SoliTek environmental policy

Document type	Sustainability	Drafted by	Product manager
Document number	202511-01	Approval date	2025-11-06
Version	V2	Revision date	2026-03-06

SoliTek Environmental Policy

1. Purpose and Scope

SoliTek is committed to delivering solar solutions in a manner that minimizes environmental impacts, supports circular economy principles, and respects the interests of all stakeholders. This Environmental Policy applies to SoliTek's operations, manufacturing facility, supply chain, product lifecycle (*including end of life*), and the interface with communities and ecosystems in which we operate.

2. Stakeholder Expectations

We recognize the expectations of a broad group of stakeholders and incorporate them into our policy commitments:

- **Shareholders:** expect transparent reporting of environmental performance, credible targets, and evidence of continuous improvement
- **Customers:** expect high quality solar modules manufactured sustainably (*low-emissions, durable, recyclable*) and with responsible supply chain practices
- **Suppliers:** are expected to meet environmental standards, provide data (*e.g., energy/water use, emissions*), and engage in improvement
- **Employees and contractors:** expect a safe, environmentally conscientious workplace, minimal negative environmental externalities, and engagement in sustainable practices
- **Communities and potentially affected groups:** expect that our manufacturing and operations do not adversely affect the environment, and that we act to reduce resource use (*electricity, water*), emissions, and implement circular-economy approaches

3. High Risk Environmental Issues: Commitments, Actions, KPIs & Timelines

Below is a table of identified high-risk environmental issues for SoliTek and our commitments.

Environmental Issue	Environmental indicator	Commitment	Actions	Key Performance Indicators	Timeline
Air greenhouse gases emissions	Manufacturing CO_2 emissions (*Scope 1 & 2*)	Achieve net-zero operations and minimize embodied emissions	Use 100% renewable electricity; convert forklifts to electric; geothermal heating/cooling; emissions monitoring	kg CO_2 per kW produced	By end of 2025: maintain or reduce to below 0,02 kg CO_2 /kW
	Scope 3 emissions	Reduce lifecycle carbon footprint of modules	Introduce alternative supply chain for low CO_2 products	kg CO_2 per kW produced	Within 2026
	Third party carbon footprint verification (supplier data)	Increase number of suppliers that has verified CO_2 for their products	Require suppliers to get independent verification for carbon footprint emissions	% of suppliers with third party verified GHG data	2027 H1
Resource consumption	Resource consumption	Improve resource efficiency	Monitor and reduce electricity and water consumption per MW produced	m^3 water per MW produced	Continuous improvement while it is technically and commercially viable
Water use	Water consumption of suppliers	Promote tracking of water consumption in supplier manufacturing	Require annual water data disclosure; encourage water efficiency targets; support best practice sharing	% of suppliers reporting water data	2027 H1
Sourcing environmental impacts	Use of recycled content in raw materials	Increase recycled content in materials sourced from suppliers	Check the possibilities with suppliers to increase recycled content without affecting the quality of materials	% average recycled content across sourced materials	2027 H1
	Raw materials designed for reuse / recycling / end-of-life management	Require suppliers to integrate circular design principles in supplied materials	Communicate and explain the need to meet circular design requirements	% of key suppliers implementing reuse/recyclability design criteria	2027 H1

	Supplier environmental & social risks	Ensure responsible sourcing and environmental integrity across supply chain	Regular supplier audits; exclusion of suppliers lacking environmental/social policies	% of suppliers matching social and environmental requirements	Task to be repeated yearly or before including new supplier

SoliTek recognizes that its operations and supply chain are connected to adverse environmental impacts, including greenhouse gas emissions, energy and water consumption, and the environmental footprint of sourced materials. The company contributes to emissions through its manufacturing processes and is linked to resource and water impacts via both its own operations and supplier activities.

To address these impacts, SoliTek has implemented several mitigation measures. These include the use of 100% renewable electricity, electrification of equipment such as forklifts, geothermal heating and cooling, and continuous monitoring of emissions and resource consumption. For supplier-related impacts, SoliTek requires reporting on water use, encourages efficiency improvements, promotes recycled content and circular design in raw materials, and conducts regular audits to ensure environmental and social compliance.

Through these initiatives, SoliTek actively manages the environmental impacts it causes, contributes to, or is linked with, while continuously monitoring, verifying, and improving performance. This approach ensures transparency, accountability, and alignment with best practices for environmental responsibility.

4. Responsibilities and Governance

To implement and monitor this policy, SoliTek allocates the following responsibilities:

- Board of Directors: ultimate oversight of environmental strategy, approval of policy, target-setting and resource allocation
- Chief Executive Officer (CEO): overall accountability for policy implementation and embedding environmental objectives into business strategy

- Sustainability Manager: responsible for tracking environmental KPIs, coordinating sustainability reporting, managing certifications and driving continuous improvement
- Production Manager: responsible for implementing operational actions (*energy, water, waste reduction, manufacturing process improvements*)
- Procurement Manager: responsible for integrating sustainable procurement criteria, auditing suppliers' environmental/social performance, engaging suppliers in improvement plans, monitoring supplier KPIs
- R&D Director: responsible for product design initiatives (*circular design, recyclability, durability*) and enabling end of life recovery
- Quality Manager: responsible for compliance with ISO 14001 regulations