

goldbeck
solar

ESG Report 2025

Mastering Energy





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01 Company and General Disclosure

Foreword from CEO

Joachim Goldbeck's statement

As we proudly present our second ESG Report, we reflect on a year marked by both, progress and complexity. The evolving regulatory landscape has introduced a degree of uncertainty for many companies, including ours. Yet, rather than slowing our efforts, these dynamics have strengthened our commitment to transparency, responsibility and continuous improvement.

As a family-owned company, we are guided by a long-term perspective: Creating sustainable value while preserving resources and opportunities for future generations. This principle shapes both our strategic decisions and our daily actions.

For 25 years, GOLDBECK SOLAR has driven the international expansion of photovoltaic installations and continuously advanced its sustainability performance across the entire PV value chain. Building on this foundation, we have defined a clear sustainability strategy structured around ten environmental, social, and governance goals that guide our actions toward 2030 and form the backbone of this report.

In this context, we have made a deliberate decision to adopt the Voluntary Sustainability Reporting Standard for SMEs (VSME) reporting structure, an approach that aligns with the scale of our business while ensuring clarity, comparability, and relevance for our stakeholders. By following this framework, we aim to maintain a consistent and comprehensible reporting standard that enables meaningful insights into our environmental, social, and governance performance.

This report represents more than compliance. It reflects our belief that sustainability is essential to long-term success, resilience, and responsible growth.

I would like to thank our employees, partners, and stakeholders for their continuous dedication and support over the past year.

Together, we will continue to improve, innovate, and shape a sustainable path forward.



Overview

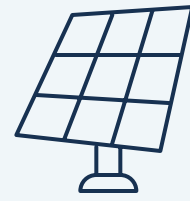
Key figures about this report

Environment



5,430

MWh
Energy Consumption



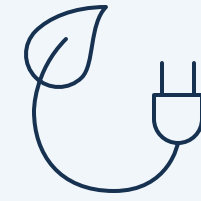
6.8

Energy intensity
per MWp constructed
in 2025



1,314

t CO₂ eq
GHG emissions
(Scope 1 + Scope 2)



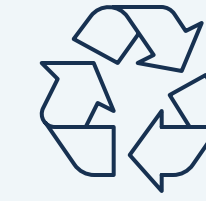
487

GWh
Total power generated
from GS assets



3.1

t/MWp
Intensity of waste
generated per MWp
constructed in 2025



53%

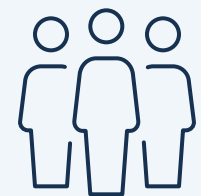
Share of waste
sent to recycling



47%

Share of waste
sent to recovery

Social



552

Employees



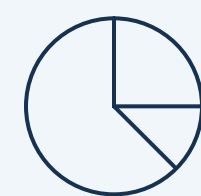
27%

Percentage of women



12%

Increase in
workforce compared
to previous year



31-40

Workforce average
age group



3.4

Lost Time Injury Rate
(LTIR)

Governance



2

Cases reported via
Whistleblowing
Tool



0

Cases requiring
corrective action

GOLDBECK SOLAR Group

A Global Organization Powering the Future of Solar Energy



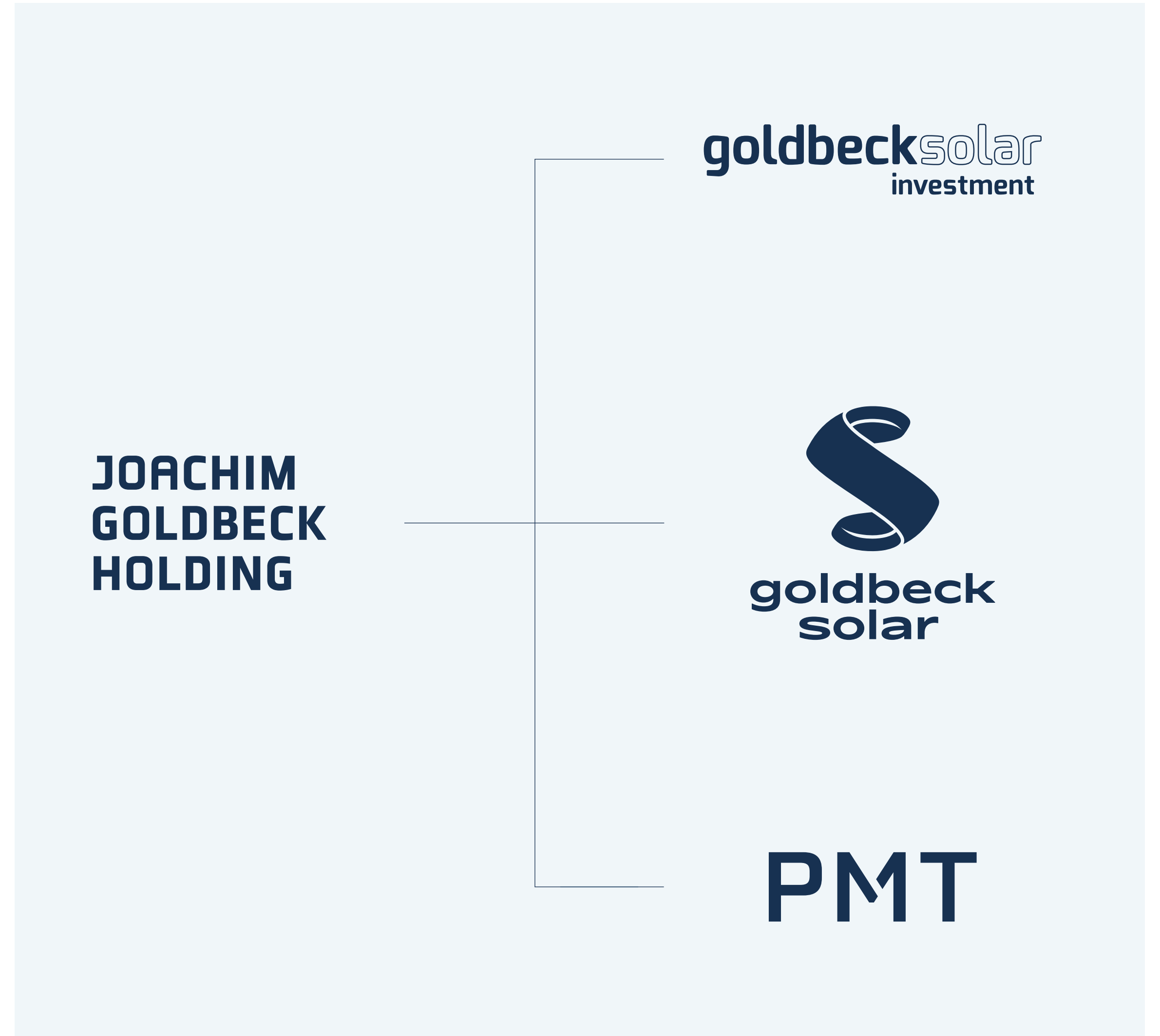
GOLDBECK SOLAR is part of the Joachim Goldbeck Holding, an internationally active and family-owned energy company specializing in large-scale photovoltaic solutions.

