



SUSTAINABILITY REPORT 2022



We are sustainable, we care.

*We deeply believe in caring about the Planet; in fact, we are sustainable from the very beginning.
And above all, we believe in childhood and social justice.*

CHAIRMAN'S LETTER



Environmental, social and governance (ESG) concerns continued to play a key role in 2022, with geopolitical circumstances resulting in a re-evaluation of some ESG viewpoints as a result of matters we did not expect to see such as the Ukraine war.

In 2022, the impact of the war on the supply of oil and gas led to a further increase in prices. The EU acknowledged it will need to burn more coal over the next decade and try to end the use of natural gas by 2027. Despite this, EU officials have reiterated that the Union will still achieve its targets to cut 1990's emissions levels by 55% by 2030.

Consequently, the authorities and regulators worldwide increased their scrutiny of the ESG KPIs during the year with a growing interest in avoiding greenwashing, and therefore their interest in reporting accurately and verifiably.

In this sense, Gransolar Holdings is fully committed to transparently communicating all its ESG achievements. For this, it has measurable and supportable KPIs and a strong commitment to provide accurate information.

We have created a specific ESG & CSR Committee that ensures that our progress in environmental matters, the social sphere, and our governance comply with everything that society demands and is transmitted with total transparency; in addition to the commitment of the Board of Directors, which directly monitors the Group's specific KPIs.

We continue to support the Global Compact, the 17 SDGs, and the principles of Human Rights, Work, Environment, and Anti-corruption. Our spirit is to continue taking measures to achieve these goals.

Gransolar was created with the ambition of helping to produce sustainable, affordable, life-enhancing energy for people at the right price. Many of the social, economic and environmental challenges we all face now are more urgent than ever.



Domingo Vegas

Chairman of the Board

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NON-FINANCIAL INFORMATION STATEMENT FOR 2022

Gransolar Holdings, S.L. (formerly, Global Aduar, S.L.) acquired 100% of Grupo Gransolar, S.L. on 19 April 2022 to become the Group's new parent company. Given that Gransolar Holdings, S.L. (formerly, Global Aduar, S.L.) had no activity before the date on which the Group was incorporated when the shares of Grupo Gransolar, S.L. were acquired, the indicators contained in the Non-Financial Information Statement for 2022 have been calculated from the date of incorporation of the Group and, therefore, do not present comparative information. Nevertheless, this 2022 Sustainability Report does reflect these comparisons as the Group's activity has not changed.

As members of the UN Global Compact, we have drawn up this Sustainability Report following the UN fundamental principles.

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed Human Rights.

The Group has a specific CSR Policy and, to reinforce its commitment to Human Rights, it has a specific Regulation that emphasises, completes and guarantees our dedication to these matters. Gransolar also has a Code of Conduct that promotes the fulfilment of human and labour rights, undertaking to apply the regulations and good practices in terms of employment conditions, health and safety in the workplace.

This Code specifies different reporting channels to inform of violations of human rights and, to ensure compliance with the ethics code, it has an Ethics Committee composed of:

- The Chairperson
- The Head of Human Resources
- The Head of Quality

Communications to this ethical channel, both inquiries and reports, must be made through any of the following forms:

- Ordinary mail to the Headquarters address in Madrid
- Email
- Fax
- Online

To comply with the European Whistleblowing Directive, Gransolar has a tool that guarantees full anonymity of whistleblowers and is available to the stakeholders. This reporting channel is reachable on all the group's websites.

Moreover, during 2020, 2021, and 2022, there were no confirmed case reports on matters such as the violation of human rights or discrimination.

Principle 2: Make sure that they are not complicit in human rights abuses.

In the Human Rights Regulation and the Code of Conduct, there are references to the Group's commitment to face any sort of discrimination, forced labour, and abolition of child labour, which is directly addressed and explicitly explained in standard contracts that the company arranges with contractors and suppliers.

