



Sustainable procurement report

Solar Group
2025

solar



In an increasingly complex and unpredictable world, the importance of sustainable procurement has never been clearer. As the Chief Procurement Officer & Senior Vice President in Solar's Commercial Market department, I recognize the growing role we play in shaping a future that is both resilient and sustainable.

Over the past year, we've seen continued turbulence in global politics, shifting legislative landscapes, and mounting environmental challenges. These uncertainties underscore the need for consistency and clarity in our values. At Solar, we remain firmly committed to our sustainable direction – guided by long-term thinking, ethical business practices, and a deep respect for people and planet. Sustainable procurement is not just a strategic priority – it is a cornerstone of how we do business. It means partnering with suppliers and customer who share our commitment to reducing environmental impact, investing in renewable and circular solutions, and ensuring social responsibility across our supply chains.

This approach not only helps us manage risk and meet regulatory expectations – it also strengthens trust with our customers and stakeholders, who increasingly demand transparency and accountability.

As we move forward into 2026, our focus remains unchanged. We continue to embed sustainability into every procurement decision, driving progress across our markets and contributing to a more sustainable future for all. Solar aims to be the preferred partner for our customers by consistently offering a compliant, commercially competitive, and responsible supplier and product portfolio – enabling our customers to operate with confidence, meet sustainability goals, and stay ahead in a rapidly changing market.

Sincerely,

A handwritten signature in blue ink, appearing to read "Peter Pedersen".

Peter Pedersen
Chief Procurement Officer & Senior Vice President
Solar A/S

¹ In this report, Solar Group represents Solar Danmark A/S, Solar Norge AS, Solar Sverige AB, and Solar Nederland B.V.

1. Introduction

Solar's sustainable procurement vision is to source sustainable products for our customers, by supporting the green transition and protecting human rights - together with our suppliers. All actions taken within this report are based upon this strategic statement and on Solar's Solve strategy.



Figure 1: Solar's Solve strategy

Requirements



Solar's standards of Ethical and Sustainable business

CSRD
Åpenhetsloven (The Norwegian Transparency act)
CSDDD

ISO Certifications

ESG assessments

Customer Requirements / Commercial requirements

Tools



Solar Supplier Code of Conduct + Pre-risk assessment

Full risk assessment /Due diligence through Ecovadis

Not risk assessed

If needed / ad hoc

High score (above 45)

No further corrective actions
Continuous dialogue on
Sustainability

Low score
Below 45 on average or
below 45 on Human Rights

Low Risk country

High Risk country

Corrective actions
via Ecovadis tool

And / Or

Low Risk Industry

High Risk Industry

On premises audit

Striving Towards Best-in-Class Sustainable Procurement in 2025

In pursuit of excellence in sustainable procurement, Solar continued to advance its efforts throughout 2025 by implementing key process improvements, launching updated policies, and making strategic organizational changes.

During the reporting period ending 31 December 2025, Solar strengthened its capabilities across all countries, ensuring alignment with market-leading sustainable procurement practices.

Key highlights include:

- **Process Enhancements:** Procurement processes were refined to better meet new and emerging sustainability regulations, reinforcing Solar's commitment to responsible sourcing.
- **Supplier Sustainability Performance:** Solar expanded its assessment of supplier sustainability and carbon performance, increasing the percentage of suppliers evaluated. Data capture and reporting through EcoVadis were also improved to enhance transparency and decision-making.

Suppliers representing **96%** of Solar's spend have confirmed compliance to Solar's Code of Conduct

100% of relevant staff has taken the basic Sustainable procurement trainings package

Solar's suppliers have completed **866** trainings on sustainability

100% of Solar's supplier base has been pre-risk assessed

84% of spend has gone through full due diligence

90,5% of Solar's suppliers report on actions on energy consumption & GHGs

83,5% of Solar's suppliers report on Audit or assessment of 2nd tier suppliers on CSR issues

Reduction of low scoring suppliers by **4%***

Figure 2: Sustainable procurement highlights

* Improved score from Partial score for at least 2nd time assessed suppliers. See more in Figure 12



2. Legislation

The Norwegian Transparency Act, which addresses corporate responsibility for human rights and working conditions, came into effect on July 1, 2022. Since then, Solar Norge is a member of, and has published three reports in collaboration with Ethical Trade Norway (Etisk Handel).

The EU Corporate Sustainability Due Diligence Directive (CSDDD) entered into force in July 2024 and will be transposed into national legislation across member states. The EU Omnibus Package, introduced in February 2025 and approved by the European Parliament in April 2025, significantly affects both the Corporate Sustainability Due Diligence Directive (CSDDD) and the Corporate Sustainability Reporting Directive (CSRD) for many companies, however for Solar Group the requirement remains quite the same due to company size. Solar will report on its CSDDD compliance through the Corporate Sustainability Reporting Directive (CSRD). To meet these requirements, Solar has established structured processes and tollgates to ensure compliance and conduct due diligence accordingly. Solar's goal is to have no unmanaged high-risk in our supply chain by the end of 2026.

Compliance with all applicable laws is a fundamental requirement when doing business with the Solar Group. This includes, but is not limited to:

Securing all necessary licenses and permits to operate legally, accurately reporting income and paying taxes on time, adhering to labor laws, including those related to minimum wage, working conditions, and employee rights, ensuring a safe and healthy work environment, complying with environmental and sustainability regulations.

