLIDATED OPERATING PROFIT	57	58
Financial result	0	-0
Result of companies accounted for by the equity method	-0	11
CONSOLIDATED PROFIT BEFORE TAX	57	69
Corporate income tax	-2	-1
PROFIT FOR THE YEAR FROM CONTINUING OPERATIONS	55	67
<i>Profit attributable to the parent company</i>	48	63
<i>Profit attributable to minority interests</i>	7	4

This year was marked by the achievement of significant milestones in the framework of the multidisciplinary agreement that Solarig signed at the end of 2021 with the investment bank Alantra, whereby: (i) it proceeded to the sale to Alantra of 10% of the portfolio of projects under development in Spain and Italy (ii) at the same time, Solarig acquired a 30% stake in the Fund Manager dedicated to photovoltaic technology and owned by Alantra, and (iii) Alantra undertook to obtain the funds and debt necessary to acquire and build said portfolio of projects when they reach construction-ready status.

At the end of 2022, Solarig and Alantra announced, based on this long-term partnership agreement, the launch of a 1.9 GW investment vehicle. The solar investment platform is backed by Swiss infrastructure asset manager Reichmuth and French global leader Amundi as key investors, joined in 2023 by Spanish institutions Banca March and ICO.

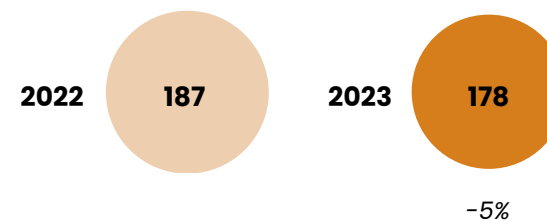
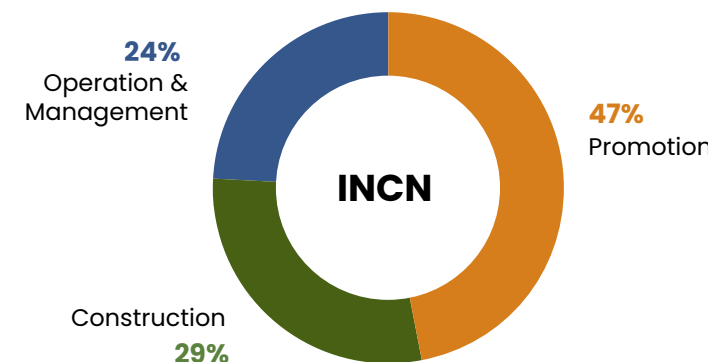
In FY2023 Solarig has continued to strengthen its market position. The company has successfully advanced the financing of up to 7 projects located in Italy and Spain, with a total capacity of 307 MW. The financing obtained for the construction of these plants amounts to 213 million euros. These projects will continue to be developed by Solarig with a view to their subsequent incorporation into the investment platform initiated during 2022. In addition, more of the company's assets from the Americas and the UK will be added during 2024.

Solarig is successfully fulfilling its Strategic Plan, aimed at consolidating our position as a leading multinational vertical developer in the creation of large project portfolios with a secured business model through our different business lines. Our diversification of activities, expanded in 2023 with businesses related to biogas and Efuels, allows us to create new opportunities and manage risks in the changing environment in which we operate.

Turnover (EURm)

The Group achieved total consolidated revenues of EUR 178 m in the current financial year (EUR 187 m in 2022), showing the resilience of our business lines.

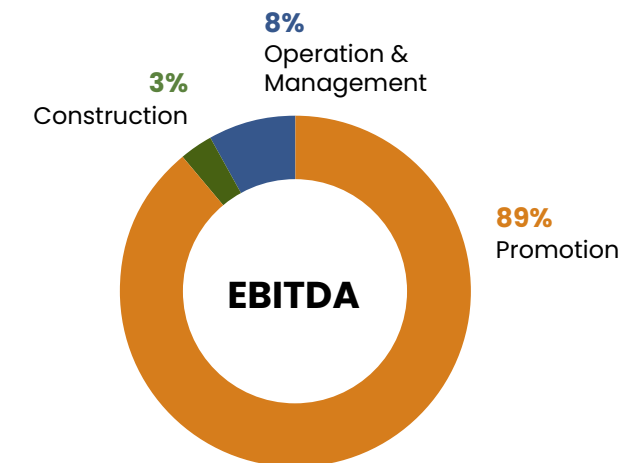
These results must be assessed in the context of a year with challenging market conditions: high interest rates have challenged investment decisions and slowed down M&A activities, and energy prices have fallen to more stable and balanced levels, impacting revenues compared to the previous year.



EBITDA (EURm)

In terms of gross operating profit, consolidated EBITDA amounted to EUR 65 million (EUR 66 million in 2022), with an EBITDA margin over revenues of 37%.

This gross operating profit is strongly influenced by the development activity and the achievement of the asset turnover milestones set for the year. Our pipeline of projects under development reached a record 20 GW in renewable projects and 2,160 GWh in green gas projects, ensuring sustainable growth in the coming years.



*Adjusted EBITDA including equity-accounted profit or loss

Benefits obtained

The following table shows the profit before tax by country, after eliminations for consolidation purposes as required by accounting regulations.

