

SUNOTEC Sustainability Strategy

Version 1.0

Purpose

At SUNOTEC we take our responsibility as a business very seriously. It is our responsibility towards the environment, our people and the communities around us and we believe it is integral to the success of our undertaking. We embrace the concept of making business a force for good and we place our Sustainability Strategy at the core of everything we do in this area.

SUNOTEC's Sustainability Strategy is built on three pillars, which reflect the company's business specifics and where our biggest sustainability impacts, as well as where the biggest opportunities are:

Climate

- Enable a rapid, large-scale decarbonisation of energy production everywhere
- Run carbon-efficient operations through ongoing decarbonisation of manufacturing, construction, engineering, procurement and maintenance.
- Be an efficient and reliable partner, who enables customers to scale renewable energy production fast

People

- Empower employees to do their best work and provide exceptional working conditions
- Use our procurement power to improve the lives and working conditions of workers in our supply chain
- Be a steward of the communities near our power plant or office locations through community investment and volunteering

Land and Resources

- Apply circularity principles to all the resources we use during procurement, plant construction, manufacturing and in our offices
- Protect plant and animal biodiversity during the planning phase of projects, as well as during their construction and operation
- Use the land on which we build in a way that avoids any type of conflict – either with the needs of the environment, agriculture, or the local population

At SUNOTEC, we integrate this strategy into our business planning, decision-making, performance tracking and governance processes to ensure we achieve our goals and continually improve them.

SUNOTEC will periodically review and update this strategy to address changes in material sustainability issues.

Date of last update	Summary of changes	Changes made by
18.08.2025	Sustainability Strategy Created	Dimitar Dimitrov, Head of Sustainability, SUNOTEC