The Group demands all new significant suppliers to sign a “Supplier Code of Conduct”; this code is updated at least every three years to address the new regulations and society’s demands. The objective of that code is to ensure and promote professional, ethical, and responsible behaviour by all the suppliers of the Gransolar Group companies when developing their projects worldwide, aligned with the ethics and company culture established in the Group. Among the commitments undertaken by both parties, we highlight the following:

Implementation of the regulations and good practices in terms of employment conditions, health and safety in the workplace, and acting in its professional relationships with employees under criteria of respect, dignity and justice, considering the diverse cultural sensibilities of each person and not tolerating any form of violence, harassment, abuse or discrimination for any reason.

Finally, once the company has completed and finalised a project, Gransolar evaluates the suppliers it works with through a questionnaire system in which they must accredit certain circumstances.

Labour

Gransolar’s staff is spread around the world due to the considerable number of international projects it owns. The Group has an internal policy where it prioritises subcontracting local services in the country where the project is being developed, thus promoting local hiring.

The Gransolar Group expanded its workforce by 72,2%, from 881 in 2021 to 1,236 in 2022, creating employment throughout all the departments within its vertically integrated companies.

The Gransolar Group’s labour figures:



Employees by country	2022	2021
Saudi Arabia	76	28
Australia	132	65
Brazil	5	3
Chile	8	5
United Arab Emirates	21	14
United States	14	8
Spain	835	617
India	5	-
Italy	1	1
Mexico	19	21
Portugal	6	5
United Kingdom	1	-
South Africa	106	109
Turkey	7	5
TOTAL	1236	881

Employees by gender	2022	2021
Male	941	652
Female	295	229
TOTAL	1236	881

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

In terms of the promotion of precepts established by the ILO, the Group expresses its commitment to respecting the freedom of association and the right to collective bargaining through the applicable collective bargaining agreements.

In 2022, 70% of the Gransolar staff was covered by a collective bargaining agreement. Nevertheless, the company always meets all the applicable legislations in the country where it is present while using the Spanish standards as reference.

Principle 4: The elimination of all forms of forced and compulsory labour.

The Group is governed by the laws determined by each country where the workers are hired. Regarding workers hired in Spain, which represented 67.55% in 2022, i.e., 4.45% less than in 2021 of the total, Gransolar follows the Spanish legal system. Even though Gransolar Holdings follows scrupulously all the country laws where it operates (32.45% of the total of employees in 2022), it will never withdraw from the Spanish/European Human Rights principles.

In terms of the distribution of the workday, Gransolar provides its workers with flexible entry and exit criteria. For the office in Madrid and Ingenia in Almería, the workers start between 08:00 and 09:00 and leave between 17:30 and 18:30, and every Friday throughout the year they start between 07:30 and 09:00 and leave between 13:30 and 14:30 without a lunch break, until completing the weekly 40 hours. Moreover, in July and August, they work from Monday to Thursday from 08:00 to 15:00, without a lunch break, and on Fridays as the rest of the year.

Currently, the Group provides, apart from a flexible schedule, the measures stated in the Equality Plan to foster a work-life balance. As part of the measures stated in the Equality Plan, the Group provides assistance to enable workers to go back to work after maternity/paternity leave and help them enjoy their parental leave.

Since the pandemic, the Gransolar Group has implemented a system for working from home for one day for office workers. It can be distributed as best suits both the worker and the team.

Additionally, the Gransolar Group's employees receive welfare benefits such as medical insurance, life insurance, and a flexible salary for childcare vouchers, luncheon vouchers and transport vouchers. As part of the emotional salary, free coffee and a healthy breakfast are distributed entirely at the Group's expense.

Principle 5: The effective abolition of child labour.CSR Policy and its Human Rights Regulation:

With the CSR Policy, and with its Human Rights Regulation, the Group emphasises its commitment to children, their health, their training, and the eradication of child labour wherever its business is located by defending and fully complying with the United Nations Declaration on the Rights of the Child.

Code of Conduct:

The Gransolar Group is committed to respecting children's rights. We believe that all children have the right to a healthy and happy childhood, without being forced to work before they are ready to do so. All rights must apply to all children, without exception, and the State must take the necessary measures to protect children from all forms of discrimination. We respect all country laws, but the Spanish/European law is followed in cases like children's rights as we believe it guarantees better than in certain countries where it operates.

Modern Slavery Act: Referring to the companies located in Australia, the UK and USA.