País	Profits obtained (in euros)		
	2021	2022	2023
Spain	-6,518,669	56,799,951	39,116,678
Italy	-58,469	692,385	4,113,306
France	26,921	29,334	16,942
Malta	44,545	2,313,600	-31,481
Japan	372,568	1,268,714	787,356
Chile	4,203,755	482,457	41,542
UK	244,933	-127,675	-126,343
Mexico	2,099,770	1,901,477	4,127,233
Peru	2,161,912	382,451	749,719
Portugal	67,021	41,837	88,905
Jamaica	58,588	67,139	194,652
Korea	-44,770	(*)	(*)
Netherlands	-4,084	3,010	(**)
Australia	603,635	599,434	1,130,761
Brazil	75,682	-78,183	-734,691
India	89,961	-46,687	45,161
Polond	0	0	-42,018
Total	3,423,299	64,329,244	49,477,724

(*) Settled in June 2022

(**) Settled in December 2022

Corporate taxes

The following table shows the cash outflows relating to payments made for corporate income tax in the different countries, both in respect of the tax payable balance for the year 2022 and the payments on account relating to the year 2022. The amounts paid are shown in the local currency of each country and the year-end exchange rate is applied. The companies adhere to all Group transfer pricing policies and local requirements applicable in each jurisdiction.

Country	Taxes on profits paid (in euro)		
	2021	2022	2023
Spain	2,784,631	1,215,623	233,560
Italy	14,683	326	1,176,667
Japan	352,230	5,189	408,671
Chile	8,360	559,076	20,121
Mexico	289,734	563,034	270,446
Peru	203,718	268,353	-
Portugal	3,831	10,982	-1,499
Jamaica	4,912	18,936	20,040
Australia	-	58,083	19,181
Brazil	39,481	11,549	62,215
Total	3,701,580	2,711,151	2,209,402

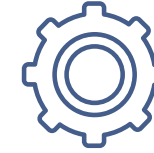
Fiscal management

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, guaranteeing compliance with current national and international regulations, the Code of Business Ethics and other Corporate Rules and Policies.



Fundamental principles



- Solarig undertakes to comply with the tax regulations in force, adopting at all times a reasonable interpretation.
- Solarig renounces the following actions:
 - » Transactions or structures that only seek a 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 operations of an artificial 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 for the purpose of reducing its 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.

Fiscal Policy



The Fiscal Policy identifies the responsibilities in relation to fiscal risk control 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:

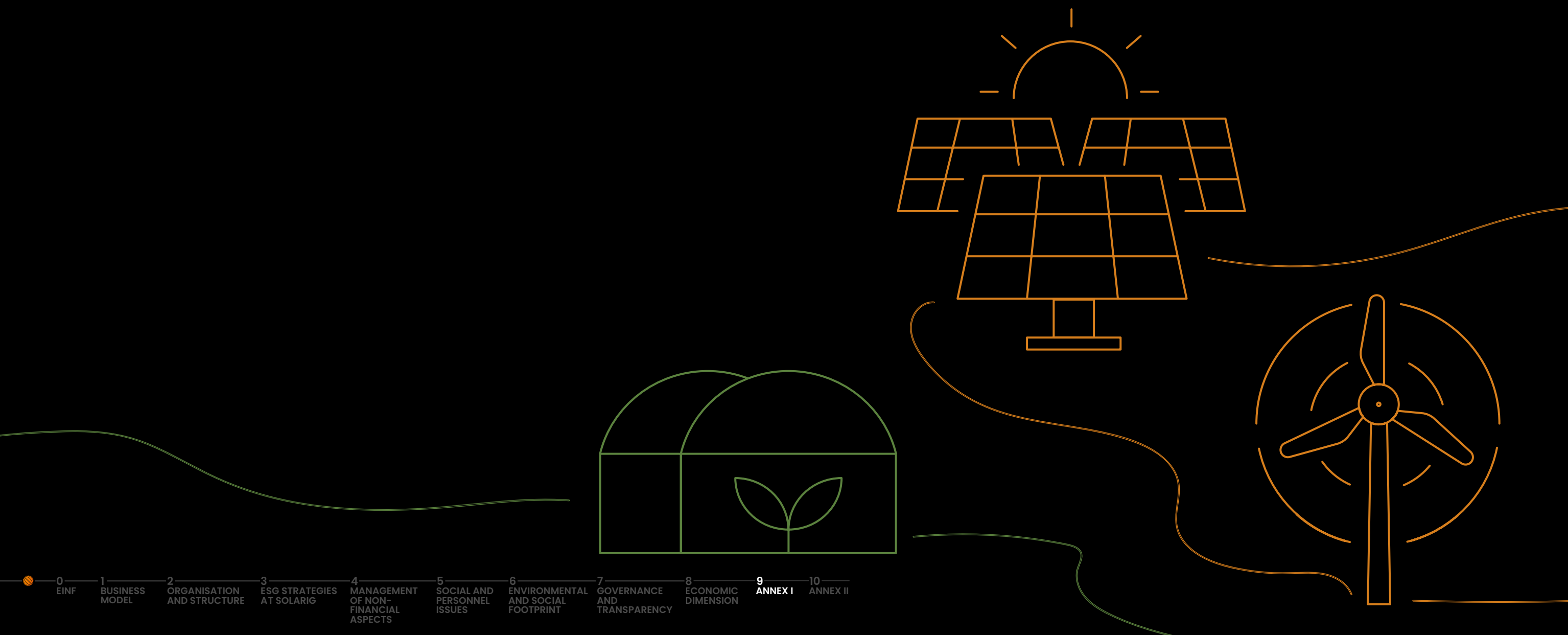
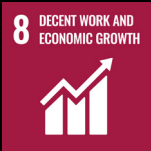
- » Risks of non-compliance with tax obligations in due time and form.
- » Risks due to non-compliance with current tax regulations.

Our activity not only generates a significant 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.