Founded in 2001 by Joachim Goldbeck, the company has evolved into a global provider of sustainable solar power systems, expanding into more than 15 countries and delivering over 4,600 MWp of installed capacity.

The Group includes over 74 companies across more than 15 countries and employs approximately 550 people.

As one of the leading international EPC and O&M providers for utility-scale PV plants, GOLDBECK SOLAR combines technological excellence with a strategic commitment to sustainability. The company maintains an Operations & Maintenance portfolio exceeding 1,500 MWp and offers fully integrated value-chain services, including engineering, turnkey construction, long-term asset management, and advanced energy solutions.

Headquartered in Hirschberg an der Bergstraße, Germany, the company operates through a global organizational structure that includes GOLDBECK SOLAR GmbH, GOLDBECK SOLAR Investment, and PMT, a specialist in solar mounting systems. This structure supports the group's international activities and strengthens its technological capabilities.



GOLDBECK SOLAR operates in a strategic sector for ecological transition and sustainable development, delivering large-scale photovoltaic solutions that enable the decarbonization of energy systems across Europe, America, and Central Asia.

As a specialist in utility-scale solar power, the company supports the rapid expansion of renewable electricity generation and contributes directly to the global shift toward clean, resilient, and low-emission energy infrastructures.

Through its integrated value chain, covering project development, engineering, procurement and construction (EPC), operations & maintenance (O&M), and long-term asset management, GOLDBECK SOLAR provides the technological foundation necessary for the electrification of industries, the growth of solar-powered commercial infrastructures, and the increasing adoption of flexible renewable-energy systems.

The company's solutions enable reliable solar power generation, long-term operational efficiency, and stable energy integration into regional and national grids.

The growing role of renewable energy is reflected in GOLDBECK SOLAR's extensive international footprint, including major solar parks in the Poland, Netherlands, Germany, Kazakhstan, and Latin America. These projects demonstrate the company's ability to deliver high-performance photovoltaic systems that support regional climate goals, expand renewable capacity, and contribute to the decarbonization strategies pursued by governments and private stakeholders.

GOLDBECK SOLAR also drives innovation through advanced engineering, energy-storage integration, and emerging solutions such as agricultural photovoltaics and digitalized energy-management systems. By offering tailored and scalable solar-energy infrastructures, the company actively supports businesses, investors, communities, and energy providers on their path toward sustainability, strengthening resilience, reducing emissions, and accelerating the adoption of renewable power worldwide.

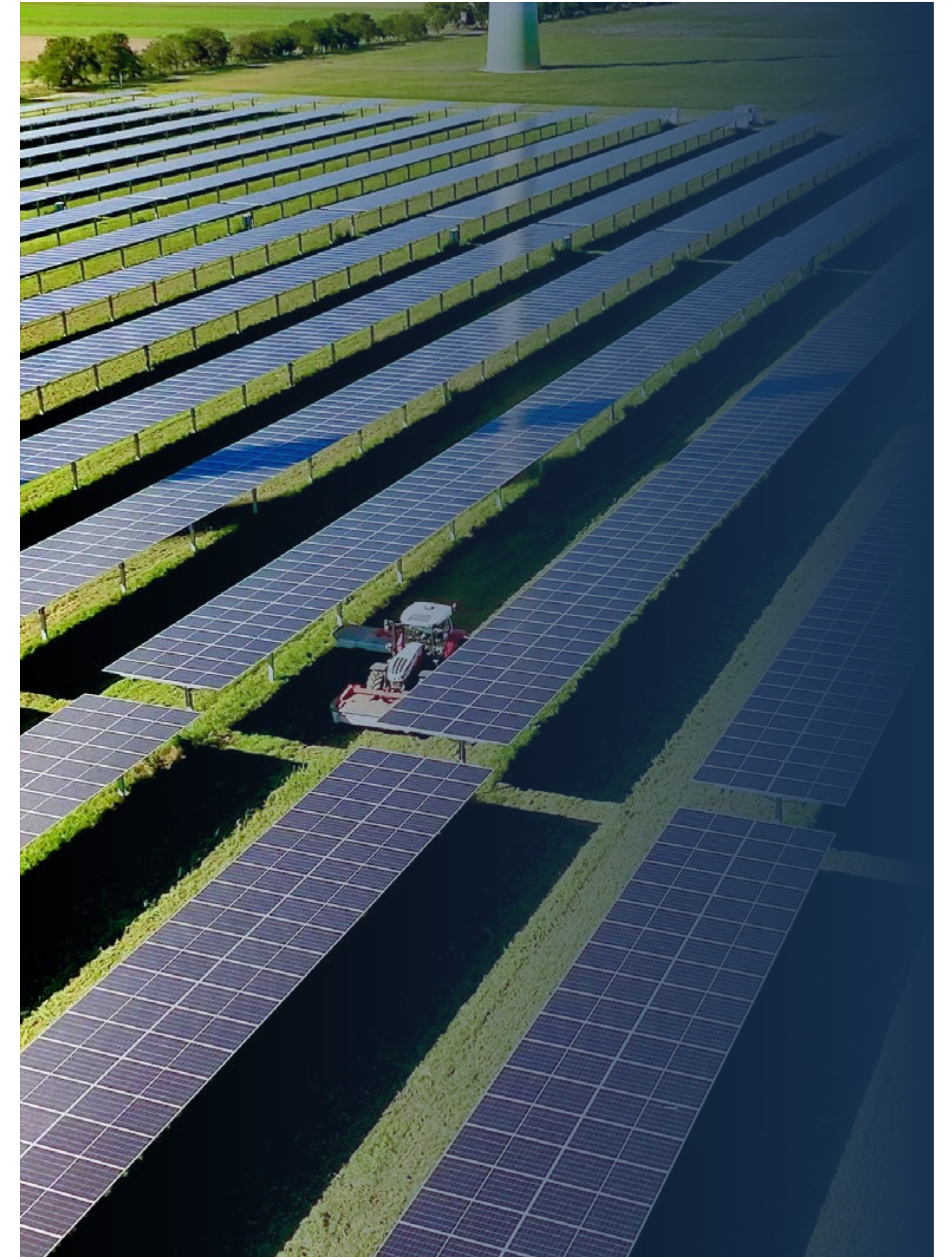
According to the International Energy Agency (IEA), solar energy remains the central driver of growth in the global energy transition. Between 2025 and 2030, nearly 80% of the worldwide increase in renewable power generation capacity will come from photovoltaics, making solar by far the most dynamic of all technologies.¹

