



Sustainability Report 2023

Prosolia Energy Group

CEO's MESSAGE

"Sustainability and social responsibility are in our DNA."

In recent years we have been able to evolve and position ourselves as leaders in the renewable energy sector thanks to our innovative, efficient and sustainable business models at a global level. Sustainability has always been part of our DNA; from our origins due to the type of activity we perform, to our current business strategy, with which we are committed to helping companies in their mission of energy decarbonization while ensuring their competitiveness.

Therefore, we are pleased to share **Prosolia Energy's first sustainability report for the year 2023**. In this report we aim to showcase the work done so far and our firm commitment to contributing to sustainable development. It is also important for us to explain the values, goals and challenges that guide the human team that makes Prosolia Energy possible in Spain, Portugal, France, Italy and Germany.

Our mission is to provide **sustainable solutions to tackle the most current challenges**, such as climate change. We currently have a global project portfolio of 4.5 GW.

In each of our projects, we strive to offer customized and innovative solutions to adapt to each client and accompany them on their **journey towards zero-emission energy model**. In this way, we are present throughout the entire life of the project, from its design to the maintenance and operation of the facilities.

Since we were founded in 2003, we have grown alongside new technologies to go beyond photovoltaic energy and become **Independent Power Producers** (IPP) at an international level. Our goal is to cover all our clients' energy needs with 100% clean solutions that drive the transition to a more sustainable system.

We want to offer a 360° perspective of the sector by providing advanced technologies to meet new challenges, such as storage for smarter energy management. To this end, we have the necessary financial support and more than 200 professionals who work every day to design a better world.

Social responsibility is also very present in our day-to-day business. Our objectives are aligned with the Sustainable Development Goals (SDGs) to generate a **positive impact on the environment and society**. With our activity we want to raise awareness of the importance of adopting sustainable practices and help companies to implement a new energy culture that respects the planet.

Energy innovation is not only changing the way we generate clean energy, but also the way we relate to the world around us. On this journey towards a sustainable future, it is essential for companies to lead the way with concrete actions towards carbon neutrality and contribute to making our world a better place for future generations.



Javier Martínez – CEO of Prosolia Energy

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01

BUSINESS MODEL

About Prosolia Energy

Prosolia Energy is a **renewable energy** company that has been working for twenty years to promote a change in the global energy model and contribute to a more sustainable future.

In our beginnings, we were dedicated to the promotion of photovoltaic energy at the local level, and over the years, we have grown and adapted to the continuous **energy challenges with new solutions**. We have crossed borders in order to closely accompany our international customers in their energy transformation and decarbonization efforts. We now have a consolidated presence in **Spain, Portugal, France, Italy and Germany**.

We have positioned ourselves in the energy sector by continuously offering **innovative, competitive and sustainable solutions** thanks to our international team of more than 200 highly qualified and experienced people in the sector.

We currently have a project portfolio of over 4.5 GW. Our goal is to establish ourselves as **independent power producers (IPP)** of clean energy at an international level and venture into new energy projects that allow us to meet our clients' global needs. We are present throughout the value chain of clean energy generation: design, development, financing, and construction of projects, as well as the operation, maintenance, and management of assets.

Our goal is to transform the energy model of all companies and households through the implementation of renewable energies to **build a more sustainable world** for everyone.



Purpose

Transforming the energy model of businesses and households to decarbonized and independent solutions in a simple way.

Vision

We want to build a more sustainable world and ensure a future for next generations. To achieve this, we aspire to become an international IPP providing our customers with decarbonized solutions that meet all their energy needs.



#Progress

We recognize the importance of learning from the past to achieve new goals and challenges.



#Innovate

We are constantly seeking for opportunities that help us to grow and innovate in our processes.



#DoYourBest

Having the ability to adapt to any situation and maximize the efficiency of available resources.



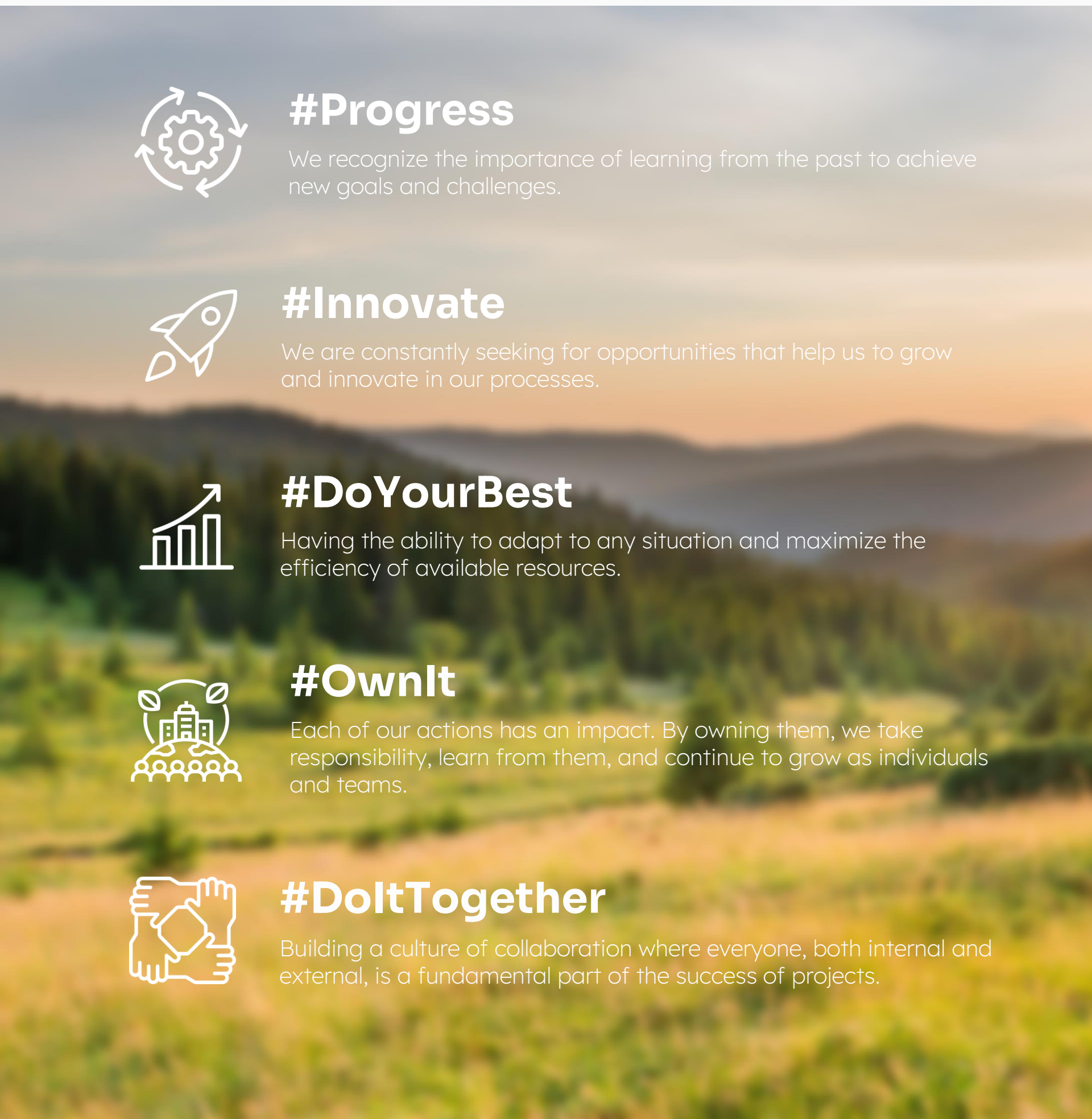
#OwnIt

Each of our actions has an impact. By owning them, we take responsibility, learn from them, and continue to grow as individuals and teams.



#DoltTogether

Building a culture of collaboration where everyone, both internal and external, is a fundamental part of the success of projects.



2023 in figures

Business Data

Mwp EPC built	86 Mwp
Mwp under construction <i>(US and C&I)</i>	367 Mwp
Mwp in operation <i>(US and C&I)</i>	180 Mwp
No. of PPAs	140
No. Utility Scale	3

Environmental Data

Carbon Footprint <i>(Scope 1: Direct emissions)</i>	363 tn co2
Carbon Footprint <i>(Scope 2: Indirect emissions)</i>	25 tn co2
Carbon Footprint <i>(Scope 3: Induced emissions)</i>	152 tn co2
Water <i>(Thousands m3)</i>	0.89 Thousand m3
Non-hazardous waste generated <i>(kg)</i>	30,580 kg

