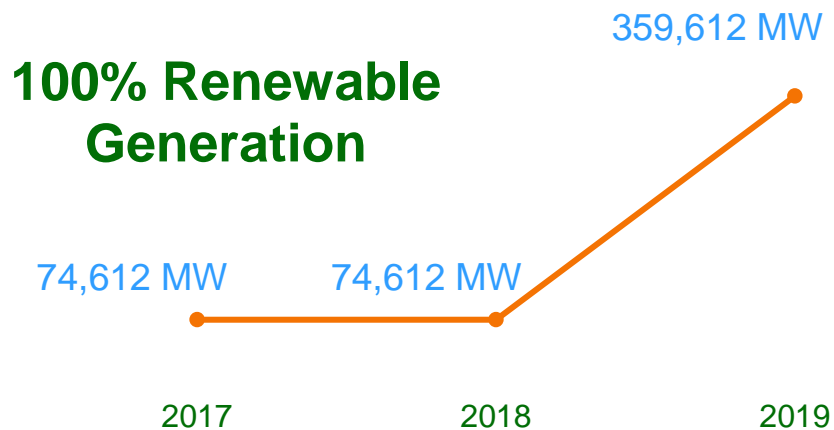


NON FINANCIAL INFORMATION

Main figures 2019

SOLARIA ENERGÍA Y MEDIO AMBIENTE, S.A.
C/ Princesa, 2 - 4º planta
28008 - Madrid
Tel.: +34 91 564 42 72
www.solariaenergia.com
greenmatters@solariaenergia.com

BUSINESS



Solaria is a developer and generator of photovoltaic energy, 100% renewable, with more than 360MW in the world and with the objective of reaching 3,325MW in 2023



ENVIRONMENTAL INDICATORS



1. CO2 EMISSIONS

Our Scope 1 and 2 of CO2 emissions for 2019 amount to 204 tCO2 and per connected MW reach 0.57 tCO2/MW.

Our short-term goal (2021) is to reduce our own emissions by 14% and our final goal is to **BE A NEUTRAL CARBON COMPANY.**

2. RENEWABLE ENERGY GENERATED

Our 100% renewable energy production was 114.8 GWh in 2019, which represents an annual CO2 emission saving of approximately **35,000 Spanish households.**

3. ENVIRONMENTAL SANCTIONS

Solaria, to date, has not had to assume any sanction or incident for any environmental reason.

SOCIAL INDICATORS

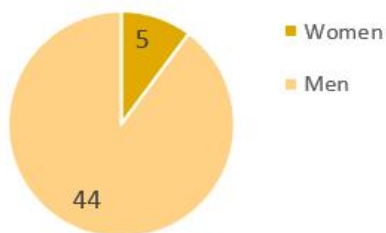




PEOPLE

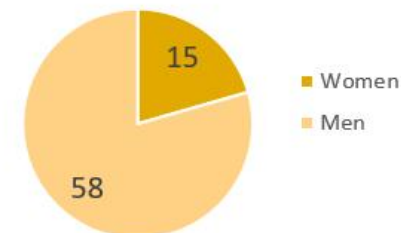
The initiative and good work of the people who are part of Solaria allow us to build a work dynamic based on the selection of trained and diverse talent, the design of personalized career plans and a good work environment.

2018



Total employees: **49**
 % female representation: **10,20%**
 % permanente contracts: **100%**
 Rotation:
 Mandatory: **5,79%** | Voluntary: **11,58%**

2019



Total employees: **73**
 % female representation: **20,54%**
 % permanente contracts: **97%**
 Rotation:
 Mandatory: **8,21%** | Voluntary: **19,72%**

PEOPLE

Top Management

2017	2018	2019
Mr. Arturo Diaz Tejeiro Larrañaga – CEO	Mr. Arturo Diaz Tejeiro Larrañaga – CEO	Mr. Arturo Diaz Tejeiro Larrañaga – CEO
Mr. Darío López Clemente - COO	Mr. Darío López Clemente - COO	Mr. Darío López Clemente - COO
Mr. Eloy Ruiz Montañés – Corporate Director	Mr. Eloy Ruiz Montañés – Corporate Director	Mr. Eloy Ruiz Montañés – Corporate Director
Mr. Fernando Rodríguez-Madrirdejos Ortega – Business Development Director	Mr. Fernando Rodríguez-Madrirdejos Ortega – Business Development Director	Mr. Fernando Rodríguez-Madrirdejos Ortega – Business Development Director
Mr. Alfonso Ruiz Trujillo – Expansion Director	Mr. Alfonso Ruiz Trujillo – Expansion Director	
Total Salary: 521.000€	Total Salary: 699.000€	Total Salary: 780.000€

1. MEDIUM SALARY in 2019

- Total: €45,099
- Engineers: €51,096
- Graduates: €54,050
- Administrative staff: €31,108

2. TRAININGS

During 2019, 494 hours of training were given to our employees, an average of 8 hours per employee.