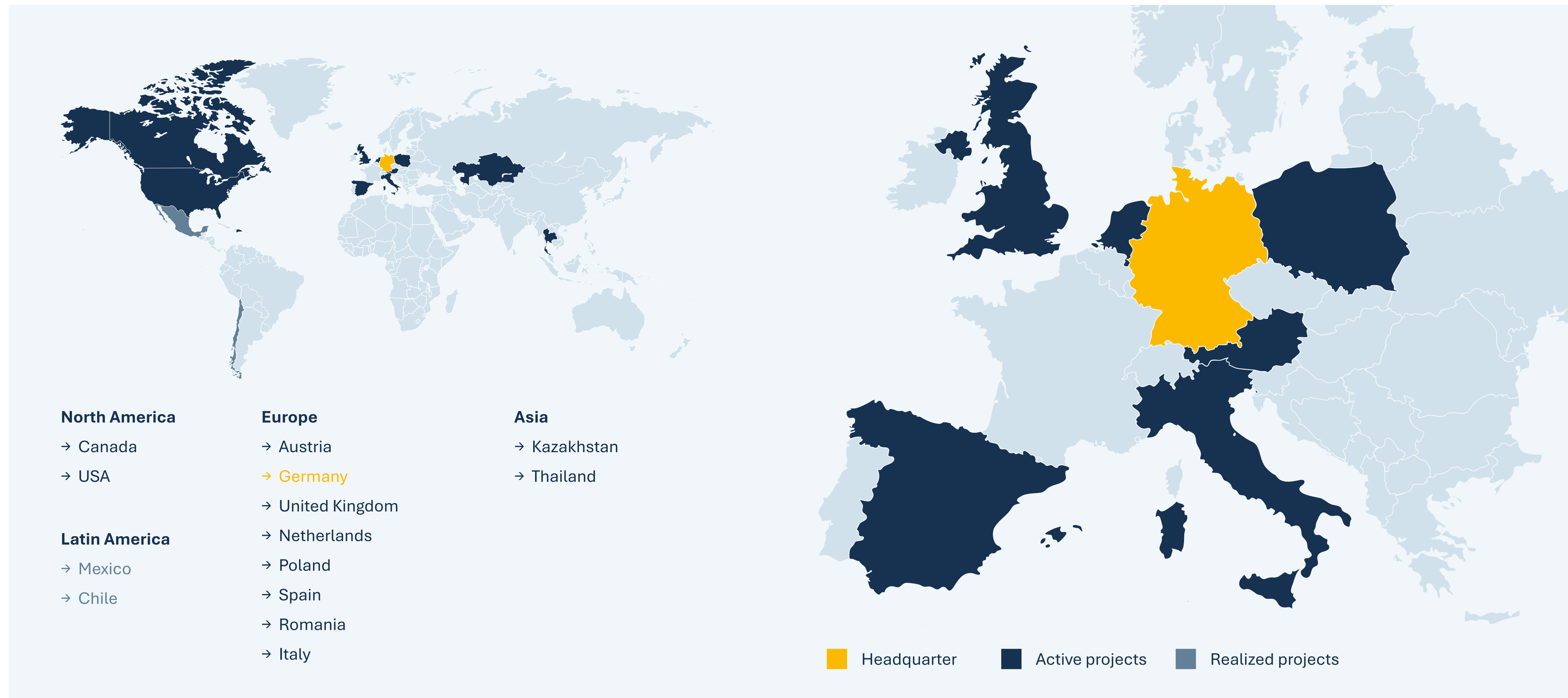
GOLDBECK SOLAR contributes to these developments through high-performance solar parks, grid-integrated PV systems, and advanced energy-management solutions, supporting communities and industries on their path toward climate neutrality.

