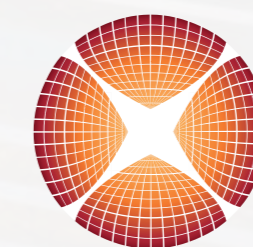


# SONNEDIX SUSTAINABLE FINANCING FRAMEWORK

NOVEMBER 2024



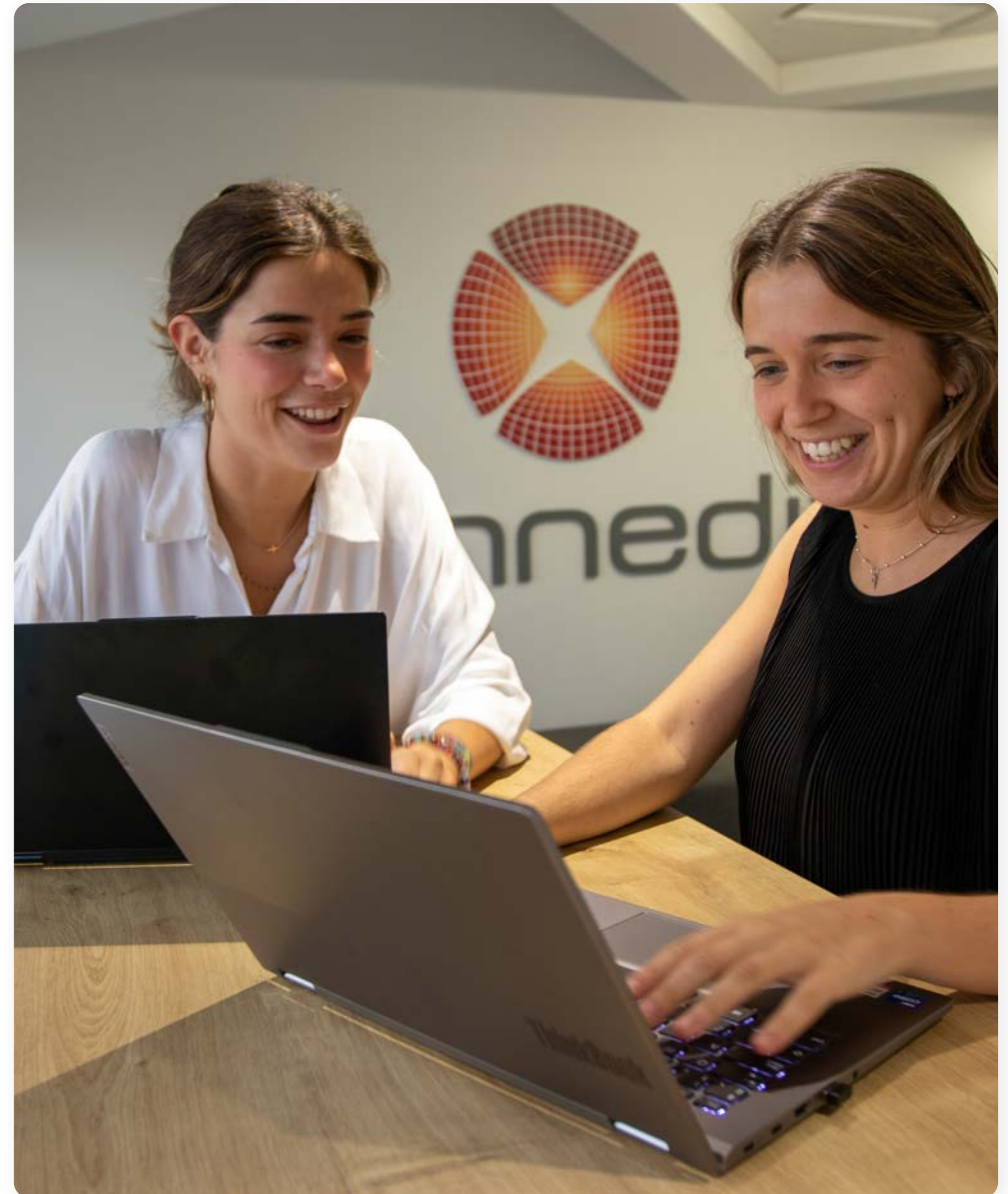
sonnedix

# CONTENTS

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<b>Introduction</b>	<b>3</b>
<b>Overview of Sonnedix´s Sustainability Strategy</b>	<b>4</b>
Environmental Roadmap	5
Social Roadmap	6
ESG Governance	8
Climate Risk management	9
Sonnedix´s contribution to the Sustainability Development Goals	10
Sustainability recognitions	11
<hr/>	
<b>Rationale for the Sustainable Finance Framework</b>	<b>12</b>
<hr/>	
<b>Green Use of Proceeds financing</b>	<b>13</b>
Use of Proceeds	13
Process evaluation and selection	14
Management of proceeds	14
Reporting	15
<hr/>	
<b>Sustainability-linked financing</b>	<b>16</b>
Selection of Key Performance Indicators (KPIs) and calibration of Sustainability Performance Targets (SPTs)	16
Financial characteristics of the instruments	23
Reporting	23
External verification	23

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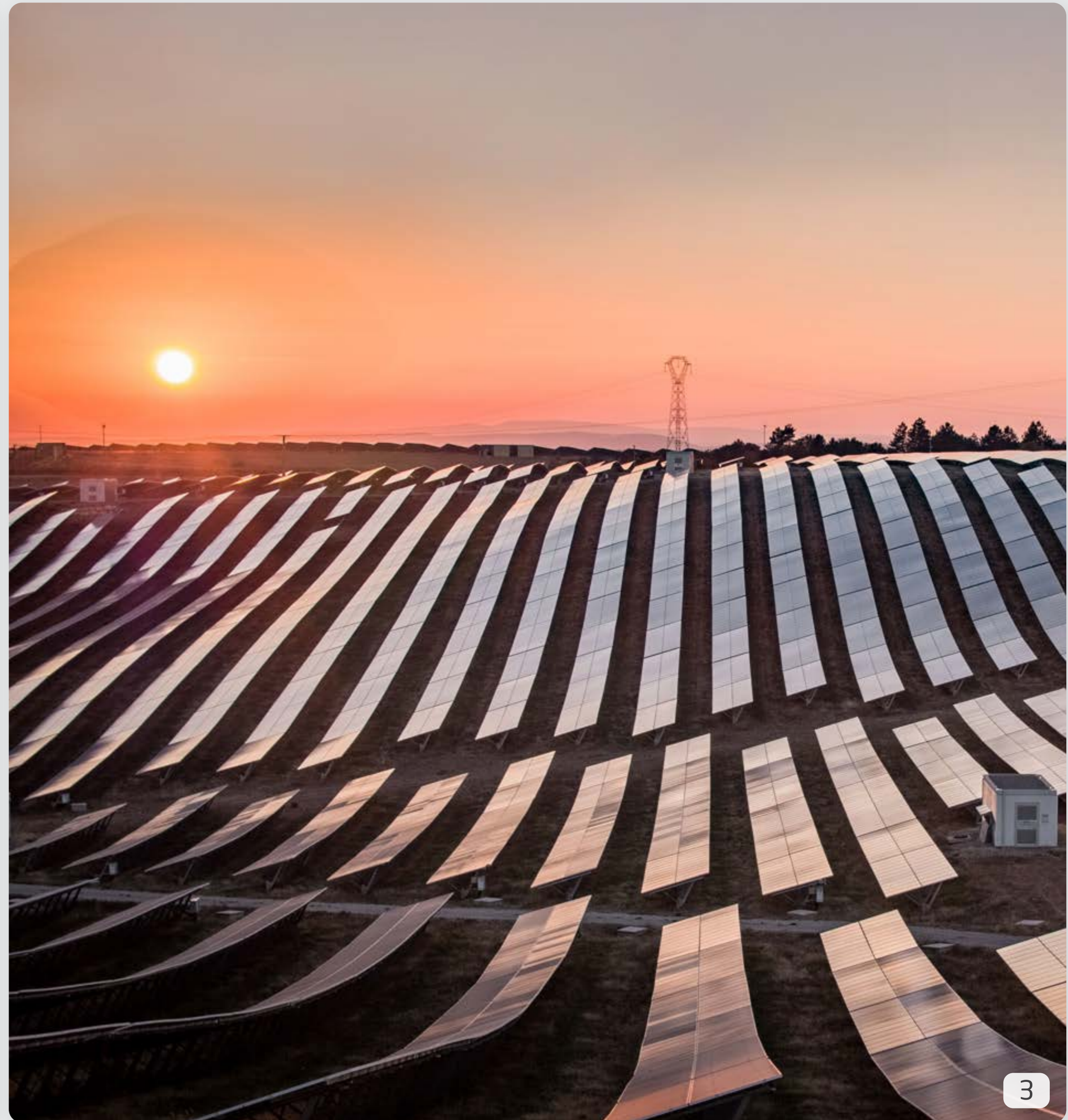
# INTRODUCTION