3. OCCUPATIONAL ACCIDENTS

In 2019, the ratio of occupational accidents and absenteeism was 0 cases.

Targets 2020

1. FEMALE REPRESENTATION

The aim is to achieve parity between men and women in the workforce and, in any case, **to increase female representation to 25%**.

2. TRAININGS

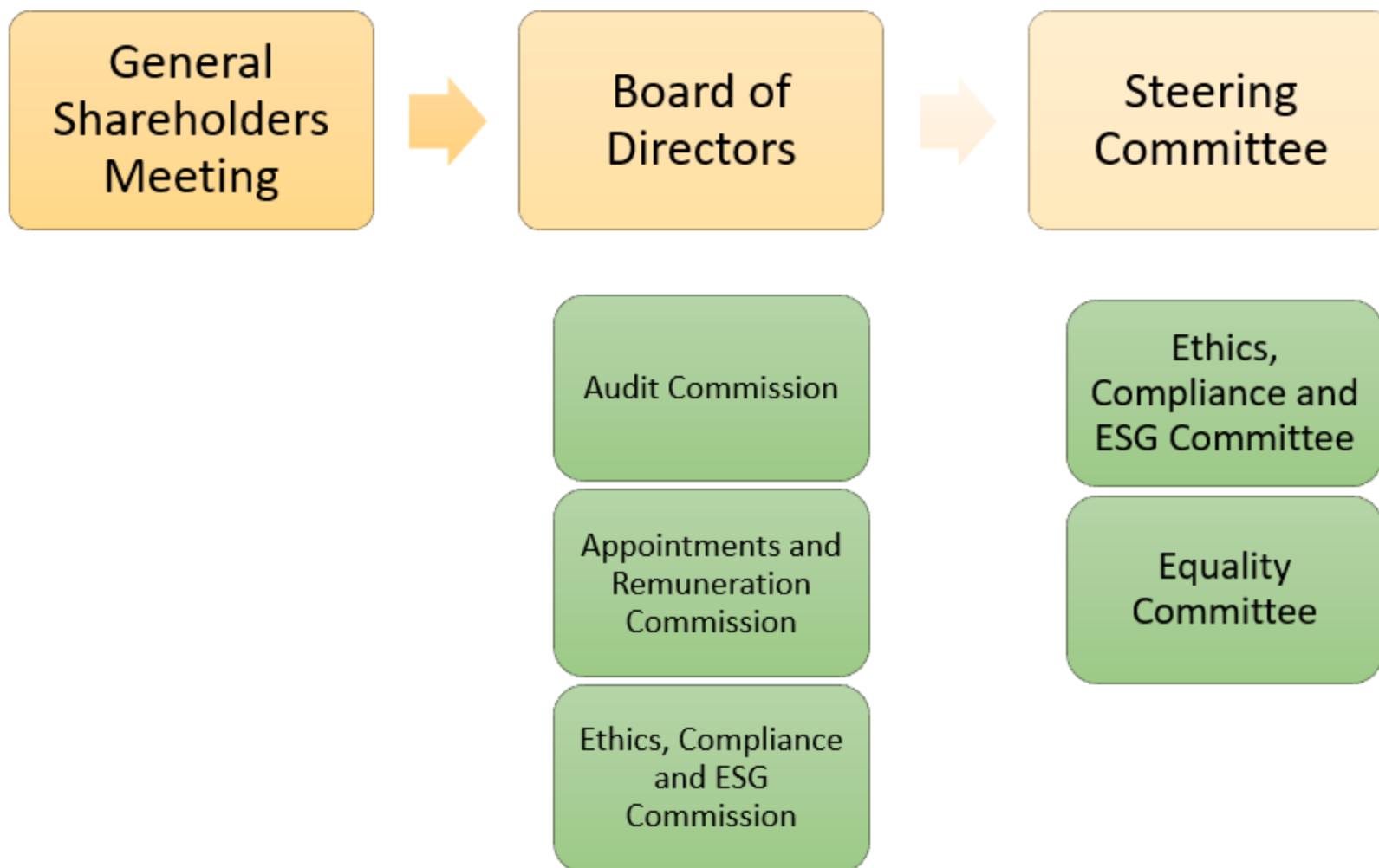
In 2019 there were 8 hours of training per employee, between internal training and courses/masters.

The goal is to close 2020 with at least, **20% more training provided**, which means 9.6 hours of training per employee.

3. INTERNAL COMMUNICATION

Implementation of the new "EMPLOYEE WEBSITE" to promote internal communication.