The Solar Supplier Engagement Programme is designed to uphold the highest standards in sustainable procurement. Our Code of Conduct and EcoVadis risk assessment are binding contractual obligations. Due diligence is integrated into group-wide processes, and corrective actions are assigned to suppliers when necessary.

3. Supplier base and geography

To be able to meet the requirements of our customers, Solar Group has approximately 4,000 suppliers in our portfolio. Roughly 2,500 of these are stock suppliers and account for 98% of Solar's spend in 2025 as a group. Data from 2025 shows that 98.4% of Solar Group's procurement spend is within the EU/EEA/GB region.

Approximately 1.6 % of Solar's total purchases in 2025 were from outside the EU/EEA/GB region.

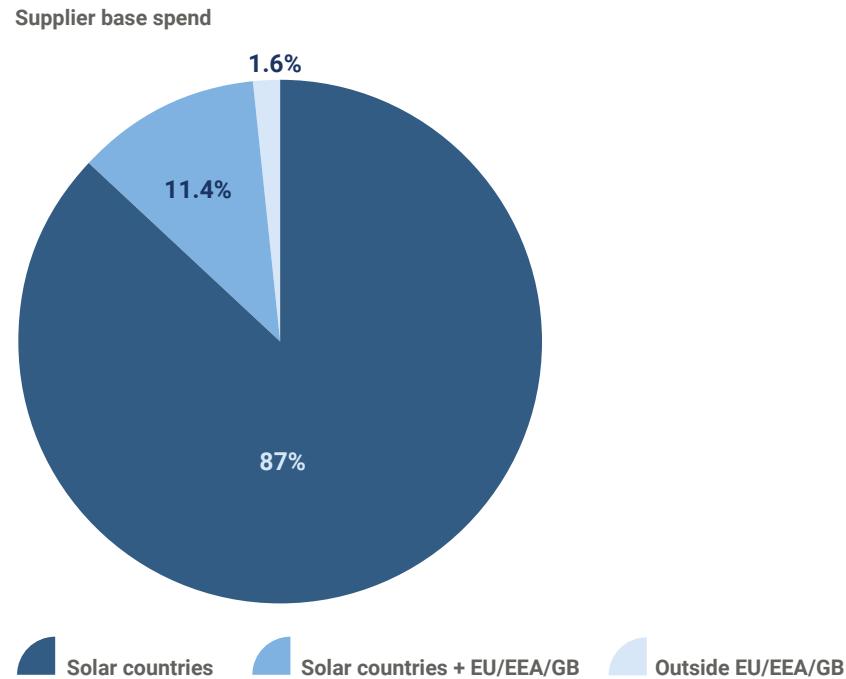


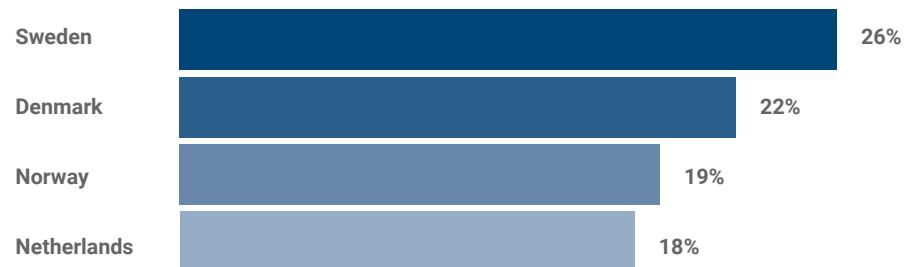
Figure 3: Geographical spread of Solar's purchases 2025

87 % of our purchases are within the local Solar Group countries Denmark, Sweden, Norway, the Netherlands, and Poland.

Purchases in spend within own legal entity country

Entity	Percentage
Solar Denmark purchase's within DK	70%
Solar Netherlands purchase's within the NL	87%
Solar Sverige purchase's within SE	89%
Solar Norge purchase's within NO	86%

Solar Group's supplier footprint



The graph shows Solar Group's suppliers origin for the reporting year of 2025.
26 % of Solar Group's suppliers are Swedish
22 % of Solar Group's suppliers are Danish
19 % of Solar Group's suppliers are Norwegian
18 % of Solar Group's suppliers are from the Netherlands

Figure 4: Supplier base, geographical breakdown



4. Code of Conduct coverage

Solar's sustainable procurement work is founded in Solar's Supplier Code of Conduct. Solar has voluntarily adopted the Responsible Business Alliance (RBA) Code of Conduct since 2016. Our Code of Conduct is part of Solar's contract, and new suppliers need to confirm that they comply and must sign the Code of Conduct before being on-boarded. The objective is to increase spend covered by Solar's Code of Conduct.

As part of Solar's commitment to sustainable procurement, the target is (KPI) to have 95% of our total spend contractually covered by our Supplier Code of Conduct by the end of 2026. We are proud to report that this target has already been met in 2025 on group level – one year ahead of schedule. This achievement not only exceeds our expectations but also reflects the strong collaboration with our suppliers and the effectiveness of our sustainable procurement practices. It marks a significant milestone in our journey toward greater transparency and accountability in the supply chain.