Established in 2009, Sonnedix Group (“Sonnedix” or the “Company”) is an international renewable energy producer, with over a decade-long trajectory of sustainable growth. Sonnedix work expands the development, construction and full operation and maintenance of solar, wind and storage projects for the long-term, with a focus on providing green, affordable electricity to their customers, while acting as a true social citizen where it operates.

Sonnedix works towards a shared purpose: **to Power a Bright Future**, which is about changing the world, making it a better place than the way it found it. Sonnedix uses the most current technologies available and works on building long-term partnerships to deliver a continuous, reliable, and efficient supply of clean electricity to its communities.

In 2024 the company had operation, construction or different phases of development across ten countries (Chile, France, Germany, Italy, Japan, Poland, Portugal, Spain, UK and USA), with a global capacity of over 11 GW. Sonnedix is continuously building and executing a pipeline of new projects and M&A opportunities.

At COP28, 118 governments pledged to triple the world’s renewable energy capacity by 2030, providing more visibility and stability for the market and driving policy and investment appetite.



# OVERVIEW OF SONNEDIX'S SUSTAINABILITY STRATEGY

**Sustainability is at the core of all Sonnedix's operations, being a cornerstone** for achieving ambitious growth in a purposeful and impactful manner. It does not only align with the Group's objectives but also underlines its commitment and contribution to the United Nations Sustainable Development Goals (UN SDGs).

Two of the company values, namely **'Do the Right Thing'** and **'Sustainable Growth'**, together with Sonnedix's behaviors, serve as a compass in how it operates and promotes an environment that enables it to grow and scale in a sustainable way.

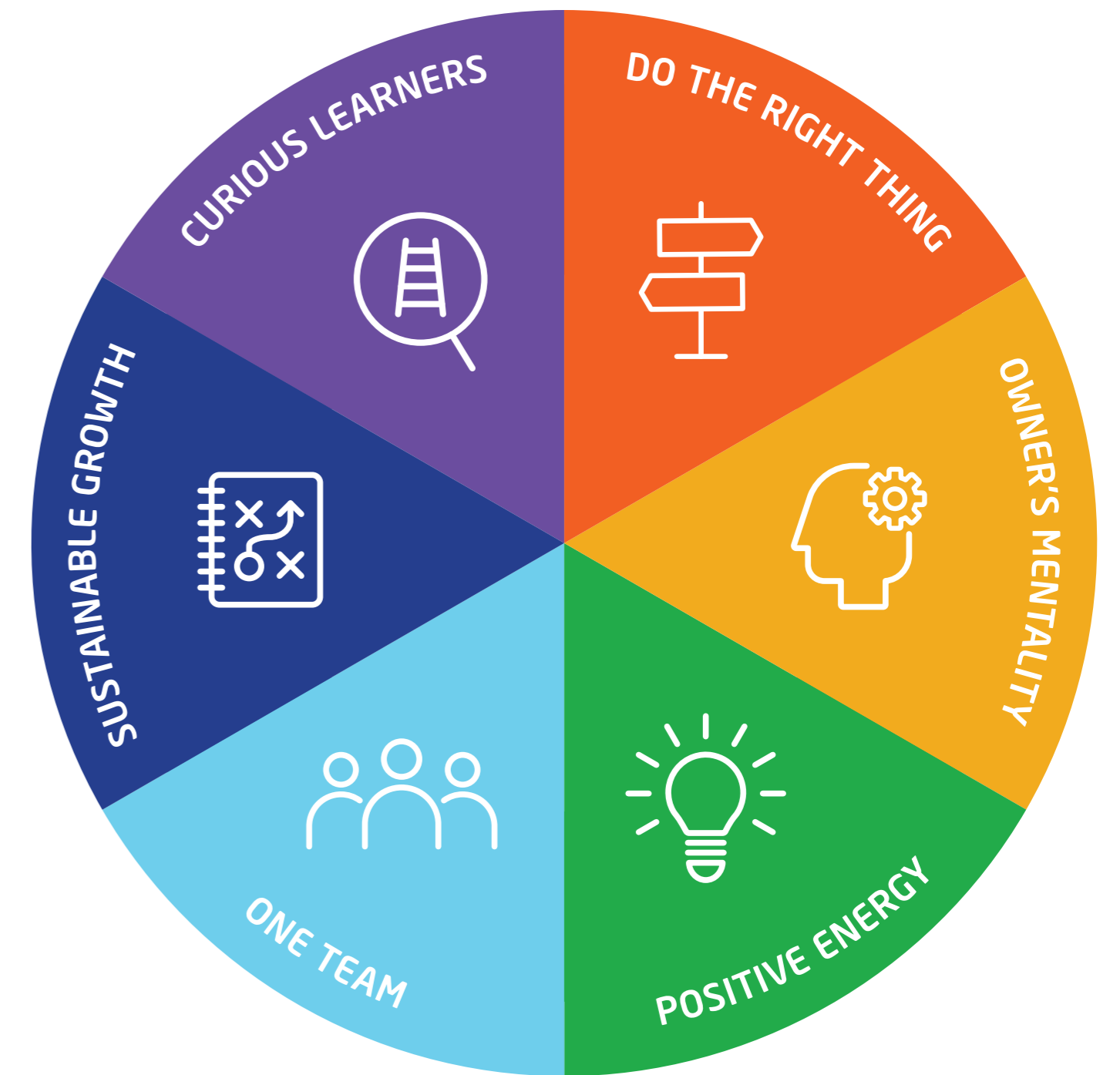
Sonnedix launched its first Sustainability Strategy in 2020, focusing on a 2021-2023 period and setting out commitments for each element of Environment, Social and Governance.

In December 2023, the Board approved the refreshed 2030 Sustainability Strategy, which reflects the Company's growth and evolution, fed by Sonnedix's ESG Policies and Standards which represent its compliance framework and set out the rules and guiding principles for its day-to-day operation.

The design of its new strategy was a great opportunity to review, realign and evolve in line with Sonnedix's culture and values, Company growth and key stakeholders needs. Through this process, a more focused set of KPIs and targets were set.


As part of its 2030 Sustainability Strategy refresh, Sonnedix goes a step further, introducing new commitments to deliver on net zero, enhance biodiversity and reduce reliance on resources whilst enhancing its Health & Safety culture across the organization, reinforcing its commitment to Diversity, Equity and Inclusion (DEI), and supporting industry-wide supply chain stewardship initiatives and transparency. Lastly, the refreshed Sustainability Strategy places an emphasis on ESG governance, establishing and protecting stakeholder trust.

In 2024, the company will be finalizing its double materiality assessment to inform its Corporate Sustainability Reporting Directive (CSRD) reporting, and the alignment with its strategic priorities.



 Act ethically, transparently and honestly to have a positive impact on everything we do.

 Empowering people to think and work in the best interest of the whole organization.

 Proactively driving forward in a constructive and productive way.

 Working together as a diverse organisation across the world to achieve our purpose.

 Promoting an environment that enables us to scale and evolve in a healthy way.