GOVERNANCE STRUCTURE



BOARD OF DIRECTORS

President:
Mr. Enrique Diaz Tejeiro Gutiérrez

Appointment: 24/05/2007

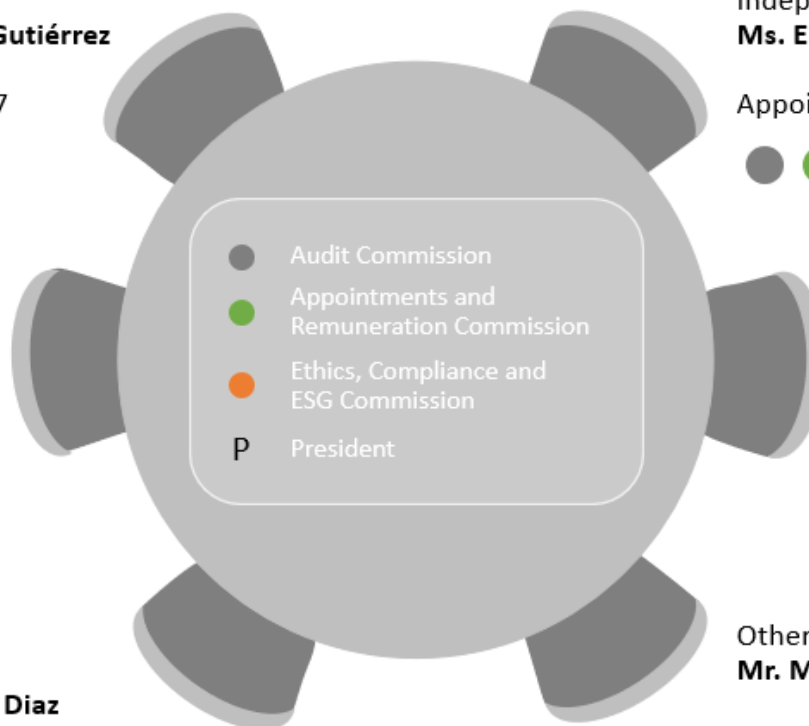


Executive member:
Corporación Arditel, S.A.U.
(represented by **Mr. Arturo Diaz Tejeiro Larrañaga**)

Appointment: 21/12/2011

Executive member:
Inversiones Miditel, S.A.U.
(represented by **Mr. Miguel Diaz Tejeiro Larrañaga**)

Appointment: 21/12/2011



Independent:
Ms. Elena Pisonero Ruiz

Appointment: 28/06/2019



Independent:
Mr. Carlos Francisco Abad Rico

Appointment: 30/06/2015



Other External:
Mr. Manuel Azpilicueta Ferrer

Appointment: 24/05/2007



GOVERNANCE STRUCTURE

Board of Directors

	2017	2018	2019
Mr. Enrique Diaz Tejeiro Gutiérrez	150.000€	150.000€	150.000€
Corporación Arditel, S.A.U.	75.000€	75.000€	75.000€
Inversiones Miditel, S.A.U.	75.000€	75.000€	75.000€
Mr. Manuel Azpilicueta Ferrer	75.000€	75.000€	75.000€
Mr. Carlos Francisco Abad Rico	75.000€	75.000€	75.000€
Ms. Elena Pisonero Ruiz Incorporation in 2019			75.000€
	Total retribution: 450.000€	Total retribution: 450.000€	Total retribution: 525.000€

PROGRESS IN ESG - 2020

Based on the recommendations of the Good Governance Code for Listed Companies of the CNMV, Law 11/2018 on non-financial information and diversity, and the ESG criteria required by reference analysts, Solaria has developed a set of activities relating ESG matters:

Code of Business Ethics: review and approval by the Board of Directors in February 2020

ESG Policy: development and approval of a policy of commitments to the environment, society and good governance in February 2020.

Ethics, Compliance and ESG Commission: creation and formalisation of an ad hoc commission responsible for these matters in February 2020.

Ethics, Compliance and ESG Internal Committee: creation of an internal body with maximum authority to monitor and comply with aspects relating to Ethics, Compliance and ESG, and responsible for reporting key issues to the Ethics, Compliance and ESG Commission.

Compliance Channel: Channel for communication and reporting of unethical or illegal actions of which we become aware. Available to employees and third parties, even anonymously.

PROGRESS IN ESG - 2020



- **Environmental Policy:** formalisation of the company's commitment to the fight against climate change, the efficient and responsible use of natural resources and the protection of biodiversity, and definition of objectives for the reduction of emissions.
 - **Diversity Policy:** definition of objectives and measures aimed at promoting the principle of equality between women and men within the company and strengthening social commitment.
 - Creation of an **Equality Committee.**
 - Reinforcement of the commitment to diversity in the composition of the Board of Directors.
 - Establishment of incentives to the Management Committee for the achievement of ESG objectives.
-