People Data

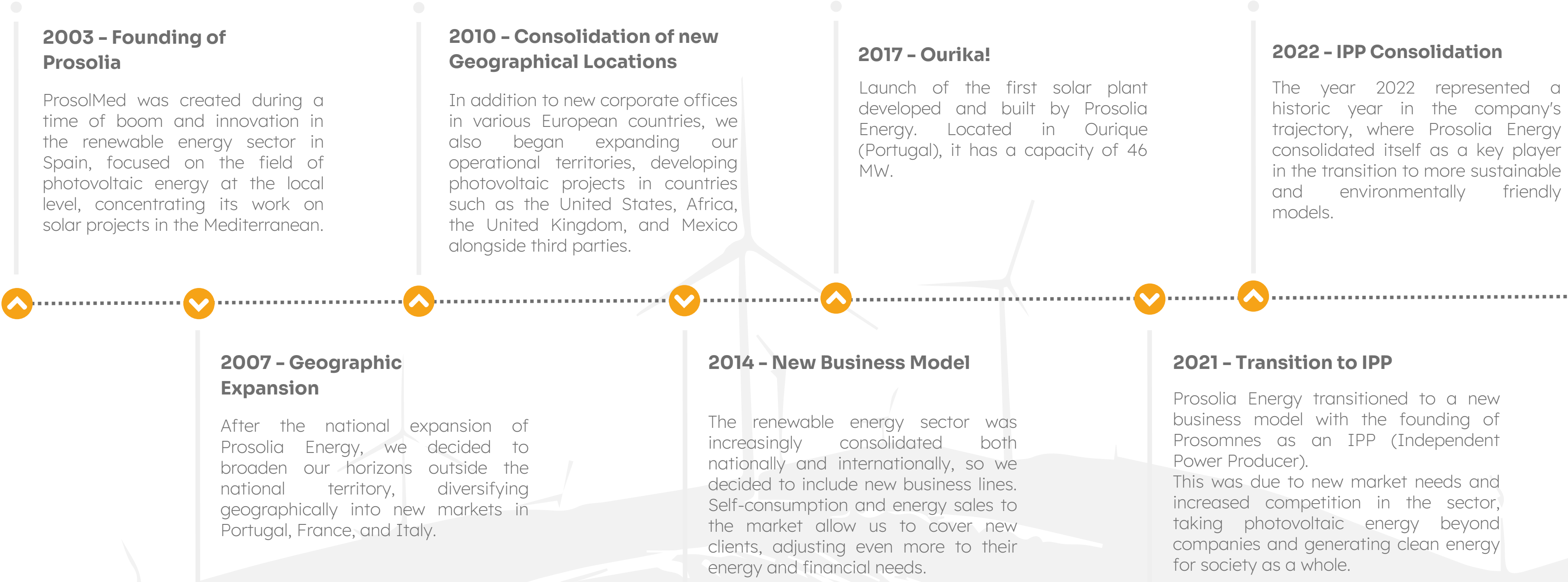
Employees	190
Hours of training	2,081
New hires	88
Turnover rate	7%
Nationalities	18

Economic Data* (consolidated)

Turnover	35.26 Million euros
EBITDA <i>(normalized)*</i>	13.46 Million euros
Investment during year	73.6 Million euros
Total Asset Balance	365.36 Million euros

(*) Extraordinary expenses have not been taken into account in the calculation, as these are costs assumed by Prosolia Internacional arising from the transaction with EIG Turia Holdings.

Company trajectory



Zoom 2023

GROHE

At the beginning of the year, Prosolia Energy completed a new photovoltaic installation of 998 kWp on the roof of GROHE, a leading brand in bathroom solutions. This installation is located in Albergaria-a-Velha, Portugal.

STELLANTIS

Following the success of the projects in Zaragoza and Vigo (Spain), Stellantis chose Prosolia Energy to drive the energy decarbonization of its factories in Europe, signing a framework agreement to implement 12 solar plants in a PPA format in four countries with an investment of over 120 million euros.

E.I.G FUND

Prosolia Energy receives funding from EIG to boost businesses focused on energy and renewable infrastructure. A 255 million euro agreement will accelerate our growth as an Independent Power Producer (IPP).

NEW MARKETS

Prosolia Energy has consolidated its presence in the European market with the opening in the United Kingdom, the prospecting of new businesses in Germany, and the reopening of markets such as Mexico. All this to continue with our mission of decarbonizing production models towards more sustainable ones.

SPAIN

SAN JORGE

Launch of San Jorge, the installation of 42,600 solar panels with the capacity to supply approximately 38,000 MWh/year. This is equivalent to the consumption of 8,500 families. The clean energy generated by this installation will save 10,000 tons of CO2 emissions per year, equivalent to planting 500,000 trees.

FRANCE

COMPLETION OF 200 HANGARS

The main business line in Prosolia France has achieved the realization of 200 hangars installed. This figure is achieved with the 15th anniversary of the subsidiary in this country, constituting a clear example of our business development.

PORTUGAL

NEW PHOTOVOLTAIC PLANTS

During 2023, two solar plants were launched in Portugal. The first, Albispark, developed and built by Prosolia Energy with a capacity of 34 MW. Followed by Santo Varão, an installation of 43 MW. Both will avoid a total of 12,166 tons of CO2, equivalent to 157,550 trees planted.

ITALY

NEW OFFICES AND FIAT AGREEMENT

Italy inaugurated the opening of its new offices in Prato, Florence. In addition, as proof of business development in Italy, a framework agreement was signed with the Fiat industrial group.

Business Units

At Prosolia Energy we are present in the entire value chain of renewable energy generation: from the design and development of the projects, through the construction, management and operation of the assets and, finally, we are also in charge of the maintenance and operation of the facilities.



Distributed Generation

Distributed generation refers to the installation of renewable energy systems (photovoltaic, wind, batteries, hybrids, etc.) in locations close to the point of consumption. This model allows users to generate their own electricity, reducing dependence on the conventional electricity grid and lowering energy costs.

The self-consumption business unit offers customized solutions, from the design and installation to the maintenance of these systems, promoting the efficient and sustainable use of energy.

Utility-Scale

The Utility Scale business unit focuses on the development and operation of large-scale solar photovoltaic plants that generate electricity on a large scale for distribution through electricity grids. These projects are designed to supply entire communities or provide power to utilities and large consumers.

EPC

The EPC business unit is responsible for the design, procurement and construction of renewable energy projects. Its mission is to deliver turnkey installations that meet quality and efficiency standards.

This includes project planning, resource management, construction supervision and system commissioning, ensuring that the project is completed on time and within budget.

Asset Management

Prosolia Energy has its own in-house asset management service. Both the operation of the physical assets and the energy produced for the market.

To do this, it has a team of professionals whose purpose is to track and monitor in real time the sale of energy generated in the various photovoltaic plants we own and in the various PPA contracts.



Operation and Maintenance

The Operation and Maintenance unit is dedicated to ensuring the optimal and continuous operation of the renewable energy facilities.

Its responsibilities include constantly monitoring the systems, performing preventive and corrective maintenance, and solving technical problems that may arise.

The O&M unit works to minimize downtime and maximize energy production, ensuring that the facilities operate at maximum capacity and prolonging their useful life.



Energy Solutions and Demand Management

PPA

Power Purchase Agreement

Long-term energy purchase agreements. This commercial relationship is established between Prosolia Energy and large industrial or corporate consumers.

EPC

Industrial Self-consumption

We offer comprehensive energy solutions to other companies. We base our industrial solutions on self-consumption and efficient demand management.

Energy Sales to the Grid

Commercialization of 100% renewable energy through its launch into the electrical grid.

In 2023,

67.7 MWp in self-consumption projects (PPAs) were realized

For the success of each and every one of the energy solutions, Prosolia Energy provides the client with a highly qualified team with extensive knowledge of the sector.

All integrated services: Development, Financing, Construction, and services such as O&M and Asset Management. All this allows us to carry out competitive projects in the most efficient way for the client.

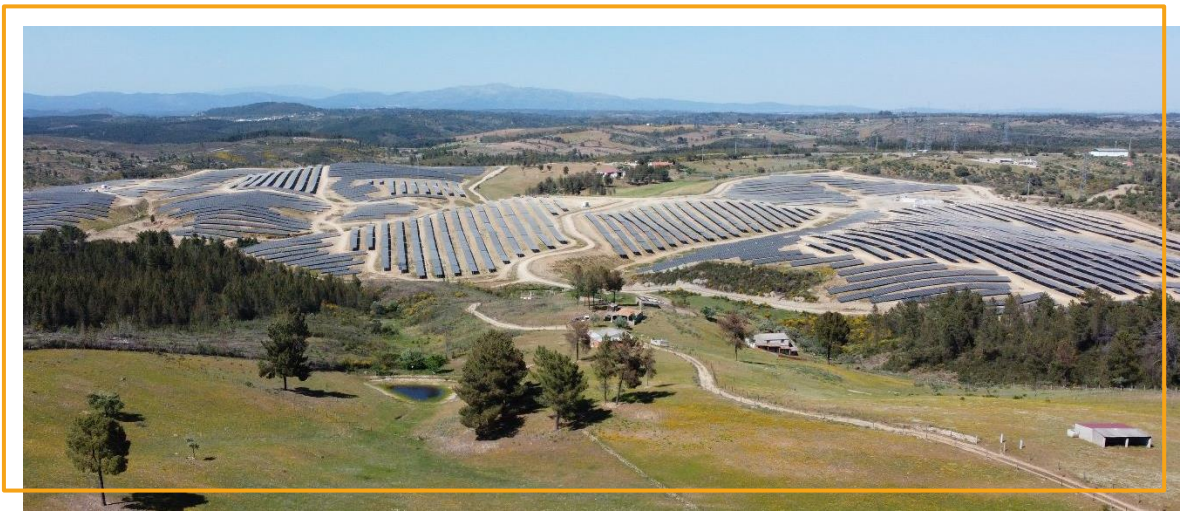
Utility-Scale projects



23 MW - San Jorge

First solar park owned by Prosolia Energy in Spain. In operation since October 2023, with an area of 29 ha. It is a solar park with an energy model of energy sale to the market and ongoing PPA. It will supply the equivalent consumption of 8,500 households.

Spain



34.39 MW - Albispark

Launch of the Albispark solar park in June 2023 in Portugal, to sell energy to the market. The bifacial modules are spread over an area of 65 ha. Due to the complexity of the terrain, it has a mixed fastening system.