This statement addresses the period from 1 January 2023 to 31 December 2023, in compliance with the requirements of the United Kingdom Modern Slavery Act, the Australia Modern Slavery Act, and the US Business Supply Chain Transparency on Trafficking and Slavery Act.

Gransolar Holdings, S.L. takes a consolidated, whole-of-group approach to ethical sourcing. As such, this statement addresses the actions taken by reporting entities within the Gransolar Group on a consolidated basis.

It describes the steps taken and those that will be taken by the Gransolar Group and its subsidiaries to mitigate the risk of modern slavery in the Group's businesses and supply chains.

Complying with these countries' legislation and as part of our core values, Gransolar is committed to the abolishment of the modern child slavery practices and any other kind of abuses.

Principle 6: The elimination of discrimination in respect of employment and occupation.

The Group commits to strict compliance with current legislation in accordance with the provisions of local law as a fundamental pillar for equal treatment in the workplace. Continuing with our CSR commitment, Spanish and European laws will prevail, regardless of the local ones, whenever the former better guarantees people's rights.

Gransolar has a CSR Policy with three supplementary regulations: Human Rights, Community Investment, and Corporate Volunteering. These three reinforce the Group's commitment to Justice and Social Equity.

CSR policy: Non-discrimination based on race, nationality, social origin, age, gender, marital status, sexual orientation, ideology, political or union opinion, religion, or any other personal, physical, or social condition.

Additionally, as a measure against all forms of discrimination, the Group has established a Code of Conduct that addresses the topics of equal treatment and dignity for all forms of diversity. In 2022, this Code was updated and emailed to all the workers in the organisation, and it is published on the Intranet for anyone to read.

The headcount comprised 1,236 employees at 31 December 2022 (881 in 2021), 295 of whom were women and 941 were men (229 women and 652 men in 2021), respectively representing 23.86% and 76.13% of the total (26% and 74% in 2021) since fewer women demand certain types of jobs.

Under the principle of Integrity, Gransolar tries to include all minorities in its workforce, as well as comply with Spanish law on disability; the company has several employees with a disability of 33% or more. Additionally, the company contributes to social initiatives that provide both employment and professional training for people with disabilities.

To follow Gransolar's principles, it has a set of measures, adopted after completing a diagnosis of the situation, aimed at equal treatment and opportunities among men and women and eliminating any type of discrimination for any reason within the company:

- Eliminate any type of discrimination in terms of gender, respecting the individuality of all people and their cultures

- Modify any conduct based on discriminative ideas, establishing inclusive language and images in all workspaces
- Provide equal opportunities for all genders
- Prevent situations of sexual harassment or other sexual motives
- Improve a work-life balance
- Promote Human Resources as a constant support for these goals, always focused on seeking and developing the best professionals.

In response to the global issue of the gender wage gap, Gransolar is committed to paying an equal salary for work of equal value across all its companies and departments while always respecting each country's minimum interprofessional salaries, and never allowing gender to be a roadblock to an employee's personal and professional growth.

Salary gap by category:

Salary gap (€)	Women vs. Men (%)	
	2022	2021
Executives (*)	23.24%	19%
Experts/Graduates	12.77%	18%
Administrative staff	20.80%	18%
Supervisors (**)	20.58%	-
Labourers	23.08%	30%
Company	9.98%	13%

(*) The current CEO of Gransolar Holdings is included among the managers. This data covers all of 2022, starting 1 January.

(**) In 2021, there were no women in this category.

Salary gap in Spain vs. other countries:

Salary gap (€) (*)	Women vs. Men (%)	
	2022	2021 (**)
Spain	7.21%	-
Other countries	9.86%	-
Group	9.98%	13%

(*) The current CEO of Gransolar Holdings is included among the managers. This data covers all of 2022, starting 1 January.

(**) In 2021, there were no separate calculations for this gap.

These calculations are the result of the following formula:

$$\text{Salary Gap} = \frac{(\text{Male Average Salary} - \text{Female Average Salary})}{\text{Male Average Salary}} \times 100$$

The Group's remuneration policy promotes equal treatment between men and women, advocating for equal pay. The remuneration model rewards the level of responsibility and professional track record, ensuring internal equity and external competition.