With regard to subsidies, the Group follows the cash basis of accounting for their recognition. In this respect, it should be noted that no subsidies were recognised during the year 2023.

9. ANNEX I: TABLE OF CONTENTS

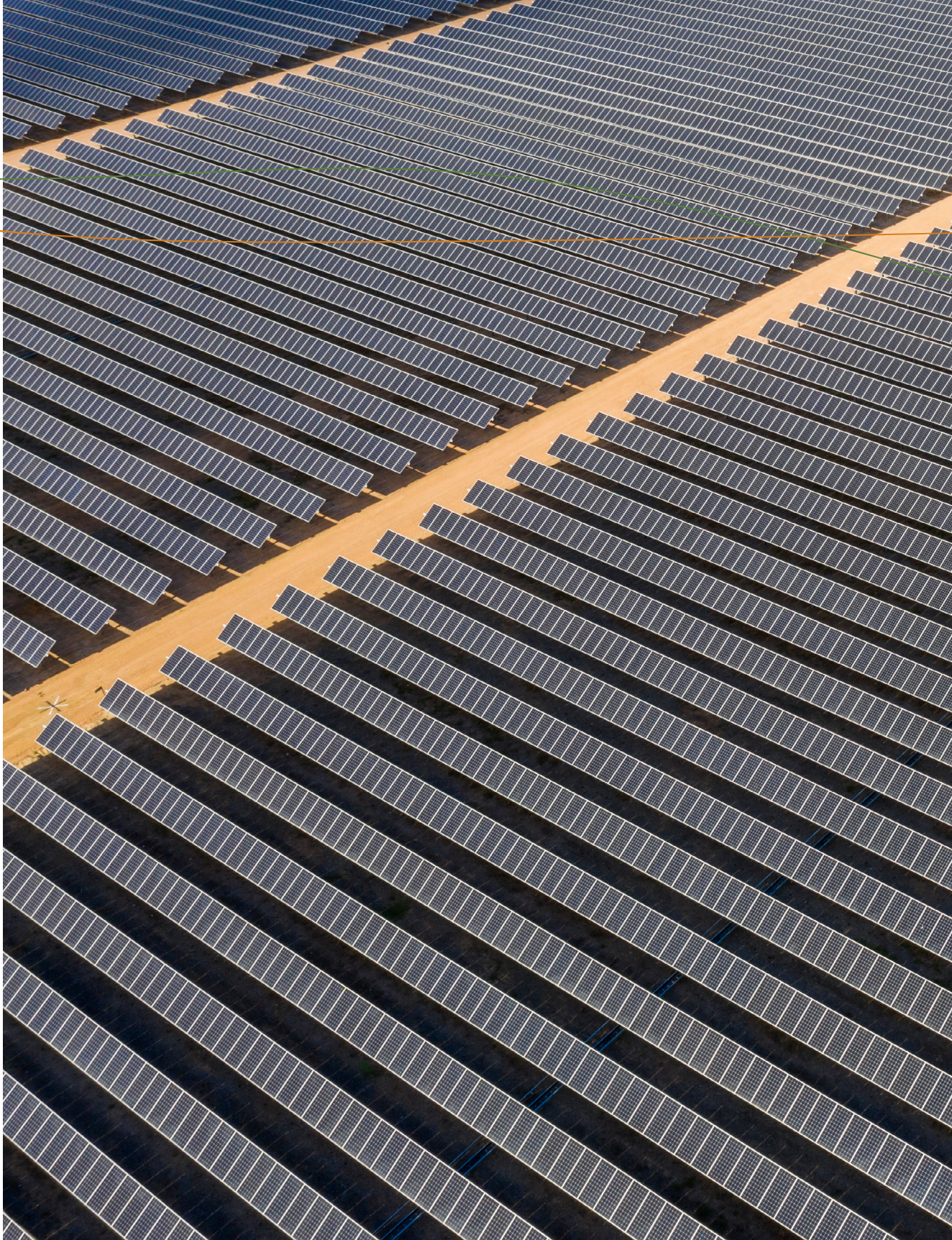
The Sustainable Development Goals related to this section are:



Annex I: Table of contents

General Areas

Areas	Reporting Framework	Reference
Business model	Description of the business model:	GRI 2-11. BUSINESS MODEL
	• Business environment	GRI 2-27. GOVERNANCE AND TRANSPARENCY
	• Organisation and structure	GRI 2-6
	• Markets in which it operates	GRI 2-9
	• Objectives and strategies	
	• Key factors and trends that may affect its future development	
Policies and policy outcomes	Description of the policies applied by the group, as well as the results of those policies, including relevant non-financial key performance indicators.	GRI 2-244.1 Policies and commitments
Main risks and impacts identified	Risk management	GRI 3-34.2 Risk and Opportunity Management
	Analysis of risks and impacts related to key issues	GRI 3-34.2 Risk and Opportunity Management