Portugal



4.3 MW - Santo Varão

This solar park has been in operation since October 2023 in the municipality of Santo Varão, Coimbra. The project model consists of selling energy to the market, with financing obtained during the construction phase.

Portugal

Commercialization of
100% renewable
energy

Prosolia Energy designs and
builds large solar power plants
for the supply of 100% renewable
energy to the electrical grid

In 2023
3 parks in operation
6 parks under construction

Distributed Generation projects



30.39 MW Stellantis

This project is part of an extensive portfolio of installations throughout Europe belonging to the Stellantis Group.



6.4 MW Losan

Losán chose us to decarbonize its plants in Spain. In Cuenca of 4.3 MW and in Villabrazaro of 1.77 MW.



1.7 MW San Miguel Glass

This project belonging to Vidrios San Miguel is located in the Valencian Community (Spain).



3.4 MW Coca Cola

Located in Setúbal (Portugal), it is part of one of Coca Cola's facilities.

EPC Projects



3.4 MW Stellantis

Project of the Stellantis portfolio of plants, specifically this plant is located in Aveiro (Portugal).



998 kWp Grohe

Grohe installed parking lot canopies as a contribution to decarbonization.



Decathlon

Decathlon chose Prosolia Energy to decarbonize its stores through solar carports.



E-Leclerc

We have worked with E-Leclerc in several projects in their different stores in Spain.

Hangars for farmers,
commercialization of
100% renewable
energy

In France, we specialize in building
hangars for energy sales. Thanks to
our extensive experience, we have
become the best option for farmers.

Our Hangars

Development

- 13.7 MWc total power
- 81 projects signed
3 renovation projects and 78 construction projects
- [100 and 490 kWc]
hangar power



We have installed 263 solar panels on this agricultural
building, which occupies an area of 586.25 m².

100 KWp

Saint-Paul-la-Roche, France

Construction

- 24.8 MW
portfolios would involve
- 151 projects
14 renovation projects and 137 construction
projects
- [100 and 500 kW]
hangar power
- 62 projects
fully completed

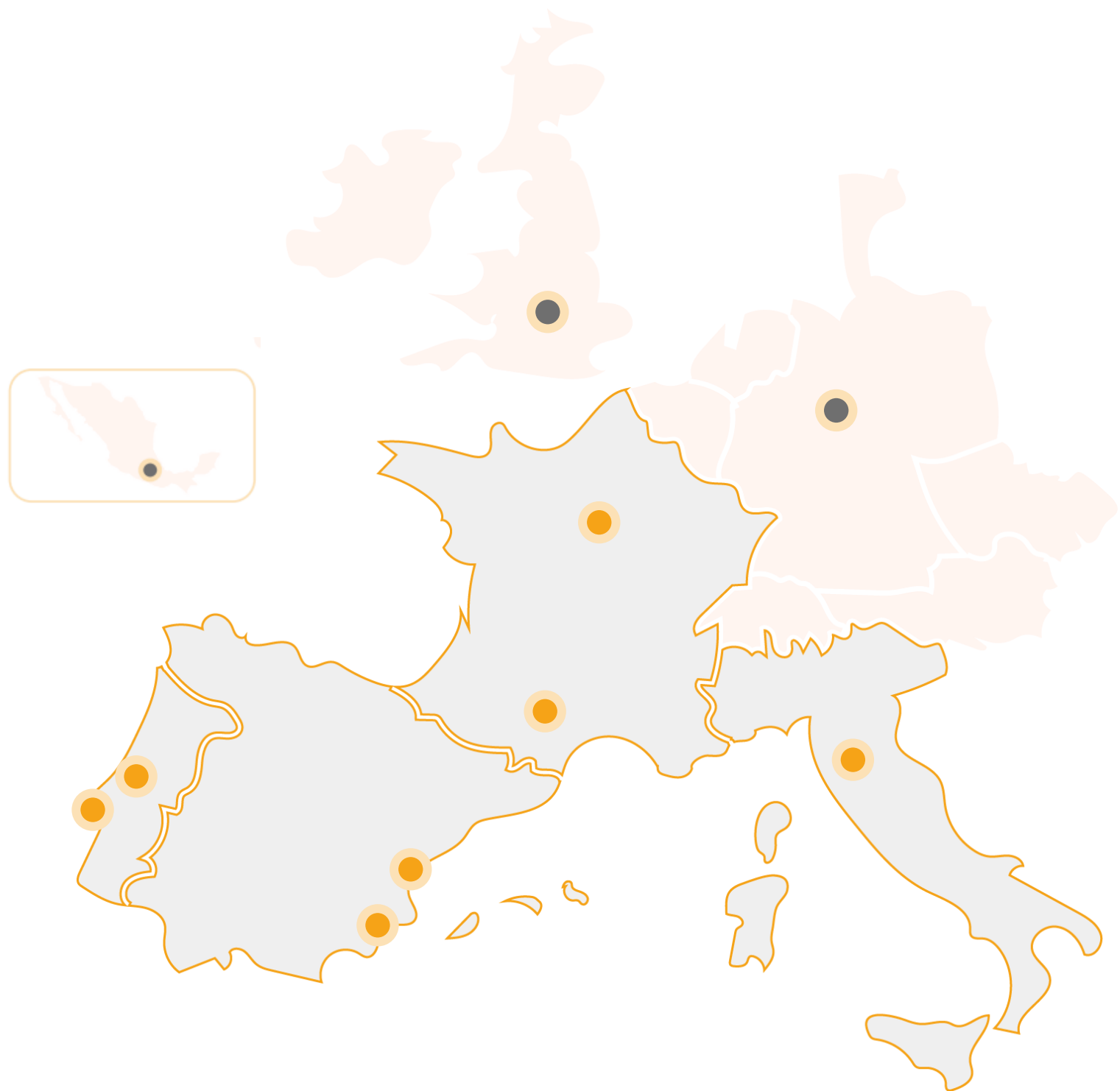


We have installed 263 solar panels on this agricultural
building, which occupies an area of 564.81 m².

100 KWp

Saint-Xandre, France

International presence



76 MW in operation Spain

NºEPC	70
NºPPA onsite	18
No. Utility Scale	1
NO. O&M	146

88 MW in operation Portugal

NºEPC	66
NºPPA onsite	22
No. Utility Scale	2
NO. O&M	67

15 MW in operation France

NO. EPC	24
NºPPA onsite	100
NO. O&M	148

1 MW in operation Italy

NºEPC	8
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Headquarters

Valencia

Corporate Offices

Alicante, Coimbra, Lisbon, Lisbon, Paris, Toulouse and Prato

● In 2024

New markets in Germany, the United Kingdom and Mexico.

Contribution to the 2030 Agenda

In 2015, the United Nations General Assembly adopted the 2030 Agenda for Sustainable Development, an action plan for people, planet and prosperity, which aims to strengthen universal peace and access to justice.

The Agenda sets out 17 Goals with 169 integrated and indivisible targets covering the economic, social and environmental spheres. The SDGs (Sustainable Development Goals) cover challenges such as eradicating poverty, ensuring quality education, protecting the environment and promoting responsible production and consumption. They are a universal call to action to transform the world.



Contribution to the 2030 Agenda

Prosolia Energy’s business model contributes to the achievement of the 2030 Agenda, specifically it directly impacts four of the seventeen Sustainable Development Goals. Through its core business, it directly impacts SDG 7 (Clean and Affordable Energy), SDG 9 (Industry, Innovation and Infrastructure), SDG 11 (Sustainable Cities and Communities) and SDG 13 (Climate Action). Below is a list of the goals to which it contributes through its business activities:



Affordable and clean energy

By 2030, ensure universal access to affordable, reliable and modern energy services. In addition to increasing the share

of renewable energy in the total energy mix has increased considerably.

Renewable energy represents a scalable and democratic technology that makes it possible to produce clean energy more affordably than conventional generation sources.



Sustainable cities and communities

By 2030, reduce the negative environmental impact per capita of cities, including by paying special attention

to air quality and municipal and other waste management.

Through the commercialization of renewable energy and the promotion of industrial self-consumption, we encourage a model of distributed and renewable energy generation.



Industry, innovation and infrastructure

Modernizing infrastructure and converting industries to make them sustainable, using resources more efficiently and promoting the

adoption of clean and environmentally sound technologies and industrial processes, and ensuring that all countries take action in accordance with their respective capabilities.

Through the commercialization of renewable energy and the promotion of industrial self-consumption, we help companies in their decarbonization mission by transforming them into more sustainable models.



Climate Action

Strengthen resilience and adaptive capacity to climate-related risks and natural disasters in all countries.

Green energies are clean, abundant sources of energy with the potential to be used anywhere on the planet. They also help in the fight against climate change as they do not produce greenhouse gases or polluting emissions.



02
TEAM



People

At Prosolia Energy, our team is our greatest asset. Therefore, we have developed working methodologies that ensure their personal and professional development, as well as adequate and safe working conditions to guarantee a corporate culture based on collaboration and respect. Our commitment is to offer a positive, inclusive work environment free from any form of harassment or discrimination.

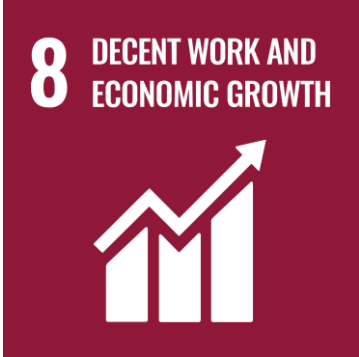


Gender equality

TARGET 5.5 To ensure women's full and effective participation and equal opportunities for leadership at all decision-making levels in political, economic and public life.