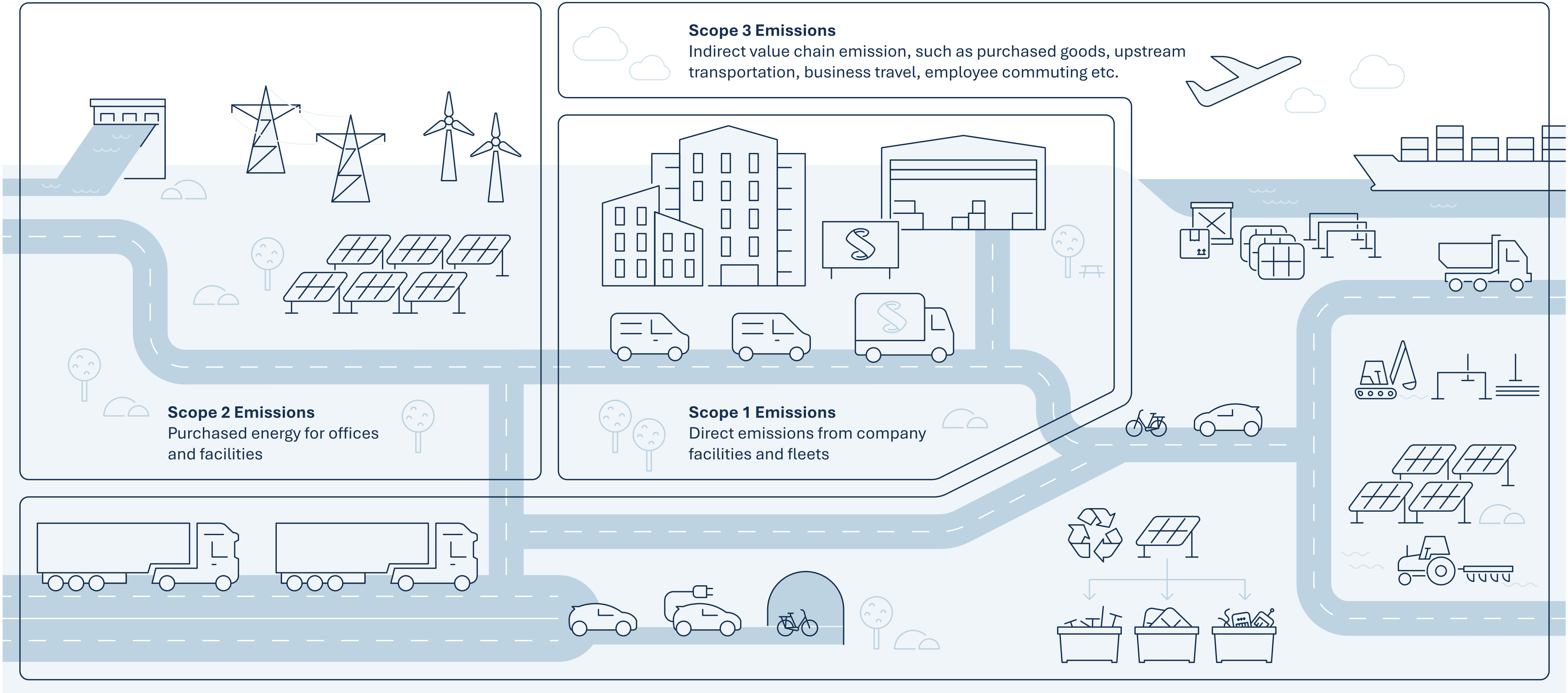
Entities

GOLDBECK SOLAR GmbH
GOLDBECK SOLAR Polska sp. z o.o.
GOLDBECK SOLAR Nederland B.V
GOLDBECK SOLAR Ltd. (GB)
GOLDBECK SOLAR España S.L.
GOLDBECK SOLAR Italia S.R.L.
GOLDBECK SOLAR Austria GmbH

GOLDBECK SOLAR Mexico S.A. de C.V.
GOLDBECK SOLAR Canada Corp.
GOLDBECK SOLAR USA Inc.
GOLDBECK SOLAR Chile SpA
GOLDBECK SOLAR Investment GmbH
Premium Mounting Technologies GmbH
Baldur Power GmbH







Clean Energy Around the World

Installed Capacity in 20 Countries

Total installed power
in 25 years

4.6 GWp

- There of **1 GWp**
- Total Power installed in **2025**.
Mainly in Germany, Netherlands, United Kingdom and Poland.

GOLDBECK SOLAR's ESG Strategy

Empowering a Solar Future, Advancing Sustainability

GOLDBECK SOLAR recognizes that driving the energy transition requires not only delivering clean-energy infrastructure, but also continuously improving the sustainability of its own operations. While the company accelerates decarbonization through high-performance solar parks, integrated PV systems, and advanced energy-management technologies, it remains equally committed to minimizing its environmental footprint, strengthening social responsibility, and ensuring transparent, accountable governance across all business activities

To advance this commitment, GOLDBECK SOLAR is implementing a comprehensive ESG Strategy and long-term Sustainability Framework designed to align business growth with climate ambition, resource efficiency, and responsible value-chain management.

The framework focuses on reducing operational emissions, expanding the use of renewable electricity, integrating circular-economy principles, and enhancing biodiversity protection across project sites. Social priorities include safe and inclusive working conditions, respect for human rights, employee development, and active engagement with local communities in all regions where the company operates. Robust governance structures, such as a Code of Conduct, compliance systems, whistleblowing systems, and continuous

monitoring of ESG performance, ensure integrity and transparency throughout the organization.

Our Contribution to the UN 2030 Agenda

As an internationally active company, GOLDBECK SOLAR aligns its ESG ambitions with the United Nations Sustainable Development Goals (SDGs), using them as a strategic guide for action and progress measurement. The SDGs provide a clear roadmap that helps the company identify material sustainability topics, translate them into concrete targets, and track achievements across its global operations. In doing so, GOLDBECK SOLAR strengthens its role as a responsible actor in the global energy transition, delivering measurable positive impact while empowering businesses, communities, and future generations through solar energy.



GOLDBECK SOLAR's ESG Strategy

Aligned Sustainable Development Goals for GOLDBECK SOLAR

Environment



We are committed to enabling a sustainable future for all stakeholders by helping industries advance their decarbonization efforts.

