

SUSTAINABILITY POLICY

1. PARTICULARS

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| Risk category | Compliance |
| Risk assessment | Not complying with this policy may cause reputational damage |
| External reference | The ten principles of the United Nations' Global Compact, Carbon Disclosure Project (CDP), Science Based Targets initiatives and the Danish Financial Statements Act, Section 99 a |
| Target group | This Sustainability policy applies to Solar Group and constitutes the framework for our sustainability work and what this means for Solar. It serves to inform both internal and external stakeholders. |
| Classification | Public document |
| Latest update | June 2022 |
| Approved by | Board of Directors, August 2022 |
| Responsible | Operations |
| Contact person | Director, Sustainability |

2. OBJECTIVE OF THE POLICY

The Sustainability Policy provides high-level guidance on how to conduct business. It is built on the ten principles of the UN Global Compact, which we strive to meet. It also serves as a direction for other policies related to sustainability.

3. POLICY

Solar is committed to following global and local protocols, regulations and standards that support a sustainable agenda and aims to cause the least possible harm to the climate and nature.

3.1. Environment

Solar seeks to reduce environmental impacts and promote sustainable solutions via our product and services portfolio.

We constantly seek to reduce carbon emissions by finding new and innovative sustainable processes and solutions and evaluate daily operations at our premises. Specific targets including SBTi commitment have been set, monitored and followed up.

Turning energy efficiency into a profitable and responsible business for our customers is at the core of our business and we constantly work to promote sustainable, climate-friendly and energy-efficient solutions and to launch initiatives for the benefit of society and the environment.

3.2. Social

At Solar, employees are treated equally, irrespective of gender, age, race or religion etc. We ensure equal rights for everyone in terms of employment, training and promotion.

We work to ensure safe working conditions for our employees and respect human rights in our operations as well as in our business relations.

3.3. Governance

Solar governs an accountable business. We work with recognised NGOs and measure against international benchmarks. Living up to ethical and corporate guidelines matches our ambition of being an accountable and responsible company. Solar conducts its business in an ethical way and complies with all relevant rules/regulations. We continuously seek to minimise our footprint by the way we source, distribute and sell our products.

Solar is dedicated to turning energy efficiency into a profitable and responsible business for our customers. As such, we have established a green profile by working to promote sustainable, climate-friendly and energy-efficient solutions and have launched initiatives for the benefit of society and the environment.

Corruption is strictly against our group values.

3.4. Associated policies and handbooks

- Conflict minerals policy
- Diversity policy
- Tax policy
- Human rights policy
- Employee handbook
- Employee code of conduct
- Environment policy
- Group fleet policy
- Quality policy
- Supplier code of conduct
- Whistleblower policy

4. DEVIATIONS TO THE POLICY

No deviations from this policy are allowed.

5. DIVISION OF RESPONSIBILITIES

In Solar Group, Sustainability is headed by Solar Operations. Solar Group Management plays a vital role as an overall committee. When it comes to strategic initiatives and overall priorities the Sustainability Board sets the direction and ensures execution.

The Sustainability Community is responsible for continuously ensuring the implementation and communication of the initiatives.