	2021	2022	2023	2024	2025	Target 2026
Group	72%	85%	91%	93%	96%	95%
DK	-	-	91%	94%	96%	95%
SE	-	-	96%	97%	98%	95%
NO	-	-	92%	93%	95%	95%
NL	-	-	86%	90%	94%	95%

Figure 5: Solar's supplier Code of Conduct coverage, KPI²

² Code of Conduct coverage is measured in percentage of total Solar Group spend (over a 12-month period) that is covered by a signed Code of conduct.



5. Sustainable procurement policy

In the beginning of 2024, Solar launched the Sustainable Procurement Policy for 2024-2026. The policy is intended to steer and guide internal and external stakeholders and is an integral part of the overall Solar Solve strategy, explaining Solar's vision, targets, and strategy for sustainable procurement in the coming years, as well as our supply chain due diligence policy and processes. Furthermore, it acts as a guidance document complementing the Code of Conduct, as it outlines our expectations for the suppliers' sustainability action, performance, and maturity. All relevant staff in the global Commercial Market and Sourcing department has been assigned this training and 94% of them have taken the online training about the policy. Within the global Sourcing community the completion is 100 %

6. Process Enhancements in Supplier Onboarding and Product Compliance

In 2024, Solar Group implemented a standardized onboarding tollgate across all operating countries. This process requires a pre-risk assessment and/or a full risk assessment prior to onboarding any preferred or strategic supplier. The embedded due diligence framework has proven effective and ensures compliance with the European Union Directive on Corporate Sustainability Due Diligence (CSDDD).

7. Due diligence and risk assessments of suppliers

The Norwegian Transparency Act and the EU Corporate Sustainability Due Diligence Directive are both legislations that aim to protect human rights and the environment of the supply chains through due diligence. Solar has performed systematic due diligence since 2022. In 2025, we have performed pre-risk assessments on 100% of Solar's suppliers.

a. Pre-risk assessments

In 2025, 100% of Solar's suppliers have undergone a pre-risk assessment. The outcome of the pre-risk assessments shows how Solar shall prioritize full-risk assessments and on-premises audits going forward. 100% of Solar's suppliers are pre-risk assessed based on inherited industry risk and geographical risk by international and official indexes. This pre-risk assessment gives Solar a prioritization scheme for full-scale due diligence.

b. Full-scale due diligence or risk assessments

Solar has partnered up with EcoVadis on supplier due diligence to identify risks and opportunities within sustainability practices, to monitor and track corrective actions, also to track KPI's and to understand and improve performance. EcoVadis is one of the world's largest and most trusted providers of corporate sustainability ratings. The methodology is based on international sustainability standards and gives scores from 0 to 100 on how corporations meet requirements in terms of environment, working conditions, and business ethics. The rating process is based on a questionnaire answered by Solar's suppliers, in which EcoVadis requires them to submit formal, up-to-date, and credible documentation, related to their company's sustainability management system. EcoVadis also uses external compliance databases and public sources. All companies assessed by EcoVadis will undergo the 360° Watch, a process to identify stakeholder inputs collected from over 100,000 public sources, combining artificial intelligence with human insight.

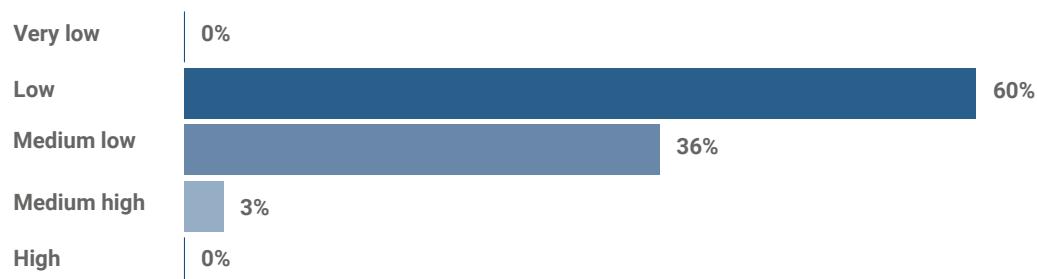


Figure 6: Risk distribution according to pre-risk assessment based on Industry and geography in Solar's supplier base 2025

c. Description of due diligence risk assessment process

The suppliers are risk assessed in four main areas and 21 sub areas as shown in the table below. Suppliers are evaluated with a 12-month interval.



Figure 7: Risk assessment process

Environment	Labour & human rights
<ul style="list-style-type: none"> • Energy consumption and GHG • Water • Biodiversity • Air pollution • Materials, chemicals and waste • Product use • Product end-of-life • Customer health and safety • Environment services and advocacy 	<ul style="list-style-type: none"> • Employee health and safety • Working conditions • Social dialogue • Career management and training • Child labour, forced labour, and human trafficking • Diversity, equity, and inclusion • External stakeholder human rights
Ethics	Sustainable procurement
<ul style="list-style-type: none"> • Corruption • Anti- competitive practices • Responsible information management 	<ul style="list-style-type: none"> • Employee health and safety • Working conditions • Social dialogue • Career management and training • Child labour, forced labour, and human trafficking • Diversity, equity, and inclusion • External stakeholder human rights

Figure 8: Risk assessment, main and sub areas

8. Risk-Assessed Spend and Due Diligence

Solar systematically tracks the percentage of spend that undergoes risk assessment, segmented by legal entity and calendar year. This metric is monitored and reported annually at the entity level to ensure transparency and accountability in our procurement practices.