The salary model is materialised through two differentiated elements:

- A fixed salary, which considers the level of responsibility, the roles carried out and the professional track record of each employee, the principles of internal equity, and the market value for their function, which is the most relevant for the overall remuneration.

- A variable salary that is associated with the various levels of the company.

This means that, in 2022, approximately 27.6% received a variable salary compared with 21% in 2021. The variable salary is based on achieving the pre-established goals, divided by company, department, and personal objectives.

Every year, the Group allocates a training budget for each of the companies and departments to take upon the completion of a training plan following the strategy and needs of the organisation and its employees. Among the objectives implemented by Gransolar Group in its training plan, we highlight:

- Improving the efficiency and efficacy of the organisation through an adequate career development.
- Helping to face changes resulting from the evolution of the organisation's environment or future projects.
- Promoting the personal development, motivation and professional enrichment of employees.
- Helping solve internal problems.

In 2022, a total of 15,045 training hours were held. One of the most noteworthy training programmes implemented in 2022 and 2021 was the Extraordinary Leader leadership programme. This is a specialised programme aimed at improving the effectiveness of our leaders and business results.

Gransolar focuses on young talent and contributes with the following initiatives so that the participants can gather the experience needed to become company employees.

"School of Talent"

We continued with the talent school that was launched in 2019, which consisted of a project called "Escuela de Talento" (School of Talent), with 6-month scholarships to train students in PLC programming, automation and robotics. For the selection, various filters were used consisting of the review of résumés, phone interviews and group dynamics.

After the success achieved through this programme, the Group has decided to continue with this staunch support for scholarships to guarantee sustained growth in different departments by expanding and investing in the training and integration of young people in the job market.

By the end of 2022, 7 employees with university degrees joined the staff in Madrid, Almería, and Valencia, with the idea of them acquiring more responsibility and functions so that they can become company employees.

At present, the Gransolar Group has cooperation agreements with various universities in the Madrid region such as Madrid Polytechnic University (UPM), Madrid Autónoma University (UAM), Carlos III University, Rey Juan Carlos University, Alcalá de Henares University (UAH), Madrid Complutense University (UCM), University Centre of Financial Studies (CUNEF) and Burgos University (UBU).

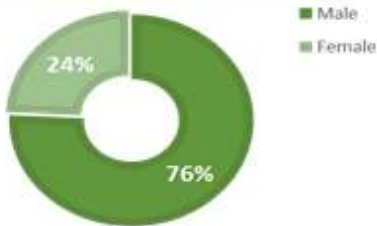
"Dual Professional Training Programme"

Furthermore, as a company that focuses on young talent, the Group decided to expand its talent search and that is why it was the first year in which it started working with the "Programa de FP Dual," (Dual Professional Training Programme), a programme consisting of one year of theoretical training and another of practical training. The idea behind it is to adapt education to market demands and the socioeconomic reality. For this, first-year students are participating in Economics and Finance, Computing, Procurement, Digital Design, and Software.

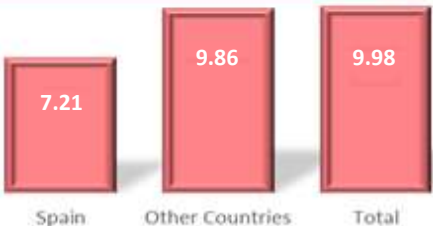


IN FIGURES

Gender Equality



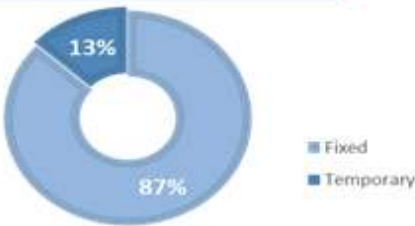
Salary Gap



Young Talent

Gransolar Group bets on young talent, participating in social initiatives for professional training for young people, collaborating with local universities and offering internships at the company.