37% female representation

38% female leadership



Decent work and economic growth

TARGET 8.5 By 2030, achieve full and productive employment and decent work for all women and men, including young people and persons with disabilities, and equal pay for work of equal value.

88 New hires

35 Average employee age

Description and evolution of the workforce

In recent years, our company has undergone continuous expansion, which is reflected in the evolution of our team of professionals. Our goal is to attract, promote and retain the best talent thanks to our corporate culture based on our purpose of building a better world for all.



88 New Hires

In 2023, there were a total of 88 new hires, providing opportunities for young and older people. We are present in five European countries and have more than **18 nationalities in our team.**



37% Female representation

Our workforce is characterized by having deep knowledge of the sector and being **a multidisciplinary team** with 37% female representation.



46% Growth compared to 2022

Approximately half of the employees work from Spain, with the rest distributed in our offices in France, Portugal, the United Kingdom, and Italy. Additionally, Germany and the United Kingdom joined as new geographies this year.



7%
Turnover rate

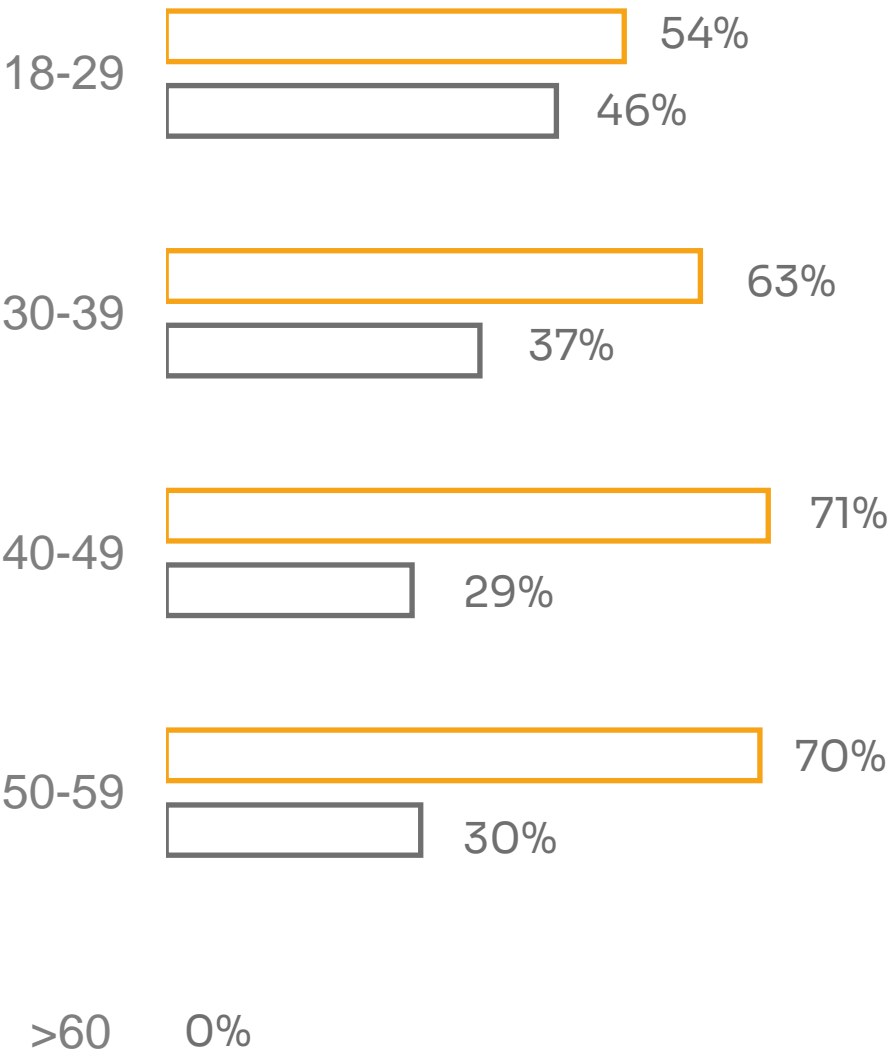


190 employees
Spain, France, Portugal, Italy
and United Kingdom

Our Team in Figures

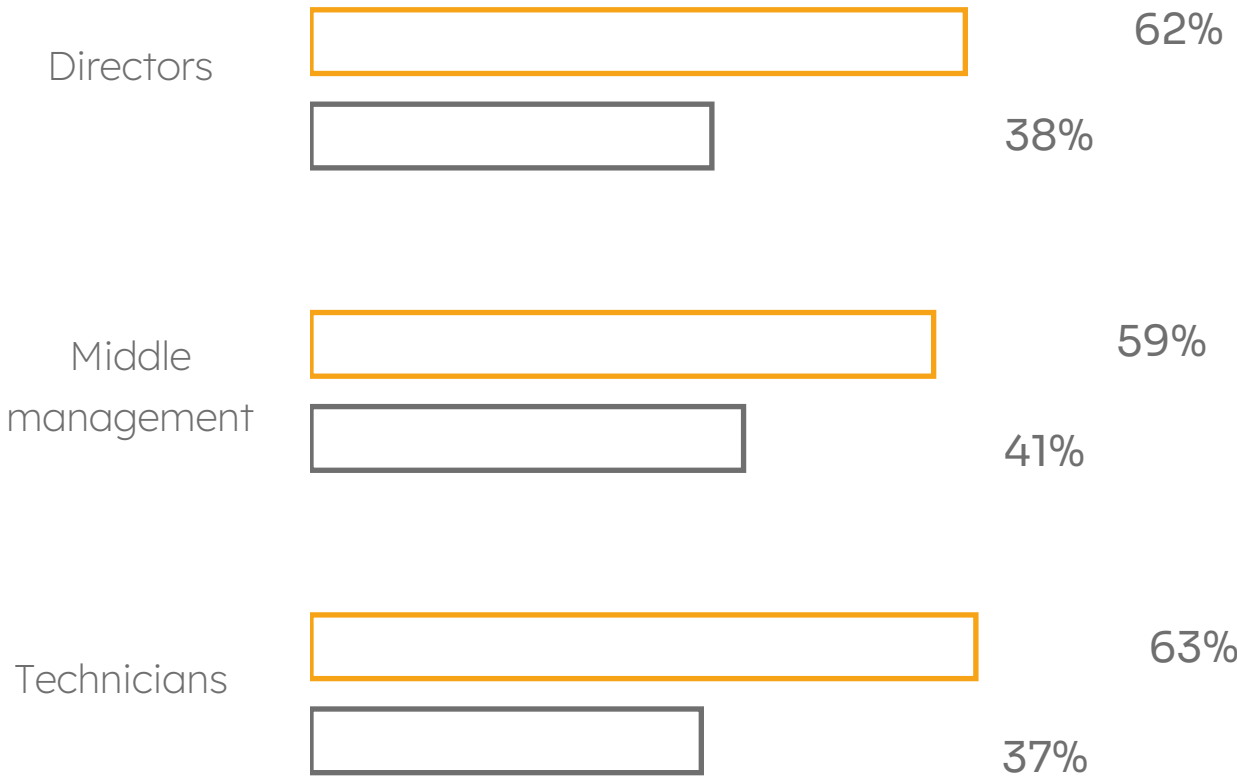
Distribution by age and gender

Below we present the age distribution of all the company's employees, with the average age being 35 years.



Distribution by gender and professional category

Below we present the gender distribution of the company's professional categories.

