

GROUP FLEET POLICY

1. PARTICULARS

Risk category	Compliance
Risk assessment	Not complying with this policy may cause reputational damage.
External reference	EV100 is a global initiative by the Climate Group bringing together companies committed to accelerating the transition to electric vehicles (EVs) and making electric transport the new normal by 2030.
Internal reference	Solar Sustainability Policy
Target group	This Group Fleet Policy applies to Solar Group and constitutes the framework for our local company car regulations. It serves to inform both internal and external stakeholders.
Classification	Public document
Latest update	June 2024
Approved by	SVP Operations
Responsible	SVP Operations
Contact person	Vice President, Group Operations, Denmark

2. OBJECTIVE OF THE POLICY

The Group Fleet Policy provides high-level guidance on how to transition Solar's fleet to become 100% electrical/hybrid. The reference is the EV100 principles of the Climate Group.

3. POLICY

Solar is committed to following global and local rules, regulations and standards that support a sustainable fleet transition and aims to cause the least possible harm to daily life.

Overall Group Fleet Policy and targets towards 2030:

- 100% of cars up to 3.5 t to be electrical/hybrid cars
- 50% of cars between 3.5 t - 7.5 t to be electrical/hybrid cars

EV chargers at all major premises are powered by renewable energy.

As of 2021, all employees will be offered the opportunity to choose an electrical/hybrid car within their car category. Fossil driven cars shall comply with class A.

June 2024

Associated policies and handbooks:

- Solar Sustainability Policy
- Solar Employee Handbook
- Local Solar company car regulations

4. DEVIATIONS TO THE POLICY

Deviations to this policy must be approved by SVP Solar Operations.

5. DIVISION OF RESPONSIBILITIES

In Solar Group, fleet responsibility is headed by Solar Operations and implemented and managed by people responsible for the local fleets in cooperation with local Operations / Finance and Group Finance.

Solar Operations is responsible for continuously ensuring the implementation and communication of the policy.

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Solar A/S

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