Contract Types



Employees by Age



Total Training Hours 2022

Professional category	Training hours
	2022
Executives	485
Technicians/Graduates	8.722
Administrative staff	2.845
Skilled workers	1.389
Labourers	1.633
TOTAL	15.045

Salary Model

Variables for Compensation

~ 27.6% receive variable remunerations



Environment

Gransolar's activity is linked to the mitigation of climate change and its impact on the environment since its main activity is manufacturing trackers and their structures, as well as building photovoltaic plants and industrial self-consumption. All are totally related to sustainable green energy. The Group is aware that society nowadays has an increasing demand for a better quality of life and the conservation and preservation of the planet's many valuable natural resources, which is why Gransolar operates to guarantee reliable and quality work while acting conscientiously towards pollution prevention, resource optimisation and energy efficiency.

The Group has a Quality and Environmental Policy that includes all the company's environmental prevention activities; these policies are shared with all the third parties with whom the Group works. The aim is to raise awareness by making the policies known to suppliers, subcontractors and clients. Moreover, Gransolar has implemented its own environmental management system in all the projects it is executing, extending it to subcontractors to ensure compliance with environmental requirements.

As part of our actual commitment to the environment and to society, we have developed a recycling KPI for all our business lines. By 2025, all our products and activities will have a perfectly developed recycling plan. Already in 2022, we processed our line of batteries, E22. This will allow our customers to have a disassembly and recycling manual for batteries and all battery components. Our commitment is to keep the manual and our contact with customers fully updated over time. In this way, they will have at hand the latest in recycling, use and removal of the components that we have installed.

In addition, the Group is certified under the ISO [9001](#) and [14001](#) standards in its main centres. It is a participant of the UN Global Compact and a member of both The Climate Pledge and Forética.

Gransolar also has an internal Supplier Code of Conduct that establishes scrupulous compliance with environmental legislation as one of the main targets in the Group's social responsibility, of which all stakeholders should be part:

- Commitment to protect and preserve the environment.
- Commitment to prevent contamination.
- Commitment to comply with the legislation applicable to the related activities.
- Application of the 3 R's rule: reduce, recycle and reuse.
- Responsible use of resources.
- Cooperation with the authorities and organisations in the plans that are intended to protect the environment.
- Assessment of environmental risks in all activities.
- Drafting of environmental improvement programmes.

Principle 7: Businesses should support a precautionary approach to environmental challenges.

The Gransolar Group carries out a risk assessment for its environmental management system (risks associated with the establishment in other countries such as legal, regulatory, commercial, and logistics), considering external and internal factors in the context of the organisation, its needs and the stakeholder expectations, as well as other environmental issues, aspects, and emergencies related to its activity. This analysis highlights the relevance of the specific environmental requirements where the construction activity takes place, which are agreed with the clients. In this type of activity, the signed contracts include clauses related to the guarantees that must be applied to prevent environmental risks or measures set up to comply with environmental regulations established by the country where the activity is carried out.

In the first phase, the Group identifies the project requirements based on several factors: country, contract, specific environmental legislation and permits, studies, environmental impact statements, etc. Once all the requirements are identified, specific environmental monitoring plans are drawn up to ensure that all applicable requirements are included and considered during the construction phase to meet all the requirements from an environmental point of view so that both Gransolar's personnel and the subcontractors participating in the project must comply with.

The Group allocates different resources for environmental prevention. On one hand, Gransolar has hired its own staff that oversees the coordination of different actions and projects from an environmental point of view. This team comprises 6 people, distributed in different strategic locations inside the Group who coordinate these actions both nationally and internationally. On the other hand, to meet the environmental needs specifically required in each project, there are subcontracted companies dedicated to this purpose that carry out direct actions in the locations where the Group operates, always under the coordination of Gransolar's internal team.

The Gransolar Group has an environmental management system, periodically reviewed by the Board, in which different environmental aspects are evaluated and through which compliance with environmental goals is monitored.

Principle 8: Undertake initiatives to promote greater environmental responsibility.

In May 2017, an evaluation of the company's main offices was conducted and the BREEAM ES certification was obtained (Building Research Establishment Environmental Assessment Method). This certification evaluates and certifies the sustainability of existing buildings of non-residential use that are at least two years old. This guarantees a structure that is both safe and productive for its occupants as well as efficient in terms of the resources used through a selection of tools and procedures that measure, evaluate and ponder the level of sustainability of a building from its design stage, through to its construction and maintenance.