Our strategic target is to have 82% of Solar's total spend covered by comprehensive risk assessments by 2026. As of the latest reporting period, we have already surpassed this goal, achieving an 84% coverage rate. This reflects our strong commitment to proactive risk management and sustainable procurement excellence. We will set new targets at the end of the strategy period 2026.

For risk assessed spend or due diligence, Solar measures the percentage of spend (per legal entity and calendar year) that is risk assessed. This metric is tracked and reported on entity level on a yearly basis. The target is to have 82% of Solar's spend covered by a full risk assessment by 2026.

	2022	2023	2024	2025	Target 2026
Group	-	50%	68%	84%	82%
DK	-	69%	79%	79%	-
SE	-	73%	84%	88%	-
NO	-	72%	75%	85%	-
NL	-	60%	81%	87%	-

Figure 9: Spend gone through full due diligence³

9. Whistleblower/grievance mechanism

Solar has, for many years, had a whistleblower function, or a so-called grievance mechanism, available on all our external webpages. The whistleblower function ensures confidential access to the top management in the company, and reported incidents are received by internal audit, who reports directly to the management - or to the chair, if the reported issue is about the management. The grievance mechanism is available internally as well as for all external stakeholders, such as suppliers, sub-suppliers, other affected individuals, and affected communities. The grievance mechanism may be used for any non-conformity indications, in Solar's own organization or in any part of the supply chains of the product's Solar sources.

No complaints regarding Solar's supply chain have been made available to Solar by stakeholders through the grievance mechanism during 2025.

³ Measured in percentage of total spend per year, where the suppliers have gone through a risk assessment.

10. Audits Performed

As part of Solar Group's commitment to sustainable procurement, Solar conducts on-site audits of potential and existing suppliers were deemed necessary. These audits are carried out in collaboration with our accredited third-party auditing partner. The audits focus on evaluating suppliers' compliance with Solar's sustainability standards, including environmental practices, labor conditions, and ethical business conduct.



11. Supplier base maturity in comparison with benchmark

Compared to all companies rated by EcoVadis, including first-time rated companies, Solar's supplier base is performing well above benchmark. We also see that our average in both Environment and the Labor and Human right sections are particularly high which correlates with Solar's prioritization of improving these two areas through our supplier engagement.



Figure 10: Solar's suppliers' score compared with benchmark

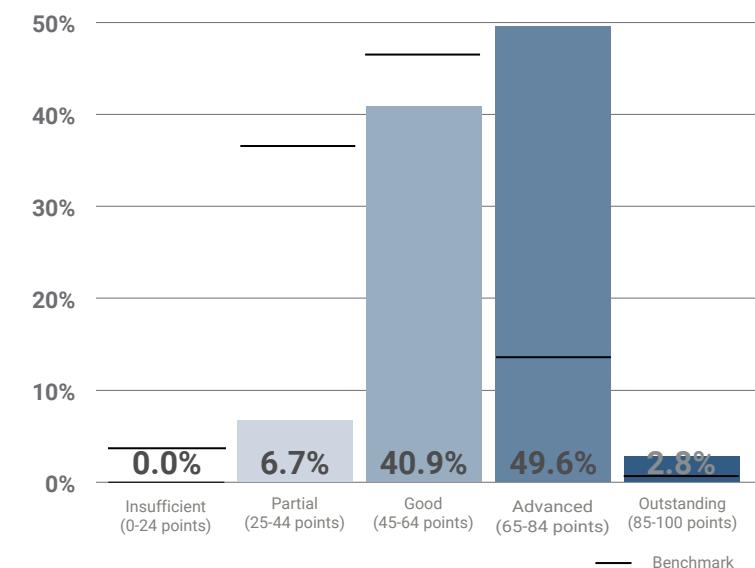


Figure 11: Solar's suppliers sorted by sustainability maturity

⁴ Measured on suppliers that have been assessed at least two times. The average of the previous assessment is compared to the average of the most recent assessment.

12. Increase in performance and sustainability maturity of Solar's suppliers

Solar is committed to increasing our suppliers' sustainability maturity and with that, due diligence score, which may be improved through corrective action procedures. When a supplier's score does not meet Solar's minimum threshold and/or Solar has observed a decline in their sustainability performance, Solar has implemented corrective action plans to support continuous improvement. The objective is to increase the sustainability maturity of Solar's suppliers by increasing the average score in the risk assessment/due diligence by 3 points per year. This complies with our main target of having no high- or very high-risk suppliers by 2026. These improvement calculations cover suppliers that have been re-evaluated during the year and that have at least one prior scorecard. The decrease in percentage of suppliers scoring below Solar's threshold is 7 % from last assessment. The overall increase in score is +6.4 points.