We work continuously to reduce our environmental impact across our operations and supply chain, focusing on resource efficiency, waste reduction, and energy-efficient solutions. Through innovative technologies and sustainable practices, we further lower our carbon footprint and ensure transparent, ESRS-aligned reporting on climate action, biodiversity, and responsible resource management.

Goals

- Achieve carbon neutrality in Scopes 1 and 2 by FY 2030, and reduce selected Scope 3 emissions by 30% until 2030 (compared to FY 2025)
- Renewable Energy Expansion 4 GW/ Year of Clean Energy Installation
- Reduce mixed construction waste intensity by 50% per MW installed until 2030 (compared to FY 2025)
- Reach 90% rate for recyclable waste categories by FY 2030

Social



We are committed to contributing to social well-being by fostering safe, inclusive, and fair working conditions across our global operations and value chain.

We promote health, safety, diversity, and equal opportunities for all employees, while engaging with local communities through education, partnerships, and social initiatives. Our social performance is transparently reported, reflecting our responsibility for human rights, labor practices, and community development.

Goals

- Reduce the Lost Time Injury Rate (LTIR) to below 2.0
- Guarantee Employees Well-being and Development Improving Training Program System and Average Training Hours
- Improve Local Community Engagement through Collaboration and Communication
- Reduce Gender Pay Gap until 2030

Governance




We are committed to creating long-term value through strong governance with high standards of transparency, accountability, and ethical conduct across all operations.

Our governance framework ensures effective oversight, robust risk management, and full regulatory compliance. We maintain clear structures, transparent reporting, and active stakeholder engagement to strengthen trust and support sustainable, responsible business practices.

Goals

- Supply Chain Ownership
- Transparency and Reporting
- Data Protection and Risk Management
- Whistleblowing



Delivering large-scale clean energy that protects the climate.

At GOLDBECK SOLAR, we set the gold standard in clean energy by engineering solutions that protect the climate and empower a thriving, sustainable future. Through innovation, expertise, and global engagement, we reshape markets and deliver renewable energy excellence for generations to come.

Ratings and Certifications

Commitment to Quality, Safety and Sustainability Through Certified Management Systems



We are proud to share that we have once again been recognized as a Kununu Top Company in 2025, marking our fifth consecutive year of receiving this award. With an outstanding score of 4.1, this achievement reflects the continued trust and positive feedback of our team.



We proudly achieved an EcoVadis Silver Medal in 2025, placing us among the Top 15% of all assessed companies. We significantly improved our overall score from 60 to 72 out of 100 points and reached the 90th percentile, now just five percentile points away from the Gold level.



GOLDBECK SOLAR has been honoured as the Top Brand EPC 2025 in Europe by the EUPD Group ESG. This recognition highlights our strong market position and the impact of our projects across Europe. We are grateful for our outstanding team and partners whose dedication made this achievement possible.



In 2025, GOLDBECK SOLAR Polska achieved ISO 9001 certification, as well as GOLDBECK SOLAR GmbH for ground-mounted solar power plants in Germany. In addition, PMT and Baldur Power GmbH have been ISO 9001-certified in the past years.



GOLDBECK SOLAR Polska achieved ISO45001 certification in 2025, as well as Baldur Power GmbH in the past years, strengthening our commitment to health and safety across our operations. We aim to expand this certification to additional countries, as part of our groupwide strategy.



In 2025, GOLDBECK SOLAR Polska achieved ISO 14001 certification, strengthening our commitment to environmental responsibility and sustainable operations. We aim to expand this certification to additional countries, as part of our groupwide strategy.



Our certifications and ratings underline GOLDBECK SOLAR's strong commitment to international quality, environmental and safety standards.

ISO-certified management systems, combined with recognized external ratings and awards, reflect a culture focused on prevention, continuous improvement, and responsible business practices. These achievements highlight our structured approach to managing environmental and occupational risks, an essential foundation for delivering safe, high-quality solutions in highly technologically advanced markets.

About this report

Objective of the sustainability report

At GOLDBECK SOLAR, we are firmly committed to acting sustainably and responsibly, creating a positive impact on both the environment and society. This Sustainability Report provides a comprehensive overview of our key initiatives, achievements, and progress. It is structured in line with our sustainability strategy and its defined environmental, social, and governance (ESG) goals. The report covers the reporting period from 1 January 2025 to 31 December 2025.