To obtain this accreditation, the following areas were evaluated:

- Management
- Health and Wellness
- Energy
- Transport
- Water
- Materials
- Waste
- Land use and Ecology
- Pollution and Innovation

The Group's strategy has focused fundamentally on the search for projects outside Spain. Considering its experience in the international area, the environmental issues in any activity carried out in developing countries are a tremendously critical factor. For this reason, Gransolar is committed to reinforcing the local staff's awareness of environmental matters and go more deeply into the environmental component during the development-offer phase, as well as in the construction phase.

The impact of the Group's activity is not considered to be significant in terms of noise or light pollution because the photovoltaic plants are in isolated areas and the factories in industrial areas and the offices have no impact on this. However, these aspects are controlled and there is no record of any complaints or claims regarding these issues.

During 2022, the Gransolar Group achieved a reduction of 3,697,234.33 Tn CO₂ eq/MWh. In this sense, Grupo Gransolar is fully aware of its Social Responsibility and, to promote the implementation of this culture within its organisation, it has established internal objectives (KPIs) periodically supervised by the Board of Directors. We want to identify and promote the actions that allow us to be competitive and generate positive impacts on society, as already mentioned by our Chairman.

ESG KPIs						
	2021R	2022R	2022 Obj.	2023	2024	2025
Health & Safety						
• Frequency rate/Hours worked	8.45	13.31	<10	<10	<10	<10
• Severity rate/Hours worked	0.14	0.45	<0.5	<0.5	<0.5	<0.5
Gender Equality Plan		N 7.21% I 9.86%				
• Wage Gap	13.00%	9.98%	12%	11%	10%	9%
Insurance Events Rate						
• Lessons Learned Plan	0%	20%	20%	50%	100%	100%
Sustainability - Circular Economy		100%	100%			
• Planning and spreading a 360 Recycling procedure	0%	E22	E22	GRS	PVH / Deeptrack	100%
Social Investment	181.500 €	225,000 €	225,000 €			
• % over the previous year's results (EBT)	>0.5% over EBT	>0.5% over EBT	>0.5% over EBT	>0.5% over EBT	>0.5% over EBT	>0.5% over EBT
Energy Efficiency						
• Tons of CO ₂ saved at the Group	2,831,160 Tn CO ₂ eq/MWh	3,697,234,33 Tn CO ₂ eq/MWh	2,859,471 Tn CO ₂ eq/MWh +1%	2,888,066 Tn CO ₂ eq/MWh +1%	2,916,946 Tn CO ₂ eq/MWh +1%	2,946,116 Tn CO ₂ eq/MWh +1%
• Energy consumption per ton of steel processed	17.58 kW-h/Tn	18.14 kW-h/Tn	17.40 kW-h/Tn ↓ -1%/year	17.23 kW-h/Tn ↓ -1%/year	17.05 kW-h/Tn ↓ -1%/year	16.88 kW-h/Tn ↓ -1%/year

Other measures to improve our footprint.

Measures
Use of natural light and rational use of lighting: awareness and sensitisation
Use illumination by areas
Installation of photosensitive cells
Installation of time switches
Installation of movement detectors
Renegotiation of contracted power
Green energy supply contracts for all its offices and factories
Buying efficient equipment with an energy-saving mode
Use of multiple power strips with switch and/or programmable plugs
Configure the energy-saving mode of the equipment and manage its consumption

Gransolar carries out different actions with the aim of reducing greenhouse gas emissions:

- The use of electric vehicles to travel within the different factories.
- The rental fleet has hybrid and electrical vehicles.
- The Group's offices have printers with MyQ, which stores print requests and prints through a code. This action has saved 25% of paper.
- The headquarters' car park has three electrical charging points as an incentive for the purchase and use of electronic vehicles.
- The headquarters building has lights with a motion detector.
- All the headquarters' lights are low-consumption LED bulbs.