Overall	Environment	Labor & Human Rights	Ethics	Sustainable Procurement
+6.4	+6.7	+6.0	+5.7	+8.0
60.2 – 66.6 Change in average score	65.1 – 71.8 Change in average score	61.0 – 67.0 Change in average score	56.0 – 61.7 Change in average score	53.7 – 61.7 Change in average score

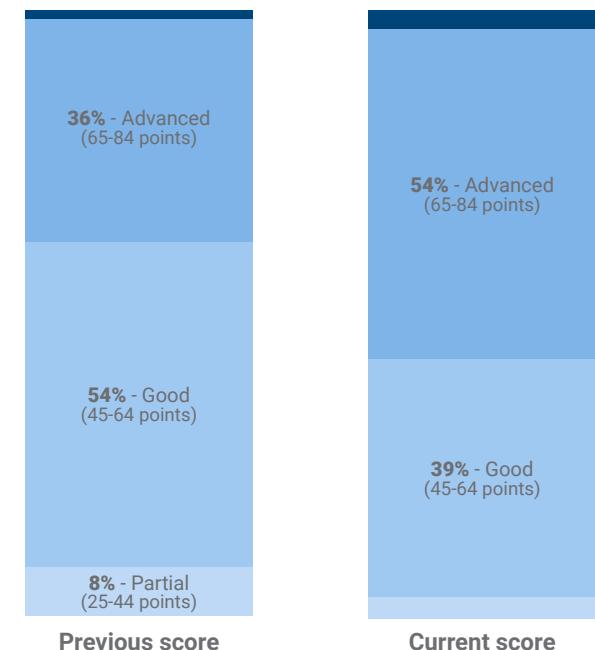


Figure 12: Solar's suppliers' score compared with benchmark

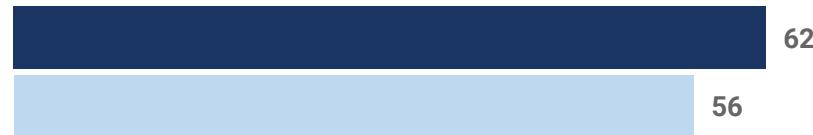
This graph shows positive improvement in score for suppliers at least rated for the 2nd time. The partial has decreased by 4% in the latest score. The advanced percentage has increased significantly.

We use EcoVadis Ratings to track the completion of corrective actions and understand the average performance of our network year-on-year. This allows us to compare our performance to the average score of the EcoVadis network in the Labour & Human Rights theme. It helps us monitor and demonstrate improvements in our supply chain's protection of workers.

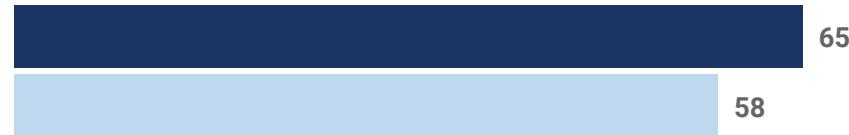
Below is a chart showing the average Labour & Human Rights score compared to all companies rated by EcoVadis. We can see that Solar suppliers have a higher average score and also an increase in score year-on-year. We will keep focusing on labour and human rights issues protecting the workers in our supply chains as our highest priority.

Average labour & human rights score

2024



2025



■ Solar's suppliers ■ All companies rated by EcoVadis

Figure 13: Average labour and human rights score

14. KPIs

Solar monitors key performance indicators (KPIs) across our supplier base using EcoVadis third-party tool to ensure transparency for internal as well external stakeholders, support data-driven decision-making, and strengthen accountability throughout our supply chain.

KPIs related to strengths in Solar's supplier base	% of partners
Actions on energy consumption & GHGs	90.5%
Audit or assessment of suppliers on CSR issues	83.5%
Environmental policy on water	50.7%
Global Compact Signatory	46.0%
Grievance mechanism or whistleblowing procedure in place	72.2%
ISO 14001 certified (at least one operational site)	77.0%
ISO 45001 certification or equivalent (at least one operational site)	46.0%
ISO 50001 certified	25.0%
Measures to reduce water consumption	53.7%
Part of the Science Based Targets Initiative	32.1%
Policy on conflict minerals issues	66.9%
Policy on corruption	87.3%
Policy on sustainable procurement issues	76.4%
Publication of a due diligence report on conflict minerals issues via the Conflict Mineral Reporting Template (CMRT)	25.0%
Quantitative objectives set on water	20.4%
Reporting on CO2 emissions	70.5%
Reporting on energy consumption & GHGs	79.4%
Reporting on health & safety indicators	51.2%
Reporting on scope 3 GHG emissions	57.4%
Reporting on waste	63.5%
Reporting on water consumption	65.1%
Suppliers concerned by REACH	98.0%
Tin, tantalum, tungsten or gold and their derivatives (i.e. "conflict minerals") necessary to the functionality or production of products	49.2%
Use of renewable energy	79.8%
Waste management actions in place	85.7%

Figure 14: KPIs related to strengths for suppliers, status

15. Conflict Minerals



At Solar Group responsible purchasing methods and ethical business practices apply throughout our supply chain. Solar is a Sourcing and Services company and do not manufacture products or import raw materials; nonetheless, we recognize the importance of supporting efforts to prevent the funding of armed conflicts and violations of human rights related to the trade in tin, tantalum, tungsten, and gold (3TG).

Regulation (EU) 2017/821 establishes due diligence obligations in the supply chain for EU importers of 3TG minerals from conflict-affected and high-risk areas. Since Solar Group does not import these minerals or their ores into the EU, Solar Group are not directly subject to the mandatory requirements of this regulation. Although Solar is not directly affected by (EU) 2017/821, we are fully committed to promoting transparency and responsible purchasing practices within our supply chain by implementing our Code of Conduct and conducting due diligence in this area, among others, through our partner EcoVadis.