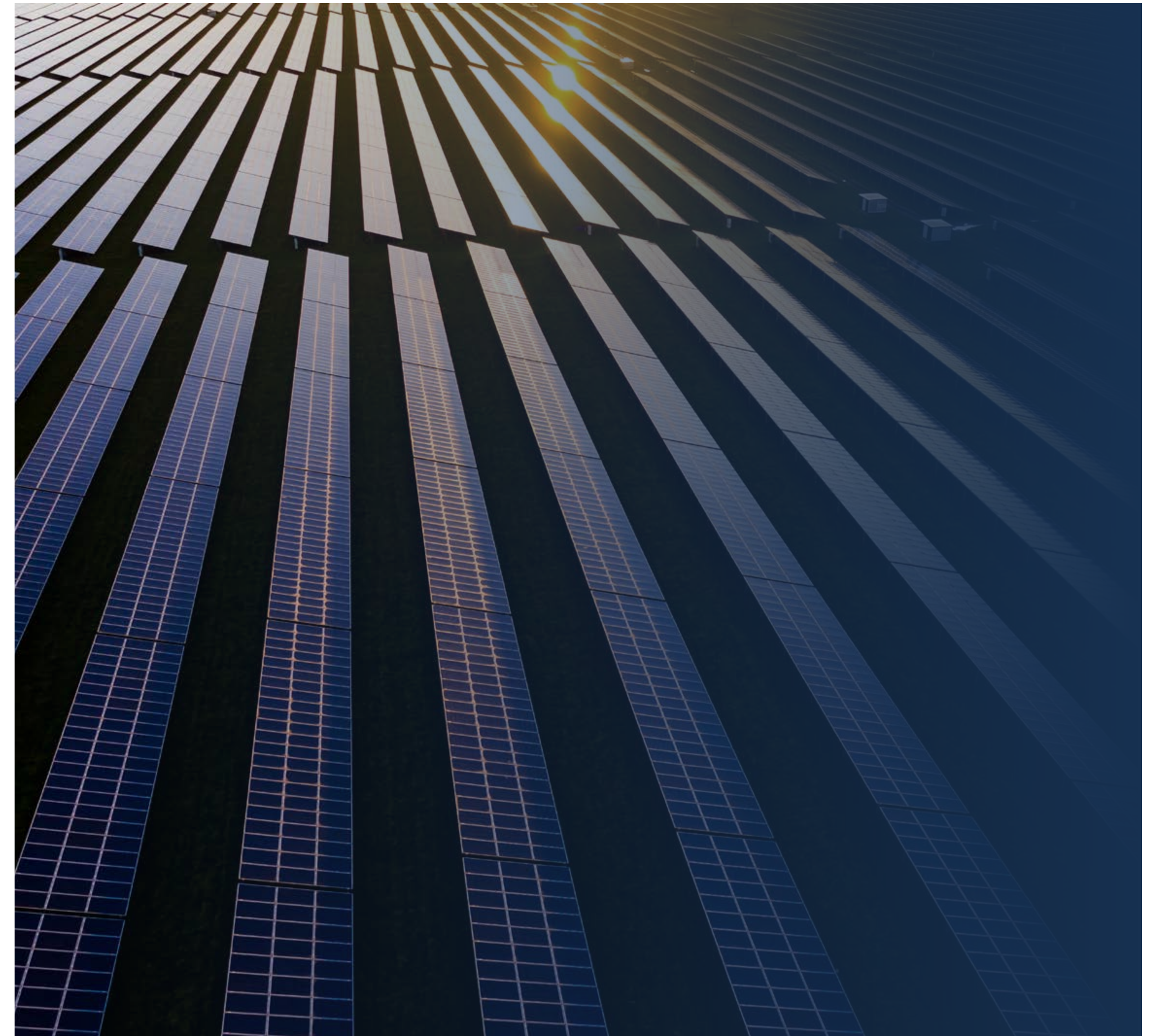
The report includes the activities of the GOLDBECK SOLAR Group and its international subsidiaries. It serves as a transparent communication tool for our stakeholders, providing insight into our sustainability strategy, defined ESG goals, and the measures implemented to achieve them. The following chapters correspond to these strategic objectives and present the related actions, key performance indicators, and progress achieved during the reporting period.

Recognizing that sustainability is an ongoing process, this report outlines both current performance and forward-looking objectives.

Our commitment to continuous improvement is supported by clearly defined targets, including our ambition to achieve climate neutrality by 2030. This report has been prepared with reference to the Voluntary Sustainability Reporting Standard for Small and Medium-sized Enterprises (VSME) and selected internationally recognized sustainability frameworks to ensure transparency, comparability, and reliability of disclosures.

Although recent regulatory developments under the EU Omnibus Directive no longer require our organization to report under the Corporate Sustainability Reporting Directive (CSRD) in 2025, our commitment to sustainability remains unchanged. Sustainability remains embedded as a core principle of our operations and long-term strategic direction.

We remain dedicated to transparency, responsible business conduct, and continuous improvement, and will continue to monitor regulatory developments while further strengthening our voluntary reporting practices.



Sustainability Management

Sustainable Corporate Success

Steering Committee for Sustainability



Sustainable business success entails considering ecological and social responsibility at every stage of the value chain. With VSME, GOLDBECK SOLAR understands sustainability as an integral part of daily operations rather than as a separate initiative. We promote environmentally friendly technologies, assume social responsibility, and strive for long-term, positive impacts. Our commitment extends beyond legal requirements, reflecting our goal to create genuine, lasting value.

GOLDBECK SOLAR has defined clear roles, responsibilities, and decision-making processes for sustainability governance.

The Steering Committee on Sustainability, comprising C-level executives and the heads of Sustainability Strategy and Sustainability Reporting, oversees all key sustainability matters. This committee sets non-financial objectives, monitors progress, and ensures that sustainability considerations are integrated into core business decisions. Its role is to ensure a proportionate but effective governance structure that aligns long-term sustainability goals with the company’s strategic direction.

The Sustainability Strategy function supports the committee by integrating environmental, social, and economic aspects into corporate objectives. Its tasks include developing the long-term sustainability strategy, monitoring progress using available data, and engaging with relevant stakeholders. In accordance with the VSME principle of proportionality, the department focuses on priority topics and fosters innovation by promoting eco-friendly solutions, and processes. The goal is to strengthen sustainability as a competitive advantage and enhance long-term value creation.

The Sustainability & Reporting function ensures transparent and reliable communication on sustainability matters. Key responsibilities include collecting and analyzing ESG data, preparing disclosures in line with applicable VSME requirements and international frameworks, and coordinating compliance efforts. The department identifies key sustainability risks and opportunities, supports strategic decision-making, and integrates these insights into the company’s broader governance and risk-management processes. Its overarching aim is to ensure clear, proportionate, and credible sustainability reporting that supports long-term value creation.

A Collective Commitment

Stakeholder Collaboration and Engagement

GOLDBECK SOLAR maintains regular and transparent dialogue with the stakeholder groups most relevant to our impacts, risks, and opportunities. Our employees remain a key focus, and we engage with them through internal communication channels, staff meetings, workshops, and management updates to encourage open feedback and participation. We also maintain strong relationships with capital providers and banks by sharing project updates, opportunities, and risk assessments, integrating ESG considerations into all financing-related communication. In our supply chain, we collaborate closely with suppliers and service providers through regular meetings, industry events, and ongoing coordination to align expectations, uphold quality and sustainability standards, and jointly develop innovative solutions. Customers are equally central to our business, and we ensure transparent and proactive communication through regular updates, project discussions, and industry engagement.