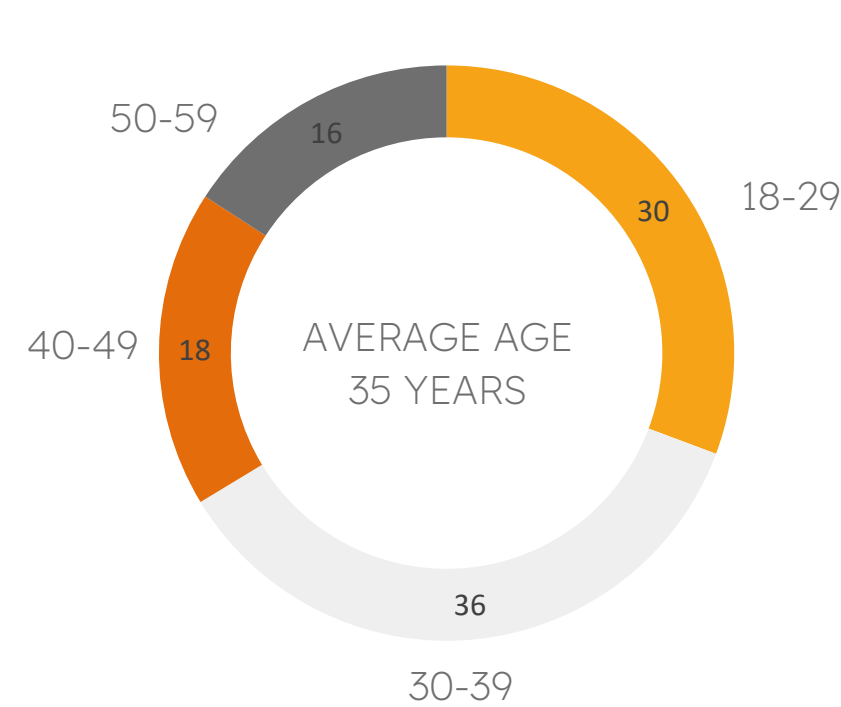


MEN
WOMEN

Our Team in Figures

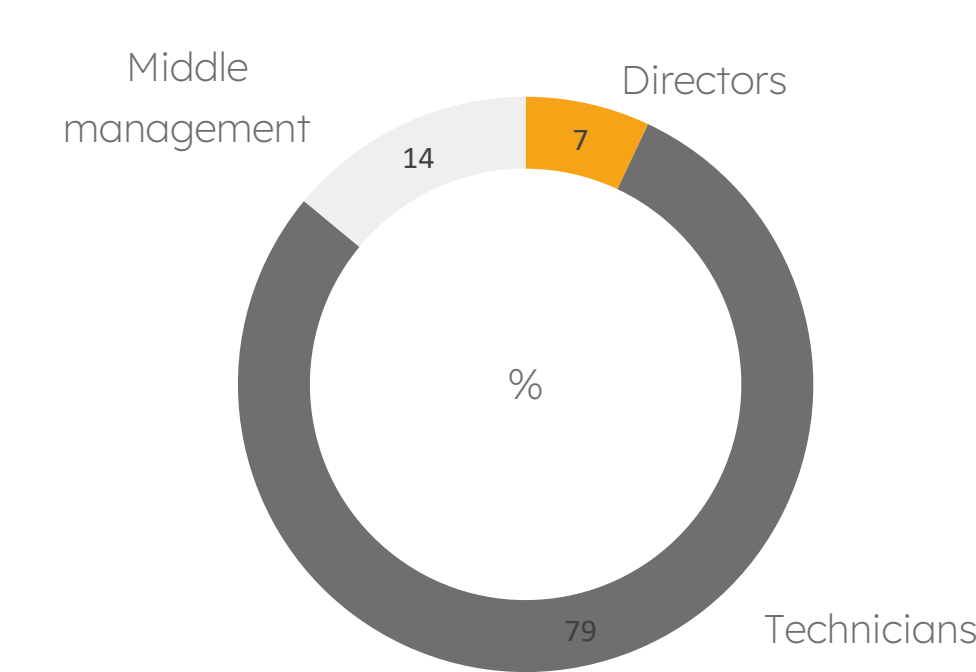
Age Distribution

The average age of Prosolia Energy is 35 years, creating a young and experienced team in the sector that allows us to move all projects forward.



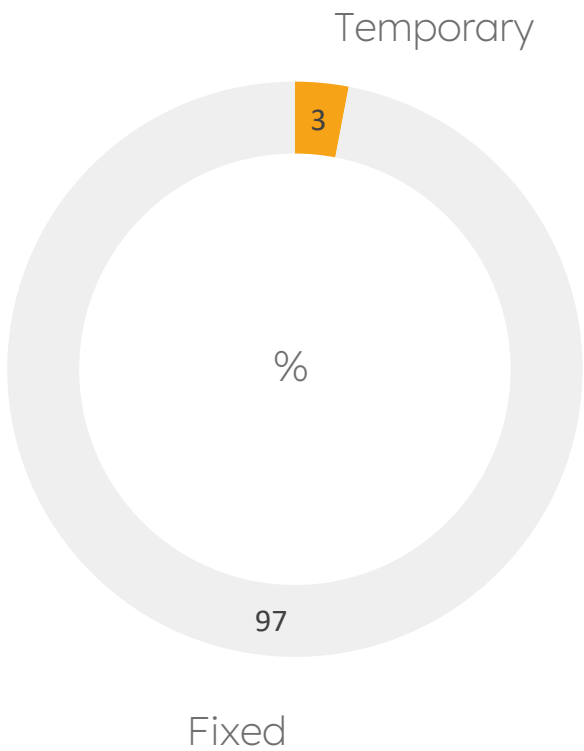
Professional Category Distribution

The continuous expansion of our company is reflected in human capital, so most of our employees are technicians or middle managers responsible for working on projects daily.



Type of contract

Most of our employees have permanent contracts, while 3% are temporary. At Prosolia Energy, we carry out a new talent program in which some of these temporary contracts end up being permanently incorporated into the workforce.



Commitment to Diversity, Inclusion, and Equal Opportunities

Our commitment to diversity, inclusion and equal opportunities is reflected in many of our day-to-day initiatives and tasks. We want to embody our values by supporting social projects that have a positive impact on the communities where we operate.

For the second consecutive year, we sponsored the Women's Race in Alicante, supporting, advocating for, and making women's role visible in all areas of society. This initiative also allows us to promote values associated with our company and encourage clean and non-polluting activities.

Additionally, through this sponsorship, we collaborate with the social projects of the Oblate Sisters of the Most Holy Redeemer, who support women in situations of social exclusion. The organization offers them various tools to achieve social inclusion: psychological help, training and job orientation, accompaniment, legal advice, social care, and residential housing.



As established in our [Code of Ethics](#), we strive to apply non-discrimination and equal opportunity criteria in our selection processes and in the professional development of our employees.

Race, ethnicity, color, nationality, origin or social status, age, gender, marital status, sexual orientation, ideology or religion are not considered factors in professional evaluation.

Instead, the only elements we consider in differentiating employees are merit, effort, performance results, training, experience, and future potential.

In 2023, Prosolia participated in other charitable sporting events that reaffirm our social commitment. All events and sponsorships follow our company's mission of being committed to our environment. This responsibility also comes from years ago when Prosolia has always encouraged its employees to lead a healthy lifestyle. The largest event to date was "Prosolia Solar Adventure," an expedition to the North Pole promoting sustainable mobility. In all our actions, we ensure we leave a positive footprint in the community by being part of it or setting an example for other stakeholders.



Foot Solaire, France

The French team participated for the second year in this sporting event where they compete with other companies in the energy sector committed to decarbonization and respectful of the environment.

This activity promotes the visibility of women in sports, giving them the space to practice daily and develop these disciplines.



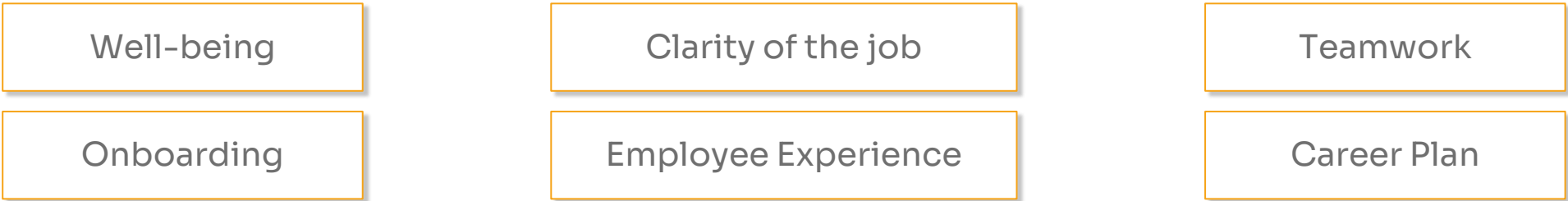
Solar Padel by Finergreen, Spain

We promote sports among our employees by participating in various activities that also help develop personal relationships, improving team connections.

Employee Focus

At Prosolia Energy, we have implemented the Sésame platform as a tool for managing human resources processes. With this technology, we can predict behaviors and trends that facilitate planning, helping teams adapt and anticipate changes agilely and flexibly in a changing environment.

Additionally, through this platform, we strengthen communication with our workforce and provide the team with the opportunity to raise any issues, doubts, or suggestions they may have. Furthermore, to continue improving the employee experience, we conducted a satisfaction survey in Spain, France, and Portugal, where we achieved a 75% response rate. This survey focused on six key areas for us:



Thanks to this survey, areas for improvement and initiatives have been identified, and an action plan has been developed to prevent and mitigate possible future incidents in these aspects.

Conciliation and Work-Life Balance

At Prosolia Energy, we promote flexibility, self-responsibility, and autonomy, trusting each employee's decision-making power. This premise is reflected in our internal conciliation policy, where we place flexibility in working hours at the center.



Health and Safety

We strive to ensure the safety of our teams throughout our value chain, strictly complying with current safety and health legislation in all the countries where we operate. We also take all necessary measures to protect our employees and all those involved in our activities.

Regarding union freedom, 100% of employees in Spain are covered by collective agreements that include specific measures and rules aimed at protecting their safety and health, as well as in Portugal, France, and Italy.



Moreover, our commitment extends to contractors and suppliers whose activities take place in workplaces where we are responsible, addressing occupational risk prevention with a preventive approach based on conducting safety and health training activities.

As outlined in our Code of Ethics, applicable to all employees, both internal and external, it establishes the main commitments and responsibilities. In 2023, a total of 898 hours of training related to occupational health and safety were delivered across different courses, addressing topics from accident prevention both in the plant and office to specific procedures such as first aid and fire extinguishing, as well as the prevention of activities related to solar plant construction.

*Frequency index: No. of occupational accidents with sick leave (excluding in itinere accidents) /total hours worked *1,000,000*
*Severity index: Days lost due to occupational accidents /total hours worked * 1,000*

A full-page background image showing a large, ancient-looking tree with thick branches and dense green foliage. Sunlight is streaming through the canopy, creating a warm, golden glow and long shadows on the grassy ground. The scene is peaceful and natural.