 Enabling growth as our industry evolves, building future capabilities through active curiosity, learning and adaptation.

# ENVIRONMENTAL ROADMAP

Sonnedix's approach to sustainability is governed by the Sonnedix Sustainability Strategy, which outlines its strategic, voluntary commitment to sustainable growth and contribution to the United Nations Sustainable Development Goals.

## CLIMATE CHANGE

Proceed on pathway to net zero by 2040, and meet interim 2030 targets.

Implement TCFD-aligned disclosures and approach to climate risk.

## BIODIVERSITY

Design, construct and operate our assets in harmony with local natural ecosystems.

## RESOURCE EFFICIENCY

Continue to promote resource efficiency with renewed focus on material water use in high stress areas.

A key component of its refreshed strategy is the commitment to proceed on its **pathway to net zero by 2040**. Sonnedix was one of the first 100 signatories to The Climate Pledge, which sets out a commitment to net zero 10 years ahead of the Paris Agreement targets.

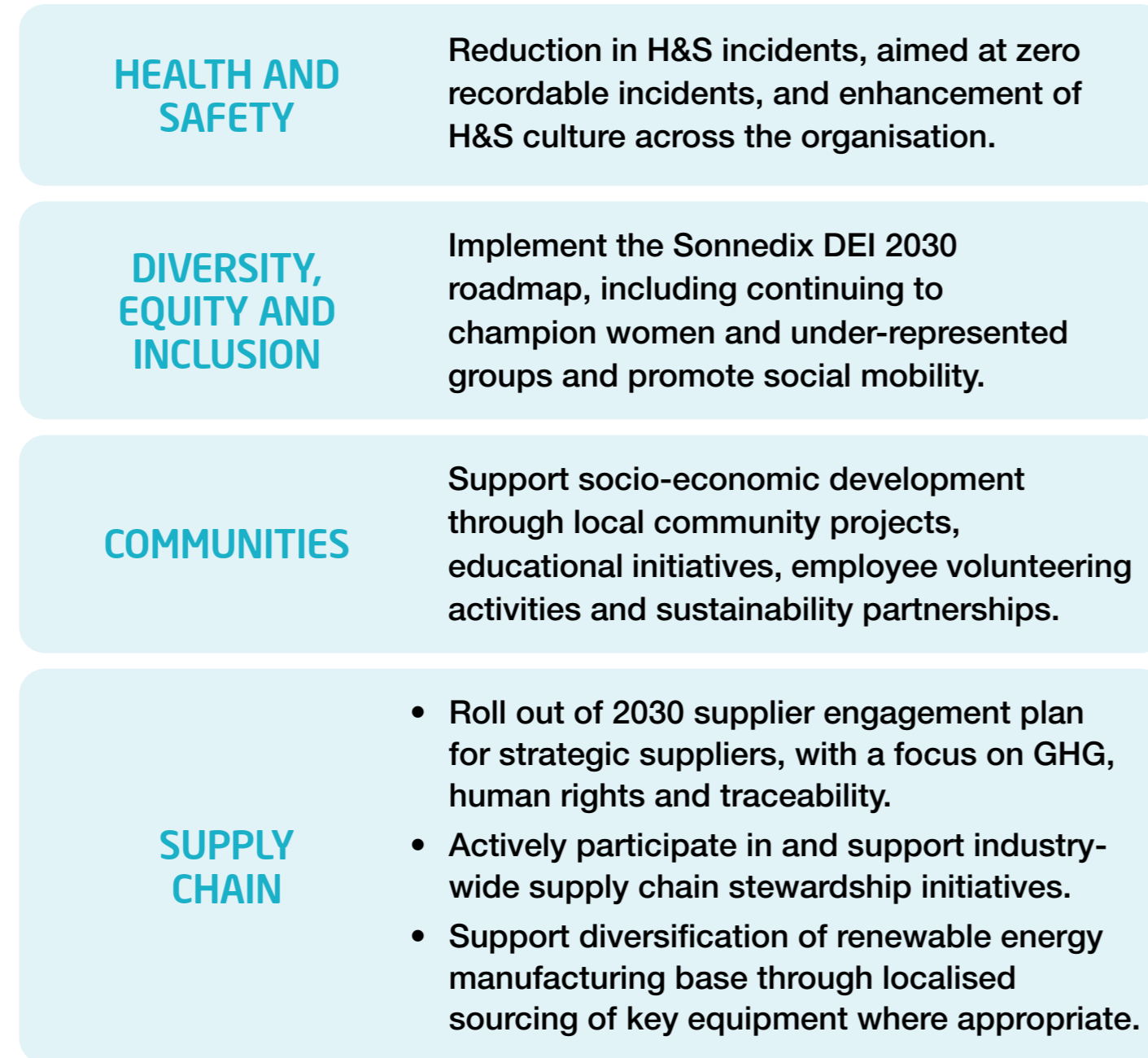
Together with a lighter ecological footprint compared to other industries, Sonnedix makes reasonable efforts to ensure that impacts on **biodiversity** and ecosystem services are considered, both through minimizing the potential impact during the construction and operation of the projects, as well as by supporting different initiatives such as beehive installation or ecosystem restoration.

**Use of resources** has been business as usual for the responsible use of resources company and continues to be a focus especially regarding water usage, as well as minimising waste generated (panels, inverters or batteries) and energy consumption (both in construction and operation of projects).

