Grupo Gransolar, S.L. and subsidiaries

Independent Assurance Report on the Consolidated Non-Financial Statement for the Year ended 31 December 2025

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INDEPENDENT ASSURANCE REPORT ON THE CONSOLIDATED NON-FINANCIAL STATEMENT OF GRUPO GRANSOLAR, S.L. AND SUBSIDIARIES FOR THE FINANCIAL YEAR 2025

To the shareholders of Grupo Gransolar, S.L.:

In accordance with article 49 of the Spanish Code of Commerce, we have carried out a limited assurance engagement of the accompanying Consolidated Non-Financial Statement (hereinafter "NFS") for the year ended 31 December 2025 of Grupo Gransolar, S.L. (the Parent Company) and its subsidiaries (the Group), which forms part of the accompanying Directors' Report of the Group.

The contents of the NFS include additional information beyond what is required by applicable commercial legislation on non-financial information, which we have not verified. Our work has been limited exclusively to the verification of the information identified in the table "Contents of the Non-Financial Statement" included in the attached NFS.

Directors' responsibility

The preparation and content of the NFS included in the Group's Consolidated Directors' Report is the responsibility of the Parent Company's Directors. The NFS has been prepared in accordance with the content requirements of applicable commercial regulations and following the criteria of the selected Sustainability Reporting Standards of the Global Reporting Initiative (GRI standards), as well as those other criteria as described for each subject in the table "Contents of the Non-Financial Statement".

This responsibility also includes the design, implementation and maintenance of such internal control as is considered necessary to enable the NFS to be free from material misstatement, whether due to fraud or error.

The Parent Company's Directors are also responsible for defining, implementing, adapting and maintaining the management systems from which the information necessary for the preparation of the NFS is obtained.

Our independence and quality management

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including international standards on independence) issued by the International Ethics Standards Board for Accountants (IESBA Code), which is based on the fundamental principles of integrity, objectivity, professional competence and diligence, confidentiality and professional behaviour.

Our firm applies International Quality Management Standard (ISQM) 1, which requires the firm to design, implement and operate a quality management system that includes documented policies or procedures relating to compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

The working team consisted of professionals with expertise in non-financial information reviews and, specifically, in economic, social and environmental performance information.

Our responsibility

Our responsibility is to express our conclusions in an independent limited assurance report based on the work performed. We conducted our work in accordance with the requirements of the current International Standard on Assurance Engagements 3000 Revised, "Assurance Engagements Other than Audits or Reviews of Historical Financial Information" (ISAE 3000 Revised) issued by the International Auditing and Assurance Standards Board (IAASB) of the International Federation of Accountants (IFAC) and with the Guidelines for the Review of Non-Financial Reporting published by the Spanish Institute of Chartered Accountants.

In a limited assurance engagement, the procedures carried out vary in nature and timing and are less extensive than those carried out in a reasonable assurance engagement and, therefore, the assurance provided is substantially less.

Our work consisted of inquiries to the Management and the various Group units involved in the preparation of the NFS, reviewing the processes for collecting and validating the information presented in the NFS and applying certain analytical procedures and tests on a sample basis as described below:

- Meetings with the Group's staff to understand the business model, the policies and management approaches applied, and the main risks related to these issues, and to obtain the necessary information for the external review.

- Analysis of the scope, relevance and completeness of the contents included in the 2025 NFS based on the materiality analysis carried out by the Group and described in section 8 of the NFS, considering the contents required by current commercial regulations.

- Analysis of the processes for collecting and validating the data submitted in the 2025 NFS.

- Review of the information on risks, policies and management approaches applied in relation to the material aspects presented in the 2025 NFS.

- Testing on a sample basis of the information related to the contents included in the NFS for the year 2025 and its proper compilation from the data provided by the information sources.

- Obtaining a letter of representation from the Directors and the Management.

Conclusion

Based on the procedures performed in our verification and the evidence we have obtained, no aspect has come to our attention that leads us to believe that the NFS of Grupo Gransolar, S.L. and its subsidiaries for the year ended 31 December 2025 has not been prepared, in all material respects, in accordance with the contents of current commercial regulations and with the criteria of the selected GRI standards as well as other criteria as described for each subject in the table "Contents of the Non-Financial Statement".

Use and distribution

This report has been prepared in response to the requirements of Spanish commercial law and may not be suitable for other purposes or jurisdictions.

[*Stamp:*]

DELOITTE AUDITORES, S.L.

INSTITUTE OF
CHARTERED
ACCOUNTANTS
OF SPAIN

DELOITTE, AUDITORES S,L.

2026 No. 01/26/07985
CORPORATE STAMP: 30,00 EUR
Seal for other assignments

Ana Sanchez Palacios

26 March 2026

[*QR Code*]

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GRANSOLAR GROUP

NON-FINANCIAL STATEMENT 2025

LEGAL NOTICE

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1. INTRODUCTION

In a global context marked by profound transformations and increasingly complex economic, social and environmental challenges, companies play a key role in building a sustainable development model. Their contribution is essential to meeting the needs of present and future generations, minimising environmental impact and promoting more cohesive, inclusive and equitable societies. Likewise, sustainability requires the integration of principles of good governance, business ethics and responsible management into all corporate decision-making.

Grupo Gransolar, S.L. and all its subsidiary companies (hereinafter, "**Grupo Gransolar**" or "**Gransolar**") are firmly committed to sustainability, integrating it as a strategic pillar of their activities, as reflected in their Governance Director Plan, Action Plan and the set of documents that make up their corporate governance framework.

This Non-Financial Statement presents the non-financial information for the 2025 financial year and has been prepared in accordance with the GRI reporting framework and Law 11/2018, the applicable regulations governing non-financial reporting. In addition, Gransolar continues to make progress in aligning with the ESRS standards issued by EFRAG in preparation for their future implementation.

This document sets out the Group's main policies, actions and performance in environmental, social and governance matters, reflecting our commitment to sustainability, transparency and continuous improvement.

2. BUSINESS MODEL

Gransolar is a group primarily engaged in the manufacture of components for photovoltaic projects and their construction. In addition, it specialises in the design, development and comprehensive management of solar photovoltaic installations.

Grupo Gransolar operates across the entire value chain of the photovoltaic project development process through its different business lines. The Company, headquartered in Madrid (Spain), operates both nationally and internationally, in more than 40 countries across five continents, including Spain, Australia, the United States, Saudi Arabia, South Africa, Turkey, the United Arab Emirates, Brazil and Mexico.

Grupo Gransolar and its various business units cover the entire process of manufacturing certain components, as well as the design, construction and maintenance of photovoltaic projects. In order to manage its projects as efficiently as possible, the Group has offices in 11 countries: Spain, Australia, the United States, Saudi Arabia, South Africa, Mexico, the United Arab Emirates, India, Brazil, the United Kingdom and Canada.

Most of the workforce is based in Spain. All the Company's business lines are represented at its Madrid offices. In Almería, the majority of employees from GRS Construcción de Proyectos, GRS O&M and ISE Energía are based, while in Cheste (Valencia) the Group operates a major manufacturing facility and the offices of PV Hardware Solutions.

In addition, PV Hardware Solutions has two further manufacturing facilities in Jeddah (Saudi Arabia) and Houston (USA).

All our activities are guided at all times by the values, principles and standards of conduct set out in the Code of Conduct, which was last updated by the Board of Directors on 17 December 2025 and is currently in force in its latest version.

The following general principles govern all relationships with our stakeholders:

(i) All Group operations shall be conducted in accordance with the highest ethical and responsibility standards of Gransolar.

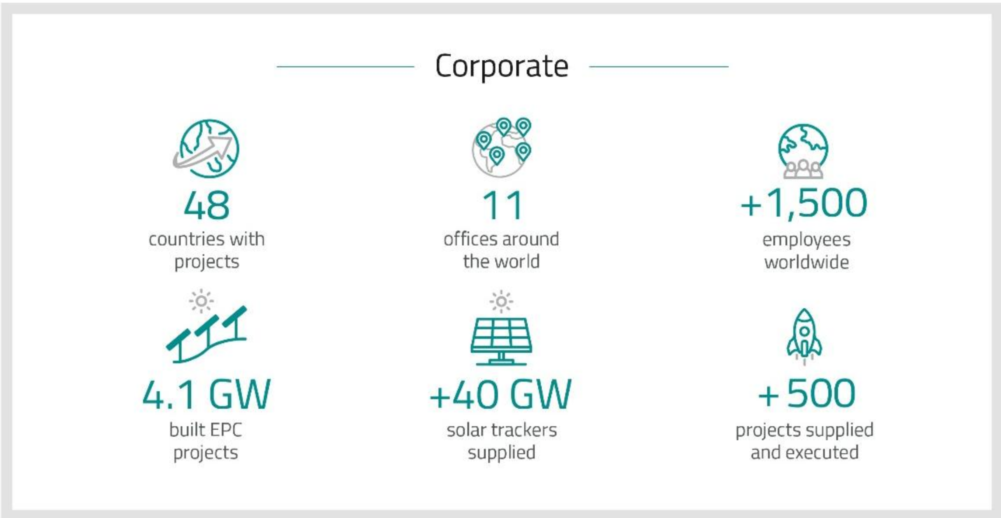
(ii) Compliance with applicable legislation in each jurisdiction constitutes an essential and non-negotiable pillar of this Code.

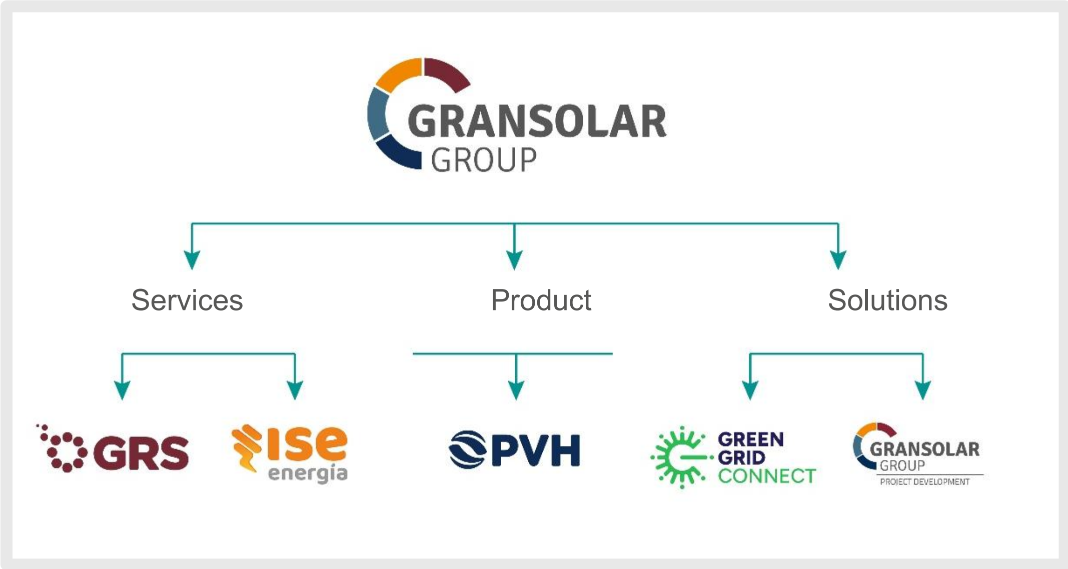
(iii) The conduct of employees shall comply not only with the provisions of the Code but also with its underlying spirit.

(iv) All individuals and entities associated with the Group shall be treated with dignity, fairness and respect.

(v) The Group's activities shall be carried out with full respect for the environment, biodiversity and natural resources.

(vi) Gransolar is committed to compliance with international regulations in the areas of anti-corruption, anti-money laundering, prevention of insider trading, fair competition and adherence to sanctions regimes.





2.1. GRANSOLAR PRODUCT

Within this business line, activities include the manufacture, supply, assembly and commissioning of solar trackers and their components; the development and implementation of monitoring and control software for solar photovoltaic plants, both at industrial and commercial level; and the development of controllers that optimise panel positioning in order to maximise energy generation.

By country, Gransolar Product (PV Hardware) operates manufacturing facilities in Cheste (Valencia, Spain), Jeddah (Saudi Arabia) and Houston (USA). The latter facility is strategic in enabling local-content manufacturing and significantly expanding our market share in the United States. In addition, the tube manufacturing facilities commissioned during 2024 and 2025 at our three PV Hardware production sites, Cheste, Jeddah and Houston, continued to play a key role in increasing the proportion of products manufactured in-house.

2.2. GRANSOLAR SERVICES

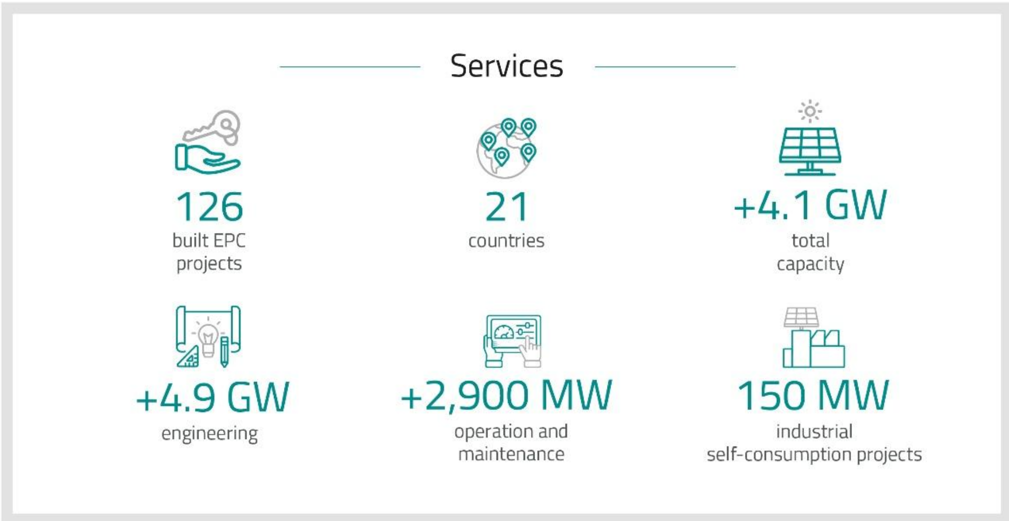
The services business line is divided into the following sub-areas:

(i) Engineering (GRS Engineering): This area provides a wide range of services to clients operating worldwide, including technical assistance and consulting, design engineering, project execution, permitting, grid and interconnection studies, and civil engineering and water resources studies.