03

ENVIRONMENT

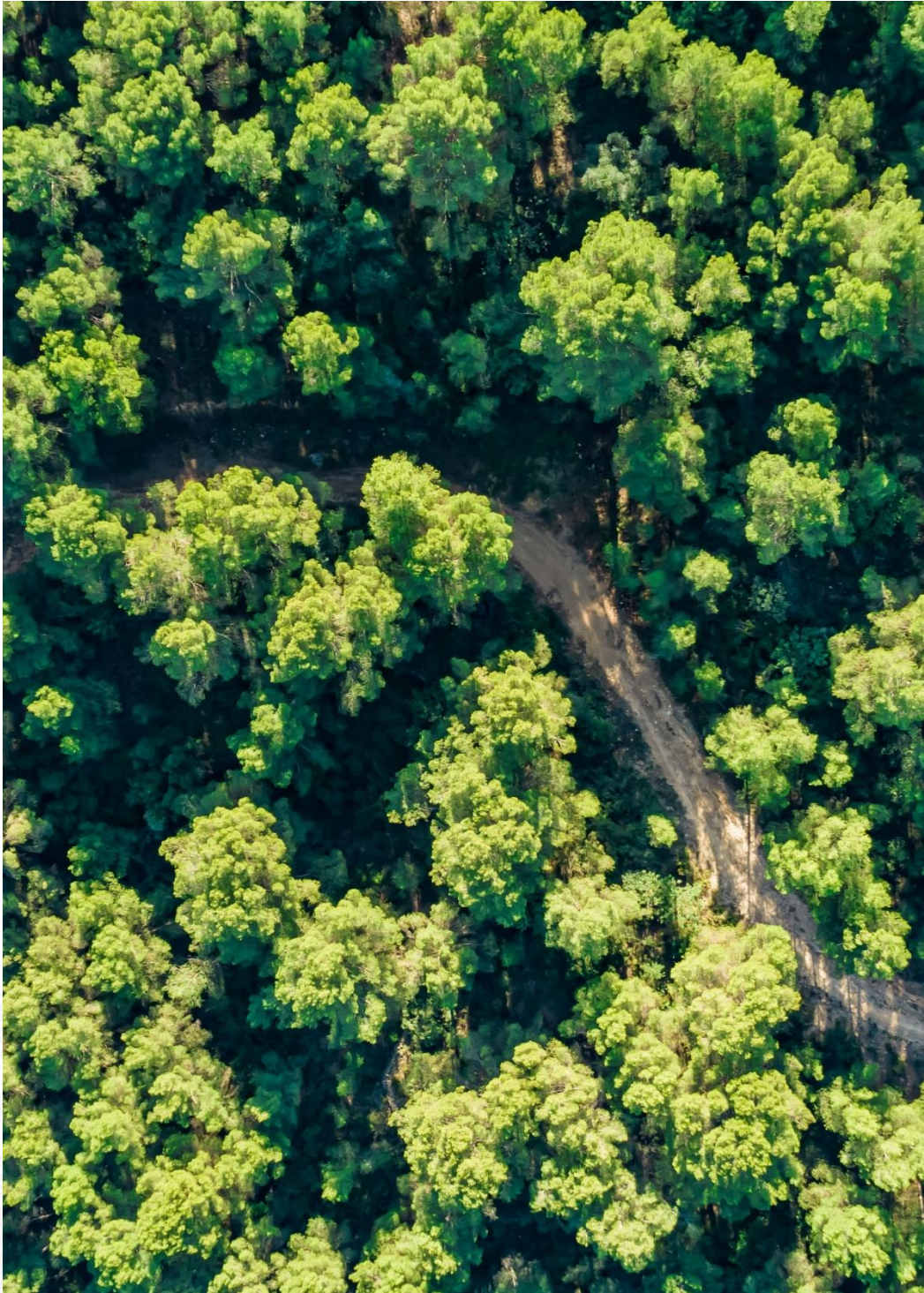
Environmental Management

At Prosolia Energy we are aware of the key role we play in the fight against climate change, driving the energy transition through our commitment to clean energy to accelerate the decarbonization of homes and businesses in a simple way towards more competitive and sustainable models.



Climate Action

TARGER 13.2 - Fulfill the commitment of developed countries that are parties to the United Nations Framework Convention on Climate Change.



Life on Land

TARGET 15.5 - Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biological diversity, and protect threatened species and prevent their extinction.

As stated in our [Environmental Policy](#), we are committed to the care and protection of the environment, as well as to continuously improving our environmental performance.

Sustainable use of natural resources

We are firmly committed to proper environmental management of our impacts throughout the entire value chain. Therefore, we seek to have a positive impact on the environment by promoting and developing solutions that address current climate challenges.

Our commitments

Contribute to climate change mitigation and decarbonization of the business model:

Implementation of an adequate environmental management by identifying, evaluating and managing the positive and negative environmental aspects and impacts of the activities.

Protect and conserve biodiversity

Promote the circular economy, optimizing the sustainable use of natural resources, minimizing as much as possible the generation of waste and managing the waste produced in a way that prioritizes reuse and recycling.

Train and sensitize employees to raise awareness of the protection and importance of environmental care and the fight against climate change.

Promote environmental commitments aligned with those established throughout the value chain.

Pay attention to water consumption as a resource, promoting its sustainable management, minimizing its consumption and mitigating the impact on its quality.

At the operational level, water consumption in the solar parks is low, and is limited to the periodic cleaning of the dust deposited on the panels. Prosolia’s first parks were put into operation this year, so this year’s consumption is only due to the water generated by the corporate offices.

Water (thousands m3)

Offices	0,895
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Electricity consumption includes the consumption of the corporate offices and the solar Parks in operation. Likewise, diesel and gasoline consumption includes all fuel used for employee travel.

Electricity (kWh)

Offices	82.348,9
Parks in Operation	168.074

Fuel (liters)

Diesel	118.968,25
Gasoline	15.484,24

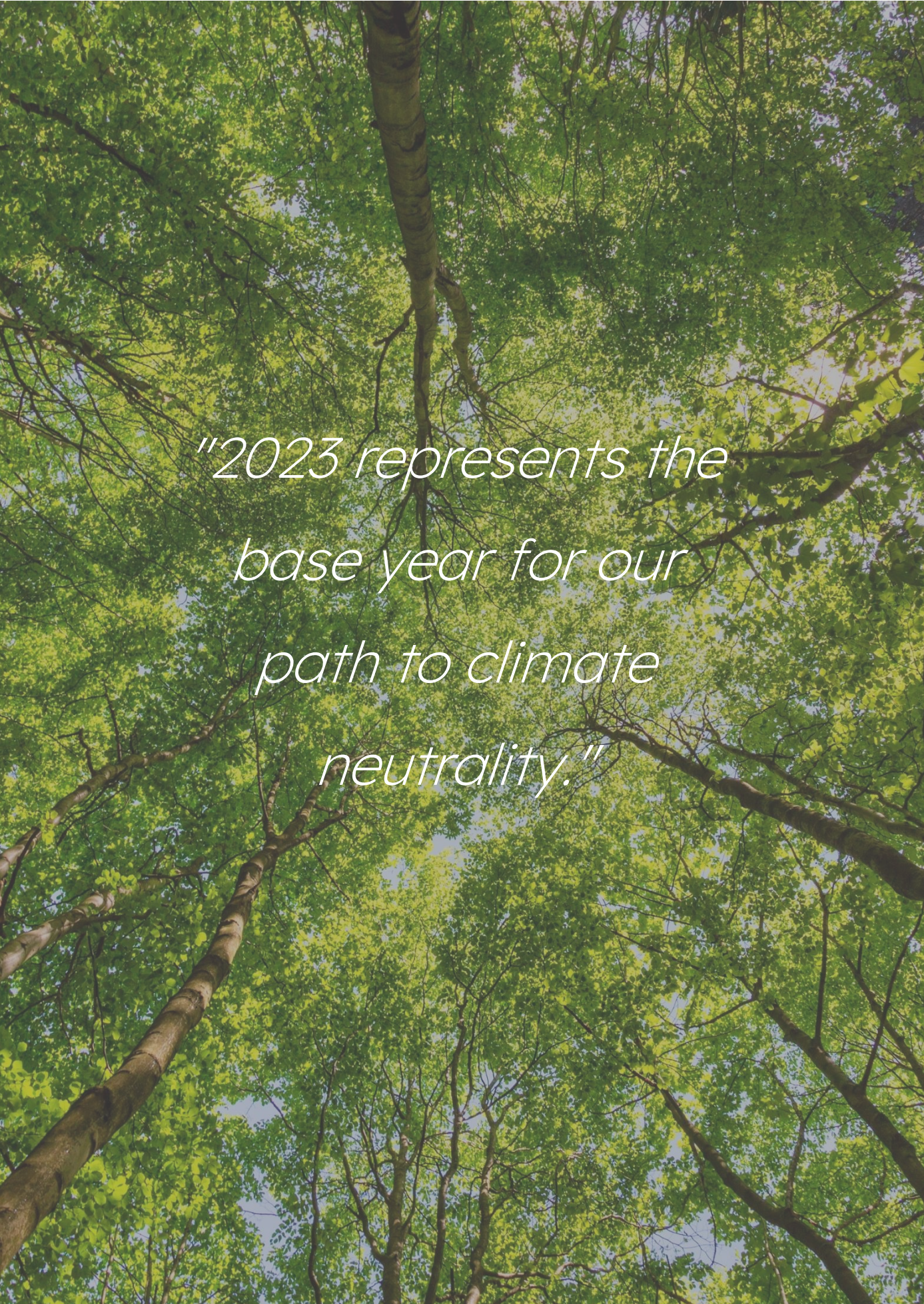
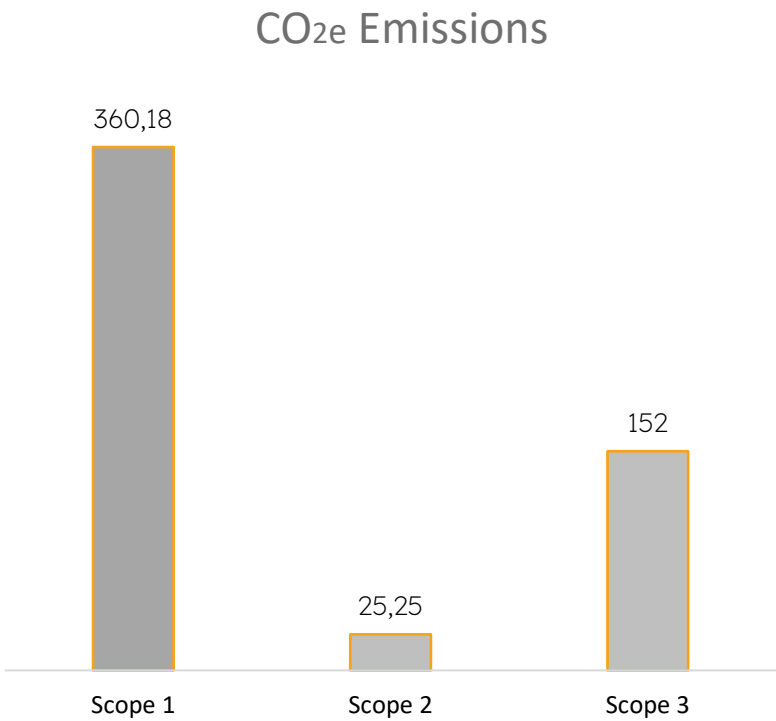
Carbon footprint