Currently Solar tracks 3 KPIs through our 3rd party tool; “Tin, tantalum, tungsten or gold and their derivatives (i.e. “conflict minerals”) necessary to the functionality or production of products”, “Policy on conflict minerals issues” and “Publication of a due diligence report on conflict minerals issues via the Conflict Mineral Reporting Template (CMRT)”. Find these in Figure 14.

This statement reflects Solar Group’s current role and practices and does not imply direct compliance obligations under Regulation (EU) 2017/821.”



16. Environment

Solar's Commitment to Environmental Responsibility

At Solar, we recognize our responsibility to contribute positively to both the environment and society. Reducing our CO₂e emissions is not only a regulatory obligation – a strategic priority.

Our commitment to sustainability strengthens trust with stakeholders and resonates with environmentally conscious customers and investors. By offering products innovation in low-carbon and resource-efficient and solutions, we open new markets and create growth opportunities for our suppliers, customers, and partners.

Collaborating with our supplier base on environmental issues is essential – not only for reducing our environmental footprint but also for enhancing long-term business resilience. This approach aligns with Solar's core values and supports our strategic objectives by fostering innovation, generating economic value, and ensuring relevance in a rapidly evolving global landscape.

To support this effort, we utilize a third-party tool to systematically track, monitor, and recommend improvements across our supplier network. This includes key environmental indicators such as ISO 14001 certification, water management practices, and other sustainability-related metrics. A comprehensive overview of our environmental KPIs is presented in Figure 14.

17. Reducing CO₂e Emissions in the Supply Chain Through Active Supplier Collaboration

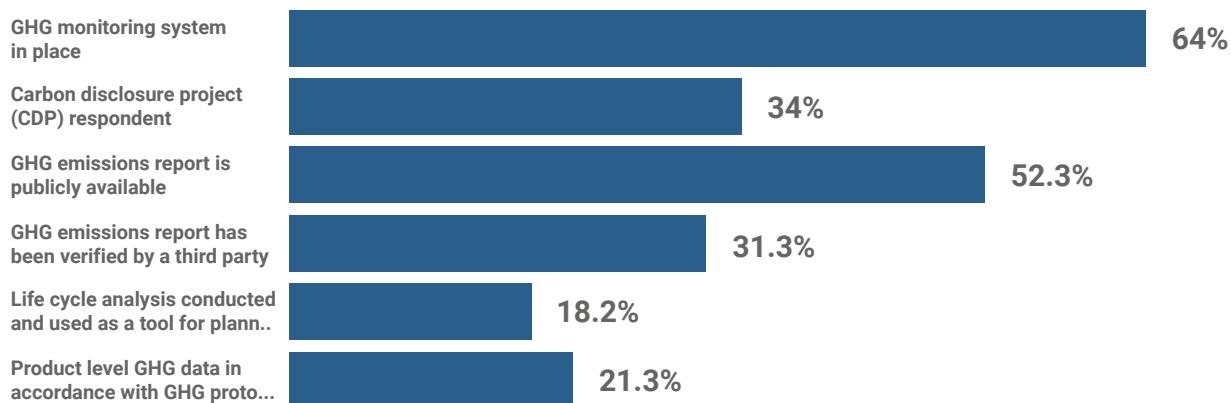
Solar is committed to the Science Based Targets initiative (SBTi), with a clear goal to reduce Scope 3 CO₂e emissions by 25% and achieve net-zero emissions in our own operations by 2030.

A side from collaborating with our suppliers to reduce the product carbon footprint, a key part of this journey involves engaging and motivating our suppliers to transition to renewable energy sources and transparently report their energy usage. Our target was to increase the number of suppliers reporting on renewable energy by nine by 2026,

using 2023 as the baseline year. This target was well exceeded in the first year and we are currently counting an increase from baseline of more than 180 suppliers or slightly over 76% of our supplier base is reporting on Renewable Energy. This shows a remarkable increase in maturity in carbon related matters.

In terms of emissions reporting, we saw an absolute increase of 60 suppliers reporting Scope 1 and 2 emissions from baseline year. We will continue to monitor progress and set new targets at the end of the strategy period to drive further improvements.

GHG reporting KPIs



Visualization on GHG KPI's in Solar's Supplier base

18. Carbon management

Analysis of our assessed supplier base shows that Solar's portfolio is performing significantly above the market average. As illustrated in Figure 14, only 7.9 (decrease of 2.1 % from 2024) % of our suppliers fall into the "insufficient" category for carbon management, compared to 35.4% across all companies rated by EcoVadis. Furthermore, 10% of our suppliers are rated as "outstanding" in carbon management – well above the EcoVadis average of 1.2%.

These results reflect the maturity and strength of our supplier portfolio in managing carbon emissions. Many suppliers are being assessed for the first time, and we anticipate continued improvement in the coming years. Solar remains committed to working closely with suppliers to enhance their sustainability performance and support the transition to a low-carbon economy.