(ii) Project construction (GRS): Provides turnkey (EPC) photovoltaic projects to clients worldwide.

(iii) Operation and maintenance (GRS O&M): Performs predictive, preventive and corrective maintenance activities on photovoltaic plants, both those built by the Group and those constructed by other EPC contractors, using technological innovations.

(iv) Self-consumption solutions for large consumers (ISE Energía): Responsible for the design, construction and maintenance of self-consumption installations for companies and industrial clients.



2.3. GRANSOLAR SOLUTIONS

The solutions business line is divided into the following sub-areas:

(i) Design and construction of transmission lines and electrical substations (Green Grid Connect).

(ii) Project development: This business area develops photovoltaic projects from the initial stage through to the “ready-to-build” phase.

Solutions

+3,000 MW
PV projects under development

+6,000 MWh
energy storage projects under development

3. NON-FINANCIAL POLICIES AND RISK ASSESSMENT

Gransolar places sustainability, business ethics and good governance at the core of its activities. These principles are articulated and implemented through the Group's Governance Director Plan. This plan underpins the Code of Conduct and Responsible Practices and the Action Plan, as well as a set of five macro policies that structure the Group's internal regulatory framework across its key areas: HSE and Quality, Supply Chain, Corporate Area, People and Sustainability.

Each of these macro policies is further developed through specific policies that define the guiding principles for action in each area, many of which are directly related to environmental, social or governance matters.

In particular:

(i) HSE and Quality macro policy: implemented through the Quality, Environment and Energy Management, and Health and Safety policies, which establish the operational criteria governing activities in these areas. In addition, these areas are expected to operate under a single Integrated Management System from the 2026 financial year onwards.

(ii) Supply Chain macro policy: implemented through the Procurement policy, which defines the principles for the responsible sourcing of goods and services across the Group.

(iii) Corporate Area macro policy: implemented through corporate governance policies, including the Anti-Corruption policy, Criminal Compliance policy, Information Security policy, Internal Reporting System (whistleblowing channel), Tax Compliance policy and Data Protection policy.

(iv) People macro policy: implemented through the Talent Management policy.

(v) Sustainability macro policy: implemented through the Climate Action policy, which sets out the Group's ambitions in relation to tackling climate change.

INTEGRATED MANAGEMENT SYSTEM (IMS)

As a key element for the implementation of the policies derived from the HSE and Quality macro policy, the Group has established an Integrated Management System (IMS) that aligns processes, responsibilities and controls across this area.

In 2025, Grupo Gransolar consolidated the integration of its IMS by bringing together, under a single corporate strategy, the ISO 14001, ISO 45001, ISO 50001 and ISO 14064 standards. This multi-standard model enables the coordinated management of quality, environmental performance, health and safety, energy and greenhouse gas emissions, ensuring consistency in processes and performance aligned with international requirements.

Within this framework, the Group has implemented an Audit Programme that systematically plans internal and external IMS audits, defining their frequency, scope and criteria in accordance with the applicable standards. Each audit is carried out based on a specific Audit Plan, which sets out the objectives, detailed scope, applicable criteria, audit team and timetable, ensuring rigorous and consistent execution in line with regulatory requirements, as well as the early identification of opportunities for improvement that enhance the overall effectiveness of the system.

The level of maturity achieved by the Integrated Management System in 2025 enables the Group to enter a new phase of integration in 2026, incorporating quality management in accordance with ISO 9001 and progressing towards operating models aligned with waste prevention and minimisation. This evolution reflects the Group's commitment to streamlining processes, improving operational efficiency and maximising the value generated by its management systems, moving beyond an approach based on individual certifications and consolidating a globally applicable multi-standard model, which will be progressively extended to new geographies such as South Africa, Turkey, India and Australia for the product business line.

ESG RISK MANAGEMENT AND ASSESSMENT

The Group's policies are designed to address the environmental, social and governance risks that may affect its activities. For their identification, the Group maintains a risk map that is updated on a biennial basis, the results of which are reviewed by the Group's Risk Committee.

This risk map includes a range of ESG-related risks. By way of illustration:

(i) Environmental: risks related to pollution, natural disasters, flood damage, energy efficiency and scarcity of raw materials.

(ii) Social: occupational accidents, health and safety measures, and training initiatives.

(iii) Governance: corruption, cybersecurity and reputational risks.

The most recent assessment completed prior to the issuance of this report did not identify any ESG risks that are expected to have an immediate impact on the Group.

4. ENVIRONMENTAL MATTERS

The various activities carried out by Grupo Gransolar generate a range of environmental impacts and challenges throughout the value chain. This requires a rigorous, consistent and tailored environmental management approach adapted to the specific characteristics of each business line.

In this context, the Group addresses environmental matters through an operational and preventive approach, applying the precautionary principle to anticipate and avoid potential risks associated with its activities. Health, Safety and Environment (HSE) teams work systematically on the identification, assessment and management of impacts related to resource use, waste generation, emissions, energy efficiency and interaction with the natural environment. Environmental management is integrated into decision-making processes with the aim of minimising impacts, improving environmental performance and strengthening the resilience of the business model.

To this end, each construction project has, at a minimum, one HSE technician responsible for supervising environmental compliance and implementing the necessary control measures. For projects with more demanding requirements or located in particularly sensitive areas, this supervision is reinforced through the involvement of external environmental specialists. In parallel, corporate HSE teams support process standardisation, the performance of internal audits and the monitoring of environmental indicators.

The precautionary principle is implemented, among other practices, through the conduct of environmental assessments prior to site selection and the implementation of early monitoring programmes for aspects such as biodiversity, water resources and soil quality. These actions are integrated into the Environmental Impact Assessments (EIA) carried out prior to the commencement of each project, enabling the anticipation of impacts and the adoption of preventive measures from the design phase.

During 2025, the Group was not subject to any environmental sanctions in relation to its operations or activities at its sites and projects. Furthermore, following the risk assessment performed and in accordance with the applicable regulations, no requirement to maintain environmental financial guarantees has been identified.

This section sets out the information relating to the main environmental matters considered relevant to the Group during the 2025 financial year, as well as the measures implemented, the results achieved and the identified areas for development, in line with the Group's activities and the regulatory and sectoral context in which Gransolar operates.

4.1. ENVIRONMENTAL RISKS AND OPPORTUNITIES

Environmental risks and opportunities are highly relevant across the various activities and processes carried out within the Group.

For this reason, these risks are incorporated into the risk map described above, together with the other key aspects of the business, and an appropriate roadmap is defined. In addition, within the services business line, an environmental impact assessment is conducted at the outset of each project.

4.2. CIRCULAR ECONOMY AND WASTE PREVENTION AND MANAGEMENT

During 2025, Gransolar continued to make progress in integrating circular economy principles into its operations, addressing materials and waste management as a key area given the diversity of its activities and the different associated flows.

The approach adopted prioritises waste prevention, optimisation in the use of materials and the recovery of generated waste, incorporating circularity criteria from the early design and planning stages through to project execution and the closure of operations. This approach helps to reduce the environmental impact associated with the lifecycle of products and projects, while improving resource efficiency.

Waste management is organised according to the type of activity, ensuring the proper segregation, traceability and treatment of both hazardous and non-hazardous waste through authorised waste managers and in compliance with the applicable regulations in each location. The control of waste flows is supported by record-keeping and documentary verification systems that provide reliable and comparable information for monitoring environmental performance.

In parallel, during 2025 the Group strengthened the involvement of its value chain in this area through supplier and contractor evaluation and monitoring processes, with the aim of identifying opportunities for improvement, promoting eco-efficient practices and fostering solutions aligned with circular economy principles in the supply of materials, packaging and services.

LIFE CYCLE APPROACH AND MATERIALS

In its construction and project development activities, Gransolar applies a life cycle approach that considers the environmental impacts associated with the materials used, logistics and transport, the use of machinery on site and waste generation throughout all phases of the project, from design through to decommissioning. This analysis enables the identification of improvement levers and supports more efficient construction solutions with lower resource consumption and a reduced environmental footprint.

PERFORMANCE AND MODEL DEVELOPMENT

In line with this approach, during 2025 the Product business line obtained Zero Waste certification at its Cheste facilities, ensuring the recovery of at least 98% of the waste generated through recycling, reuse or recovery processes. This milestone reflects the consolidation of advanced waste management practices within the Group’s industrial operations.

For its part, the Services business line achieved a recycling rate of approximately 91.53% of all waste generated at its locations in Spain and Portugal.

On this basis, Gransolar will continue to advance the development of its waste management model, aiming to progressively extend these principles to other areas of activity, including corporate office environments, with the objective of strengthening the consistency of waste prevention, segregation and recovery practices across the Group.

The measures implemented by the Group in relation to waste focus on prevention, reduction, reuse and the recovery of materials, integrating these principles across all of the Group's activities.

The following table presents the main hazardous and non-hazardous waste generated by the Group at its manufacturing facilities in Spain, the United States and Saudi Arabia, as well as at its offices in Spain and Brisbane (Australia), and its operational centres in Spain and Portugal.

HAZARDOUS WASTE GENERATED	2024 QUANTITY	2025 QUANTITY
Contaminated absorbents, mainly cleaning cloths (EWC 15 02 02*)	5.41 t	1.42 t
Non-chlorinated mineral engine oil (EWC 13 02 05*)	8.57 t	1.71 t
Contaminated empty metal or plastic packaging (EWC 15 01 10*)	0.83 t	0.17 t
Contaminated sepiolite (EWC 15 02 02*)	7.5 t	0.97 t
Non-halogenated machining emulsions and solutions (EWC 12 01 09*)	0.65 t	0.09 t
Contaminated empty metal packaging (previously containing paints, oils, solvents, etc.) (EWC 15 01 10*)	1.43 t	0.82 t

Metal packaging, including empty pressure containers containing hazardous porous matrix (EWC 15 01 11*)	0.62 t	0.15 t
Waste paint and varnish containing organic solvents or other hazardous substances (EWC 08 01 11*)	0.84 t	4.26 t
Lead batteries (EWC 16 06 01*)	-	0.03 t
Lithium batteries (EWC 16 06 07*)	0.71 t	1.78 t
Metallic sludge (EWC 12 01 18*)	0.09 t	0 t
Oily water (EWC 13 05 07*)	4.21 t	1.07 t
Contaminated soil and stones (EWC 17 05 03*)	-	1.46 t
TOTAL	**30.86 t**	**13.93 t**

NON-HAZARDOUS WASTE GENERATED	2024 QUANTITY	2025 QUANTITY
Construction and manufacturing waste		
Scrap metal (EWC 17 04 05)	9,094.66 t	12,692.74 t
Concrete (EWC 17 01 07)	-	38.24 t
Wood (EWC 15 01 03)	289.78 t	956.32 t
Plastic waste (EWC 20 01 39)	21.43 t	10.31 t
Mixed waste (EWC 17 09 04)	-	11.66 t
Construction and demolition waste (CDW) (EWC 17 09 04)	-	102 t
Non-contaminated soil and stones (EWC 17 05 04)	-	0.04 t
Photovoltaic panels (EWC 16 02 14)	-	0.23 t
Municipal / similar fractions		
Paper and cardboard waste (EWC 15 01 01)	58.04 t	309.58 t
Green waste / pruning (EWC 20 02 01)	-	99.98 t
Organic waste (EWC 20 01 08)	-	0.79 t
Edible oils and fats (EWC 20 01 25)	-	0.07 t

Municipal solid waste / residual fraction (EWC 20 03 01)	-	761.78 t
WEEE – waste electrical and electronic equipment (EWC 16 02 14)	6.66 t	15.19 t
Bulky waste (EWC 20 03 07)	58.97 t	58.97 t
Batteries (EWC 16 06 04)	0.07 t	0.002 t
Packaging (non-hazardous)		
Mixed packaging (EWC 15 01 05)	-	4.12 t
Household packaging (EWC 15 01 01)	-	86.64 t
Other		
Toner (EWC 08 03 18)	-	0.01 t
Sanitary sludge (EWC 20 03 04)	-	0.29 t
TOTAL	**9,529.61 t**	**15,148.96 t**

In this regard, Gransolar generated a total of 13.93 t of hazardous waste, representing a 54.86% decrease compared to the previous period (30.86 t in 2024). The most significant waste streams were waste paint and varnish (EWC 08 01 11*), contaminated absorbents (EWC 15 02 02*), non-chlorinated mineral engine oil (EWC 13 02 05*), lithium batteries (EWC 16 06 07*) and contaminated soil and stones (EWC 17 05 03*). The reduction in hazardous waste generation is attributable to a decrease in the level of activity in the Product business line, as well as improvements in the environmental management processes implemented by the Group.

With regard to non-hazardous waste, a total of 15,148.96 t was generated, representing an increase of 58.97% compared to the previous period (9,529.61 t in 2024). This increase is largely due to the inclusion of new operational centres and geographies within the consolidation scope, as indicated at the beginning of this section. The most significant waste streams by volume were scrap metal (EWC 17 04 05), wood (EWC 15 01 03), municipal solid waste / residual fraction (EWC 20 03 01) and paper and cardboard (EWC 15 01 01).

Data collection is carried out through the monitoring of waste collections, verification of delivery notes by date, and, in the case of hazardous waste, the corresponding control and tracking documentation.

Finally, with regard to food waste, this is not considered inherent to the Group's activities and no specific actions were undertaken in this area during the 2025 financial year.

4.3. SUSTAINABLE USE OF RESOURCES

The sustainable use of resources is a relevant environmental matter for Grupo Gransolar, given the nature of its activities and the diversity of resources used throughout its value chain, which ranges from component manufacturing to the development, construction, operation and maintenance of photovoltaic installations across different geographies.

During 2025, the Group continued to make progress in optimising the use of its key resources, materials, water and energy, by incorporating efficiency and rationalisation criteria into industrial processes, project execution and corporate environments. This approach is aimed at reducing consumption at source, minimising operational inefficiencies and promoting the responsible use of resources, in line with the evolution of the business model and the sectoral context.

Resource management is addressed in a differentiated manner depending on the type of activity and the resource considered, taking into account the specific characteristics of production processes, local conditions and the level of activity at each site. This approach enables consumption data to be interpreted from an operational perspective, considering factors such as changes in the reporting scope, variations in activity levels or the implementation of improvement measures, and facilitates the identification of additional opportunities to further enhance the Group's efficiency and environmental performance.