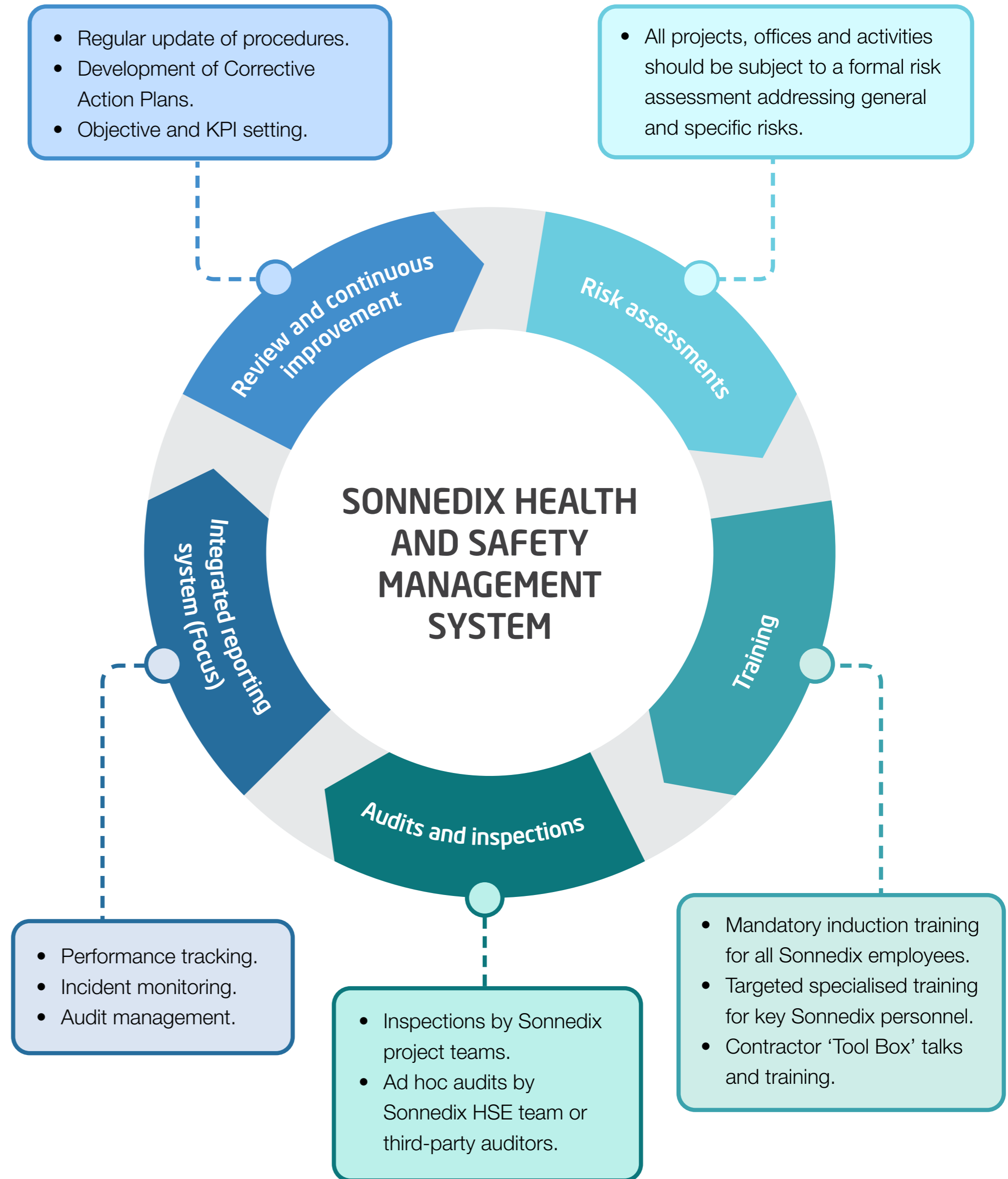


# SOCIAL ROADMAP

Sonnedix commits to a safe, diverse and inclusive workforce and to the sustainable development of communities, with learning and innovation at the heart of its engagement.



Sonnedix's approach to **health and safety** is focused on protecting and promoting the health, safety and welfare of all employees, contractors and any other individuals who may be affected by its operations, including members of local communities. As such, the Company has a dedicated Health, Safety and Environment (HSE) team, which is responsible for the deployment of the Health and Safety Management System (based on ISO 45001 standards) and the definition of specific plans and procedures both for corporate and project level. Whilst prevention measures are taken to avoid incidents, Sonnedix has a strict and incident notification process, allowing investigations and inspections to be undertaken.



Sonnedix recognises the value of the diverse perspectives brought by its team members and strive to foster a culture that embraces differences without bias. Therefore, **creating and maintaining a diverse and inclusive team**, where everyone can fully contribute and develop their potential and career while delivering the company goals, has been an integral part of the Company's culture and fabric. After launching the first DEI Manifesto in 2020, with action plans up to 2023, the Company has launched its 2030 DEI roadmap, based on the same five pillars: Gender; Race and Ethnicity; Disability and Wellbeing; Age Diversity and Inclusion. This has enabled the Company to stay competitive and relevant for all its stakeholders as well as being presented with the Gold Solar Diversity Champion Award by SolarPower Europe in 2024.

The refreshed 2030 Sustainability Strategy places emphasis on **promoting sustainability within its supply chain**, which is particularly relevant given the continued growth of Sonnedix and its reliance on procuring equipment to construct new projects. As such, Sonnedix plans to roll out a 2030 supplier engagement plan for strategic suppliers, with a focus on decarbonisation, human rights, health, safety and traceability. Through supply chain management and robust procurement practices, together with its supply chain audit programme, the Company promotes building a fair and sustainable supply chain. Sonnedix will not knowingly do business with Global Partners who violate these practices, inspiring also to use its influence to bring about positive change.



# ESG GOVERNANCE

Sonnedit's 2030 refreshed Sustainability Strategy emphasises strong **ESG governance** as the foundation upon which the resilience and integrity of its business is built, paving the way to long-term sustainable growth whilst minimizing risk and ensuring compliance.

## ESG Governance

- Scale up cross-functional collaboration and accountability for priority sustainability topics.
- Sustainability-linked performance goals for senior executives.
- Board-level training around sustainability.
- Alignment of non-financial reporting with financial accounting.

## STAKEHOLDER TRUST

Continue to build and protect stakeholder trust through a robust corporate governance framework, enterprise-wide risk management and effective ethics and compliance programmes.

Together with establishing more integrated accountability and responsibility from the top down, the Company is working to further embed ESG Governance in its strategy, through performance goals, learnings and reporting. In addition, it continues to build and protect **stakeholder trust** through a robust corporate governance framework, enterprise-wide risk management and effective ethics and compliance programmes.

A clear ESG Governance Framework defines the way Sonnedix manages ESG, with the structure outlined on the right.

## Board of Directors

Highest governance body responsible for ESG matters. Establishes the strategic direction of the Sonnedix Group and guides and monitors overall sustainability performance and management.

## Chairman /CEO

**CHAIRMAN**  
Highest individual responsible for ESG matters.

**CEO**  
Reports to the Board against key sustainability strategy targets and performance. Drives ESG performance across the business.

## General Counsel

Provides regular reports and updates to the CEO, Chairman and Board of Directors. Provides regular updates to the Audit and Risk Committee where ESG is a permanent item on the agenda.

## Head of ESG

Ensures the implementation of the Sonnedix Sustainability Strategy. Confirms observance of the ESG Policies and Standards. Provides regular updates to the General Counsel and the Audit and Risk Committee.

## Sonnedit One Team

ESG team is further supported through cross-functional collaboration, which is vital for the success of our ESG objectives

## ESG team

Subject matter specialists that support the business on ESG issues, priorities and actions, and engage stakeholders to identify best practices, mitigate risk and effect change.

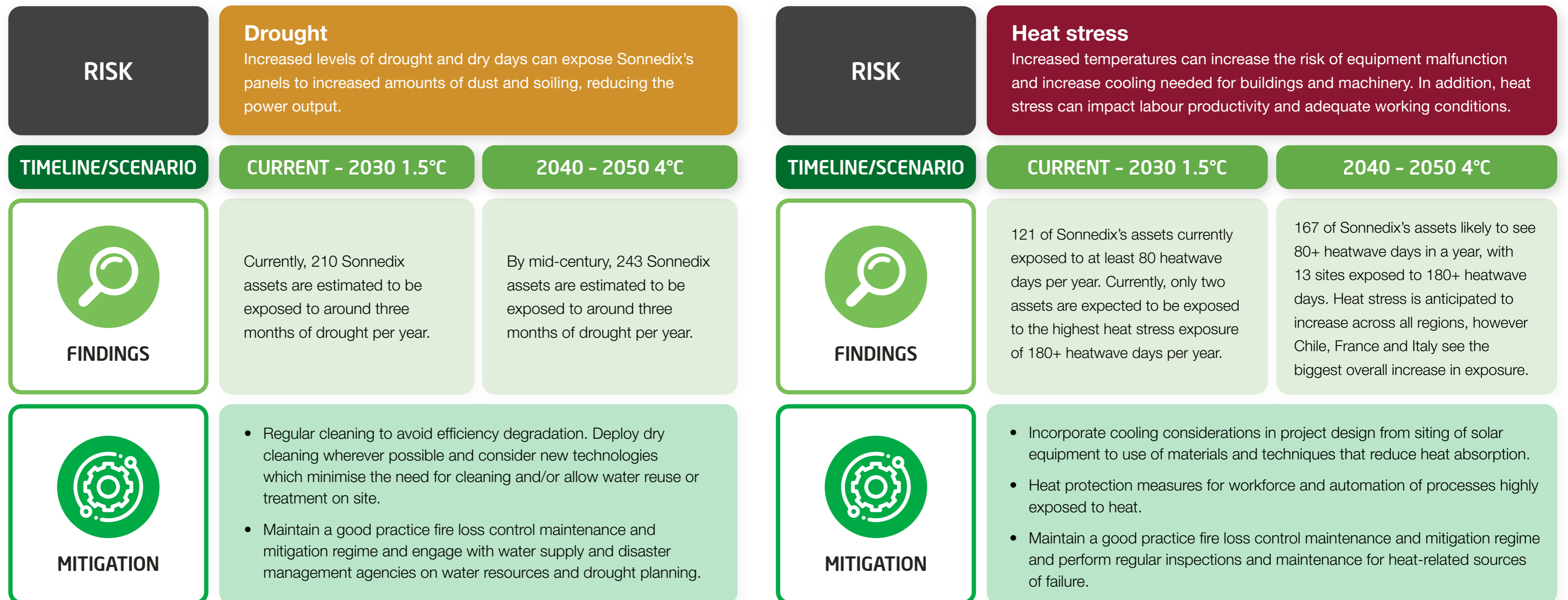


# CLIMATE RISK MANAGEMENT

The **management of corporate risks** is an essential component of sustainable growth in Sonnedix, ensuring that, as the company grows, potential risks to the business and employees are assessed, managed and mitigated. Climate risk is part of this process, and if proactively managed, can reduce operational costs or reduce any potential damage to assets driving value for the business.