Environmental issues

	Areas	Reporting Framework	Reference		Areas	Reporting Framework	Reference
Environmental management	Current and foreseeable effects of the company's activities			Sustainable use of resources	Water consumption and water supply in accordance with local limitations	GRI 3-3 GRI 303-5	
	Environmental assessment or certification procedures		6.1 Environmental strategy and management		Consumption of raw materials and measures taken to improve the efficiency of their use	No material	
	Resources dedicated to the prevention of environmental risks	GRI 3-3 GRI 2-23	6.2 Environmental and climate change-related risks		Direct and indirect energy consumption	GRI 3-3 Marco interno	6.4 Sustainable use of resources
	Application of the precautionary principle		6.3 Management of the main impacts of Solarig's operations on the environment and society		Measures taken to improve energy efficiency	GRI 3-3	
	Number of provisions and guarantees for environmental risks				Use of renewable energy Internal framework	Marco Interno	
Pollution	Measures to prevent, reduce or remediate carbon emissions (also includes noise and light pollution)	GRI 3-3	6.6 Our Footprint and climate change	Climate change	Significant elements of greenhouse gas emissions generated	GRI 305-1 GRI 305-2	
Circular economy and waste prevention and management	Waste prevention, recycling, reuse, other forms of recovery and disposal measures	GRI 306-1 GRI 306-2 GRI 306-3	6.5 Circular Economy		Measures taken to adapt to the consequences of climate change	GRI 3-3	6.6 Our Footprint and climate change
	Actions to combat food waste	Non-material	Non-material		Voluntary reduction targets	GRI 3-3	
				Biodiversity protection	Measures taken to preserve or restore biodiversity	GRI 3-3 GRI 3-3	
					Impacts caused by activities or operations in protected areas		6.7 Biodiversity protection

Social and staff issues

Areas	Reporting Framework	Reference
Employment Total number and distribution of professionals by gender, age, country and occupational category Total number and distribution of professionals contract types Average annual number of permanent, temporary and part-time contracts by gender, age, and professionals category Number of dismissals by gender, age and professional category Wage gap	GRI 2-7 Internal framework Internal framework: The calculation has been made using the following formula: Gap by Level = (Average annual remuneration Male - Average annual remuneration Female) / Average annual remuneration Male	5.3 Workforce 5.5 Social Relations
		Average remuneration by gender, age and occupational category Average remuneration of directors by sex Average remuneration of executives by sex Implementation of work disconnection policies Professionals with disabilities Organisation of working time Number of hours of absenteeism Measures aimed at facilitating the enjoyment of work-life balance and encouraging the co-responsible exercise by both parents
		Internal framework GRI 3-3 Internal framework GRI 3-3
		5.3 Workforce 5.5 Social Relations 5.2 Work organisation 5.1 Focus on People

	Areas	Reporting Framework	Reference
Health and Safety	Health and safety conditions at work	GRI 3-3	
	Number of accidents at work and occupational diseases by sex, frequency rate and severity rate by sex	Internal framework Frequency rate= Number of accidents with sick leave x 1,000,000/ number of hours worked (excluding in itinere accidents) Severity rate= Number of days lost x 1,000,000/ number of hours worked (excluding in itinere accidents)	5.8 Health & Safety
Social relations	Organisation of social dialogue, including procedures for informing and consulting staff and negotiate with them	GRI 3-3	5.1 Focus on People
	Percentage of professionals covered by collective bargaining agreements per country	Internal framework	
	Balance of collective agreements, particularly in the field of occupational health and safety at work	Internal framework	5.5 Social Relations
	Mechanisms and procedures the company has in place to promote professionals involvement in the management of the company, in terms of information, consultation and participation	Internal framework	

	Areas	Reporting Framework	Reference
Training	Policies implemented in the field of training		
	Total number of training hours per professional category	Internal framework	5.6 Training
	Universal accessibility for people with disabilities	GRI 3-3	5.3 Staff
Equality	Measures taken to promote equal treatment and equal opportunities for women and men	GRI 3-3	
	Equality plans measures taken to promote professionals, protocols against sexual harassment and gender-based harassment	GRI 3-3 GRI 2-23	5.5 Social Relations
	Integration and universal accessibility for people with disabilities	GRI 3-3	
	Policy against all types of discrimination and, where applicable, diversity management	GRI 3-3 GRI 2-23	

Information on respect for human rights

Areas	Reporting Framework	Reference
Implementation of human rights due diligence procedures	GRI 2-26 GRI 3-3	5.4 Respect for Human Rights
Prevention of risks of human rights abuses and, where appropriate, measures to mitigate, manage and redress possible abuses committed	GRI 3-3 GRI 2-23 GRI 2-26	
Complaints of human rights abuses	Internal framework: quantitative information on the number of complaints	
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	

Information relating to the fight against corruption and bribery

Areas	Reporting Framework	Reference
Measures taken to prevent corruption and bribery	GRI 2-23 GRI 2-26	4.4 Compliance
Measures taken to combat money laundering	GRI 2-23 GRI 2-26	
Contributions to foundations and non-profit organisations	Internal framework	



Information about the company

	Areas	Reporting Framework	Reference
Commitments of the company to sustainable development	Impact of the company's activity on employment and local development	GRI 3-3	3.3. Material aspects
	Impact of the company's activity on local populations and the territory		
	Relations maintained with local community actors and the modalities of dialogue with them		3.2. Relations with stakeholders 6.3 Management of the main impacts of Solarig's activities on the environment and society
	Partnership or sponsorship actions	GRI 3-3 Internal framework: description of partnership or sponsorship actions	
Subcontracting and suppliers	Inclusion of social, gender equality and environmental issues in procurement policy	GRI 3-3 GRI 2-24	4.4 Compliance
	Consideration in relations with suppliers and subcontractors of their social and environmental responsibility		
	Monitoring and auditing systems and audit results		

	Areas	Reporting Framework	Reference
Consumers	Measures for the health and safety of consumers	GRI 3-3	4.4 Compliance
	Complaints systems		
Tax information	Complaints received and resolution of complaints	GRI 3-3 GRI 201-1	8. Tax information
	Country-by-country benefits		
	Taxes on profits paid		
	Government grants received		

10. ANNEX II: NON-FINANCIAL REPORTING

The Sustainable Development Goals related to this section are:

5 GENDER EQUALITY

10 REDUCED INEQUALITIES

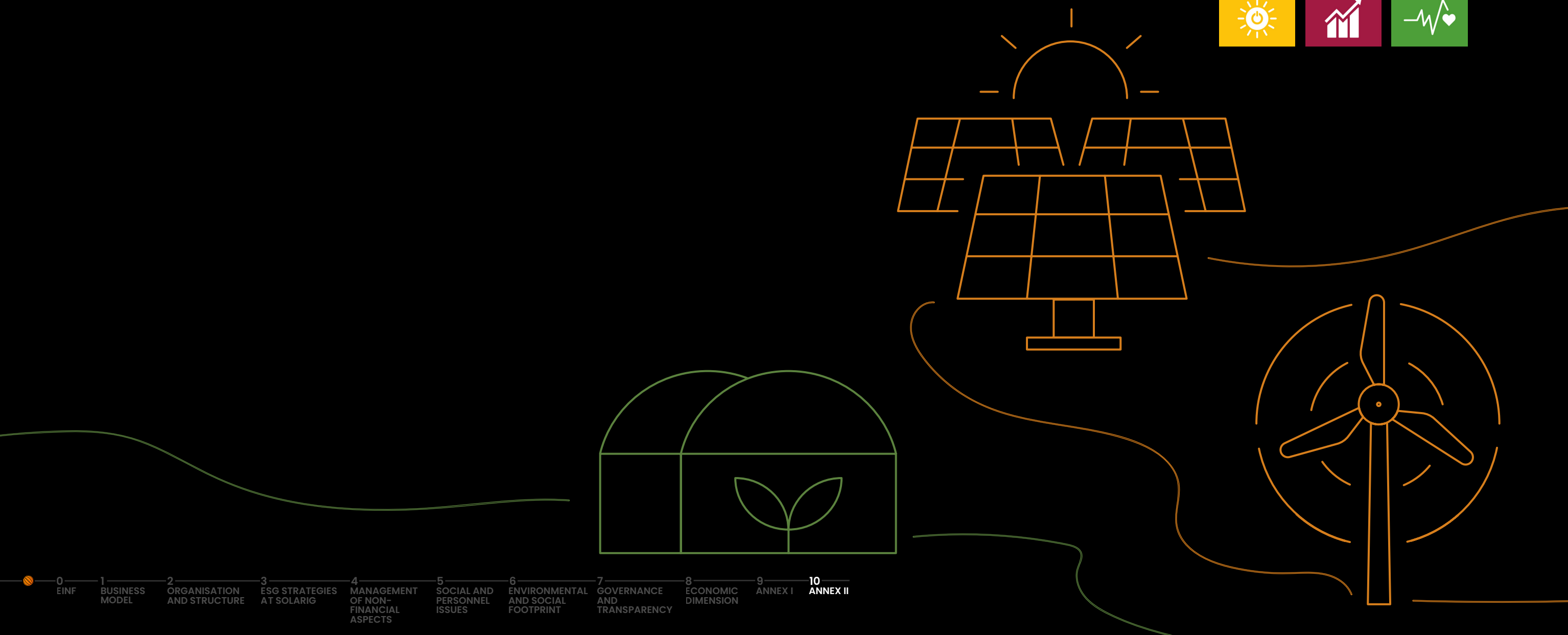
11 SUSTAINABLE CITIES AND COMMUNITIES

13 CLIMATE ACTION

7 AFFORDABLE AND CLEAN ENERGY

8 DECENT WORK AND ECONOMIC GROWTH

3 GOOD HEALTH AND WELL-BEING



ANNEX 10.1: SOCIAL AND PERSONNEL MATTERS

Breakdown of the number of professionals

Professionals by age

Classification	2022	2023
Under 25	107	116
Between 25 and 34	325	444
Between 35 and 50	283	386
Over 50	69	89
Total	784	1,035

Professionals by gender

Classification	2022	2023
Men	669	884
Women	115	151
Otro	-	-
Total	784	1,035

Professionals by country

Classification	2022	2023
Australia	28	43
Brazil	121	172
Chile	67	62
India	-	-
Italy	29	45
Japan	31	23

Mexico	194	266
Peru	28	28
Poland	-	3
Portugal	1	12
Spain	284	378
UK	1	3
Total	784	1,035

Professionals by professional category

Classification	2022	2023
Level 0 – Chief Executive Officer	1	1
Level 1 – Chief Officer	7	8
Level 2 – Directors and Country Managers	21	26
Level 3 – Managers and Heads	194	101
Level 4 – Specialists, Engineers and Supervisors/Coordinators	90	242
Level 5 – Maintenance Technicians and Operators	385	471
Level 6 – Junior Maintenance Assistants and Technicians	86	186
Total	784	1,035

Number of professionals by gender and level – 2023

Classification	Women	Men
Level 0	0	1
Level 1	2	6
Level 2	4	22
Level 3	25	76
Level 4	53	189
Level 5	23	448
Level 6	44	142
Total	151	884

Breakdown of average annual contracts

Professionals by type of contract – 2022

	Full-time	Part-time	Total
Permanent	596	10	606
Temporary	175	3	178

Por sexo – 2022

	Permanent			Temporary		
	Full-time	Part-time	Total	Full-time	Part-time	Total
Mujer	85.79	8.89	94.67	13.95	1	14.95
Hombre	497.4	1	498.44	129	2	131

Professionals by type of contract – 2023

	Full-time	Part-time	Total
Indefinidos	736	14	750
Temporales	283	2	285

Por sexo – 2023

	Permanent			Temporary		
	Full-time	Part-time	Total	Full-time	Part-time	Total
Mujer	108.85	9.9	118.75	14.73	1.28	16.02
Hombre	590.96	5.66	596.63	196.39	1.28	197.68