MATERIAL USE

Material use is one of the main drivers of the Group's environmental impact, particularly in business lines related to component manufacturing. Metallic materials, primarily steel and aluminium, together with technological components, motors and certain plastic components, constitute the main materials used by the Group.

During 2025, Gransolar continued to make progress in optimising material consumption by incorporating efficiency criteria into product design, project planning and procurement management. These actions are aimed at reducing material consumption at source, avoiding technical over-specification and minimising losses and waste during manufacturing processes and on-site execution, while consistently meeting quality, safety and technical performance requirements.

Across all activities, the Group integrates environmental criteria into its relationships with suppliers and contractors, promoting practices focused on efficient material use, reduced packaging and improved traceability of the resources used. This approach supports a more responsible use of materials and strengthens alignment between procurement decisions and the Group's environmental objectives.

The following table presents data on the consumption of materials used by Gransolar in its industrial activities at its manufacturing facilities in Cheste (Spain), Saudi Arabia and the United States for 2024 and 2025:

MATERIAL CONSUMPTION (SPAIN)	2024 QUANTITY	2025 QUANTITY
Metallic elements (steel + aluminium)	65,872 t	40,937 t
Plastics	631.42 t	733.58 t
Motors	204,741 units	160,351 units
Technological components (controllers + batteries)	270,564 units	124,595 units

MATERIAL CONSUMPTION (INTERNATIONAL)	2024 QUANTITY	2025 QUANTITY
Metallic elements (coil + beam + post)	78,567.619 t	67,824.51 t
Plastics	131,41 t	838 t
Motors	145,176 units	45,895 units

In addition, the following table provides a breakdown of material consumption associated with Gransolar's office activities for 2024 and 2025:

MATERIAL CONSUMPTION (OFFICES)	2024 QUANTITY	2025 QUANTITY
Paper	0.164 t	2.05 t
Toner	41 units	76 units

RESPONSIBLE WATER USE

Although water use does not represent one of the main direct environmental impacts associated with Grupo Gransolar's activities, given the scarcity and importance of this resource, the Group recognises the need for its responsible management.

The various activities carried out by Grupo Gransolar involve water consumption of differing nature and magnitude, associated both with production and operational processes and with office environments. Accordingly, the Group incorporates water management into its overall environmental approach in order to adapt to operational specificities and the local conditions in the areas where it operates.

ENERGY EFFICIENCY

Energy efficiency is a key pillar of Grupo Gransolar's environmental strategy and a fundamental element in reducing the environmental impacts associated with its operations. Given the nature of its activities and its presence across different geographies, the Group approaches energy management through a framework focused on continuous improvement in performance, optimisation of consumption and the progressive incorporation of more energy-efficient solutions.

During 2025, Gransolar continued to develop and implement initiatives aimed at improving energy efficiency across its facilities, processes and corporate environments, integrating criteria related to energy savings, consumption rationalisation and the use of more efficient technologies. These initiatives are implemented in alignment with the Group's energy management system and are applied in a differentiated manner depending on the type of activity.

ENERGY EFFICIENCY IN MANUFACTURING PROCESSES

During 2025, a set of initiatives was implemented at the Cheste production facilities aimed at improving the energy efficiency of the different sites within the industrial complex and reducing energy consumption associated with industrial activity. Among the measures adopted, the installation of occupancy sensors for lighting control stands out, enabling energy use to be adjusted based on the actual occupancy of work areas, as well as the shutdown of inactive machinery.

In addition, a compressed air monitoring system was introduced and the circuit was segmented to improve its management and minimise losses. This initiative was complemented by a leak detection and repair programme, helping to reduce one of the most common sources of unnecessary energy consumption in this type of facility. Furthermore, nozzles were installed on air blow guns to improve compressed air efficiency. As a result of these measures, an annual electricity saving of approximately 3.5% is expected.

ENERGY EFFICIENCY IN CORPORATE OFFICES AND FACILITIES

At its corporate offices, Gransolar continues to make progress in the gradual implementation of energy consumption measurement and monitoring technologies, enabling more detailed insights into the energy performance of its facilities. These tools support the identification of improvement opportunities, the analysis of usage patterns and data-driven decision-making.

In addition, coordination with building owners and service providers has been strengthened, fostering ongoing dialogue aimed at improving the energy efficiency of facilities and promoting the adoption of operational practices aligned with energy saving and consumption optimisation criteria.

Complementary operational measures have also been implemented to enhance efficiency, including the optimisation of lighting systems through LED technology and motion-activated controls, the adjustment of temperature setpoints and HVAC operating schedules based on actual occupancy, and the efficient configuration of electronic and office equipment, promoting low-power modes.

The improvement of energy performance in corporate offices is also supported by sustainable building design and operation criteria, incorporating recognised green building standards that integrate energy efficiency, resource management and environmental comfort. In this context, the Alcobendas (Madrid) headquarters building holds BREEAM certification, while the new ISE Energía building in Almería has achieved LEED Platinum certification.

ENERGY EFFICIENCY IN MOBILITY AND VEHICLE FLEET

During 2025, Gransolar continued to make progress in the gradual incorporation of vehicles with improved energy performance, prioritising the use of electric and hybrid vehicles both in its owned fleet and in leased vehicles, where operational requirements allow.

At the same time, the Group promotes the implementation of tools that enhance insight into fleet use and performance, facilitating the identification of additional opportunities for improvement. In addition, efficient driving practices, preventive vehicle maintenance and the installation of electric vehicle charging points at certain sites are encouraged, with the aim of supporting more efficient mobility aligned with the reduction of energy consumption.

The following table presents details of Gransolar's water consumption and energy consumption for 2024 and 2025:

CONSUMPTION	2024 QUANTITY	2025 QUANTITY
Water consumption	4,086.32 m^3 [1]	7,597.38 m^3 [2]
Energy consumption: electricity	7,157,609 kWh [3]	7,895,598 kWh [4]
Energy consumption: natural gas [5]	2,152.19 m^3	342.19 m^3
Energy consumption: diesel[6]	508,862 l	373,908 l
Energy consumption: petrol[7]	10,969 l	86,749 l

[1] Water consumption data for 2024 include the following facilities: the Cheste factory, the Chiva factory until mid-March due to the cessation of its operations during that month, and the offices in Madrid and Almería.

[2] Water consumption data for 2025 include the following facilities: the Cheste factory and offices, as well as the offices in Madrid, Almería, GRS Australia, the United States and the Bloemfontein office in South Africa.

[3] Electricity consumption data for 2024 include the following facilities: the Cheste factory, the Chiva factory until mid-March due to the cessation of its operations during that month, the Saudi Arabia factory, the Houston factory, and the offices in Madrid, Almería, Brisbane and Houston.

[4] Electricity consumption data for 2025 include the following facilities: the factories and offices in Cheste, the United States and Saudi Arabia, as well as the offices of GRS Australia, other offices in the United States, South Africa and the United Arab Emirates.

[5] Natural gas consumption data for 2024 and 2025 include the natural gas consumed at the GRS Australia offices and the Houston factory.

[6] Vehicle fuel consumption data for 2024 include vehicles in Spain, the United States and Australia. Vehicle fuel consumption data for 2025 include vehicles in Spain, the United States, Australia and South Africa.

[7] Vehicle fuel consumption data for 2024 include vehicles in Spain, the United States and Australia. Vehicle fuel consumption data for 2025 include vehicles in Spain, the United States, Australia and South Africa.

4.4. CLIMATE CHANGE

The year 2025 was the third warmest year ever recorded, according to Copernicus, the European Union's Earth observation programme. It was only 0.01 °C below 2023 and 0.13 °C below 2024, which remains the warmest year on record. In this context, and despite the World Meteorological Organization considering the objective of limiting global average temperature increase to 1.5 °C above pre-industrial levels to be practically unattainable, the current decade remains decisive in addressing the climate crisis. Every fraction of a degree avoided is critical to reducing the most severe impacts of climate change.

In this scenario, Grupo Gransolar contributes directly and significantly to climate change mitigation through its core business activities, focused on driving the energy transition towards renewable sources. The design and construction of photovoltaic plants, together with the development of components that enhance energy generation, support the replacement of fossil fuels with solar energy. In addition, its operation and maintenance services ensure optimal and sustainable performance throughout the lifetime of the plants.

Beyond its contribution through renewable solutions, the Group integrates the management of its own greenhouse gas (GHG) emissions as a key element of its environmental performance and its contribution to the transition towards a low-carbon economy. To this end, Grupo Gransolar prepares an annual corporate carbon footprint report. This inventory, verified in accordance with ISO 14064 since the 2024 financial year, covers Scope 1, 2 and 3 emissions and encompasses a broad operational and geographical perimeter, including manufacturing, development, construction and operation and maintenance activities, as well as the main geographies in which the Group operates.

Emissions management is addressed in an integrated manner across all of the Group's activities, taking into account the diversity of business lines and geographies in which it operates. In parallel, Gransolar promotes measures aimed at controlling and reducing emissions, prioritising initiatives related to improving energy performance, increasing the use of energy from renewable sources, optimising mobility and incorporating efficiency criteria into the design and execution of its activities.

In this regard, Gransolar has established an Emissions Reduction Plan for the 2026–2030 period, which sets out the Group's climate targets and the main lines of action to achieve them.

With regard to Scope 1, the Group aims to achieve a 20% reduction by 2030, using 2024 as the base year. To this end, particular focus will be placed on emissions related to land use and land-use change, through the implementation of monitoring and quantification systems for the compensatory measures included in project environmental plans. In addition, the progressive electrification of the vehicle fleet will be promoted, together with the optimisation of generator use on-site and the transition to alternative fuels in machinery.

With regard to Scope 2, Gransolar has set a target of achieving at least a 40% reduction in emissions by 2030. This objective is primarily based on the procurement of 100% certified renewable electricity, prioritising Power Purchase Agreements (PPAs). In addition, the Group will promote the deployment of on-site photovoltaic self-consumption systems at certain international corporate locations and will further strengthen the energy efficiency measures outlined in section 4.3 Sustainable Use of Resources.

In order to provide a comprehensive overview of the Group's approach to climate change, an inventory of the main sources of greenhouse gas emissions is included in Annex I.

The quantitative information included in this report has been prepared in accordance with the reporting period and scope applicable to the 2025 financial year. The data presented focus on Scope 1 and Scope 2 emissions arising from the Group's facilities with permanent operations, the available information relating to projects, and the vehicle fleet, for which an estimation of missing data has been carried out.

The scope of the 2025 carbon footprint calculation incorporates activities in South Africa and the United States, together with their respective projects, whereas the 2024 calculation included the companies in Spain and Australia, along with the respective projects of each of those entities.

Given that project activities follow operational and time cycles that differ from the reporting period of the Non-Financial Statement, only the available information relating to such activities is presented. Likewise, Scope 3 emissions are not included due to the unavailability of complete data at the closing date of this report.

Accordingly, the carbon footprint data presented below constitute an approximate estimate, based on the available 2025 consumption data within the aforementioned scope and applying emission factors published by MITECO, Ecoinvent, the International Energy Agency (IEA), EXIOBASE, the IPCC, the GHG Protocol and DEFRA (UK) for 2024. This carbon footprint has been calculated using specialised software, enabling a standardised calculation methodology.

TYPE OF EMISSION	2024[8]	2025
Scope 1	133,939.94 t CO_2 eq.	62,733.08 t CO_2 eq.[9]
Scope 2	437.78 t CO_2 eq.	2,998.98 t CO_2 eq.

4.5. BIODIVERSITY PROTECTION AND CONSERVATION

The protection and conservation of biodiversity is a key pillar that companies must integrate into their corporate strategy and the development of their economic activities. The concept of biodiversity encompasses ecosystems, their living components and the ecological processes that sustain them.

At Grupo Gransolar, we are aware of the need to halt the unprecedented deterioration of biodiversity currently taking place at a global level, as evidenced by scientific studies. For this reason, across all business lines and regardless of location, activities, projects and operations are planned and carried out with a constant focus on the conservation and protection of biodiversity, as well as on the prevention and control of any potential impacts.

[8] The emissions data reported in the 2024 Non-Financial Statement have been restated to incorporate the verified 2024 emissions in accordance with ISO 14064.

[9] The Scope 1 estimate for 2025 does not include direct emissions from land use and land-use change due to the unavailability of data prior to the issuance of this report.

The relationship between biodiversity and climate is a key factor in maintaining climate stability and protecting soil, air and water. At Grupo Gransolar, we are firmly committed to preserving the natural environment. Our holistic perspective and proactive approach guide the implementation of measures aimed at conserving and restoring biodiversity in each project and activity we undertake. Among our corporate objectives is ensuring the protection of ecosystems by promoting sustainable practices that minimise our environmental impact.

To this end, Grupo Gransolar operates an Integrated Management System in accordance with ISO 14001, which is externally certified and enables the Group to manage and control all environmental aspects associated with its activities. In addition, our activities in the construction and operation of photovoltaic plants are based on rigorous environmental impact assessments conducted throughout the entire project lifecycle (from design through to decommissioning) where biodiversity-related risks and impacts are evaluated, taking into account the pre-existing environmental baseline and defining appropriate mitigation measures.

In this context, the Group has identified various potential impacts on biodiversity arising from the construction and operation of photovoltaic plants, including potential effects on sensitive habitats and protected species. These impacts are identified and assessed in advance as part of the project's environmental assessment process, enabling the definition of specific prevention, mitigation or restoration measures tailored to each territorial context, ensuring that interventions are respectful of local ecosystems and compliant with applicable legal requirements.

The following are examples of biodiversity protection, restoration and management activities carried out by the:

(i) Development of artificial ponds in various photovoltaic projects to enhance local biodiversity, providing permanent wetland areas for different faunal groups, serving as refuges for amphibian populations and as feeding grounds for birds and bats.

(ii) Installation of nest boxes in various photovoltaic projects to support bird nesting and encourage the presence of bird species in the area.

(iii) Planting of vegetative screening using native species in photovoltaic projects, with the aim of integrating the facilities into the landscape and reducing their visual impact on the surrounding environment.

(iv) Installation of insect hotels in certain photovoltaic projects, with the aim of supporting pollinators and other beneficial species, contributing to the maintenance of ecological processes and the enhancement of local biodiversity.