Throughout 2023, Sonnedix has continued to look into the impact climate change can have on the resilience of its business, through the lenses both of

**transition and physical risks** and opportunities. And, for the first time, Sonnedix adopted the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), given the growing demand for standardized climate related disclosure and approach to climate risk. Whilst the findings did not identify any financially material risks to the Company's business continuity, the assessment has identified areas of exposure to some chronic impacts of climate change, that could impact Sonnedix operationally in the short term (current to 2030) and long term (2040 to 2050). The two most significant risks for the Company are drought and heat stress, as shown in the graph below.



# SONNEDIX'S CONTRIBUTION TO THE SUSTAINABILITY DEVELOPMENT GOALS

Through sustainability and ESG initiatives, Sonnedix contributes meaningfully to key SDGs, and is constantly evaluating how the business activities are helping to achieve those SDGs, mainly the ones shown in the graph below:



# SUSTAINABILITY RECOGNITIONS

Sonneditx has been named the **Infrastructure Sector Leader** by the Global Real Estate Sustainability Benchmark (GRESB) for its sustainability leadership with the **maximum five-star rating** for its strong commitment to sustainability for the seventh consecutive year. Moreover, for the second consecutive year **Sonneditx achieved a perfect 100% score and Sector Leader recognition.**



G R E S B  
INFRASTRUCTURE  
sector leader 2024

- The GRESB Sector Leader Awards recognizes real estate and infrastructure companies, funds and assets that have demonstrated outstanding leadership in sustainability each year. Sonnedix participated in the Infrastructure Assessment, obtaining Sector Leader Designation for Infrastructure Assets (Renewables superclass).
- Each year, GRESB assesses and benchmarks the ESG performance of assets worldwide, providing clarity and insights to financial markets on complex sustainability topics. The GRESB Assessments are guided by what investors and the industry consider to be material issues in the sustainability performance of asset investments and are aligned with international reporting frameworks, goals and emerging regulations. The GRESB ESG Benchmark now covers more than USD 8.5 trillion of gross asset value, encompassing 2,223 real estate entities, 720 infrastructure assets and 167 infrastructure funds.
- GRESB data is used by hundreds of capital providers and thousands of asset managers to benchmark investments across portfolios and to better understand the opportunities, risks and choices that need to be made as the industry transitions to a more sustainable future.

Lastly, the Company has been awarded the **Environmental Initiative of the Year** recognition from the Women and Diversity in Law awards and the **Gold Solar Diversity Champion Award** by SolarPower Europe in 2024.



# RATIONALE FOR THE SUSTAINABLE FINANCE FRAMEWORK

With 100% of revenues generated from renewable energies, Sonnedix is considered a pure player with a clear green use of proceeds for green financings. With this Sustainable Finance Framework (the "Framework"), Sonnedix intends to strengthen the link between its funding and its sustainability strategy by reinforcing other ESG areas, more focused on Social and Governance in addition to Environment which is intrinsic to Sonnedix's business.

This Framework is based on the innovative "double green" philosophy, covering both Green Use of Proceeds and Sustainability-Linked financing structures. Hence, this Framework has been developed in accordance with:

The Green Loan Principles ("GLP") published by the Loan Market Association (LMA), Loan Syndications & Trading Association (LSTA) and Asia Pacific Loan Market Association (APLM) including the four components of the GLP: (i) green use of proceeds; (ii) process for project evaluation and selection; (iii) management of proceeds and; (iv) reporting.

The Sustainability Linked Loan Principles ("SLLP") published by the LMA (2023) including the following five core components: (i) selection of KPIs, (ii) calibration of SPTs, (iii) financial characteristics; (iv) reporting and; (v) external verification.

This Framework may be used to issue bank debt instruments including, but not limited to, loans, guarantees, supply chain finance and financial market derivatives. The Framework may apply to:

Green Use of Proceeds instruments in financing Eligible Green Projects defined in section 4.1 or;

Sustainability-Linked instruments, linking the financing to Sustainability Key Performance Indicators ("KPIs") or;

Financing instruments which are developed by combining Green Use of Proceeds and Sustainability-Linked instruments, the combination defined as "Sustainable Financing Instruments" or "double green instruments".

It will remain at Company's discretion whether Green Use of Proceeds and Sustainability-Linked instruments will be used on a combined basis or on a standalone basis.

This framework may be updated from time to time to implement any future market development (LMA, LSTA and APLMA GLP and SLLP) and to continuously respond to changes in the industry and best market practices. Any framework update will replace any prior versions of the framework and will be published on the Company's website.






# GREEN USE OF PROCEEDS FINANCING

## USE OF PROCEEDS

Under this Framework, Sonnedix may issue Green Use of Proceeds instruments to finance and / or refinance, in whole or in part, “Eligible Green Projects” in the category of Renewable Energy, at different stages of development and operation, supporting infrastructures, complementary businesses relating to renewable energy and related corporate investments. In case of existing projects, for the (re)financing of OPEX, the maximum look back period will be of up to 36 months prior to issue date of the relevant green financing instruments.

The economic activity of Sonnedix focuses 100% on renewable energy, hence it has one main environmental objective, climate change mitigation, and a direct contribution to SDGs included in the United Nations 2030 Agenda.

ELIGIBLE GREEN CATEGORY	ELIGIBILITY CRITERIA	LINK TO SONNEDIX STRATEGY	SDG ALIGNMENT
RENEWABLE ENERGY	<b>Green energy supply</b> Construction and operation of generation facilities that produce electricity from: <ul style="list-style-type: none"> <li>• Solar photovoltaic</li> <li>• Wind power</li> </ul>	Sonnedix purpose is to power a bright future and believes on the potential of renewable energy to transform daily life, hence works on delivering continuous, reliable and efficient supply of clean electricity.	<b>7 AFFORDABLE AND CLEAN ENERGY</b> 
	<b>Transmission, distribution and storage of electricity</b> Including construction and operation of electricity storage facilities and grid integration solutions		<b>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</b> 
			<b>13 CLIMATE ACTION</b> 



## PROCESS EVALUATION AND SELECTION

Sonnedix's management committee evaluates the projects by conducting financial, environmental, technical, legal and social analysis in order to be internally approved and become part of the Company's pipeline. The Company ensures that all projects comply with Sonnedix's ESG policies and Sustainability Strategy and with required local environmental regulations and permits.

Environmental and social impact assessments, or alternative ecological assessments, are central to the Company risk assessment process. The Company selects adequate locations for its projects, seeking a minimized impact on the environment. Protection measures are defined, and monitoring programs established for projects, where necessary. The Company implements tailor-made compensatory measures to mitigate impacts and an additional biodiversity program beyond the area of the projects, where necessary.

Engaging with the local communities is an important aspect of the sustainability strategy with the aim to identify, and mitigate, risks. In accordance with Sonnedix's Social Policy, it seeks to establish a fluent dialogue with the local community from the first stages of the projects and different communication channels are made available to the community. Sonnedix aims to create local impact through job creation and social initiatives based on the identification of needs of each area.

## MANAGEMENT OF PROCEEDS

The proceeds raised under Green Use of Proceeds instruments will be credited to dedicated accounts or tracked by the Company in an appropriate manner to ensure its control.

Since Sonnedix focuses its activity exclusively on renewable energy production, it is considered as a "pure player" and all funds will be used for clean energy projects and assets, together with its related investments and expenditures.