Together, these interactions reflect our proportional and targeted VSME stakeholder engagement practices, ensuring that stakeholder insights are systematically integrated into our strategic and operational decision-making.

Employees

Employees are a core focus due to their direct involvement in our operations and sustainability efforts. We ensure transparent internal communication through regular updates on Teams, staff meetings, workshops, and management video messages. These formats encourage open dialogue, enabling employees to ask questions, share feedback, and stay informed about company developments and sustainability priorities.

Capital providers/banks

Capital providers and financial institutions are essential partners in supporting GOLDBECK SOLAR's growth and project development. In line with VSME requirements, we maintain ongoing communication by sharing project updates, opportunities, and risk assessments. This transparency strengthens trust, supports informed decision-making, and reflects our commitment to integrating ESG considerations into all financing-related discussions.



Suppliers and service providers

Suppliers and service providers represent a key stakeholder group influencing the quality, sustainability, and operational stability of our value chain. We engage through direct coordination, meetings, trade fairs, and industry events to align expectations, discuss sustainability standards, and stay informed about market trends. These proportionate VSME-level engagement practices ensure strong partnerships and continuous improvement across our supply chain.

Customers

Customers are central to driving the energy transition and shaping our project pipeline. In accordance with VSME guidance, we maintain transparent communication through regular updates, project meetings, and participation in industry events. This engagement helps us address customer expectations, support responsible project planning and execution, and foster long-term, trust-based relationships.

Materiality Analysis

Material Topics

To ensure that this report focuses on the sustainability topics most relevant to its operations, GOLDBECK SOLAR conducted a double materiality assessment in line with the principles of the Corporate Sustainability Reporting Directive (CSRD). The assessment evaluated both the potential environmental and social impacts of the company's activities and the financial risks and opportunities associated with sustainability. The analysis also considered the company's business model and the expectations of key stakeholders.

Based on this assessment, four priority sustainability topics were identified as particularly relevant for the company. These include climate change, reflecting GOLDBECK SOLAR's role in supporting the global energy transition through the development of photovoltaic projects. In the social dimension, particular emphasis is placed on the own workforce and workers in the value chain, highlighting the importance of safe working conditions, fair labour practices, and continuous employee development. In the governance dimension, responsible business conduct represents a key priority, ensuring compliance with applicable laws, ethical standards, and transparent business practices.

While the initial assessment followed CSRD-oriented principles, the current report aligns with the Voluntary Sustainability Reporting Standard for SMEs (VSME), focusing on the sustainability topics most relevant to the company's operations and stakeholders.

Priority ESG Topics

Key Sustainability Topics for GOLDBECK SOLAR



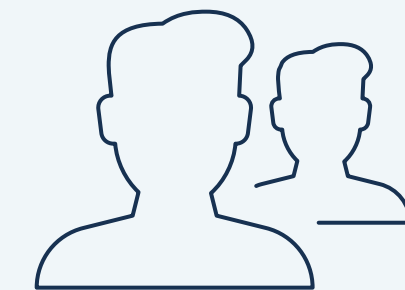
Climate change



Own workforce



**Responsible business
conduct**



**Workers in the
value chain**

02 Environment

Environmental responsibility

Achieving carbon neutrality

Environmental responsibility remains a central pillar of GOLDBECK SOLAR's business model as the company enters its 25th year in the photovoltaic sector. Our activities contribute directly to global decarbonization through the development, construction, and operation of solar installations. At the same time, we recognize that our own operations generate environmental impacts that must be managed responsibly.

Our environmental actions are guided by our sustainability strategy and its defined goals: achieving carbon neutrality, expanding renewable energy capacity, preserving biodiversity, and strengthening resource efficiency and circularity. In line with the VSME framework, we focus on key environmental aspects relevant to our activities, including energy consumption, greenhouse gas emissions, waste generation, responsible land use, and biodiversity protection.

We work to reduce energy demand, increase the share of renewable electricity, electrify our vehicle fleet, and improve operational efficiency across offices, construction sites, and operational assets. These measures support reductions in Scope 1 and Scope 2 emissions and strengthen the tracking of Scope 3 emissions across our value chain.

Waste prevention and resource efficiency remain priorities, particularly in construction activities. We continue to improve waste separation, increase recycling rates, and manage hazardous materials in accordance with regulatory requirements. Biodiversity considerations are integrated early in project planning, particularly for ground-mounted photovoltaic systems. Through ecological assessments, habitat enhancement, and Agri-PV solutions, we aim to minimize environmental impacts while creating long-term ecological value.

As the company continues to grow internationally, harmonized environmental practices and transparent reporting become increasingly important. Strengthened cooperation between project teams, HSE, Facility Management, and external partners ensures consistent environmental performance across all sites.

Through these efforts, GOLDBECK SOLAR aims to minimize environmental impacts, support the global energy transition, and maintain its long-term commitment to responsible corporate conduct.



Energy Consumption and Greenhouse gas emission

Key environmental performance areas

Energy consumption and greenhouse gas (GHG) emissions are key environmental performance areas for GOLDBECK SOLAR and are closely interconnected within the company’s sustainability strategy. Managing energy use efficiently while reducing emissions is central to achieving Goal 1 (Carbon Neutrality) and Goal 4 (Resource Efficiency and Circularity).

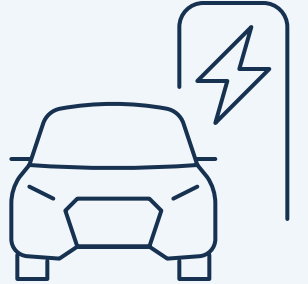
GOLDBECK SOLAR follows an “efficiency first” approach, focusing on optimising building technologies, deploying energy-efficient equipment, and implementing intelligent control systems and digital solutions. These measures reduce overall energy demand, directly lower Scope 1 and Scope 2 emissions, and improve operational performance and resilience as the company expands internationally. In parallel, the company continues to increase the share of renewable electricity across its operations. Where feasible, certified renewable electricity is procured, and opportunities for on-site photovoltaic generation and self-consumption are evaluated. The electrification of the vehicle fleet, supported by expanded charging infrastructure, further reduces reliance on fossil fuels and supports the transition towards a low-carbon energy system.