(v) Initiation of the development of colony-breeding habitats, such as kestrel nesting structures or similar installations, aimed at preserving and supporting populations of lesser kestrel (Falco naumanni) present in the areas surrounding the projects. This initiative seeks to recreate suitable conditions for colonial nesting, contributing to species conservation and to the improved integration of photovoltaic projects within the natural environment.

(vi) Implementation of rabbit refuges (majanos) in certain photovoltaic projects, with the aim of supporting the presence and settlement of this species by providing shelter and suitable breeding areas. This measure contributes to strengthening local trophic chains by increasing prey availability for species that depend on rabbits as a food resource, thereby promoting ecological balance and biodiversity.

5. SOCIAL AND EMPLOYEE MATTERS

During 2025, we continued to implement and strengthen policies that ensure responsible management of our workforce, aligned with our corporate values and strategic vision. These policies have focused on:

(i) Processes for the assessment and prevention of significant risks and impacts:

(a) We carry out periodic analyses to identify and mitigate risks associated with our activities, prioritising the health, safety and well-being of our employees.

(b) We develop prevention programmes aimed at minimising negative social and labour impacts, with particular attention to diversity, equal opportunities and work-life balance.

(ii) Mitigation and control measures:

(a) We implement specific protocols to manage occupational and social risk situations, including continuous monitoring of working conditions and the promotion of an inclusive and safe working environment.

(b) We have introduced advanced analytical and monitoring tools to ensure the effectiveness of our actions.

(iii) Verification and monitoring of our policies:

(a) We have established internal and external audit procedures to ensure regulatory compliance and the continuous improvement of our practices.

(b) We have developed key performance indicators (KPIs) to measure the impact and progress of our initiatives.

5.1. EMPLOYMENT

Gransolar’s workforce is globally distributed, reflecting the broad range of international projects in which the Group is involved. This approach enables us to generate a positive impact in the areas where these projects are carried out, creating quality employment and contributing to the socio-economic development of these regions. The total number and distribution of employees as at the end of the 2024 and 2025 financial years are presented below, broken down by country:

EMPLOYEES BY COUNTRY AT YEAR-END	2024	2025
Germany	-	1
Saudi Arabia	207	175
Australia	159	229
Brazil	5	3
Canada	1	0
Chile	6	6
China	2	4
United Arab Emirates	30	22
United States	95	155.5
Spain	937	739
India	12	16
Italy	3	2
Mexico	20	18
Portugal	10	13
United Kingdom	3	4
Romania	2	0
South Africa	99	35.5
Turkey	8	6
TOTAL	1,599	1,429

The workforce comprised 1,429 employees as at the end of the 2025 financial year, of whom 323 were women and 1,106 were men, representing 23% and 77% of the total workforce, respectively.

The table below shows the number of employees as at the end of the 2024 and 2025 financial years, broken down by gender, age and professional category, as well as by working time and contract type:

EMPLOYEES BY GENDER AT YEAR-END	TOTAL	
	2024	2025
Male	1,227	1,106
Female	372	323
TOTAL	1,599	1,429

EMPLOYEES BY AGE AT YEAR-END	TOTAL	
	2024	2025
Up to 30 years	416	357
Between 30-50	984	870
Over 50	199	202
TOTAL	1,599	1,429

Taking into account the age distribution, it can be observed that the majority of the workforce falls within the 30–50 age range, representing 61% of the total workforce. A further 25% corresponds to employees aged 30 or below, while 14% are over 50 years of age. Within the 30–50 age range, most employees are concentrated in the 30–40 sub-range.This distribution reflects the Group's need to rely on experienced personnel, given the complexity of the projects in which it is involved.

EMPLOYEES BY PROFESSIONAL CATEGORY AT YEAR-END	TOTAL	
	2024	2025
Directors	1	1
Managers	18	20
Professionals	594	603
Administrative staff	334	320
Skilled workers	201	157
Operatives	451	329
TOTAL	1,599	1,429

EMPLOYEES BY TYPE OF CONTRACT AND WORKING TIME AT YEAR-END	TOTAL	
	2024	2025
Permanent	1,511	1,353
Permanent intermittent	0	0
Temporary	88	76
TOTAL	1,599	1,429
Full-time	1,585	1,404
Part-time	14	25
TOTAL	1,599	1,429

The following data relate to employee hires and departures during the 2025 financial year:

HIRES:

FIRST HALF OF THE YEAR:

HIRES	JAN	FEB	MAR	APR	MAY	JUN
Corporate	3	1	-	1	2	3
Product	4	15	6	16	15	24
Services	6	19	23	23	13	27
Solutions	4	3	10	2	6	3
TOTAL	17	38	39	42	36	57

SECOND HALF OF THE YEAR:

HIRES	JUL	AUG	SEP	OCT	NOV	DEC
Corporate	1	-	1	-	1	-
Product	14	32	21	11	3	12
Services	24	11	10	25	14	6
Solutions	9	3	5	2	5	4
TOTAL	48	46	37	38	23	22

TOTAL:

Corporate	13
Product	173
Services	201
Solutions	56
TOTAL	**443**

DEPARTURES:

FIRST HALF OF THE YEAR:

DEPARTURES	JAN	FEB	MAR	APR	MAY	JUN
Corporate	4	3	4	3	1	3
Product	20	7	15	12	26	71
Services	93	9	6	8	11	9
Solutions	5	4	2	-	3	3
TOTAL	**122**	**23**	**27**	**23**	**41**	**86**

SECOND HALF OF THE YEAR:

DEPARTURES	JUL	AUG	SEP	OCT	NOV	DEC
Corporate	5	2	2	3	3	-
Product	5	23	21	63	29	52
Services	9	7	14	10	10	10
Solutions	4	-	7	6	6	-
TOTAL	**23**	**32**	**44**	**82**	**48**	**62**

TOTAL:

Corporate	33
Product	344
Services	196
Solutions	40
TOTAL	**613**

The data presented in the hires and departures tables indicate that these remained stable throughout the year.

During the 2025 financial year, 443 employees joined the Group and 613 employees left. Hires and departures were distributed across business lines as follows:

BUSINESS LINE	HIRES		DEPARTURES	
	2024	2025	2024	2025
Corporate	12	13	31	33
Product	199	173	242	344
Services and Solutions	141	257	228	236
TOTAL	352	443	501	613

Of the departures recorded during 2024 and 2025, the following correspond to terminations, broken down by gender, age and professional category:

TERMINATIONS BY GENDER	TOTAL	
	2024	2025
Men	85	185
Women	31	46
TOTAL	116	231

TERMINATIONS BY AGE	TOTAL	
	2024	2025
Up to 30 years	26	44
Between 30-50	69	145
Over 50	21	42
TOTAL	116	231

TERMINATIONS BY PROFESSIONAL CATEGORY	TOTAL	
	2024	2025
Managers	4	3
Professionals	40	37
Administrative staff	25	32
Skilled workers	9	13
Operatives	38	146
TOTAL	116	231

During 2025, maintaining the competitiveness of PV Hardware's operations required a workforce adjustment implemented through a collective redundancy procedure agreed with employee representatives.

The following tables show the average workforce at Gransolar, broken down by country, professional category, gender and age group:

AVERAGE EMPLOYEES BY COUNTRY	TOTAL 2024	TOTAL 2025
Germany	-	0.67
Saudi Arabia	211.0	191.23
Australia	191.69	198.83
Brazil	5.57	4.45
Canada	0.77	0.73
Chile	6.13	6.00
China	0.31	3.18
United Arab Emirates	30.92	26.93
United States	87.01	128.19
Spain	1,034.42	870.08
India	5.65	14.05
Italy	2.31	2.00
Mexico	20.20	18.94
Portugal	9.17	10.87
United Kingdom	1.58	3.59

Romania	2.00	0.18
South Africa	103.76	27.91
Turkey	8.73	7.21
TOTAL	1,721.20	1,515.04

AVERAGE EMPLOYEES BY PROFESSIONAL CATEGORY	TOTAL	
	2024	2025
Directors	1.00	1.00
Managers	22.00	19.28
Professionals	618.60	590.92
Administrative staff	339.39	334.46
Skilled workers	225.03	176.40
Operatives	515.17	392.98
TOTAL	1,721.20	1,515.04

The following tables present the overall average figures for Gransolar, including the average number of contracts in 2024 and 2025, broken down by contract type and working time, and further disaggregated by gender, age and professional category:

AVERAGE CONTRACTS BY GENDER	DISTRIBUTION BY GENDER			
	MEN		WOMEN	
	2024	2025	2024	2025
Permanent intermittent	21.35	0	1.00	0
Permanent	1,208.89	1,119.65	368.89	313.41
Temporary	75.05	62.32	46.02	19.66
TOTAL	1,305.29	1,181.97	415.91	333.07
Full-time	1,301.85	1.177.14	409.99	324.03
Part-time	3.44	4.83	5.92	9.04
TOTAL	1,305.29	1,181.97	415.91	333.07

AVERAGE CONTRACTS BY AGE	AGE DISTRIBUTION					
	UP TO 30		BETWEEN 30-50		OVER 50	
	2024	2025	2024	2025	2024	2025
Permanent intermittent	11.41	0	7.85	0	3.08	0
Permanent	406.63	335.63	976.65	893.49	194.50	203.95
Temporary	28.13	19.61	75.01	47.30	17.92	15.06
TOTAL	446.17	355.24	1,059.51	940.79	215.51	219.01
Full-time	444.46	352.15	1,052.35	933.09	215.02	215.94
Part-time	1.71	3.09	7.16	7.70	0.49	3.07
TOTAL	446.17	355.24	1,059.51	940.79	215.51	219.01

AVERAGE CONTRACTS BY PROFESSIONAL CATEGORY	DISTRIBUTION BY PROFESSIONAL CATEGORY					
	MANAGERS[10]		PROFESSIONALS		ADMINISTRATIVE STAFF	
	2024	2025	2024	2025	2024	2025
Permanent intermittent	0	0	0.11	0	0	0
Permanent	21.25	20.28	596.60	566.62	304.04	314.70
Temporary	1.75	0	21.90	24.30	35.35	19.76
TOTAL	23.00	20.28	618.60	590.92	339.39	334.46
Full-time	23.00	20.28	613.25	583.29	337.35	331.48
Part-time	0	0	5.36	7.63	2.04	2.98
TOTAL	23.00	20.28	618.60	590.92	339.39	334.46

[10] The Managers category includes both the 22 managers and the Chief Executive Officer.

AVERAGE CONTRACTS BY PROFESSIONAL CATEGORY	DISTRIBUTION BY PROFESSIONAL CATEGORY			
	SKILLED WORKERS		OPERATIONAL STAFF	
	2024	2025	2024	2025
Permanent intermittent	0	0	22.24	0
Permanent	193.16	148.28	462.73	383.19
Temporary	31.87	28.12	30.20	9.79
TOTAL	225.03	176.40	515.17	392.98
Full-time	225.03	174.40	513.20	391.72
Part-time	0	2.00	1.97	1.25
TOTAL	225.03	176.40	515.17	392.98

The following tables present the average remuneration of the workforce, broken down by gender, age and professional category:

AVERAGE REMUNERATION BY GENDER	TOTAL	
	2024	2025
Male	€48,366	€57,052
Female	€48,380	€54,806

AVERAGE REMUNERATION BY AGE	TOTAL	
	2024	2025
Up to 30 years	€40,199	€42,411
Between 30-50	€49,966	€58,536
Over 50	€57,436	€71,010

AVERAGE REMUNERATION BY PROFESSIONAL CATEGORY	TOTAL	
	2024	2025
Directors[11]	€148,489	€128,380
Managers	€188,899	€258,477
Professionals	€65,056	€71,362
Administrative staff	€43,394	€48,245
Skilled workers	€47,884	€58,730
Operatives	€25,119	€29,638

The Board of Directors, established on 19 April 2022, was composed of eight members, seven men and one woman, until 31 March 2025. From that date to the present, it has been composed of eight men.

Of these eight Directors, three are Executive Directors with different service agreements; all three are male and their average annual gross remuneration amounts to €239,845. Two are Proprietary Directors who do not receive remuneration, and the remaining three are Independent Directors who receive remuneration for their membership of the Board of Directors and its various committees. The average annual gross remuneration of these Independent Directors amounts to €102,500.

The remuneration model is structured around two distinct components: a fixed remuneration, which takes into account the level of responsibility, the functions performed and the professional background of each employee, as well as principles of internal equity and the market value of the role, constituting the most significant portion of total compensation; and a variable remuneration component linked to the different levels within the Company.

This means that 39.96% of the total workforce receives variable remuneration based on the achievement of previously established targets, which are divided into Company-wide and departmental objectives.

In addition, Gransolar employees benefit from a range of employee benefits, including private health insurance, life insurance, education insurance, meal vouchers, childcare support (nursery services) and company cars for eligible employees.

In addition, employees benefit from a flexible remuneration scheme that allows them to allocate certain expenses, such as childcare (nursery) fees, meal vouchers and transport vouchers, within their payroll, in accordance with applicable regulations, with the aim of optimising their net salary. These measures form part of what is referred to as "emotional salary", together with other initiatives such as:

[11] The remuneration figure for the Chief Executive Officer will be presented together with the average remuneration of all members of the Board of Directors.

(i) Flexible working hours and remote working arrangements.

(ii) Annual medical check-ups.

(iii) A day off on the employee's birthday.

(iv) The ACSE programme, comprising employee well-being and health initiatives.

(v) Training agreements with Business Schools.

Gransolar promotes equal treatment between men and women, fostering pay equity. The remuneration model rewards the level of responsibility and professional experience, ensuring internal equity and external competitiveness. The Company's minimum salary (€21,055), in relation to the standards set by Spanish legislation and the Ministry of Labour, is 27.02% above the statutory minimum wage (SMW) in 2025.

The gender pay gap (measured as the difference between the average remuneration of men and women, both nationally and internationally, expressed as a percentage of men's average remuneration) by scope and professional category for 2024 and 2025 is presented below:

GENDER PAY GAP (€)	$(\bar{H} - \bar{M}) / \bar{H}$ (%)	
	2024	2025
Directors[12]	44.34%	53%
Managers	27.35%	NA[13]
Professionals	12.52%	14.44%
Administrative staff	10.64%	9.50%
Skilled workers	2.29%	-27.95%
Operatives	-21.06%	-8.68%
Total	**-0.03%**	**3.46%**

[12] The CEO gender pay gap is presented together with the gender pay gap data for all members of the Board of Directors.