Carbon management level distribution

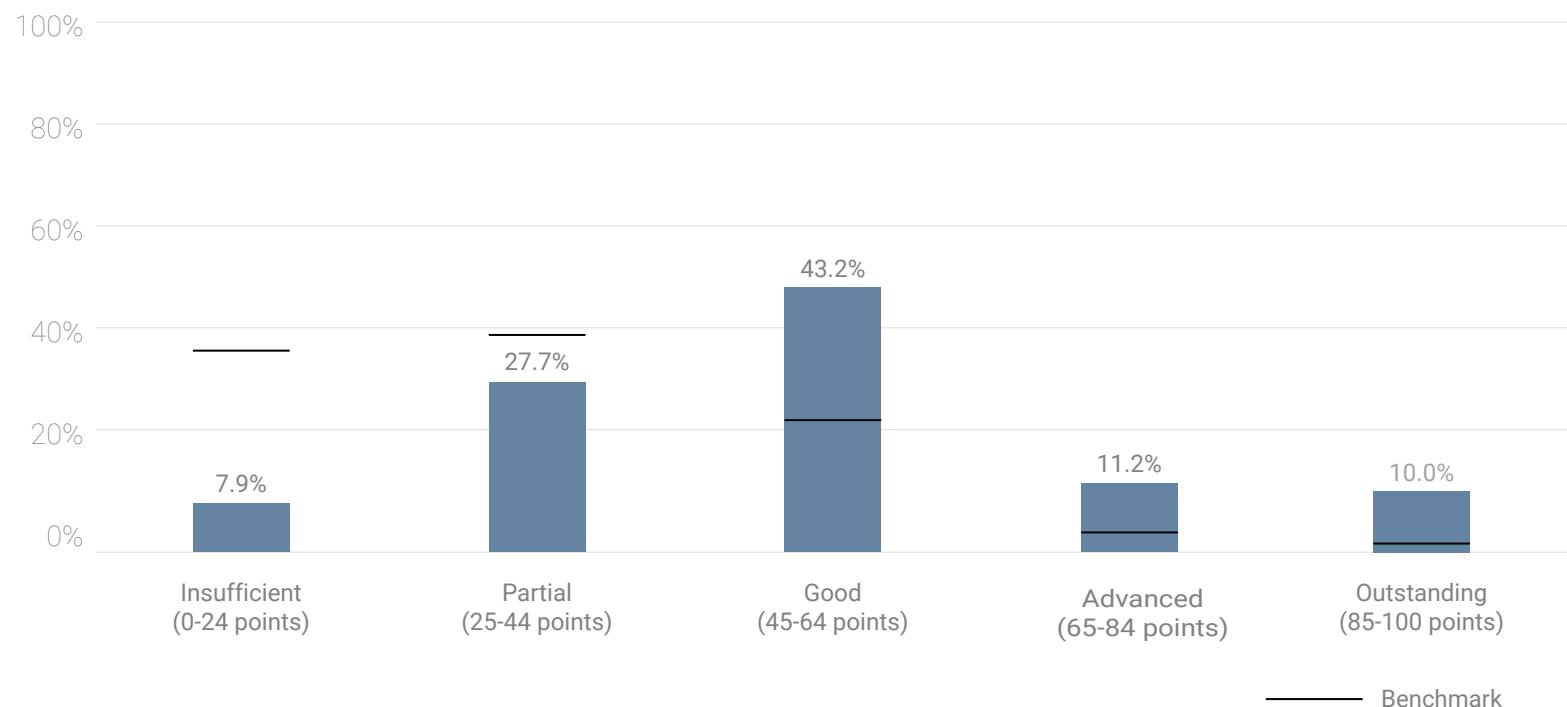


Figure 15: CO₂e management, Solar portfolio compared to market average

19. Corrective actions, agreeing and implementing risk-based control measures

Collaborative Corrective Actions Based on EcoVadis Scorecards

Based on the results of EcoVadis scorecards – i.e. the outcome of the due diligence – specific improvement areas are identified by EcoVadis analysts using verified documentation. Solar, together with other companies using EcoVadis and working with the same suppliers, engages in a collaborative approach to drive improvements. Corrective action plans are sent to suppliers by Solar and other EcoVadis users, creating a shared momentum for change and increased transparency.

These corrective actions allow Solar to verify that the risks identified in the risk analysis have been properly addressed. In 2025, 417 corrective actions to Solar's suppliers, of which 391 are either completed or currently in progress. In the cases where the corrective actions are sent from Solar, most of these have been directed at suppliers scoring below the general threshold or below the specific threshold on human rights. Additionally, Solar has requested actions aimed at increasing the use and reporting of renewable energy consumption, as well as initiating reporting on CO₂ emissions.

Corrective action status

Total corrective actions 417
of which overdue 4





20. GWP data / EPD's / PEP's

Currently, Solar provides Environmental Product Declarations (EPD) or Product Environmental Profiles (PEP) for over 73,000 products/product groups in our data centers. As a part of Solar's strategy, Solar will within short be able to display GWP data on all products online in all Solar's operating countries.

21. Capacity-building

At Solar, we recognize that our people are our most valuable asset. Solar is deeply committed to continuously developing the competencies of our staff, as we believe that investing in professional growth is essential to fostering a motivated, high-performing, and engaged workforce. Competence not only drives individual and team development, but also strengthens trust among our stakeholders—customers, partners, and communities alike. By prioritizing learning and development, we ensure that our employees are equipped to meet current and future challenges, contribute meaningfully to our sustainability goals, and uphold the high standards that define Solar.

a. Supplier Code of Conduct Training

All relevant employees are required to complete Solar's internal training on the Supplier Code of Conduct. This training is mandatory for all staff within the Sourcing function and is also available to other departments. Its purpose is to enhance competence, raise awareness, and strengthen motivation to actively address sustainability issues.