The Gransolar Group maintains an environmental strategy based on the circular economy and responsible waste management (reuse, recovery and recycling of waste generated by the activity - offices, factories or construction activities), with the firm commitment to reduce the potential negative impacts the activity may cause on the environment.

Plastic cups and other plastic containers have been removed, encouraging the use of bottles and other glass utensils, and promoting different recycling campaigns among the Group's staff such as prescription glasses and sunglasses not in use which are in good condition to donate.

The Group has different operational controls for each of the centres for waste management, related, among others, to the management of hazardous and non-hazardous waste. Gransolar has various mitigation and control guidelines such as:

- Hazardous waste is not removed from the work/facility other than to be sent to a duly accredited - authorised -manager.
- The mixing of hazardous waste of a different nature is not allowed, and it is mandatory to separate waste by type.
- The container and the waste dumping area must be marked on a mandatory basis.
- For hazardous waste, its storage deadline is 6 months, while for non-hazardous waste, the deadline is a maximum of 2 years.
- In the case of activities related to construction, waste management is the responsibility of the contractor and may be carried out in two ways, according to its nature and the volume generated:
 - In a properly equipped and signposted storage area, or independent containers for each fraction.
 - Bulky waste (earth, rubble, etc.) will be deposited directly on trucks for removal by an authorised manager and/or carrier.
 - The abandonment, dumping, burning or uncontrolled disposal of hazardous waste is expressly prohibited.

Some specific measures are the reuse of pallets, recycling of paper, cardboard and toner, and recovery of waste.

Gransolar promotes various initiatives to combat food waste in construction sites. In this sense and considering that most of the work is carried out in locations far from urban centres, the Group's philosophy allows workers to take advantage of leftover food and take it with them for their personal consumption.

The greatest impact on biodiversity is identified during the construction of photovoltaic solar plants.

Regarding the effect on the vegetation near the activity carried out by Gransolar, the following measures are proposed:

- Removal of the topsoil layer for its collection, conservation and subsequent reuse in the areas to be revegetated.
- Revegetation of the lands cleared immediately after the work, in the most suitable sowing and/or planting period for each species.
- Establishment of good environmental practices aimed at minimising the probability of fires, according to:
 - Removal of bulky pruning and cleaning remains to prevent fire risks.
 - Preventive maintenance of machinery, as well as effective use of it, avoiding the generation of sparks or flames.

On the other hand, the Group, depending on the project, establishes programmes for the protection and conservation of wild fauna that consider the rescue, protection and restoration of habitats of both flora and fauna, which may affect the development of its activities. To carry out these programmes, the following activities presented below are carried out:

- Wildlife tracking and search activities are carried out before the start of site preparation activities, and during the period of operation of heavy machinery on site, as well as construction and assembly activities.
- And later, the activities of transport, relocation and release of fauna found during the search are carried out.

Principle 9: Encourage the development and diffusion of environmentally friendly technologies.

The Gransolar Group with its activity promotes the production of renewable energies since its main activity is the manufacture of trackers and the development and construction of photovoltaic parks. Gransolar's role in endorsing these technologies is intricately linked to the mitigation of climate change and a reduction in greenhouse gas emissions.

Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

The Group has several Policies such as Criminal Compliance, the Code of Conduct that is reviewed regularly, the CSR Policy, with the Regulations for Investment in the Community and Corporate Volunteering, which reflect Gransolar Group's firm commitment to transparency, as can be deduced from the institutional declaration signed by the Board of Directors in December 2019 and endorsed by the Board Meetings in 2021.

Moreover, the Group's Code of Conduct is focused on guaranteeing the fulfilment of the values governing Gransolar and maintaining integrity within the organisation. The Code demands everyone affected by these rules to show fair and honest behaviour, which includes forbidding workers, contractors and suppliers to give public officials any economic benefit under any pretext or circumstance. There is a whistleblowing online channel, which ensures the anonymity of its participants, in line with the European Directive, and which is supervised by a Specific Committee. This Committee treats complaints in a totally confidential manner and takes the appropriate measures in a collective manner.

Another measure established in the Code is that no employee in the Gransolar Group can offer, grant, request or accept, directly or indirectly, gifts or donations, favours or compensations, or any of their nature, from any authorities or officials.

