

SUSTAINABILITY POLICY

1. PARTICULARS

Risk category	Compliance
Risk assessment	Not complying with this policy may cause reputational damage, have financial impact and cause compliance issues
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 and relevant EU legislation.
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 2024
Approved by	Board of Directors, August 2024
Responsible	Group Finance
Contact person	Director, Sustainability

2. OBJECTIVE OF THE POLICY

The Sustainability Policy provides high-level guidance on how to conduct a sustainable business. It serves as a direction for other policies related to sustainability.

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 and regulations. Our ambition is to be our customers' partner in the green transition and to accelerate the green transition in our industry. As such, we promote climate-friendly and energy-efficient solutions and launch initiatives for the benefit of society and the environment.

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 climate and environmental impacts and promote solutions supporting the green transition via our product and services portfolio.

We constantly seek to reduce carbon emissions by finding new and innovative processes and solutions and evaluate daily operations at our premises. Our target is to become net-zero in our own operation and fleet and to reduce our CO_{2e} emissions by

25% in scope 3, both by 2030 and in accordance with the methodology of the Science Based Targets initiative.

3.2 Social

At Solar, employees are treated equally, irrespective of gender, age, race or religion. 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.

Our target is >25% women in senior management by 2026.

3.3 Governance

We perform risk assessment due diligence on our suppliers and demand that our suppliers sign our Code of Conduct. Our target is to have 82% of our spend risk assessed and 95% of our spend covered by our Code of Conduct, both by 2026.

Corruption and bribery are strictly against our group values.

3.4 Associated policies, code of conduct and handbooks

- Conflict minerals policy
- Inclusion and diversity policy
- Employee handbook
- Employee code of conduct

- Environment policy
- Group fleet policy
- Human rights policy
- Quality policy
- Supplier code of conduct
- Sustainable procurement policy
- 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 Group Finance. When it comes to strategic initiatives and overall priorities the Sustainability Steering Group sets the direction and ensures execution.

The Sustainability Community, consisting of local Sustainability Managers, is responsible for continuously ensuring the implementation and communication of the initiatives.