Sonnedix intends to allocate proceeds raised under this Framework within 3 years from issuance (not applicable to Revolving Credit Facilities or letters of credit). Pending the full allocation, Sonnedix will hold or invest the balance of net proceeds not yet allocated in its treasury liquidity portfolio (cash and cash & equivalents).



# REPORTING

## Allocation Reporting

Sonnexix intends to report on the allocation of proceeds on an annual basis, at the end of fiscal year, until full allocation, and as necessary thereafter, in the event of any material development. For any Green labelled RCFs, Sonnexix commits to report on the allocation until the maturity of the RCF as aligned with the updated guidance on reporting under the Green Loan Principles 2023.

The Allocation Reporting will be provided via the Agent directly to lenders, and might be made public at Sonnexix's sole discretion.

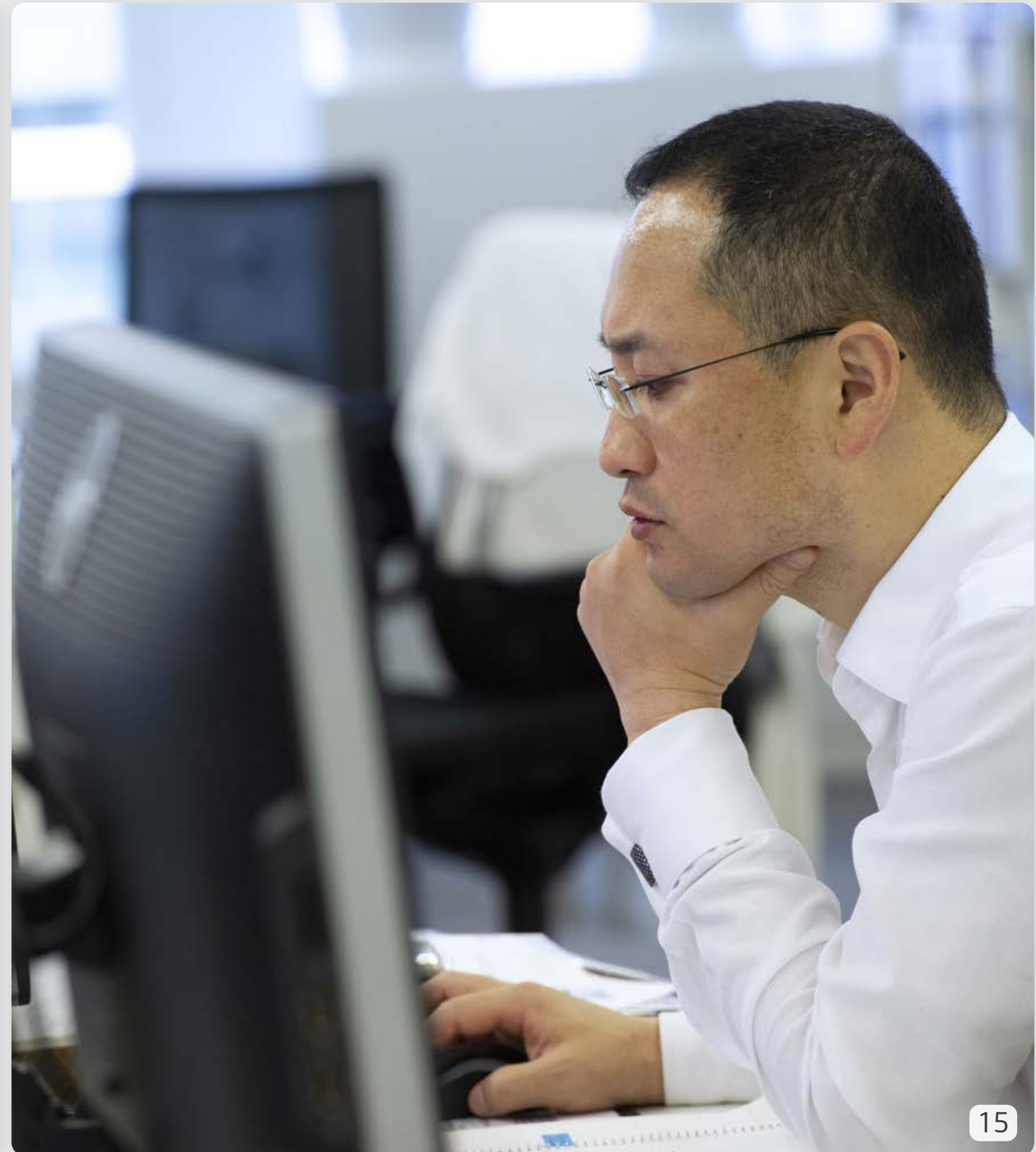
Allocation Reporting will include:

- The list of Eligible Green Projects financed and/or refinanced by outstanding Green Use of Proceeds instruments;
- The net proceeds allocated to each Eligible Green Project;
- The proportion of allocation to new and existing Eligible Green Projects (share of financing and refinancing) and;
- The balance of unallocated net proceeds.

## Impact Reporting

Sonnexix's activity as a renewable energy pure player contributes significantly to one main environmental objective, climate change mitigation. Sonnexix will use the following indicators for the whole Sonnexix portfolio to report on the environmental impact of its annual activity:

- Renewable energy capacity (MW)
- Production of renewable energy (MWh)
- Annual GHG emissions avoided by the projects in operation (tCO<sub>2</sub>e)



# SUSTAINABILITY-LINKED FINANCING

## SELECTION OF KEY PERFORMANCE INDICATORS (KPIs) AND CALIBRATION OF SUSTAINABILITY PERFORMANCE TARGETS (SPTs)

The selected KPIs are related to the Sonnedix Group and all its subsidiaries (for which they have control), representing 100% of Sonnedix activity in revenues, except for KPI 4 (women in leadership positions) which excludes Japan (10% of employees as of 2023). Sonnedix has selected the following four KPIs, which are core, relevant and material to its business and able to measure and demonstrate the degree of sustainability maturity of the Group:

- 1 Absolute Scope 1 & 2 emissions reduction (tCO<sub>2</sub>e)**
- 2 Occupational health & safety through two sub-KPIs (i) lost time incident frequency rate (LTIFR) and; (ii) seriousness index (SI)**
- 3 Photovoltaic (PV) modules with traceability**
- 4 Women in leadership positions**

These four KPIs contribute to the followings SDGs:





## KPI 1: ABSOLUTE SCOPE 1 & 2 EMISSIONS REDUCTION

**Definition and methodology:** the KPI refers to absolute reduction in Scope 1 & 2 emissions (tCO<sub>2</sub>e) associated with Sonnedix's operating sites and offices as of 31 December of each year. As applicable, the scope includes new operational projects acquired or converted each year, which is relevant due to Sonnedix's pipeline and targets. These are the emissions that can be controlled by the Company.