There is no record of any reports on cases of corruption through our whistleblowing channel in 2022 or in other years.

Sustainable Development Goals

The Group's vision, in addition to providing economic value to its clients through the construction and management of solar photovoltaic installations, is to provide social and environmental value.

For this reason, the Group has a Corporate Social Responsibility Policy with the objective of maintaining sustainable development growth, through one-time or permanent donations, solidarity as small as it may be, for an active and positive contribution to social development and the environment. Gransolar is committed to meeting, in the following years, all the 17 global goals presented by world leaders in 2015.

Through the years, the Group has achieved 13 of the 17 goals and its purpose is to continue working on them during the following years. Proof of this is its continuous collaboration in various projects of different natures. The Gransolar Group has a specific budget that is spent on Social Projects and contributes and helps employees to do altruistic volunteering hours for different social causes.



SUSTAINABLE DEVELOPMENT GOALS



NO POVERTY

We offer decent direct or indirect employment in all those places where we have works, facilities or commercial offices.



ZERO HUNGER

- . Fare Share Kitchen in Brisbane – Australia
- . Spanish Food Banks



GOOD HEALTH AND WELL-BEING

- . Promotion of good health and well-being in the workplace . Healthy breakfast, free of charge for the staff
- . Different sports sponsorships for the young ones and amateurs
- . Collection and donation of glasses to “Mil y dos gafas”



QUALITY EDUCATION

- . Collaborating with universities in different projects (“Schools of Talents”, “Dual Professional Training Programs”)
- . Awareness talks in primary schools about the sustainability . Hillston Central School Watering System, Australia
- . Solar roof Kindergarden School in Danielskuil, South Africa . Technological scholarship for women
- . Wall painting Kindergarden School in Danielskuil, South Africa



GENDER EQUALITY

- . Equality Plan to reduce Gage Gap . Maternal/Paternal leave
- . Protocol to prevent gender-based sexual harassment



CLEAN WATER AND SANITATION

- . Auara, Ambassadors - clean water, and water wells
- . Donation to “Seacleaners” Clean the oceans of plastics



AFFORDABLE AND CLEAN ENERGY

- . Gransolar Group business model and activity it is in itself sustainable and promotes worldwide the renewable energy
- . Solar roof Kindergarden School in Danielskuil, South Africa



DECENT WORK AND ECONOMIC GROWTH

- . Employees protected by collective agreements
- . Gransolar offers decent work and the possibility for growth and training
- . In 2022, it expanded its workforce by 72.2%



INDUSTRY, INNOVATION AND INFRASTRUCTURE ENERGY

- . Gransolar Group business model and activity it is in itself sustainable and promotes worldwide the renewable energy
- . The R+D+i department is constantly searching for new, more efficient ways to develop our business



REDUCED INEQUALITIES

- . Equality Plan against gender and any sort of discriminations . Employees with 33% disability
- . Sponsorship of parathlete for Mundial and Olympics . ASINDOWN: Valencia Down's Syndrome Foundation
- . ADECCO: Plan Familias . ASALSIDO : Almeria Down's Syndrome Foundation



SUSTAINABLE CITIES AND COMMUNITIES

- . Gransolar business model and activity promotes sustainable cities and communities
- . Use of electric vehicles to travel within the different factories . The fleet has hybrid and electrical vehicles
- . Headquarters' car park has electrical charging points
- . Continuous messages to employees raising awareness and training in sustainability



CLIMATE ACTION

- . Gransolar business model and activity . BREEAM ES certification
- . MITECO Carbo Footprint certification . ISO 9001
- . ISO 14001 . Supplies “Code of Conduct”



LIFE ON LAND

- . Gransolar Group business model and activity it is in itself sustainable and promotes worldwide the renewable energy. It also maintains continuous research to improve the technology on which it is based and the efficiency of the batteries it manufactures.



PARTNERSHIPS FOR THE GOALS

- . Collaboration with NGOs: AUARA, ALCLES . UNICEF (Christmas Campaign)
- . Bottle caps for a new life (SEUR foundation) . IBERIA (CO2 reduction)
- . LUFTHANSA (CO2 reduction)



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