

POLICY REGARDING DIVERSITY IN THE COMPOSITION OF THE BOARD OF DIRECTORS



CHAPTER I – INTRODUCTION

Solaria Energía y Medioambiente, S.A. (hereinafter “Solaria” or “the Company”) is deeply committed to good governance, corporate ethics and the transparency of its undertakings. The Company is aware that diversity in its composition is the basis for solid and lasting corporate management and for a contribution toward and more sustainable and socially responsible future.

To this end and in keeping with applicable law, international standards, the Company’s bylaws, the Code of Corporate Ethics and other rules and corporate policies, Solaria has approved this policy of diversity in the composition of the board of directors (hereinafter “the Policy”) which defines the commitments that Solaria has assumed in the Regulations of the Board of Directors in relation to diversity in its composition and transparency in the process of selection of its members.

The Policy is designed to be an integral part of the rules that comprise the corporate policies that the Company has created to manage risk and to minimize offences at the corporate level.

CHAPTER II – SCOPE OF APPLICATION

This Policy is to be applied to the selection of the members of Solaria’s Board of Directors whenever there is a vacant position on the Board.

CHAPTER III – GENERAL PRINCIPLES

The Board of Directors must ensure that the procedures of selection of its members favor diversity regarding matters such as age, gender, disability, training and professional experience, race or nationality and are not implicitly biased in a way that might hamper the balanced and diverse presence of board members, especially as regards the selection of female board members.

In this sense, selection of candidates for positions on the Board is to begin with an analysis of the Company’s needs performed by the Board with the assistance of the Appointments and Remuneration Commission, which, pursuant to the Regulations of the Board of Directors, is in charge of defining the functions and competencies required of candidates for appointment to the Board of Directors.

The Board is to seek candidates whose appointments would favor the diversity of abilities, training, experience, origins, nationalities, races, ages and genders of the Board, in keeping with the Sustainable Development Goals (SDGs) approved by the United Nations.

The process of selection of candidates is to achieve a diverse and balanced composition of the

Board of Directors that provides a better base from which decisions may be made as well as different points of view regarding matters that fall within its competence.

Diversity criteria are to be chosen on the basis of the nature and complexity of the Company's undertakings and depending on the needs of the Board of Directors.

During the process of selection of candidates, the Board is to avoid any type of bias that might imply any kind of discrimination. In particular, in keeping with SDGs approved by the United Nations, any bias that hampers the appointment of female board members is to be avoided.

CHAPTER IV – INCOMPATIBILITY

Any persons subject to legal grounds for incompatibility or prohibition of performing their duties are not eligible for candidacy, nor are any persons to which the following may apply:

- Directors or members of upper management of domestic or international companies within the energy sector or any other sector that are considered competitors of Solaria. Companies of the Solaria Group are not considered competitors of Solaria.
- Persons who hold high-ranking positions in Spain's public administrations that are not compatible with the simultaneous performing of duties of a board member of a listed company, pursuant to Spanish national or regional legislation, or positions of responsibility in regulatory bodies of the energy sector, of securities markets or other sectors in which the Company is present.
- Persons subject to any other type of incompatibility or prohibition regulated in provisions of a general nature, including those who have any form of interest that is in conflict with those of Solaria.

CHAPTER V – ANNUAL EVALUATION

The Board of Directors is to perform an annual evaluation of compliance with this Policy.

CHAPTER V – EXTERNAL ASSESSMENT

Solaria may seek the collaboration of external advisors in its search for candidates and in the accreditation of a candidate's compliance with the requirements set forth in this Policy and verification that he or she is not subject to any compatibility.

CHAPTER VI – COMING INTO EFFECT

This Policy was approved by the Board of Directors of Solaria, at the behest of the Appointments and Remuneration Commission, at its meeting of 30 June 2021 and came into effect the following day.

CHAPTER VII – DISCLOSURE OF THE POLICY

This Policy is to be made available to all the Company's interest groups through its corporate website: www.solariaenergia.com

The Policy is subject to all communication and/or training initiatives considered necessary to ensure that it is known and understood.

SOLARIA ENERGÍA Y MEDIO AMBIENTE, S.A.

C/ Princesa, 2 - 3ª planta

28008 – Madrid

Tel.: +34 91 564 42 72

www.solariaenergia.com

greenmatters@solariaenergia.com