By age – 2022

	Permanent			Temporary		
	Full-time	Part-time	Total	Full-time	Part-time	Total
Under 25	45.19	0	45.19	34.79	3	37.79
25 to 34	251.47	1.87	253.34	66.96	0	66.96
Between 35 and 50	229.27	7	236.27	30.14	0	30.14
Over 50	57.3	1	58.3	11.09	0	11.09

By age – 2023

	Permanent			Temporary		
	Full-time	Part-time	Total	Full-time	Part-time	Total
Under 25	47.26	1.04	48.3	38.91	0.57	39.48
25 to 34	294.94	4	298.94	104.57	2	106.57
Between 35 and 50	292.95	9.52	302.47	49.69	-	49.69
Over 50	64.66	1	65.66	17.96	-	17.96

By professional category – 2022

	Permanent			Temporary		
	Full-time	Part-time	Total	Full-time	Part-time	Total
Level 0	1	-	1	-	-	-
Level 1	7.19	-	7.1	-	-	-
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	69.68
Level 6	63.16	1	64.16	20.63	-	20.63

By professional category – 2023

	Permanent			Temporary		
	Full-time	Part-time	Total	Full-time	Part-time	Total
Level 0	1	-	1	-	-	-
Level 1	7.52	-	7.52	-	-	-
Level 2	26.18	-	26.18	-	-	-
Level 3	89.86	2.97	92.83	2.88	-	2.88
Level 4	176.55	7.74	184.29	28.64	1	29.64
Level 5	303.6	2.81	306.41	125.82	-	125.82
Level 6	95.11	2.04	97.15	53.79	1.57	55.36

Breakdown of the number of redundancies

Redundancies by age group

Classification	2022	2023
Under 25	16	11
25 to 34	14	33
Between 35 and 50	10	41
Over 50	9	6
Total	49	91

Redundancies by gender

Classification	2022	2023
Male	40	81
Female	9	10
Other	-	-
Total	49	91

Redundancies by professional category

Classification	2022	2023
Level 0	0	0
Level 1	1	0
Level 2	0	0
Level 3	12	4
Level 4	2	13
Level 5	23	49
Level 6	11	25
Total	49	91

Breakdown of the number of redundancies

Average annual remuneration by professional category

Classification	2022	2023
Level 0	*	*
Level 1	144,935.71 €	180,577.19 €
Level 2	88,288.40 €	94,226.45 €
Level 3	40,583.88 €	57,247.94 €
Level 4	36,470.88 €	35,200.96 €
Level 5	15,291.23 €	16,616.36 €
Level 6	10,106.26 €	11,332.75 €

Average annual remuneration by gender

Classification	2022	2023
Male	25,878.11 €	26,528.32 €
Female	33,417.32 €	33,595.44 €

Average annual remuneration by age

Classification	2022	2023
Under 25	11.281,47 €	12.104,13 €
25 to 34	21.319,30 €	22.615,90 €
Between 35 and 50	38.075,25 €	35.757,13 €
Over 50	32.525,51 €	36.546,99 €

Board and Executive Directors' average annual remuneration by gender

	2022		2023	
Classification	Female	Male	Female	Male
Board Members	–	1.200 €	–	12.000 €
Executives	*	169.535,71 €	*	204.973,93 €

Pay gap

Average annual compensation by professionals category and Pay Gap – 2022

Classification	Female	Male	Pay gap
Board Members	0.00 €	1.200,00 €	-
Executives	*	169.535,71 €	-
Level 2	66.793,33 €	91.870,91 €	27,3%
Level 3	48.002,04 €	39.063,39 €	-22,9%
Level 4	37.822,41 €	35.687,15 €	-6,0%
Level 5	17.423,45 €	15.186,65 €	-14,7%
Level 6	10.888,25 €	9.748,40 €	-11,7%
Total average	33.417,32 €	25.878,11 €	-29,1%

Average annual compensation by professionals category and Pay Gap – 2023

Classification	Female	Male	Pay gap
Board Members	-	12.000,00 €	-
Executives	*	204.973,93 €	*
Level 2	83.977,03 €	96.089,98 €	12,61%
Level 3	51.394,39 €	59.173,44 €	13,15%
Level 4	39.255,75 €	34.045,57 €	-15,3%
Level 5	17.524,06 €	16.569,76 €	-5,76%
Level 6	13.266,72 €	10.720,56 €	-23,75%
Total average	33.595,44 €	26.528,32 €	-26,64%

Integration

Professionals with disabilities

Classification	2022	2023
Spain	2	2
Italy	-	1
Brazil	-	4
Total	2	7

Training hours by country

Country	Hours of training	Male		Female	
		Hours of training	%	Hours of training	%
Australia	289.80	283.80	97.93%	6	2.07%
Brazil	16,154.40	14,731	91.19%	1,423.4	8.81%
Chile	1,912.50	1,641.80	85.84%	270.8	14.16%
Italy	2,404.80	1,858.50	77.28%	546.3	22.72%
Japan	401.30	387.50	96.57%	13.8	3.43%
Mexico	4,467.80	3,896	87.20%	571.8	12.80%
Peru	1,288.50	1,245.40	96.66%	43.1	3.34%
Poland	24.30	24.30	100.00%	-	-
Portugal	335.30	330	98.43%	5.3	1.57%
Spain	17,050.90	12,945.20	75.92%	4,105.8	24.08%
UK	75	75	100%	-	-
Total	44,404	37,418.30		6,986,30	