Solar aims to ensure that 100% of relevant staff are trained by 2026. The training is also integrated into the onboarding process for new hires, providing a solid foundation and clear understanding of the Code of Conduct—its contents, its significance, and the reasons behind Solar's expectations for supplier compliance. Currently, end of year 2025 the level of completion within the Sourcing community is 100% across all legal entities and 94% in the broader Commercial Market community.

b. Launch of Solar Group's Sustainable Procurement Policy (2024–2026)

At the beginning of 2024, Solar Group launched its Sustainable Procurement Policy for 2024–2026, a cornerstone of Solar's company strategy Solve. This policy outlines Solar's vision, strategic targets, and approach to sustainable procurement over the coming years. The document also integrates Solar's supply chain due diligence policy and processes, reinforcing our commitment to responsible sourcing and human rights across our global supply chain.

To ensure internal alignment and awareness, all relevant staff have been assigned online training on the policy. As of end 2025, the level of completion within the Sourcing community is 100% across all legal entities and 85% in the broader Commercial Market community.

This marks steady progress in embedding sustainability principles into daily procurement practices.

c. EcoVadis Academy Access and Training Completion

The Sourcing community in all Solar Countries have access to the EcoVadis Academy—a digital learning platform offering certified courses on key sustainability topics, including forced labour, occupational health and safety, discrimination, and environmental and human rights risks. These courses are designed not only to deepen employees' understanding of sustainability risk management within Solar's operations

and supply chain, but also to support supplier engagement in continuous improvement initiatives.

The EcoVadis training modules are accredited by the CPD Certification Service, a globally recognized organization for professional development. This certification ensures that each course meets high standards of educational quality.

Sustainable Procurement Training Progress Report

As part of our ongoing commitment to responsible sourcing and human rights, Solar Group is proud to report that 100% of relevant staff have completed all assigned foundational sustainable procurement trainings via EcoVadis in 2024-2025.

In 2025, our strategic focus has been on raising awareness and building capacity within our Sourcing community to raise awareness and prevent forced and child labour. This initiative supports our broader sustainability goals and aligns with international standards such as the UN Guiding Principles on Business and Human Rights and the ILO Conventions.

To date, our Sourcing professionals have completed an average of 1.5 hours of targeted training per person, equipping them with the knowledge and tools to identify risks and promote ethical procurement practices.

This marks a significant step in laying the foundation for deeper engagement and continuous improvement in our supply chain due diligence efforts.

d. External capacity building

Solar Group is committed to fostering responsible business practices not only within our own operations but also across our supply chain. As part of our external supplier engagement programme and strategy, we actively encourage our suppliers to participate in online training courses offered through the EcoVadis Academy.

These courses are designed to help suppliers build capabilities, gain practical insights, and drive continuous improvement in areas such as human rights, labour practices, and environmental responsibility.

In alignment with our corrective action process, relevant training modules are assigned to suppliers based on the specific improvement areas identified during sustainability assessments. This ensures that capacity-building is both targeted and impactful. The trainings are also taken by suppliers that have not received any corrective actions which indicates an ambition to improve.

To date, Solar's suppliers have completed a total of 866 training courses through the EcoVadis Academy — a strong indicator of engagement and shared commitment to sustainable procurement.

22. Consolidated KPIs

Below find an overview of the consolidated KPIs.

	2021	2022	2023	2024	2025	Target 2026
Code of Conduct Group spend coverage	72%	85%	91%	93%	96%	95%
Code of Conduct DK spend coverage			91%	94%	96%	
Code of Conduct SE spend coverage			96%	97%	98%	
Code of Conduct NO spend coverage			92%	93%	95%	
Code of Conduct NL spend coverage			86%	90%	94%	
Pre-risk assessment of supplier base				100%	100%	
Full risk assessment Group		50%	68%	80%	84%	82%
Full risk assessment DK			69%	79%	79%	
Full risk assessment SE			73%	84%	88%	
Full risk assessment NO			72%	75%	85%	
Full risk assessment NL			60%	81%	87%	
Increase from baseline 2023 of Suppliers reporting on Renewable Energy				78	149	9
Increase from baseline 2023 of Suppliers reporting on Scope 1 & 2				50	120	9
Capacity Building						
Code of Conduct training global sourcing community			92%	92%	100%	100%
Code of Conduct training all Commercial Market					94%	
Sustainable Procurement Policy Sourcing community				62%	100%	100%
Sustainable Procurement Policy all Commercial Market					85%	100%
Basic Sustainable Procurement trainings for Sourcing				100%	100%	100%
Training preventing forced and child labour for Sourcing					100%	
Suppliers' completed trainings through 3rd party tool accumulated				200	866	
Average Sustainable Procurement Training Solar Sourcing					1,5 h	
Sustainability risk decrease 2024					6,4 points on average compared to 2024 (target 3 points)	

Figure 16: KPIs consolidated, status

Disclaimer

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- 1. Data generation:** The data and insights provided in this report have been generated by Solar based on data and reports from EcoVadis, a trusted provider of business sustainability ratings. This collaboration ensures that our data is robust, reliable, and reflective of our commitment to sustainability.
- 2. Limitations:** Despite our best efforts, there may be limitations or uncertainties inherent in the data due to factors beyond our control. Readers are advised to consider these potential limitations when interpreting the information.
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