At Prosolia Energy we measure our carbon footprint in all three scopes in line with the *"Greenhouse Gas Protocol"*, one of the most globally recognized greenhouse gas (GHG) measurement standards, which follows the guidelines of the IPCC (Intergovernmental Panel on Climate Change of the United Nations).

In calculating the 2023 carbon footprint, we have taken into account the following sources in each of the scopes:

- Scope 1** - Emissions from mobile combustion associated with employee business travel in Group-owned or personal vehicles.
- Scope 2** - Emissions associated with electricity consumption at Prosolia Energy Group facilities.
- Scope 3** - Emissions associated with employee business travel (air, train, rental car, hotels, etc.).

The carbon footprint for the year 2023 has been calculated under an operational control approach following the *GHG Protocol* methodology for Scopes 1 and 2.



*"2023 represents the
base year for our
path to climate
neutrality."*

Waste Management

Throughout 2023, the main sources of waste generation have been the construction works of the Algeruz and Santo Varao solar Parks in Portugal.

In these cases, waste is properly segregated and managed by an authorized manager. Below, we detail the non-hazardous waste generated in these works during 2023:

Waste Generation (kg)

1,420 kg
Plastic

3,600 kg
Paper and
cardboard

20,820 kg
Wood

4,740 kg
Urban waste

Solar panel management

PV CYCLE is a non-profit association supported by its members that offers specialized waste management solutions and compliance services to companies with waste in any country worldwide.

Founded in 2007 by and for the photovoltaic (PV) industry alone, it now covers a wide range of waste. We try to ensure that all our manufacturers adhere to this initiative for the management of solar panels.



A close-up photograph of two hands, one from an adult and one from a child, both wearing blue denim sleeves. The hands are positioned to form a heart shape with their index and thumb fingers. The background is a soft-focus outdoor scene with green grass and trees under a bright sky.

04

SOCIETY

Society



Partenerships for the goals

TARGET 17.16: Enhance the Global Partnership for Sustainable Development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources to support the achievement of the Sustainable Development Goals in all countries, particularly developing countries.

TARGET 17.17 To encourage and promote the formation of effective public, public-private and civil society partnerships, taking advantage of the experience and strategies for obtaining resources from partnerships.

We belong to 11 Associations



Peace, Justice and Strong Institutions

TARGET 16.6 To create effective and transparent accountable institutions at all levels.

In 2023, no complaints have been registered in relation to non-compliance with corporate policies, nor have any fines or sanctions been received for identified irregularities.

Corporate Governance

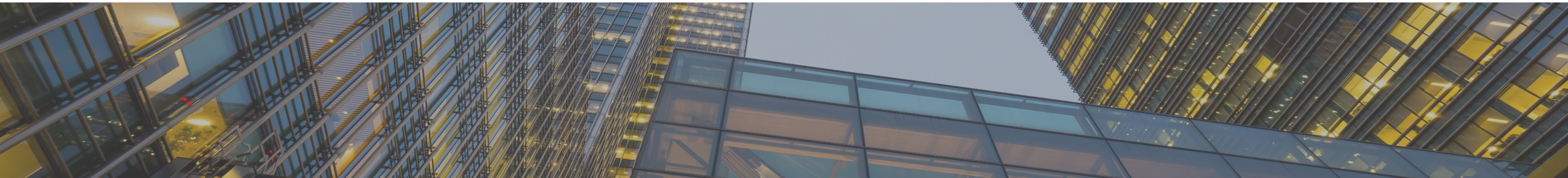
At Prosolia Energy, we have various governance bodies whose functions and competencies are attributed in our Social Bylaws. We also have a set of Corporate Norms and Policies detailed below that help us direct and ensure compliance with our corporate values. All our governance bodies are involved and actively contribute to achieving strategic objectives, ensuring corporate culture, managing risks and opportunities, and sustainability aspects.

Prosolia is governed by a Board of Directors composed of three members, one of whom also serves as CEO. Above the Board of Directors is the General Meeting of Partners, which can modify the composition of the board and its powers.

General Meeting of Partners

The General Meeting is competent to decide on all matters legally or statutorily attributed to it. Additionally, any decisions that, regardless of their legal nature, entail a change in the organization's effective activity will be submitted for approval or ratification by the General Meeting of Partners.

- Approve the social management
- Approve, if applicable, the annual accounts and decide on the application of results
- Appoint and remove administrators, as well as ratify or revoke the appointments of Board members made by co-option. Appoint liquidators and, if applicable, auditors, and pursue social action for liability against any of them
- Establish the remuneration policy for directors under the terms established in the Capital Companies Act and set the fixed annual amount to be distributed among the directors
- Approve capital increases and reductions, dissolution, transformation, merger, and split, segregation, transfer of the company's domicile abroad, issuance of convertible and/or exchangeable bonds, and generally any amendment to the social bylaws



Annual Meeting

The General Meeting of Partners meets annually without prejudice to extraordinary meetings as necessary. In 2023, the General Meeting of Partners of Prosolia Energy took place in June, with 100% of the share capital participating. During the General Meeting, the individual accounts (balance sheet, profit and loss account, statement of changes in equity, cash flow statement, and notes) were reviewed and approved, the individual management report of the company, the proposed application of the company's results, and finally, the management carried out by the company's Board of Directors during the 2022 financial year.

- Approve the acquisition, disposal, or contribution to another company of essential assets, assuming the essential nature of the asset when the transaction amount exceeds 25% of the asset value recorded in the latest approved balance sheet.
- Approve the transfer of essential activities to dependent entities developed by the company up to that moment, even if it maintains full ownership of those activities. The essential nature of activities and operational assets will be assumed when the transaction volume exceeds 25% of the total assets of the balance sheet.
- Approve the dissolution and liquidation of the company and operations whose effect is equivalent to the company's liquidation.
- Authorize the Board of Directors to increase the share capital or issue convertible and/or exchangeable bonds and other securities.
- Decide on matters submitted for its deliberation and approval by the management body.
- Approve this Regulation and subsequent amendments.

During 2023, no communications have been received in our whistleblower channel.

Ethics and compliance

At Prosolia Energy, we work to ensure that our team understands the need not only to comply with applicable legislation in each geography where we operate but also to act honestly and responsibly in line with the Group’s ethical principles.

In our Code of Ethics, we define the monitoring and control procedures available to everyone to ensure effective compliance with the established provisions. The commitment to maintaining high standards of business ethics is one of the fundamental purposes of our good governance strategy.

Our Code of Ethics establishes the necessary ethical principles and conduct standards to guarantee the following premises:



In this code, we also define the monitoring and control procedures available to everyone to ensure effective compliance with the established provisions. The commitment to maintain high standards of business ethics is one of the fundamental purposes of our governance strategy.

We also have [a whistleblower channel](#) that allows employees, suppliers, customers and other interested parties to securely and confidentially report any possible non-compliance or irregularity through the corporate website ([prosolia.com/whistleblowerchannel/](#)).



Corporate Policies

At Prosolia Energy we have a body of corporate standards, policies and procedures that help the organization to carry out its activities in accordance with current legislation and in line with our values and best practices in sustainability.

Policy of respect for Human Rights

Its purpose is to define and establish the company's commitments and guidelines that guarantee full respect for human and labor rights throughout the value chain.



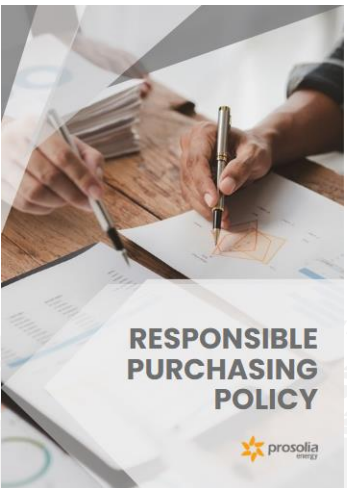
Environmental Policy

It represents a reference framework that ensures compliance with applicable environmental legislation, the contribution to decarbonization, the management of environmental impacts, as well as the protection of biodiversity and natural capital.