[13] The gender pay gap for the Managers category has not been calculated because there are no women in said category.

GENDER PAY GAP (€)	$(\overline{H} - \overline{M}) / \overline{H}$ (%)	
	2024	2025
Spain	5.06%	4.93%
International	-12.29%	-12.93%
Group	-0.03%	3.46%

During 2025, Grupo Gransolar reaffirmed its commitment to equality by promoting practices such as blind CV screening to ensure fairer and more objective recruitment processes, the elimination of gender bias in internal promotion, and the adaptation of working conditions and occupational health measures. All these measures, among others, form part of the Equality Plan applicable to the Group's Spanish entities.

5.2. WORK ORGANISATION

At Grupo Gransolar, we recognise that efficient work organisation is key to employee well-being and the achievement of our business objectives. During 2025, we strengthened our work organisation policies, prioritising work-life balance, equal opportunities and the promotion of a healthy and productive working environment.

Our work organisation strategy is based on structured task planning, clear allocation of responsibilities and the use of technological tools to optimise processes. The main measures implemented include:

(i) Flexible working hours: In 2025, we implemented a new Flexible Working Protocol applicable to workplaces in Spain, allowing employees to start their working day between 07:00 and 10:00 a.m. and finish accordingly based on their start time and working hours. Employees were consulted in advance during its development.

(ii) Remote working: We maintain teleworking options for compatible roles, ensuring operational continuity and employee well-being.

(iii) Training and development plans: We implement training programmes aimed at improving work efficiency and supporting professional growth, aligned with the Group's strategic needs.

Aware of the importance of ensuring the right to disconnect, during 2025 we published our Digital Disconnection Protocol, applicable to all employees in Spain regardless of their working arrangements or professional category. The protocol establishes rules governing the use of technological devices outside working hours, confirms that there is no expectation of availability beyond working hours, and sets out in detail the exceptions in cases of urgency or force majeure.

In addition, the protocol includes a set of best practices to prevent overconnectivity, guidance on the organisation of meetings and communications, and guarantees that exercising the right to digital disconnection cannot result in disciplinary consequences. It also incorporates training and awareness-raising actions for employees.

5.3. HEALTH AND SAFETY

At Grupo Gransolar, we maintain a strong commitment to health and safety in the conduct of our activities.

During 2025, we continued to strengthen the Company's vision, initiated in 2024, based on the "Safe & Care" value and supported by the HSE Hub.

This approach promotes the importance of Health, Safety and Environment (HSE) in our daily operations, not only as a set of rules and procedures to be complied with, but as a way of thinking and acting whereby everyone feels responsible for their own safety, the safety of others and the world in which we live.

During 2025, the integration of the health, safety, environment and quality management system across all business units of the Company was completed. This system is based on the ISO 45001 standard and has been certified by an external body.

During the year, a self-assessment was also carried out to identify and prioritise potential areas for improvement, based on an in-depth review of the system and drawing on various sources of information, such as audits, reports and suggestions.

HEALTH & SAFETY SERVICES

Grupo Gransolar has established a Health and Safety Services structure designed to ensure effective preventive management across all regions and business lines in which it operates. This model combines internal and external resources, ensuring comprehensive coverage tailored to the specific characteristics of each activity.

In Spain, the Product business line operates an in-house Prevention Service, composed of specialised personnel responsible for monitoring, technical advisory, preventive planning and operational control. In the remaining business units and countries, the Group relies on external Prevention Services, selected based on their technical capabilities and regulatory compliance, providing support in risk assessment, health surveillance, training and preventive coordination.

In addition, all sites have access to external medical services, which provide health surveillance programmes and clinical monitoring tailored to the requirements of each role. These services ensure preventive healthcare, early detection of potential work-related conditions and advice on occupational health matters.

Furthermore, all our offices, manufacturing plants, construction projects and operations have fully implemented Emergency Plans. These include internal teams trained in first aid, incident response procedures and regular drills to ensure an effective response to any critical situation. In addition, we have personnel specifically trained in the use of defibrillators and emergency response equipment, strengthening the organisation's preparedness for emergencies.

This set of resources, together with the digital tools integrated into the Management System, enables Gransolar to maintain a robust preventive approach, capable of anticipating risks, protecting people and ensuring operational continuity across all working environments.

HEALTH AND SAFETY TRAINING

Training is one of the key pillars of Grupo Gransolar. During 2025, employee training was further strengthened through a structured approach ensuring that all workers have the necessary preventive competencies to carry out their duties safely and effectively.

Throughout the year, mandatory occupational risk prevention training programmes were delivered, tailored to different roles and levels of exposure. These included training on the proper use of personal protective equipment (PPE), safe operating procedures and emergency management. In addition, specific initiatives were developed for employees in critical roles, aimed at enhancing their ability to identify, assess and control risks.

As part of our commitment to continuous awareness-raising, various internal campaigns and activities focused on the Safe & Care culture were organised, culminating in the 2nd Health and Safety Week, a corporate event that included practical workshops, talks, interactive sessions and activities dedicated to emotional well-being, ergonomics, physical activity and healthy nutrition.

These training initiatives contribute to consolidating a preventive model based on knowledge, individual responsibility and active participation, key elements in advancing towards an increasingly safe and healthy working environment aligned with international best practices.

AWARENESS AND PREVENTION

Health and safety awareness is a key element of Grupo Gransolar's preventive model. During 2025, internal communication and active employee participation were strengthened through initiatives aimed at keeping safety at the forefront of daily activities and promoting strong preventive behaviours.

Key initiatives include:

(i) Health and safety training for employees, tailored to the risks to which they are exposed.

(ii) Monthly safety campaigns based on the Life Saving Rules, focused on critical risks and the application of safe practices in operations.

(iii) The 2nd Health and Safety Week, featuring workshops, training sessions and activities focused on emotional well-being, physical activity and healthy habits, reinforcing the commitment of the entire workforce to prevention.

(iv) To further strengthen the health and safety culture, in 2025 the Take 5 for Safety campaign was launched across all PV Hardware manufacturing facilities worldwide. This initiative promotes simple yet highly effective preventive behaviours, embedding safety as a daily habit across all operational activities of the Group.

(v) During the year, the "Safe & Care" Ambassador Programme was also developed, through which employees selected the Company's health and safety ambassadors, recognising those colleagues who best embody the Company's "Safe & Care" value in their day-to-day activities.

Through these initiatives, Gransolar continues to promote active participation in safety and to foster a strong preventive culture aligned with its corporate values.

HEALTH AND WELL-BEING PROMOTION

Promoting health and well-being is a fundamental pillar of Grupo Gransolar's preventive model and is integrated across its Management System. During 2025, this commitment was further strengthened through initiatives aimed at fostering healthy working environments, preventing work-related issues and supporting the overall well-being of all employees.

In terms of well-being, during 2025 the Group established partnerships with specialised occupational health providers to implement initiatives in offices and workplaces that promote healthy habits, prevent risks and contribute to creating safer, more balanced and sustainable environments for employees. Looking ahead to 2026, these actions will continue through the ACSE programme, consolidating a comprehensive well-being approach and further strengthening the preventive culture across the organisation.

Key initiatives include the daily provision of fruit at our sites, the implementation of an active ergonomics programme within PV Hardware, and the provision of health services including psychological and psychiatric coverage as part of the corporate health insurance. In addition, open communication continued to be promoted through Safety Alerts, which enable the sharing of relevant incidents and lessons learned in a constructive and educational manner.

These actions reinforce Gransolar's commitment to creating working environments that prioritise the physical, mental and emotional health of its teams, strengthening the corporate value "Safe & Care" and advancing towards a more human, inclusive and sustainable preventive model.

HEALTHY WORKPLACES

In line with its commitment to employees' overall well-being, Gransolar continues to promote safe and healthy working environments adapted to the physical and emotional needs of its workforce. The hybrid working model implemented within the organisation requires ensuring appropriate conditions both in offices and in remote working environments. For this reason, all employees have access to a workplace risk self-assessment, enabling the identification of potential risk situations and, based on the results, the provision of measures and recommendations to improve their working conditions. Gransolar supports these measures by providing the necessary office equipment to ensure a suitable working environment regardless of location.

In addition, cardioprotected environments have been consolidated across our sites, with defibrillators installed at strategic points and in-house personnel trained in their use. These actions strengthen emergency response capabilities and ensure safer environments for all.

The combination of assessed workstations, tailored recommendations, appropriate office equipment and emergency preparedness forms a key part of our preventive approach, contributing to a safer, more sustainable and people-centred working environment.

HEALTH AND SAFETY INDICATORS

At Grupo Gransolar, we understand that a safe and healthy working environment is not only a right of our employees, but also a collective responsibility. We will continue working to consolidate our position as a leader in health and safety, promoting a corporate culture in which the protection and well-being of people are an unquestionable priority.

With regard to occupational diseases arising from work-related activities, a total of two cases were recorded during the 2025 financial year. No occupational diseases were recorded in 2024. In terms of absenteeism, a total of 122,348 hours of absence due to common illness and both work-related and non-work-related accidents were recorded in 2025. The total number of hours recorded for these same reasons in 2024 amounted to 118,502 hours. This represents an absenteeism rate of 4.32% of the total theoretical working hours of the workforce in 2025, compared to 3.97% in 2024.

The number of accidents and the corresponding accident rates for 2024 and 2025 are presented below:

	2024		2025	
	MEN	WOMEN	MEN	WOMEN
No. of accidents	14	3	25	2
Frequency rate [14]	5.71	3.91	10.37	2.75
Severity rate[15]	0.07	0.34	3.15	0.13

Regrettably, in the 2025 financial year the Group reports two fatal accidents.

Of the total Gransolar workforce, 52.06% was covered by collective bargaining agreements or trade unions in 2025. Furthermore, these collective agreements include clauses relating, among other matters, to health and safety.

[14] The accident frequency rate has been calculated as follows: (Number of lost-time accidents × 1,000,000 / total hours worked).

[15] The accident severity rate has been calculated as follows: (Number of working days lost × 1,000 / total hours worked).

The table below shows the distribution of the percentage of employees covered by collective bargaining agreements in 2024 and 2025:

EMPLOYEES BY COUNTRY	EMPLOYEES AT YEAR-END		EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS		PERCENTAGE OF EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS	
	2024	2025	2024	2025	2024	2025
Germany	-	1	-	-	-	-
Saudi Arabia	207	175	-	-	-	-
Australia	159	229	-	-	-	-
Brazil	5	3	5	3	100%	100%
Canada	1	0	-	-	-	-
Chile	6	6	-	-	-	-
China	2	4	-	-	-	-
United Arab Emirates	30	22	-	-	-	-
United States	95	155.5	-	-	-	-
Spain	937	739	937	739	100%	100%
India	12	16	-	-	-	-
Italy	3	2	3	2	100%	100%
Mexico	20	18	-	-	-	-
Portugal	10	13	-	-	-	-
United Kingdom	3	4	-	-	-	-
Romania	2	0	-	-	-	-
South Africa	99	35,5	-	-	-	-
Turkey	8	6	-	-	-	-
TOTAL	1,599	1,429	945	744	59.09%	52.06%

Employees based in Madrid are covered by the Madrid Metal Industry Collective Agreement, while employees based at the Valencia manufacturing facilities and those working in the Almería offices are covered by the Valencia Metal Industry Collective Agreement and the Almería Office Employees Collective Agreement, respectively. Similarly, employees at the Zaragoza, Seville and

Cáceres sites are covered by the Metal Industry Collective Agreements applicable in those provinces. All employees work an average of 40 hours per week.

For employees hired outside Spain, the applicable collective agreements depend on the country in which operations are carried out. In 2023, the "Sindicato dos Trabalhadores nas Indústrias da Construção Civil (SINTRACON)" in Brazil and "Assoelettrica and Federutility" in Italy were applied, and these remained in force during 2025.

In locations where no collective bargaining agreements are in place, the Company ensures social dialogue through team leaders, who collect and channel employees' requests and needs, escalating them for review and resolution in accordance with established internal processes.

5.4. TRAINING

Continuous training is a fundamental pillar of Grupo Gransolar's People policy and an essential part of our organisational culture. Our main objective is to develop and update employees' competencies and skills to ensure optimal performance in their roles.

As in previous years, we designed and implemented a training plan aligned with the Company's strategy and the needs of both the organisation and its professionals. In 2025, a total of 204 training actions were carried out. Participation in these training activities resulted in a total of 3,067 training attendances across our different business lines.

The key objectives pursued by Grupo Gransolar through its training plan include:

(i) Enhancing organisational effectiveness and efficiency: Through the appropriate development of individuals in each role, we aim to optimise processes and outcomes.

(ii) Preparing for change: We anticipate challenges arising from changes in the environment or future Company projects, ensuring that our workforce is equipped to address them successfully.

(iii) Promoting personal and professional development: We foster motivation, professional growth and personal development among our employees as part of our commitment to emotional salary and their overall well-being.

At Grupo Gransolar, we believe that investing in employee training not only strengthens individual development but also drives collective growth and the long-term sustainability of the organisation.

Training hours are distributed as follows, by professional category and gender:

PROFESSIONAL CATEGORY	HOURS OF TRAINING	
	2024	2025
Managers	827	483
Professionals	21,995	19,759
Administrative staff	8,027	6,561
Skilled workers	2,323	1,693
Operatives	5,226	1,689
TOTAL	**38,397**	**30,185**

EMPLOYEES BY GENDER	HOURS OF TRAINING	
	2024	2025
Male	24,670	21,534
Female	13,727	8,651
TOTAL	**38,397**	**30,185**

In addition to the training hours reflected in the tables, during 2025 a total of 369 training hours were delivered to 17 interns.

We also welcomed 17 interns enrolled in university degrees and vocational training programmes across different fields. Of these, one joined the corporate area, nine joined the Services division and the remaining seven joined the Product division. Of the 17 interns recruited, four were women. We have also continued our collaboration agreement with IES Clara del Rey, through which we welcomed two students from this institution.

Furthermore, Gransolar has educational cooperation agreements with various universities in the Community of Madrid and the Valencian Community, including Universidad Politécnica de Madrid, Universidad Autónoma de Madrid, Universidad Carlos III de Madrid, Universidad Rey Juan Carlos, Universidad de Alcalá, Universidad Complutense de Madrid and Colegio Universitario de Estudios Financieros (CUNEF), as well as Universitat Politècnica de València (UPV), Universidad Católica de Valencia (UCV), Universitat de València (UV), U-tad (Centro Universitario de Tecnología y Arte Digital), UNIR, CEU San Pablo and Formación Empresarial S.L.