ANNEX 10.2. ENVIRONMENTAL AND SOCIAL FOOTPRINT

Water consumption

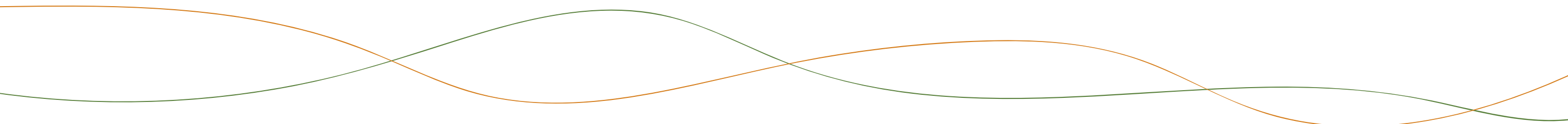
The total volume of water consumed during 2023 is presented below:

Source of consumption	Total amount of water consumed (m3)		
	2021	2022	2023
Water module cleaning	11,935	9,176.62	10,119.38
Water for roads	(included in the above)	5,305	0
Bottled / drinking water	137.5	252	244.05
Water supply	0.01	1,352	1,138
Total water consumption	12,072	16,085	11,501.43

Water consumption for module cleaning

		Litres	Litres/MW	% Variation (L/MW)
MW cleaned in 2022	3,810	9,176,620	2,409	2.82%
MW cleaned in 2023	4,086	10,119,382	2,477	

		Litres	Litres/MW	% Variation (L/MW)
Modules cleaned in 2022	10,587,912	9,176,620	0.87	1.23%
Modules cleaned in 2023	11,533,513	10,119,382	0.88	



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Electricity

Electricity consumption		Consumption ratio in office	
Consumption 2021 (kwh)	126,372	kwh/person 2021	NA
Consumption 2022 (kwh)	184,461.98	kwh/person 2022	752.9
Consumption 2023 (kwh)	257,093.46	kwh/person 2023	732.5

In the case of offices with a common lease, the consumption data has been estimated and verified by an external entity.

Fuel consumption

		Quantity (l)		
	Fuel consumption	2021	2022	2023
Vehicles and machinery	Gasoline 95	145,257.62	61,025.65	82,526.76
	Gasoline 98		232.13	1,056.20
	Diesel	-	588,730.94	631,358.09
	LPG	-	1,754.21	2,116.70
	Gasoline 87	-	121,934.22	158,821.55
	Petrol 93	-	6,586.85	10,844.33
Fixed combustion equipment	Diese B	76,270.81	26,551.00	14,365.00
Total fuel		145,257.62	806,815	901,088.63

Carbon footprint

	equivalent tn CO ₂	
	2022	2023
Scope 1 - direct emissions	2,053.85	2,280.26
Scope 2 - indirect emissions (market)	39.61	30.32
Total GHG emissions	2,093.45	2,310.58

Waste management

Quantity of non-hazardous waste managed	TOTAL EPC 2022	TOTAL EPC 2023
Wood	190,3 tn	72,6 tn
Paper/cardboard	91 tn	8,9 tn
Plastic	32,2 tn	12,5 tn
Metals	5,8 tn	8,5 tn
Septic tank sludge (m3)	61 m3	7,5 m3
Septic tank sludge (kg)	8 tn	59,4 tn
Municipal waste	15,6 tn	16,3 tn
Concrete	62,9 tn	1.012,2 tn
Solar panels and electronic components	3,1 tn	86 unidades
Other	316 kg	0**
Cables	0	40 tn
Earth and stones	0	8.180,7 tn
Bituminous mixtures	0	652,6 tn

0** In 2023 there is no waste categorised as ‘other’ as it has been segregated into all waste types that have been generated (Cables, Aluminium, Soils and stones and Bituminous mixtures).

Quantity of hazardous waste managed	TOTAL EPC 2022	TOTAL EPC 2023
Used oil	257 kg	0
Aerosols	171 kg	11 kg
Contaminated soil	2.449 kg	31 kg
Rags and absorbent materials	11 kg	2 kg
Contaminated plastic packaging	280 kg	8 kg
Contaminated metals	25 kg	0
Asbestos	0	1,580 kg

Quantity of non-hazardous waste managed	TOTAL OFFICES 2022	TOTAL OFFICES 2023
Small equipment waste	0	52 kg
IT and telecommunications equipment	0	364 kg
Toner	25 kg	11.8 kg

Quantity of hazardous waste managed	TOTAL OFFICES 2022	TOTAL OFFICES 2023
Mixed CDW	0	275 kg
Hazardous televisions, monitors and screens	0	31 kg

Quantity of non-hazardous waste managed	TOTAL O&M 2022	TOTAL O&M 2023
Wood	0.5 tn	8.3 tn
Paper/cardboard	2.5 tn	2.7 tn
Plastics	0.7 tn	19.9 tn
Metals	8.9 tn	1.7 tn
Septic Tank Sludge (m3)	59.5 m3	65 m3
Septic Tank Sludge (Kg)	97.9 tn	356.7 tn
Septic tank sludge (L)	10,000 lt	0
Municipal Waste	1.3 tn	3.2 tn
Concrete	0	10.3 tn
Cables	Included in others	1.3 tn
Solar panels and electronic components	9.9 tn	65 tn
Aluminium	Included in metals	0.3 tn
Other*	12.1 tn	0.45 kg (glass)