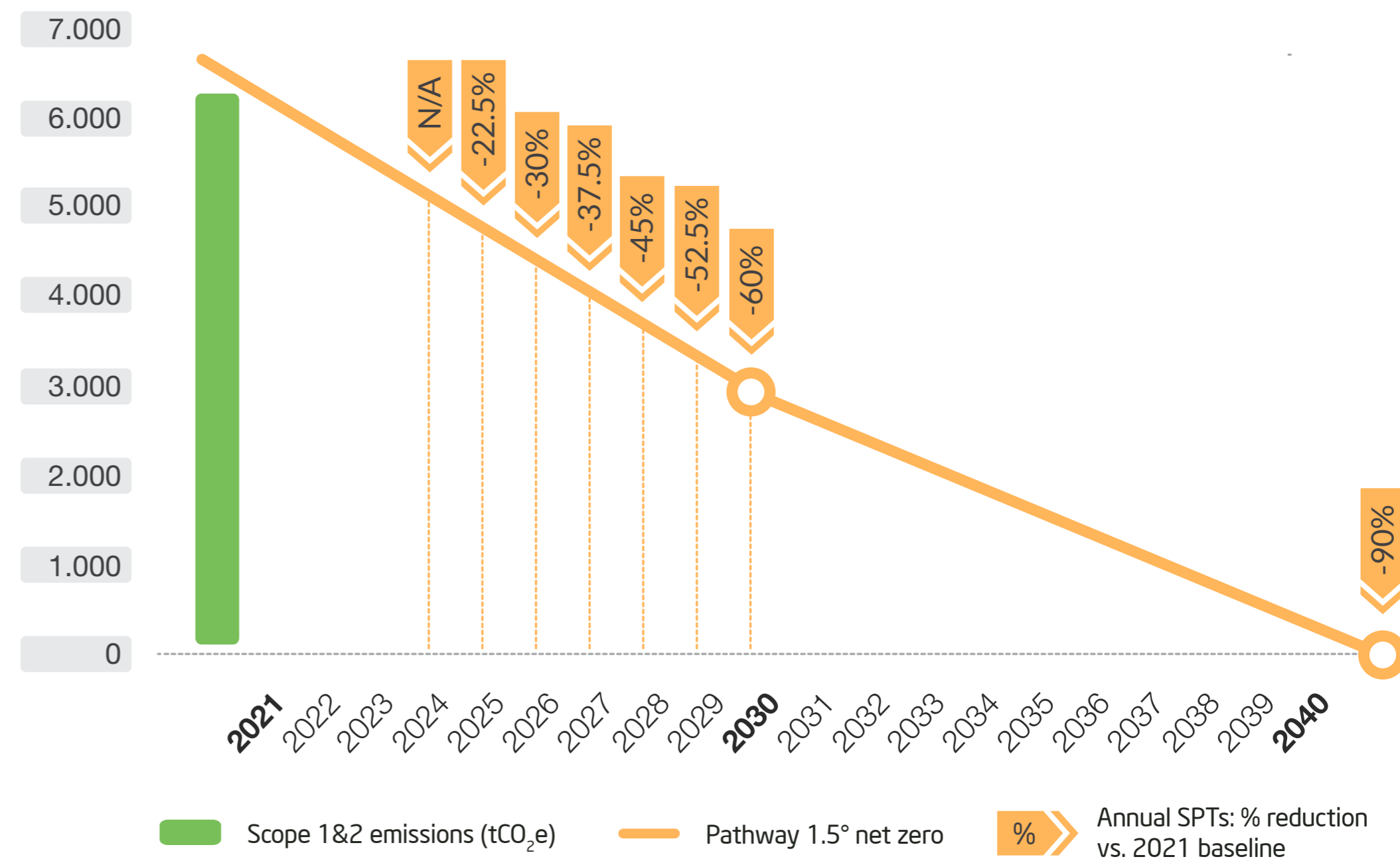
For calculation of Scope 1 & 2, Sonnedix uses the GHG Protocol Corporate Accounting and Reporting Standard (GHG Protocol). The operational control approach as defined in the GHG Protocol is used for setting organizational boundaries and consolidating GHG emissions. The CO<sub>2</sub>e emissions calculation includes all six Kyoto gasses (CO<sub>2</sub>e, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, and SF<sub>6</sub>).

With regards to management of Scope 3 GHG emissions, it is relevant to highlight that Sonnedix does commit to reduce its Scope 3 emissions via its Net Zero commitment and its transition plan which is under development, to define an adequate reduction pathway with interim targets. Scope 3 measurement is still work in progress with new elements added each year as data becomes available (this is largely beyond Sonnedix's control, and continues to pose challenges for companies with a large and global procurement network), resulting in re-baselining where applicable. Scope 3 emissions are reported on within Sonnedix's annual Sustainability Report.

**Baseline:** 6,278t CO<sub>2</sub>e emitted in 2021

**Sustainability Performance Targets:** the SPTs are aligned with Sonnedix's public pathway to net zero by 2040, 10 years ahead of the Paris Agreement. The net zero commitment includes an interim target of 60% absolute reduction by 2030.

### Scope 1&2 emissions annual targets and decarbonization pathway

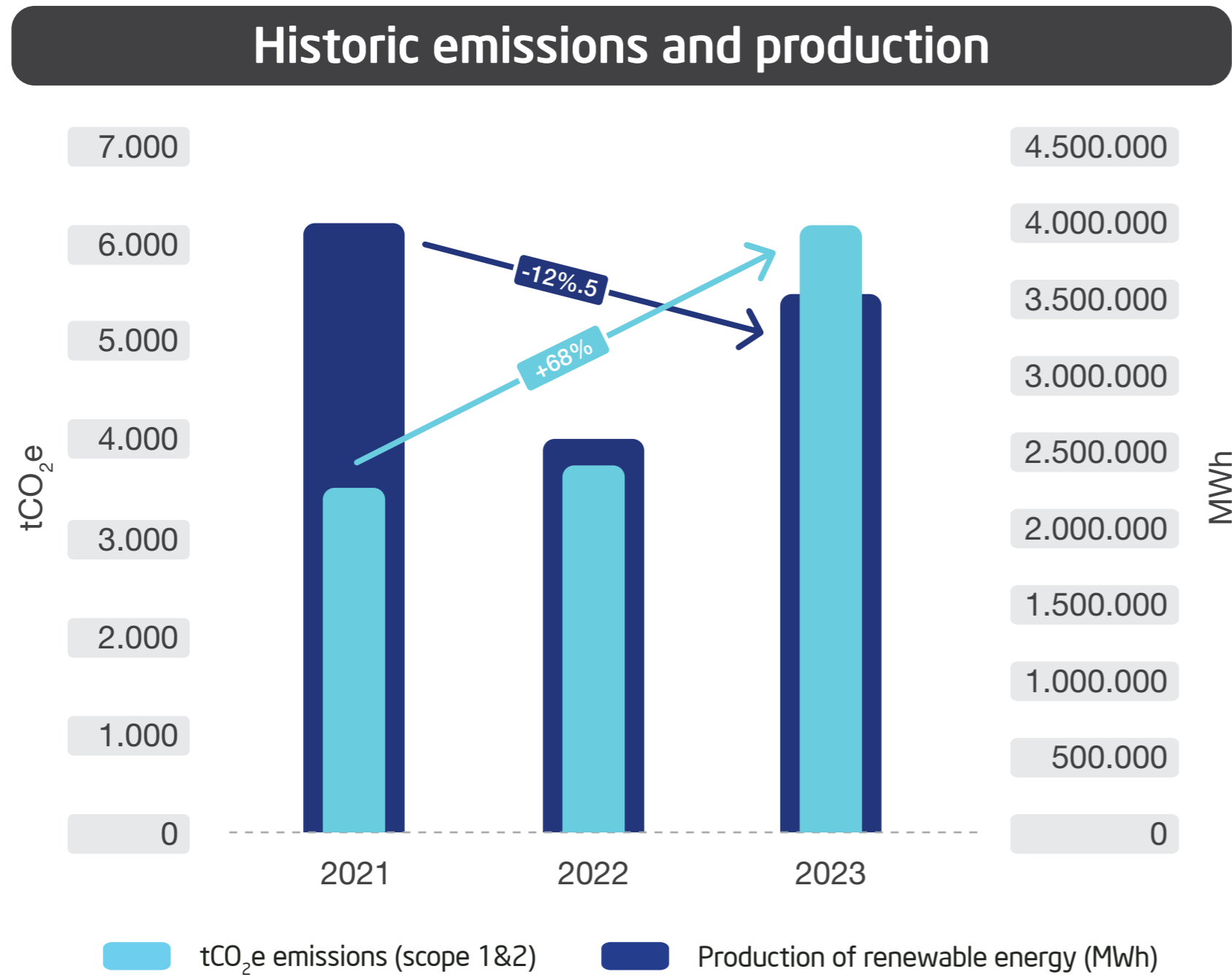


#### Plan to reach the SPTs:

- Switch to green tariffs, or obtain equivalent certification, for operational plants and offices electricity.
- Replace diesel generators with mobile solar off-grid systems or alternative fuels.
- Phase out HFC and SF<sub>6</sub> usage in equipment on operational sites.
- Switch to hybrid or electric leased vehicle fleet.