Finally, with regard to participation in job fairs in 2025, the Group attended Satelec, an employment forum organised by students.

5.5. UNIVERSAL ACCESSIBILITY FOR PERSONS WITH DISABILITIES

At Gransolar, we are firmly committed to inclusion and accessibility for all individuals, regardless of their abilities. In line with our social responsibility, we implement measures to ensure that our facilities, processes and projects are accessible to persons with disabilities. This includes adapting our workplaces, offices and operational centres to ensure that all employees, suppliers and visitors with disabilities can access them safely and comfortably. In addition, we promote awareness and training among our teams on the importance of accessibility, with the aim of eliminating any physical or attitudinal barriers that may limit the full participation of persons with disabilities in our activities.

Furthermore, in the development of photovoltaic projects and our expansion activities, we ensure that accessibility principles are considered from the planning stage. This involves assessing the impact of our infrastructure on persons with disabilities and working with local communities to ensure that both public and private spaces affected by our activities are inclusive. In line with universal accessibility principles, we ensure that our projects contribute to the creation of accessible environments, promoting the social and labour inclusion of persons with disabilities and complying with applicable local and international accessibility regulations.

With regard to the employability of persons with disabilities, the Group employs nine individuals with disabilities. As part of our commitment to the General Law on the Rights of Persons with Disabilities and their Social Inclusion, since 2022 we have outsourced cleaning services at our headquarters to a special employment centre. In addition, in 2025 we made donations and contributions totalling €75,600 to third-sector organisations whose objectives include the social and labour integration of persons with intellectual and functional disabilities.

At Gransolar, we also recognise that achieving full social and labour integration requires adapting different spaces to the diverse needs and limitations associated with disabilities. In this regard, the Group relies on sustainability certifications to meet these requirements, such as BREEAM and LEED certifications for its operational facilities.

5.6. EQUALITY

Grupo Gransolar is committed to fostering an inclusive, diverse and equitable working environment in which all employees can develop professionally without any form of discrimination. The following outlines the organisation's comprehensive approach to equality, which includes specific measures and programmes to ensure fair treatment and equal opportunities for all.

Recognising the importance of gender equality, Grupo Gransolar has implemented a range of initiatives aimed at balancing opportunities between men and women. These measures include:

(i) Fair recruitment and selection policies: Designed to ensure objective processes based solely on candidates' competencies and experience, avoiding any form of gender bias.

(ii) Training and awareness programmes: Targeted at all levels of the organisation to promote a culture of respect and equality.

(iii) Regular salary reviews: Conducted to ensure pay equity between men and women performing equivalent roles.

The distribution of the Group's workforce as at the end of 2025, broken down by professional category and gender, is presented below:

PROFESSIONAL CATEGORY	MEN (%)		WOMEN (%)	
	2024	2025	2024	2025
Managers[16]	1.19%	1.47%	0.00%	0.00%
Professionals	14.51%	29.64%	6.38%	12.53%
Administrative staff	11.44%	15.96%	1.13%	6.44%
Skilled workers	24.27%	9.83%	3.94%	1.12%
Operatives	25.33%	20.50%	11.82%	2.52%
TOTAL	76.74%	77.40%	23.26%	22.60%

In addition, Grupo Gransolar has an Equality Plan that establishes a clear and measurable roadmap to promote equity across all areas of the organisation. This plan includes:

(i) Periodic assessments: Detailed analyses of the company's equality situation to identify areas for improvement.

(ii) Specific objectives: Such as increasing female representation in leadership positions and removing structural barriers.

(iii) Monitoring indicators: Tools that enable the measurement of the impact of implemented actions and the adjustment of strategies as necessary.

[16] The category Managers includes the Managers and the Chief Executive Officer.

The distribution of the Group's workforce as at the end of 2025, broken down by professional category and age groups, is presented below:

PROFESSIONAL CATEGORY	UP TO 30		BETWEEN 30-50		OVER 50	
	2024	2025	2024	2025	2024	2025
Managers[17]	0.00%	0.00%	0.88%	0.84%	0.31%	0.63%
Professionals	5.94%	9.17%	12.07%	27.61%	2.88%	5.39%
Administrative staff	3.19%	6.58%	8.01%	12.60%	1.38%	3.22%
Skilled workers	7.07%	2.80%	17.32%	6.61%	3.81%	1.54%
Operational staff	9.82%	6.44%	23.26%	13.23%	4.07%	3.36%
TOTAL	26.02%	24.98%	61.54%	60.88%	12.45%	14.14%

Grupo Gransolar has a zero-tolerance policy towards sexual harassment and harassment on the grounds of sex. To this end, the Group has established:

(i) Clear and accessible protocols: Outlining the steps to be followed to report harassment situations, ensuring confidentiality and support for victims.

(ii) Awareness-raising campaigns: Aimed at preventing harassment and fostering a respectful working environment.

At Grupo Gransolar, equality is not only a commitment but a fundamental pillar of our vision and organisational culture, and we actively work to ensure an inclusive and equitable environment for all our employees and collaborators.

6. HUMAN RIGHTS

Gransolar is committed to respecting, protecting and promoting human rights across all its operations, both internally and throughout its supply chain and project activities. This commitment is aligned with the main international frameworks in this area, including the Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights.

The Code of Conduct and Responsible Practices guides the actions of all employees and establishes the principles of ethical behaviour that should underpin the Group's activities. In addition, the Supplier Code of Conduct defines the ethical, social and environmental standards that partner companies must comply with in the provision of goods and services.

As part of its responsibility in relation to human rights due diligence, Gransolar applies procedures aimed at identifying, preventing and mitigating potential risks in its operations and

[17] The category Managers includes the Managers and the Chief Executive Officer.

supply chain, including the biennial update of its risk map, which incorporates, among other aspects, risks related to human rights. In addition, the Company requires suppliers across its Services, Solutions and Product business lines to sign its Code of Conduct.

Furthermore, Gransolar prepares an annual Modern Slavery Statement in compliance with the United Kingdom Modern Slavery Act, the Australia Modern Slavery Act and the US Business Supply Chain Transparency on Trafficking and Slavery Act. In this document, Gransolar sets out its commitment to eliminating all forms of modern slavery, forced labour and child labour, and details the measures adopted to prevent such risks.

As a key control measure, Gransolar has supplier qualification and evaluation processes in place, which establish ethical, social and environmental criteria and contribute to the identification of potential risks in the supply chain. In addition, the Group has an Internal Reporting System (whistleblowing channel), which enables the secure reporting of potential human rights violations.

With regard to the promotion of the principles established by the International Labour Organization (ILO), Gransolar reaffirms its commitment to respecting freedom of association and the right to collective bargaining through the application of collective agreements. Furthermore, Gransolar adheres to and complies with international treaties, conventions and agreements on human rights recognised by social partners.

Finally, Grupo Gransolar is not aware of any cases of human rights violations arising from its activities during the 2025 financial year.

7. ANTI-CORRUPTION AND BRIBERY MATTERS

At Gransolar, we maintain a strong commitment to combating corruption and money laundering, ensuring that all our operations are conducted with full transparency and in compliance with applicable regulations. We adopt strict measures to prevent any form of corruption, both within our organisation and in our interactions with third parties, such as suppliers, customers and public authorities. These measures include the implementation of robust internal controls, periodic audits and a continuous training programme for management and employees aimed at raising awareness of the risks associated with corruption and money laundering, as well as the legal consequences of such practices.

Our activities are at all times governed by the values, principles and standards of conduct set out in the Code of Conduct, which was last approved and updated by the Board of Directors on 17 December 2025.

Together with the Supplier Code of Conduct, the overarching Sustainability Policy and its related regulations (Human Rights Policy and Community Investment Policy), and the Criminal Compliance Model, these frameworks establish the core ethical values and principles that govern the actions of Gransolar, its employees and all stakeholders with whom it interacts.

To support our Criminal Compliance Model, we have an Internal Reporting System that enables any individual within our organisation or among our stakeholders to report inappropriate conduct, including activities related to corruption, fraud or money laundering, securely, confidentially and anonymously. This channel is fully compliant with Directive (EU) 2019/1937 and Spanish Law 2/2023 on the protection of whistleblowers. Through this system, the protection of whistleblowers' rights is ensured, allowing them to report potential breaches in a reliable manner and without fear of retaliation. In addition, the Internal Reporting System enables Gransolar to thoroughly investigate any irregularities and take the necessary measures to ensure the integrity of its operations and compliance with applicable anti-corruption and anti-money laundering legislation.

During the 2025 financial year, a total of two reports were received through the Internal Reporting System relating to potential cases of corruption, money laundering or bribery involving authorities, public administrations, and political parties and/or their representatives, whether in financial or in-kind form. Following the corresponding investigations, the reported facts could not be substantiated.

Likewise, there are no ongoing legal proceedings relating to unfair competition, monopolistic practices or anti-competitive conduct.

However, during 2025, one instance of corrupt practice was identified which, following the appropriate investigation, resulted in disciplinary measures, including the termination of employment of the two individuals responsible, which has not affected any of our clients.

8. COMMITMENT TO SOCIETY

8.1. COMMITMENT TO SUSTAINABLE DEVELOPMENT

Grupo Gransolar's commitment to society is based on promoting the social, economic and environmental development of the communities in which it operates, as well as those with which it maintains a significant relationship. This commitment is aligned with our corporate values and principles set out in Grupo Gransolar's Code of Conduct and Responsible Practices and our Human Rights Policy.

The main objectives of the Social Action Programme include:

(i) Communicating the Company's commitment to society and the environment in a transparent and effective manner.

(ii) Reflecting Grupo Gransolar's commitment to sustainability and the well-being of the communities in which it operates, as an integral part of the Company's mission and values.

(iii) Assessing the real impact of initiatives in terms of social and environmental improvement. This includes quantifiable metrics and personal testimonials to illustrate how Grupo Gransolar's actions are making a difference.

(iv) Encouraging other companies and stakeholders to take similar actions within their own communities.

During 2025, a total of €58,433 was invested in 25 impact projects, following several lines of action: social initiatives including financial donations to non-profit organisations; the promotion of healthy lifestyles through internal and external sports sponsorships, as well as employee sports activities; charitable material collection campaigns; employee awareness initiatives on sustainability; and the promotion of local hiring, among other actions.

The success of the Programme is driven by the active involvement of our employees and their families. During the period 2021–2025, a total of 3,823 voluntary participations were recorded, of which 3,617 corresponded to employees and 206 to family members, demonstrating a collective commitment to social and environmental impact initiatives. In 2025 alone, a total of 932 participants took part, including 922 employees and 10 family members.

NO. OF VOLUNTEERS	2021	2022	2023	2024	2025	TOTAL
Employees	125	512	956	1.102	922	3,617
Family members	0	0	79	117	10	206
TOTAL	125	512	1,035	1.219	932	3,823

In addition to investing time in participating in initiatives, we recognise that individuals also contribute their talent and skills to the collaboration and development of these activities. Furthermore, within the hours dedicated by employees, a distinction is made between those carried out during working hours and those undertaken outside working hours.

HOURS INVESTED	2021	2022	2023	2024	2025	TOTAL
Inside working hours	0	330	712	538	806	2,386
Outside working hours	194	435	1,676	3,309	1,522	7,136
TOTAL	194	765	2,388	3,847	2,328	9,522

Strengthening social well-being and promoting development in each community, our initiatives benefited a total of 295,338 people between 2021 and 2025, covering a wide range of groups such as children and adults with serious illnesses, communities affected by emergencies and disasters, people in vulnerable situations and/or at risk of social exclusion, students, among others.

The success of Grupo Gransolar's Social Action Programme is closely linked to strategic partnerships and collaboration with various stakeholders. These partnerships have been key to expanding the reach of our initiatives and maximising their positive impact on the communities in which we operate. Between 2021 and 2025, a total of 185 partnerships were established with local and international organisations. Through ongoing dialogue and a transparent communication strategy, we have ensured that our actions reflect the real needs of communities, strengthening trust and mutual support.

In addition to social benefits, Gransolar's activities are also associated with certain social risks that must be properly managed to ensure a positive impact on the communities in which we operate. Key risks include potential impacts on the well-being of local communities arising from the implementation of photovoltaic infrastructure projects, such as landscape alteration. Furthermore, employment and working conditions in the construction and operation of photovoltaic plants represent a potential risk if a safe, fair and equitable working environment is not ensured. Gransolar is committed to mitigating these risks through the implementation of corporate social responsibility policies, ensuring that all projects respect human and labour rights, and promoting the active participation of local communities in the development of its initiatives.

The main activities, donations and sponsorships carried out in 2025 are outlined below:

SOCIAL ACTIONS:

(i) Visit by students from EOI to one of our plants in Spain.

(ii) Financial support provided to colleagues affected by the DANA weather event.

(iii) Donation to support earthquake relief efforts in Myanmar through EDUCO.

(iv) Collaboration with Fundación Llamada Solidaria through the collection of used mobile phones to support research into rare diseases.

(v) Collaboration with the Mil y Dos Gafas project through the collection of used glasses for disadvantaged people in developing countries.

(vi) Celebration of Nelson Mandela Day in South Africa through various employee volunteer initiatives.

(vii) Celebration of International Women's Day in South Africa.

(viii) Employment Opportunities Days in Australia to promote local hiring.

(ix) Christmas charity lottery with Fundación Menudos Corazones as beneficiary.

(x) Christmas gifts for employees' children at an international level.

In addition, the following sponsorships were carried out, both internal (employees of Grupo Gransolar companies) and external (teams or athletes not related to the Group):

INTERNAL SPONSORSHIPS (GROUP EMPLOYEES):

(i) Sponsorship of a race-walking athlete.

(ii) Triathlon sponsorship.

(iii) Duathlon sponsorship.

(iv) Sponsorship of a cyclist.

(v) Sponsorship of a rally event.

(vi) Inter-company football leagues in Valencia, Madrid and Australia, as well as leagues at the South Africa plants.

EXTERNAL SPONSORHIPS:

(i) Sponsorship of Ajaax Leekrans F.C.

(ii) Sponsorship of the amateur tennis team "5 set team".

(iii) Sponsorship of Club Deportivo Cheste.