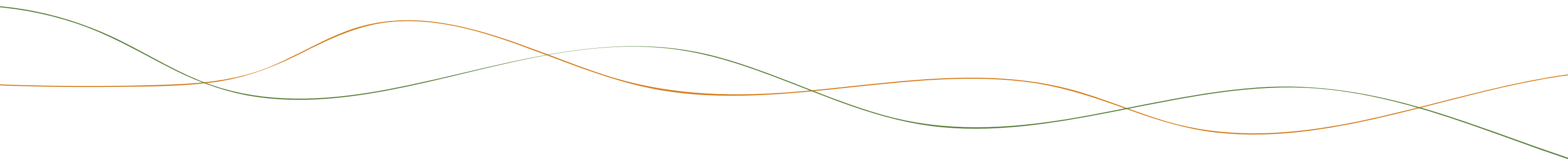
*Other: In 2022 several types of waste were grouped together, and they were: peeling waste, cables, non-biodegradable waste, batteries and accumulators, mixed packaging and general waste (it was not specified what type it was in the evidence so it was classified in this category).

Quantity of hazardous waste managed	TOTAL O&M 2022	TOTAL O&M 2023
Used oil	270 kg	176.5 kg
Aerosols	3.14 kg	20 kg
Contaminated soil	191 kg	0 kg
Rags and absorbent materials	54.25 kg	37 kg
Contaminated plastic packaging	50.70 kg	227.5 kg
Contaminated metals	40 kg	4 kg
Printer toner (kg)	3 kg	2 kg
Printer toner (pc)	0	0
Hazardous electronic equipment	27,163 kg	80 kg
Contaminated water	1,303 kg	960 kg
Fluorescents	49 kg	40 pcs
Others	59 kg	158.8 kg

Other: In this category were grouped Polymerised Resins (LER 080111), remains of sawdust, wood, agglomerates, etc. containing hazardous substance (030104).

Financial contributions to non-profit organisations

Non-profit entity	Contribution 2021 (€)	Contribution 2022 (€)	Contribution 2023 (€)
Food Bank	15,061.3	8,000	16,000
General Foundation of the University of Valladolid	-	4,838.87	5,235
Children's Villages	-	1,000	1,000
Fundación General Universidad de León y Empresa	-	-	11,373.26



Informe de Verificación Independiente del Estado de Información
No Financiera correspondiente al ejercicio anual finalizado
el 31 de diciembre de 2023

SOLARIG GLOBAL SERVICES, S.A.

INFORME DE VERIFICACIÓN INDEPENDIENTE DEL ESTADO DE INFORMACIÓN NO FINANCIERA

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 adjunto (en adelante EINF) correspondiente al ejercicio anual finalizado el 31 de diciembre de 2023, 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 requeridos por la Ley 11/2018, de 28 de diciembre, por la que se modifica el Código de Comercio, el texto refundido de la Ley de Sociedades de Capital aprobado por el Real Decreto Legislativo 1/2010, de 2 de julio, y la Ley 22/2015, de 20 de julio, de Auditoría de Cuentas, en materia de información no financiera y diversidad” incluido en el EINF adjunto.

Responsabilidad de los Administradores

La formulación del EINF incluido en el Informe de Gestión de la Sociedad, así como el contenido del mismo, es responsabilidad de los Administradores de la Sociedad. 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 requeridos por la Ley 11/2018, de 28 de diciembre, por la que se modifica el Código de Comercio, el texto refundido de la Ley de Sociedades de Capital aprobado por el Real Decreto Legislativo 1/2010, de 2 de julio, y la Ley 22/2015, de 20 de julio, de Auditoría de Cuentas, en materia de información no financiera y diversidad” del citado EINF.

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 la Sociedad 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 de la Sociedad 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:

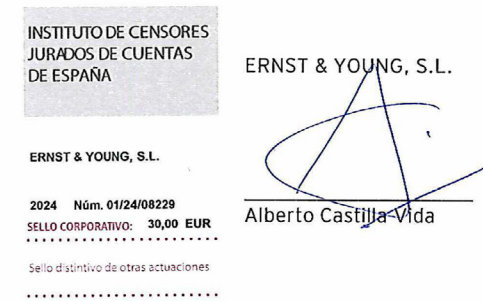
- ▶ Reuniones con el personal de la Sociedad para conocer el modelo de negocio, las políticas y los enfoques de gestión aplicados, los principales riesgos relacionados con esas cuestiones y obtener la información necesaria para la revisión externa.
- ▶ Análisis del alcance, relevancia e integridad de los contenidos incluidos en el EINF del ejercicio 2023 en función del análisis de materialidad realizado por la Sociedad y descrito en el apartado "Acerca de este capítulo", 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 2023.
- ▶ Revisión de la información relativa a los riesgos, las políticas y los enfoques de gestión aplicados con relación a los aspectos materiales presentados en el EINF del ejercicio 2023.
- ▶ Comprobación, mediante pruebas, en base a la selección de una muestra, de la información relativa a los contenidos incluidos en el EINF del ejercicio 2023 y su adecuada compilación a partir de los datos suministrados por las fuentes de información.
- ▶ Obtención de una carta de manifestaciones de los Administradores.

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 la Sociedad correspondiente al ejercicio anual finalizado el 31 de diciembre de 2023 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 Anexo "Índice de contenidos requeridos por la Ley 11/2018, de 28 de diciembre, por la que se modifica el Código de Comercio, el texto refundido de la Ley de Sociedades de Capital aprobado por el Real Decreto Legislativo 1/2010, de 2 de julio, y la Ley 22/2015, de 20 de julio, de Auditoría de Cuentas, en materia de información no financiera y diversidad" del citado EINF.

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.



26 de abril de 2024