Responsible Purchasing Policy

Its purpose is to establish a general framework of action to ensure that all the company's purchasing processes are in line with business expectations and comply with the commitments assumed by the Group.



Other internal policies and procedures

Workplace Harassment Protocol, Complaints Channel, Equality Plan, IT Systems Use Policy, Variable Remuneration Policies.

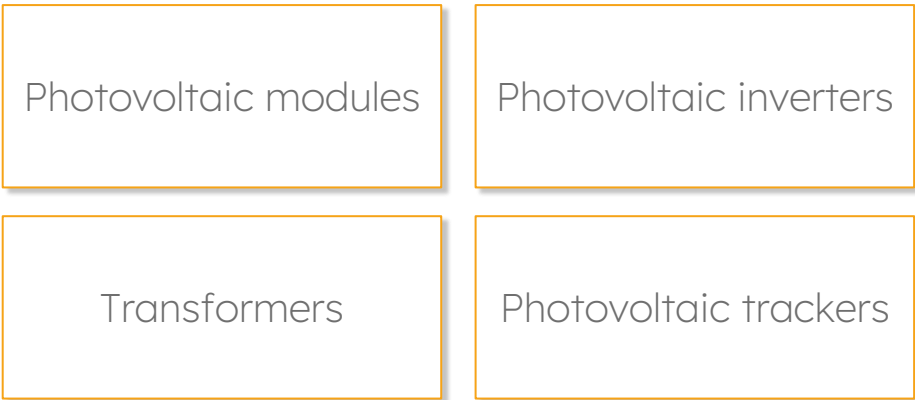


Responsible Supply Chain Management

At Prosolia Energy we want and strive to ensure that our suppliers comply not only with the quality and efficiency levels required for a correct activity, but also with the Group’s corporate values.



Our supply chain mainly encompasses the procurement of equipment, this mainly includes:



It also includes other critical services in engineering, construction, operation, and maintenance, as well as other corporate services such as consulting and financial services, among others.

To ensure alignment with our suppliers, we have incorporated compliance clauses with our Code of Ethics into the main equipment and service contracts.

We also conduct independent third-party audits at the factories where we perform quality control and verify compliance with the main contractual requirements.

Partnerships and alliances

At Prosolia Energy we promote participation in sector associations and organizations in the field of innovation and sustainability in order to join forces.

Sectoral Associations



It is a union of solar energy professionals working with the industry to promote its development in France.



It is a professional union for the solar energy industry, working with the industry to promote its development in France.



Founded in 2021, France Agrivoltaïsme is the first association dedicated to agrivoltaïsme in France to promote this new sector and all its players.



The Círculo-Directivos Alicante is a business association for executives looking to develop synergies and share skills



Avaesen is the association of renewable energy and other clean technologies companies in the Valencian Community



Association of Renewable Energy Maintenance Companies - **AEMER** presents the meeting point for experts linked to renewable O&M services.



Business association that represents and provides services to companies engaged in construction, rehabilitation and renovation.

Business Associations



A not-for-profit business group, dedicated to promoting the competitiveness of its members and positioning Spanish industry abroad, by improving the visibility of its members, as well as boosting their business models.



The Chamber of Valencia and the Chamber of Alicante are public law corporations, collaborators of the Public Administrations, dedicated to providing services to companies, especially SMEs, as well as representing, promoting and defending the general interests of trade, services, industry and shipping. Among its main lines of action are the creation of companies, competitiveness, innovation, internationalization, training, employment, mediation and arbitration.

Sustainability Partnerships



Pacto Mundial
Red Española

The UN Global Compact is the world's largest corporate sustainability initiative, belonging to the United Nations and comprising the principles and values of the Organization. This gives it a unique position to promote collaboration to achieve and increase solutions that address global challenges.

05

ANNEXES



About this report

This report includes information on the environmental, social, and governance aspects of Prosolia International S.L.'s directly or indirectly dependent, associated, and participated companies as referred to in the Consolidated Annual Accounts and corresponds to the temporal scope of the 2023 calendar year.

The publication of this Sustainability Report, on a voluntary basis, is the result of the company's strong commitment to the environment, society and governance, and consolidates the efforts made by the company to integrate environmental, social and good governance criteria into its business strategy.

This report is also an exercise in transparency that aims to provide business to all stakeholders with information on the situation, plans and progress in the area of sustainability, as communication, clarity and truthfulness of information are fundamental values for the organization. In addition, the Company seeks to give greater visibility to its management, having among its priorities the contribution to decarbonization, care and protection of people, issues related to the defense of Human Rights, prevention of practices related to corruption and bribery, among others.

This report is a voluntary exercise as Prosolia Energy does not currently comply with the requirements established for the presentation of the Statement of Non-Financial Information regulated in Law 11/2018, of December 28.



Materiality Analysis

A materiality analysis is a key study aimed at understanding and responding to the expectations of all business stakeholders.

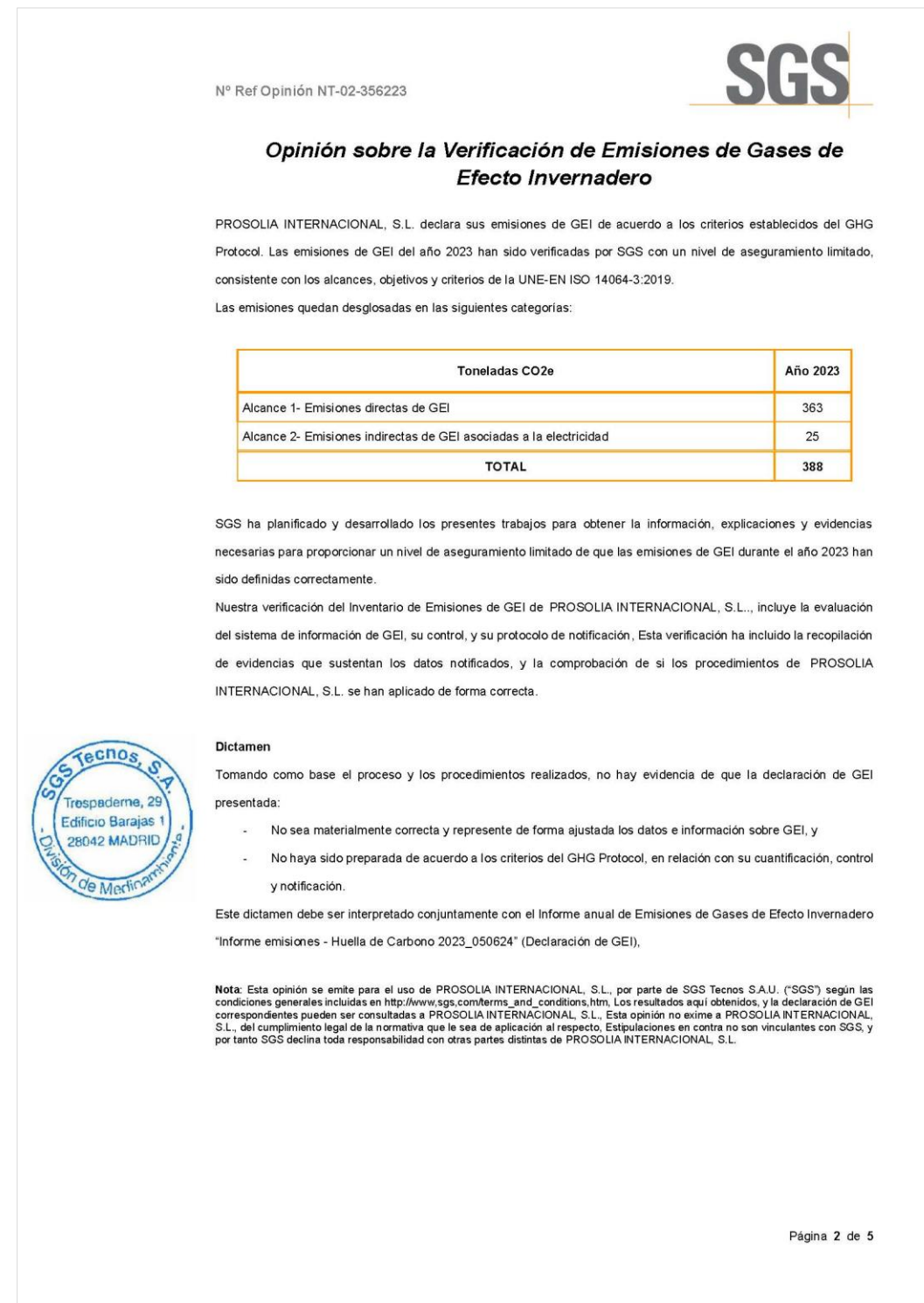
Therefore, conducting this study is essential for planning an appropriate response and taking on specific commitments and objectives in sustainability, specifically from an environmental, social, and good governance perspective.

Methodology

The materiality analysis was conducted based on two scenarios: internal and external. Through external analysis (documentary analysis) and internal analysis (interviews), material issues were identified as defined below.

A materiality study is **the starting point for understanding the company's impact.**

- 1. Energy management
- 2. Supply chain and responsible sourcing
- 3. Raw materials and waste generation
- 4. Employee health and safety
- 5. Stakeholder listening and dialogue
- 6. Human Rights
- 7. Retention of human talent
- 8. Customer orientation
- 9. Ethics and transparency
- 10. Working conditions
- 11. Fighting corruption and bribery
- 12. Biodiversity protection
- 13. Impact on the local community





Sustainability Report 2023 - Prosolia Energy Group