(iv) Sports sponsorship of CD Amigos de los Filabres.

(v) Sponsorship of the basketball team "CD Estudiantes" Huércal de Almería.

(vi) Sponsorship of the AECC charity race.

8.2. AWARENESS CAMPAIGNS

At Gransolar, we not only uphold ethical and social commitments at a corporate level, but also seek to actively engage our employees in their fulfilment. To this end, we promote a communication plan based on internal awareness campaigns focused on ESG-related topics.

During 2025, various communications were launched on healthy lifestyle habits, environmental awareness, participation in social initiatives and updates on the progress of our social actions. In addition, we continued our Corporate Volunteering campaign, initiated in 2022, which encourages the active participation of employees in social projects through the Social Action area, managed jointly with the Gransolar Foundation.

To facilitate such participation, Gransolar has a collaborative volunteering platform that enables employees to submit proposals for collaboration with social organisations, as well as for participation in sporting, cultural and other types of initiatives.

Details of the different campaigns communicated in 2025 are provided in Annex II of this document.

8.3. SUBCONTRACTING AND SUPPLIERS

Purchasing at Grupo Gransolar is carried out in accordance with the Group's Procurement Management System, which is audited against the requirements of ISO 20400 through the process developed by the Spanish Association of Procurement, Contracting and Supply Professionals (AERCE). This procurement management system is based on the Group's Procurement Policy, which establishes the obligation to act ethically and responsibly in relationships with suppliers. The policy also sets out the need to assess suppliers against environmental, social and governance (ESG) criteria, thereby promoting a supply chain aligned with our environmental, social and governance principles.

Within this framework, Gransolar applies various monitoring and control mechanisms to ensure that its supply chain complies with the standards defined by the organisation.

In particular, Gransolar carries out evaluations and qualification processes for suppliers representing 80% of total procurement volume, as well as those considered critical suppliers in accordance with the criteria set out in the Procurement Policy.

Supplier qualification is a verification process through which the Group confirms that a supplier meets the technical, legal, quality and ESG requirements necessary to provide goods or services to the Company.

Supplier evaluations, in turn, measure actual supplier performance across these same areas, with the aim of ensuring their ongoing alignment with the Group's expectations and requirements.

With regard to key equipment for development and construction activities, in 2025 the evaluation process was initiated for 14 suppliers, resulting to date in 1 approved, 1 not approved and 12 evaluations not completed by year-end. In addition, the qualification process was initiated for a further 11 suppliers, with 8 approved and 3 still pending completion. By comparison, in 2024 the Group carried out evaluations of 25 suppliers and the qualification of 10 suppliers.

In relation to the Solutions business line, no supplier evaluation or qualification processes were carried out in 2025, as the level of activity did not require it.

Within the Product business line, in 2025 a total of 33 supplier evaluations were conducted, resulting in 29 approved, 2 not approved and 2 pending approval due to incomplete information. In addition, 31 suppliers underwent the qualification process, of which 11 were successfully approved, 1 did not pass the process and 3 remain ongoing. In 2024, a total of 27 supplier evaluations and 25 qualification processes were carried out.

These supplier evaluation and qualification figures reflect Grupo Gransolar's commitment to enhancing supply chain traceability and transparency, demonstrating the increasing maturity of its responsible procurement model and the progressive integration of ESG criteria into decision-making processes.

In addition to these evaluation and qualification processes, Gransolar establishes specific requirements depending on the type of service or supply contracted:

(i) For suppliers involved in the development and construction of photovoltaic plants, Gransolar requires all new suppliers to sign its Supplier Code of Conduct. The purpose of this Code is to promote professional, ethical and responsible behaviour among all Gransolar suppliers in the performance of their activities worldwide, in line with the Group's corporate culture and ethical standards. The key commitments adopted by both parties include:

(ii) Environmental commitment: suppliers undertake to prevent or reduce pollution, manage resources and waste responsibly, preserve biodiversity in the ecosystems in which they operate, and adopt energy efficiency measures.

(iii) Social commitment: suppliers commit to respecting human and labour rights, ensuring the health and safety of their employees, promoting diversity and inclusion, avoiding any form of discrimination, and not tolerating child labour or forced labour.

(iv) Governance commitment: compliance with applicable laws, transparency and fairness, anti-corruption and anti-bribery practices, and fair competition.

In addition, a contractual clause titled "Supply Chain Standards" is included in agreements, reinforcing the environmental, social and governance commitments required from suppliers.

(i) For suppliers of components or raw materials, Gransolar requires the signing of its Supplier Code of Conduct, which covers the environmental, social and governance aspects described above.

(ii) For general services procurement, mainly related to the corporate area and typically of lower material value, Gransolar applies suitability criteria and, where possible, environmental and social criteria.

(iii) For subcontracted services, Gransolar prioritises local subcontracting in the countries where projects are carried out, thereby promoting local hiring, although this is not formalised in a specific procedure. These subcontractors are required to sign a document confirming compliance with all environmental regulations, with particular emphasis on health and safety requirements for their workers. These documents are tailored to each country in order to ensure compliance with applicable local regulations.

(iv) With regard to audits, Gransolar does not currently conduct ESG audits of its suppliers and instead relies on a control mechanism based on signed commitments and supplier evaluations.

8.4. CONSUMERS AND CLIENTS

Grupo Gransolar is committed to meeting the needs and expectations of its clients and customers by providing sustainable, high-quality energy solutions in the photovoltaic sector.

As part of our commitment to continuous improvement and social responsibility, we promote innovation in our products and services, ensuring that all processes comply with the ethical and environmental standards set out in our corporate policies. We also strive to foster long-term relationships based on trust and collaboration, consistently seeking to generate shared value while ensuring a positive impact both on the communities in which we operate and on the natural environment.

At Grupo Gransolar, quality is a fundamental pillar across all our operations. To ensure that our products and services meet the highest standards, we are committed to the implementation and maintenance of ISO 9001, the international standard for quality management systems. This certification enables us to optimise our processes, ensure customer satisfaction and drive continuous improvement across all areas of activity. Through this framework, we ensure that each project, from the design phase through to execution and operation, is carried out with a systematic and quality-driven approach, allowing us to deliver reliable, high-performance solutions that meet the expectations of our clients and customers.

This commitment to clients is reflected in a clear strategy focused, among other aspects, on the following:

(i) Problem-solving orientation.

(ii) Client relationship feedback.

Customer issues are treated with particular attention, and their handling is adapted to the stage of the project.

If an issue arises during the execution phase, both the client and the Gransolar subsidiary may raise a Non-Conformity Report (NCR). This report details the identified issue, its root causes or potential causes, and the proposed corrective actions, along with the designated responsible parties for its proper resolution. Responsibility for resolving the issue lies with the Site Manager and the Project Quality Manager, under the supervision of Gransolar's Quality Department.

Quality complaints and claims are managed through direct interaction with clients (via in-person and/or remote meetings), as well as through designated email channels for documentation control and quality management across the Group's companies. In addition, Gransolar has a specific procedure for NCRs and improvement actions, which guides clients on how to submit claims and provides standard templates where clients do not have their own.

Complaints received by Gransolar may arise from different causes, and appropriate measures are taken depending on the nature of the claim, with the aim of providing fast, clear and effective solutions. The most common complaints include clarifications regarding shipments, queries about equipment, documentation and on-site procedures, and construction details.

If an issue arises after project commissioning, the client is entitled to submit claims within the applicable warranty period. Gransolar has a warranty management procedure, which establishes that all claims must be accompanied by a Warranty Notification Ticket (WNT) submitted through a standard form. The warranty management process consists of three phases: notification, execution or rejection, and final closure.

In the Services and Solutions business line, a total of 192 customer complaints and claims were received, of which 157 have been closed and 35 remained under review at the end of the 2025 financial year. In comparison, in 2024 a total of 8 complaints and claims were received, of which 7 were closed and 1 remained under review at year-end.

In the Product business line, a total of 136 customer complaints related to NCRs were received, of which 130 have been closed and 6 remained under review at the end of 2025. In addition, a total of 8,828 warranty claims (WNTs) were received relating to different components. In 2024, a total of 93 complaints and claims were received, of which 85 were resolved before year-end and 8 remained under review.

8.5. TAX INFORMATION

In December 2024, the Board of Directors of Grupo Gransolar, S.L. approved the update of the Tax Compliance and Good Tax Practices Policy (the "**Tax Policy**"), which forms part of the Company's Corporate Governance Policies and is available on the Group's intranet and website.

This policy is aligned with OECD Guidelines and other international standards and sets out the principles governing the responsible, transparent and consistent management of the Group's tax obligations in all the countries in which it operates. Compliance with this policy is mandatory for all employees who are directly or indirectly involved in tax management.

The Group Tax Department, a centralised function composed of specialised professionals, is responsible for ensuring that tax management is carried out in accordance with these principles and guidelines.

The tax information of Gransolar is presented below:

	PROFIT/(LOSS) BEFORE TAX		CORPORATE INCOME TAX (PAID)	
	2024	2025	2024	2025
Europe	-3,667	-31,961	6,091	930
United States	-3,479	-2,117	513	102
Latin America	-1,553	-582	125	78
Africa and Asia	675	-18,530	5,613	1,970
Australia	-3,441	31,910	-2,207	208
Rest	2,555	-240	557	0
TOTAL	**-8,911**	**-21,520**	**10,692**	**3,288**

During 2025, Gransolar received public grants (*) amounting to €64,992.

(*) Public grants are defined as any financial contribution paid by a public authority to the Company to carry out a specific activity during the reporting year. Social security rebates received for training or other purposes are not included.

9. MATERIALITY ASSESSMENT

The approval of the Corporate Sustainability Reporting Directive (CSRD) establishes the requirement to conduct a double materiality assessment, evaluating both impact materiality and financial materiality, in order to determine which ESG topics should be reported in accordance with the ESRS standards.

Due to delays in the implementation of the regulation, Gransolar has adjusted its internal timeline in order to prioritise the quality and consistency of the ESG data already reported, while continuing to advance the development of the double materiality assessment.

At present, we are working on the methodology and the preliminary identification of potentially material topics. At the same time, we are making use of the additional time provided by the regulatory postponements to enhance the robustness of the process and the quality of the analysis.

During the 2025 financial year, we prepared new surveys aimed at our stakeholders, specifically designed to obtain information within a shorter response timeframe. Through this, we expect to significantly improve stakeholder participation rates and, consequently, the representativeness of the analysis.

ANNEXES

ANNEX I. MATTERS PROVIDED FOR IN LAW 11/2018 ON NON-FINANCIAL INFORMATION AND DIVERSITY: MATERIAL MATTERS FOR GRANSOLAR AND REPORTING CRITERIA

CONTENTS OF THE NON-FINANCIAL STATEMENT				
CONTENTS OF LAW 11/2018 (NFS)			STANDARD USED	STATEMENT SECTION
BUSINESS MODEL	Description of Gransolar's business model	Description of Gransolar's business model: a brief description of Gransolar's business model, including its business environment, organisation and structure, the markets in which it operates, its objectives and strategies, and the main factors and trends that may affect its future development.	GRI 2-1 GRI 2-6	Section 2
	Policies	Description of the policies applied by the Gransolar Group, including the due diligence procedures implemented for the identification, assessment, prevention and mitigation of significant risks and impacts, as well as verification and control mechanisms, and the measures adopted.	GRI 2-23 GRI 2-24	Section 3
	Main risks	The main risks related to matters linked to Gransolar's activities, including, whenever pertinent and proportionate, business relations, products or services that could have negative effects on these areas, and how Gransolar manages such risks, explaining the procedures used to detect and assess them in accordance with national, European or international frameworks of reference for each subject. This should include information on the identified impacts, providing detailed itemization of such, in particular the main short, mid and long-term risks.	GRI 207-2	Section 3

ENVIRONMENTAL MATTERS	General	Current and foreseeable effects of the company's activities on the environment and, where applicable, on health and safety.	GRI 3-3	Section 4
		Environmental assessment or certification procedures.	GRI 3-3	
		Resources assigned to the prevention of environmental risks.	GRI 3-3	
		Application of the principle of precaution.	GRI 2-23	
		Environmental risk provisions and guarantees.	GRI 2-27	
	Pollution	Measures to prevent, reduce or repair carbon emissions that seriously affect the environment, bearing in mind any specific atmosphere pollution related to an activity, including noise and light pollution.	GRI 305-5	Section 4.4
	Circular economy and prevention and management of waste	Prevention measures, recycling, reutilization and other ways of recovering and eliminating waste. Actions to reduce food waste.	GRI 306-2	Section 4.2
	Sustainable utilization of resources	Water consumption and supply in accordance with local limitations.	GRI 303-5	Section 4.3
		Consumption of raw materials and measures implemented to improve efficiency in the use thereof.	GRI 3-3 GRI 301-1	
		Energy: direct and indirect consumption; measures taken to improve energy efficiency; use of renewable energy.	GRI 302-1	
	Climate change	Greenhouse gas emissions.	GRI 305-1	Section 4.4

			GRI 305-2	
		Measures implemented to adapt to the consequences of climate change.	GRI 3-3 GRI 305-5	
		Measures implemented to adapt to the consequences of climate change.	GRI 305-5	
	Protection of biodiversity	Measures taken to preserve or restore biodiversity.	GRI 304-2	Section 4.5
		Impacts caused by activities or operations in protected areas.	GRI 304-2	
SOCIAL AND EMPLOYEE MATTERS	Employment	Total number of employees and distribution by gender, age, country and professional category.	GRI 2-7 GRI 2-8	Section 5.1
		Total number and distribution of labour contract types.	GRI 2-7 GRI 2-8	
		Annual average of permanent, temporary and part-time contracts by gender, age and professional category.	GRI 2-7 GRI 2-8	
		Number of terminations by gender, age and professional category.	GRI 401-1	
		Average remuneration and evolution thereof by gender, age and professional category or equivalent value.	GRI 405-2	Section 5.1
		Salary Gap.	GRI 405-2	Section 5.1
		Remuneration of equivalent or mean work posts in society.	GRI 405-2	