**Historic data:**

Despite historic increase in production (+68% MWh) since 2021 baseline, absolute Scope 1 & 2 emissions have decreased by 12.5% driven by a reduction in Scope 2 market-based emissions. Purchased green electricity has increased from 25.8% of total purchased electricity.



## KPI 2: HEALTH & SAFETY, INCLUDING 2 SUB-KPIs: (I) LOST TIME INCIDENT FREQUENCY RATE AND (II) SERIOUSNESS INDEX

### SUB-KPI (I): LOST TIME INCIDENT FREQUENCY RATE (LTIFR)

**Definition and methodology:** the sub-KPI relates to total number of work-related injuries and ill health cases, which resulted in lost workdays, restricted workdays or job transfer, per every million hours worked. It includes all Sonnedix employees and all contractors and subcontractors or people working at any of the sites, projects and offices majority owned by Sonnedix. For the avoidance of doubt, travelling and commuting accidents are not included in the calculation.

Fatalities are not included in the calculation as they are tracked separately.

Methodology used is the one disclosed in the sustainability reports in line with the guidance from EFRAG European Sustainability Reporting Standards (ESRS) and the US Occupational Safety and Health Association (OSHA) Standards.

**Baseline:** 3.5 in 2021

### SUB-KPI (II): SERIOUSNESS INDEX (SI)

**Definition and methodology:** the sub-KPI refers to the total number of days lost as a consequence of work-related injuries and ill health cases per million hours worked. It includes all Sonnedix employees and all contractors and subcontractors or people working at any of the sites, projects and offices majority owned by Sonnedix. Methodology used is the one disclosed in the sustainability reports in line with the guidance EFRAG European Sustainability Reporting Standards (ESRS).

For the avoidance of doubt, travelling and commuting accidents are not included in the calculation.

There is a cap of 365 days per injured person per incident and for permanent disability, 365 days will be considered.

If the absence extends into the next calendar year, the best estimate of the total number of absence days will be used to report days lost for the year in which the injury or illness occurred, up to a maximum of 365 days.

**Baseline:** 128.3 in 2021



## APPLICABLE TO BOTH SUB-KPIs

**Sustainability Performance Targets:** the SPTs are in line with the Company's public commitment to zero recordable incidents. The annual percentage reduction considers the expected increase in construction projects and operational sites in the future. Ambition is also driven by the fact that the KPI is covering contractors and subcontractors and not only own employees.

	2024	2025	2026	2027	2028	2029	2030
SPTs	N/A	-15.0%	-19.0%	-21.0%	-23.0%	-24.0%	-25.0%

### Plan to reach the SPTs:

- Health & Safety Management System based on ISO 45001 standards.
- Enhance health & safety requirements in EPC & OM contracts.
- Improve pre-qualification process.
- Leading indicators.
- Audits, inspections, workshops, training, safety observations, safety culture initiatives.

### Historic data:

Increases in 2023 vs. 2022 and in September 2024 YTD vs. YE2023, were driven by an increase in the number of construction projects as well as the increased number of new operational sites. Volatility is expected going forward for the same reason and the goal is to achieve a gradual improvement.

	2021	2022	2023	YTD SEP '24
LTIFR	3.5	2.6	2.6	4.69
SI	128.5	37.0	53.2	315



## KPI 3: NEW PV MODULES WITH TRACEABILITY

**Definition and methodology:** the KPI refers to the percentage of PV modules procured with traceability, from raw material to PV module. Traceability involves listing all suppliers used throughout the module's stage of production. The supplier will provide the company with a full supply chain map, which is supplemented with a traceability report containing material / batch tracing up to polysilicon and contract/ Purchase Order tracking and affidavits further upstream (due to current limitations in the industry).

Audits (through a recognized third-party) will take place on a sample of projects each year against the traceability mapping provided by the supplier to obtain assurance that the map is accurate to the actual production taking place.

This KPI will allow the company to obtain transparency in their supply chain, which is one of the biggest obstacles currently faced by the industry in addressing social-related ESG risks such as human rights.

**Baseline:** N/A. As Sonnedix started to request this information from suppliers only at the end of 2023, the baseline is not meaningful (please see historical data section below for further details).

**Sustainability Performance Targets:** ambitiousness of the SPTs is driven by the complexity of the KPI and by the high percentage of modules ( $\geq 90\%$  total procured PV modules from 2024 onwards) included in the parameter, which will continue to increase with Company's growing activity. This transparency exercise is complemented by the ESG audits to suppliers already being undertaken on a continual basis.

	2024	2025	2026	2027	2028	2029	2030
SPTs	N/A	$\geq 90\%$	$\geq 90\%$	$\geq 90\%$	$\geq 90\%$	$\geq 90\%$	$\geq 90\%$

### Plan to reach the SPTs:

- Engagement with suppliers to enhance their own traceability capabilities, particularly with a view to enhance traceability management beyond polysilicon.
- Further strengthening of supply agreements to ensure compliance with expectations.

### Historic data:

- Prior to 2023, Sonnedix started to enquire with their suppliers about sourcing for polysilicon as a high-risk material in the supply chain.
- At the end of 2023, Sonnedix began to implement the obligation for suppliers (within their agreements) to provide a full supply chain map.
- In 2024, Sonnedix has committed to have at least 90% of their procured PV modules with traceability for 2025 onwards.



## KPI 4: WOMEN IN LEADERSHIP POSITIONS

**Definition and methodology:** the KPI refers to the percentage of women in leadership positions. Leadership includes all permanent roles at the heads of / VP (vice-president) banding or higher.

The percentage of women in leadership positions is calculated by dividing the number of women in leadership positions by the total number of leadership positions. The perimeter of the KPI excludes Japan (which represents 10% of employees as of 2023).

**Baseline:** 25% in 2023

**Sustainability Performance Targets:** ambitiousness of the SPTs is driven by:

- i. the low attrition in leadership positions and;
- ii. the job level below leadership is less than 40% women. Sonnedix aims to internally promote where possible, as part of the succession planning and “one company, many careers”.

	2024	2025	2026	2027	2028	2029	2030
<b>SPTs</b>	N/A	26.7%	27.4%	28.1%	28.8%	29.5%	30%

### Plan to reach the SPTs:

- The Company has committed to support DEI (Diversity, Equity and Inclusion) through its DEI Manifesto for the 2024-2040 period. The implementation of this Manifesto includes the promotion of gender equity career development in alignment with this KPI.
- Inclusion of a gender equity sponsor within the Senior Leadership Team.

### Historic data:

Only 2023 data is available.

% of women in leadership positions	25%
Voluntary attrition in leadership positions	8%



# FINANCIAL CHARACTERISTICS OF THE INSTRUMENTS

Sustainability-linked financing instruments issued under this Framework will feature step-down or step-up of the margin subject to compliance or non compliance.

The relevant KPIs, SPTs, discount or premium adjustment, as applicable, will be specified in the relevant documentation of the specific transaction.

In the case of KPIs consisting of a number of sub-KPIs:

Such KPI shall be counted as a single KPI notwithstanding the number of sub-KPIs.

Each SPT in respect of such sub-KPI shall count as the achievement of a fraction of a SPT.

The relevant documentation might provide that the SPTs may be subject to recalculation based on specific circumstances, such as, but not limited to, changes in the calculation methodology or major events having a material impact on Sonnedix's structure and / or strategy and therefor a material impact on KPIs and SPT.

## REPORTING

Sonnedix will report annually on its performance related to the KPIs included in the Framework in its annual sustainability report, available on its website and benefiting from auditor's limited assurance.

The annual reporting will contain:

The performance of the KPIs as per the relevant reporting period including calculation methodology and baselines where relevant;

Auditor's limited assurance on the level of the KPIs; and

Information related to any change or material impact on any KPI and / or SPT.

## EXTERNAL VERIFICATION

An external verifier with the relevant expertise will issue assurance reports as to Sonnedix's performance of each KPI for each reporting period.



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