		The mean remuneration of executives and directors, including variable remuneration, allowances, compensation, payment to long-term savings systems and any other payments, by gender.	GRI 2-19 GRI 2-20	
		Implementation of disconnection from work measures.	GRI 3-3	
		Disabled employees.	GRI 405-1	
	Work organization	Work time organization.	GRI 3-3	Section 5.2
		Number of hours of absenteeism.	GRI 403-9 GRI 403-10	Section 5.3
		Measures to facilitate work and private life balance and to encourage shared responsibility by both parents.	GRI 401-3	Section 5.3
	Health & Safety	Occupational health and safety conditions.	GRI 403-1 GRI 403,3 GRI 403-5	Section 5.3
		Workplace accidents (frequency and severity), itemized by gender.	GRI 403-9	
		Workplace related illnesses (frequency and severity), itemized by gender.	GRI 403-10	
	Social Relations	Organization of social dialogue, including procedures to inform, consult and negotiate with employees.	GRI 2-26	Section 5.3 and Section 5.2
		Percentage of employees covered by collective workers agreements by country.	GRI 2-30	

		Balance of collective agreements, particularly regarding health and safety at work.	GRI 403-8 GRI 403-4	
		Mechanisms and procedures to promote employee involvement in the management of the company, in terms of information, consultation and participation.	GRI 3-3	
	Training	Implemented training policies.	GRI 404-3	Section 5.4
		Total number of training hours by professional categories.	GRI 404-1	
	Accessibility	Universal accessibility for disabled persons.	GRI 3-3	Section 5.5
	Equality	Measures implemented to promote equal treatment and opportunities between men and women.	GRI 3-3	Section 5.6
		Equality Plans		
		Measures implemented to promote employment.		
		Protocols against sexual and gender-based harassment.		
		Integration and universal accessibility for disabled persons.		
		Anti-discrimination policy and diversity management, where applicable.	GRI 3-3 GRI 406-1	
	Human Rights	Implementation of human rights due diligence procedures	GRI 3-3	Section 6

HUMAN RIGHTS		Prevention of risks of violation of human rights and, where applicable, the measures to mitigate, manage and repair any possible breaches.	GRI 2-27 GRI 2-24	
		Promotion and compliance with the provisions of the agreements	GRI 2-27 GRI 2-23	
		Complaints of human rights violations	GRI 2-27 GRI 406-1	
		Promotion and fulfilment of the provisions of the fundamental ILO agreements, related to the right to association and right to collective agreement, elimination of any discrimination in employment and occupation, elimination of bonded or forced labour, effective abolition of child labour.	GRI 2-27 GRI 2-23 GRI 409-1 GRI 408-1	
ANTI-CORRUPTION AND BRIBERY MATTERS	Corruption and Bribery	Measures implemented to prevent corruption and bribery.	GRI 205-3	Section 7
		Measures to combat money laundering.	GRI 205-3	
		Contributions to foundations and non-profit entities.	GRI 201-1 GRI 415-1	
COMMITMENT TO SOCIETY	Commitment by the company to	Impact of the company's activity on employment and local development	GRI 2-6 GRI 413-1 GRI 413-2	Section 8
		Impact of the company's activity on local populations and territory.		

	sustainable development	Relations with the players in local communities and methods of dialogue with them.	GRI 413-1 GRI 413-2	
		Association or sponsorship actions.	GRI 2-28	
	Subcontracting and suppliers	Inclusion of social, gender equality and environmental issues in the procurement policy.	GRI 3-3 GRI 414-1 GRI 308-1	Section 8.3
		Consideration of social and environmental responsibilities in relations with suppliers and subcontractors.	GRI 3-3 GRI 414-2 GRI 308-2	
		Systems for supervision, auditing and audit results of these relations.	GRI 414-1 GRI 308-1	
	Consumers and clients	Consumer health and safety measures.	GRI 416-1 GRI 416-2	Section 8.4
		System for claims, complaints and resolution thereof.	GRI 418-1	
	Tax information	Benefits for the country.	GRI 207-4	Section 8.5
		Tax paid on profits.		
		Public subsidies received.	GRI 201-4	

ANNEX II. INVENTORY OF EMISSION SOURCES

SCOPE 1 CATEGORY 1: DIRECT GHG EMISSIONS			
CATEGORY	DESCRIPTION	GHGs GENERATED	EMISSION SOURCES
1.1	Direct emissions from industrial processes	CO2, CH4, N2O	CO_2 cylinders Welding gases Propane
1.2	Direct emissions from land use and land-use change	CO2, CH4, N2O	CO_2 emissions caused by land-use change
1.3	Direct emissions from mobile combustion	CO2, CH4, N2O	Owned and leased vehicles
1.4	Direct emissions from stationary combustion	CO2, CH4, N2O	Boilers Generators Combustion-engine machinery
1.5	Direct fugitive emissions from anthropogenic sources	CO2	Air conditioning and refrigeration equipment Fire extinguishers
SCOPE 2 CATEGORY 2: INDIRECT GHG EMISSIONS FROM IMPORTED ENERGY			
CATEGORY	DESCRIPTION	GHGs GENERATED	EMISSION SOURCES

2.1.a	Indirect emissions from imported electricity (location-based))	CO2	Electricity consumption
2.1.b	Indirect emissions from imported electricity (market-based)	CO2	Electricity consumption
2.2	Own renewable energy installations	CO2	Energy consumption from renewable installations
SCOPE 3 **CATEGORY 3: INDIRECT GHG EMISSIONS FROM TRANSPORT**			
CATEGORY	**DESCRIPTION**	**GHGs GENERATED**	**EMISSION SOURCES**
3.1	Business travel emissions	CO2	Flights Rail travel Hotels Rental cars
3.2	Employee commuting emissions	CO2	Daily commuting of employees to the workplace
3.3	Downstream transportation and distribution emissions	CO2	Transport of products to customers Transport of goods for the replenishment of operated and maintained plants
3.4	Upstream transportation and distribution emissions	CO2	Transport of materials acquired at the factory for the production of solar trackers Transport of goods for the construction of solar plants

SCOPE 3 CATEGORY 4: INDIRECT GHG EMISSION FROM PRODUCTS USED BY THE ORGANISATION			
CATEGORY	DESCRIPTION	GHGs GENERATED	EMISSION SOURCES
4.1	Emissions from purchased goods, services and leased assets	CO2	Purchase of consumables, leases and services Capital goods and depreciation of assets Consumption of mains and bottled water
4.2	Emissions from the disposal of solid and liquid waste	CO2	Waste management and treatment
SCOPE 3 CATEGORY 5: INDIRECT GHG EMISSIONS ASSOCIATED WITH THE USE OF PRODUCTS			
CATEGORY	DESCRIPTION	GHGs GENERATED	EMISSION SOURCES
5.3	End-of-life emissions	CO2	Decommissioning of photovoltaic solar plants
SCOPE 3 CATEGORY 6: INDIRECT GHG EMISSIONS FROM OTHER SOURCES			
CATEGORY	DESCRIPTION	GHGs GENERATED	EMISSION SOURCES
6.1	Other emissions	CO2	Remote working

ANNEX III. COMPILATION OF COMMUNICATION AND AWARENESS-RAISING CAMPAIGNS

{*see below*}

WORLD ENVIRONMENT DAY

Taking care of the planet starts with what we do every day

On the occasion of World Environment Day, which is celebrated today, the 5th of June, we would like to remind you of our commitment to sustainability, responsible use of resources and continuous improvement. This year we marked a key milestone in this commitment with **the implementation of an Integrated Management System** that unifies and strengthens our practices under the highest international standards:

- **ISO 14001** for environmental management.
- **ISO 45001** for occupational health and safety.
- **ISO 50001** for energy efficiency.
- **ISO 14064** for the control and reduction of greenhouse gas emissions.

This progress not only improves our processes: it reinforces our responsibility to people, the planet and the future.

This development not only improves our processes: it reinforces our responsibility for people, the planet and the future.

RSC
CSR

Madrid, 1st of April

Mobility survey

We are committed to sustainability and caring for the environment. As part of this commitment, we have started the process to become certified for the **ISO 14064 Carbon Footprint**, an important step that will help us measure, manage, and reduce our environmental impact.

To achieve this, we have prepared a short **mobility survey** to learn about your commuting habits to work. This survey will be sent to you **tomorrow** via our **Dcycle platform**, and your participation is extremely important for us to move forward with this process.

The survey is very simple and will take no more than **5 minutes** to complete. We really appreciate you taking the time to fill it out, as your input will help us progress towards our sustainability goals.

Thank you for your time

Madrid, 1st of April

International day of zero waste

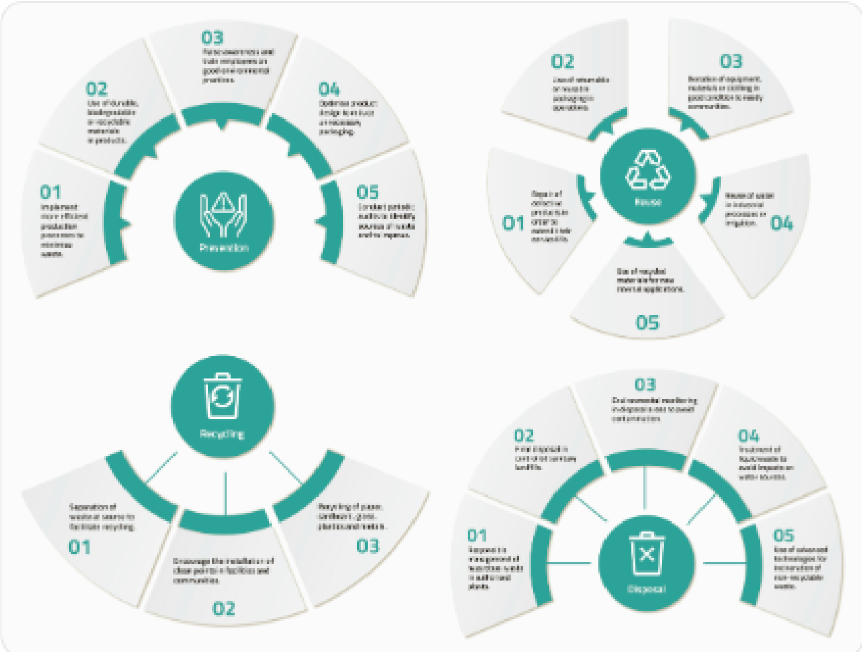
At Gransolar Group, we celebrate the **International Day of Zero Waste**, a global initiative aimed at reducing waste and promoting sustainable production and consumption practices to protect our planet.

In **2024**, Gransolar Group has achieved significant progress:

✅ **Hazardous waste:** Reduced by **2.7%** compared to the previous period.
✅ **Non-hazardous waste:** Decreased by **33.3%** compared to the previous period.
✅Establishment of measures to **prevent food waste**.
✅ **PV Hardware** has achieved **"Zero Waste to Landfill"** certification.

Additionally, we continue to move towards a circular economy model through measures such as prevention, recycling, reuse, and proper management of hazardous waste.

Implemented measures:



🔍 Click on the photo to enlarge it

We celebrate Clean Energy Day at Gransolar

On 26 January, at Gransolar Group we celebrated Clean Energy Day, a moment to ratify our commitment aligned with the Sustainable Development Goals (SDGs) and especially with SDG 12, related to responsible consumption and production.

In this sense, our company is actively working to be part of the change. For example, our offices in Cheste and Almeria (Spain) already have energy **self-consumption systems**, which allows us to take advantage of renewable energy sources and significantly reduce our environmental impact.

We are also in the process of implementing ISO 50001 Energy Efficiency certification, a step forward that guarantees more efficient management of resources and reinforces our commitment to sustainability.

These actions are a reflection of our commitment to a cleaner and more efficient energy model, to generate a positive impact on our environment and move towards a more sustainable future.

GRANSOLAR GROUP

World Down Syndrome Day

On **World Down Syndrome Day**, we want to highlight our collaboration with **Asindown**, an organisation that works tirelessly every day to promote inclusion and the development of people with Down syndrome. We are proud to support their efforts and to join their initiatives.

This year, Asindown has launched a campaign that invites us to reflect on the true meaning of inclusion, focusing on what lies beyond images and symbolic gestures. As part of this campaign, they have created a video that delivers a clear and direct message: talking about inclusion is good, but making it a reality is much better. We are joining this campaign by sharing their video and supporting their message. Inclusion is not just about appearing in photos or advertisements; it is about ensuring real opportunities and an active role for people with Down syndrome in society.

We reaffirm our commitment to working alongside Asindown to ensure that "looking good" is only the beginning of a genuine and lasting change.

Madrid, 7th of March

Tomorrow, **8th March**, we commemorate **International Women's Day,** a date that invites us to reflect on the importance of equality across all areas of our society and, of course, within our organisation.

At Gransolar, we want to highlight and celebrate the women who are part of our company, occupying key positions across all departments. Their talent, leadership, and dedication are fundamental to the success of our team and the growth of our organisation.

We firmly believe that diversity of perspectives and experiences makes us stronger. For this reason, we continue to work every day to ensure a work environment where everyone, regardless of gender, can thrive and feel valued.

At Gransolar, we renew our commitment to gender equality by promoting concrete actions that drive a fairer, more equitable future filled with opportunities. **Let us continue building together a present and a future where equality is the cornerstone of our collective success.**

GRANSOLAR GROUP

APPROVAL

On 25 March 2026, the Board of Directors of Grupo Gransolar, S.L., in compliance with the requirements set out in Article 253 of the Spanish Companies Act and Article 44 of the Spanish Commercial Code, and with regard to the information required under Law 11/2018 of 28 December, amending the Spanish Commercial Code, the revised text of the Spanish Companies Act approved by Royal Legislative Decree 1/2010 of 2 July, and Law 22/2015 of 20 July on Auditing, in relation to non-financial information and diversity, hereby prepares the Non-Financial Statement for the period from 1 January 2025 to 31 December 2025, which comprises the accompanying document preceding this statement.

The aforementioned Non-Financial Statement is signed below by the Board of Directors of Grupo Gransolar, S.L. and initialled on each page by the Secretary to the Board, who is not a director.

Inversiones Silverstrand, S.L. (Chair and Chief Executive Officer) Mr Domingo Florián Vegas Fernández [*Signature*]	Mr Iván Ernesto Higueras Rivas [*Signature*]
Girasol Investments, S.A. Mr Guillem Portella Perdigo [*Signature*]	Mr Derek Wayne Glanvill [*Signature*]
Mr Víctor García Reymundo [*Signature*]	Mr Luis Manuel Severino Rivera Novo [*Signature*]
Mr Ignacio Mataix Entero [*Signature*]	

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GROUP

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