Greenhouse gas emissions are managed in accordance with the Greenhouse Gas Protocol and categorised into Scope 1, Scope 2, and Scope 3. Scope 1 emissions primarily arise from fuel consumption in the company’s vehicle fleet and construction activities. These are being reduced through fleet electrification, improved fuel efficiency, and the gradual substitution of fossil-fuel-based equipment. Scope 2 emissions result from the electricity purchased for offices and operational facilities. By increasing the share of renewable electricity and improving energy efficiency, GOLDBECK SOLAR aims to significantly reduce emissions associated with electricity consumption. Scope 3

emissions include indirect emissions across the value chain, such as purchased photovoltaic components, construction materials, logistics, business travel, and waste management. Given their significance, the company is strengthening supplier engagement, improving emissions data collection, and integrating ESG criteria into procurement and project planning processes.

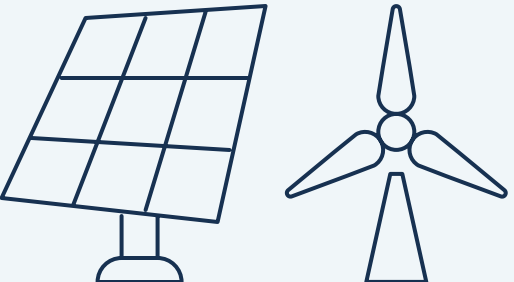
Energy and emissions data are consolidated annually based on metered values, supplier invoices, and operational records. Improved data coverage across group entities enhances reporting accuracy, supports the identification of optimisation opportunities, and enables structured target setting.

Through continuous improvements in energy efficiency, increased use of renewable electricity, and a structured approach to emissions management, GOLDBECK SOLAR aims to progressively reduce its carbon footprint and achieve its long-term ambition of carbon neutrality by 2030.



37%

Fleet electrification
+13,7% vs. prior year

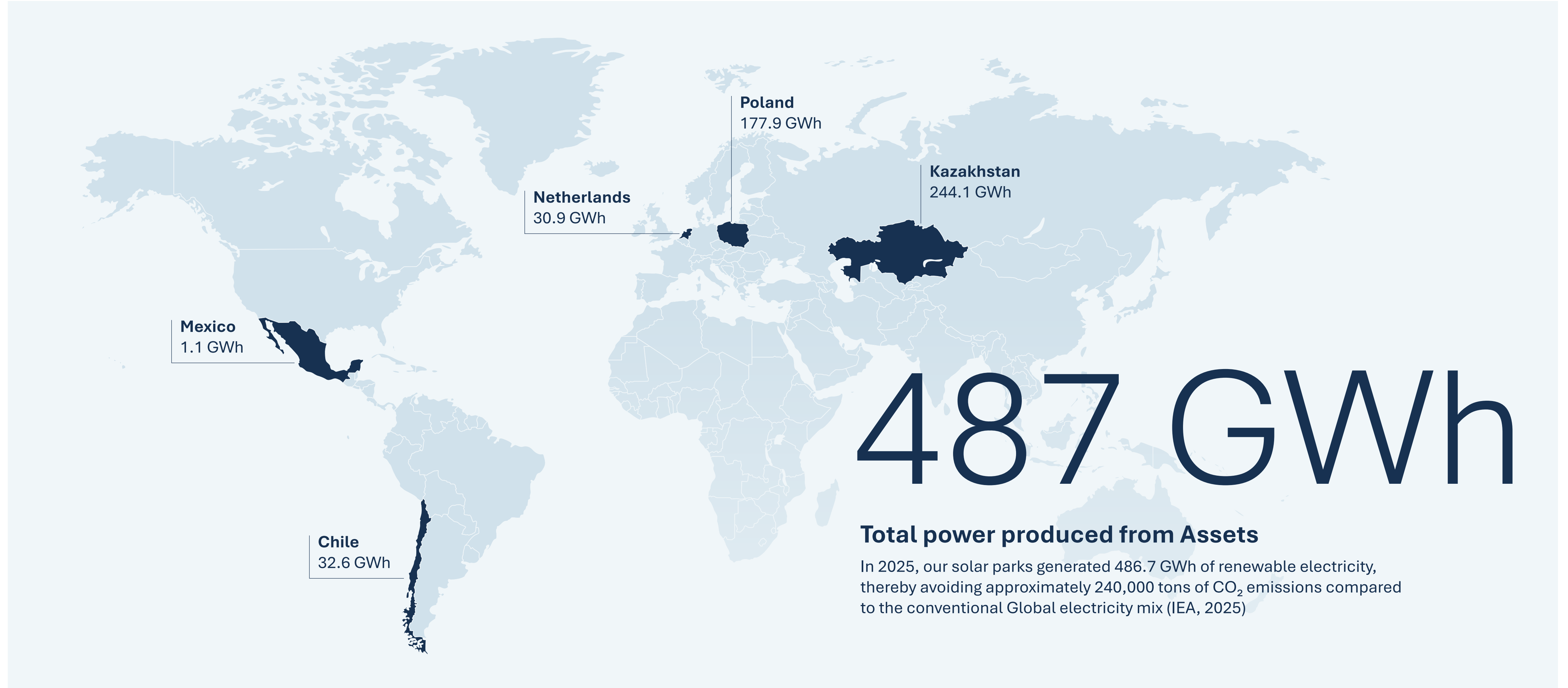


9%

Share of renewable
sources in total
energy consumption

Total Solar Power produced

Our own solar parks across the world



Energy Consumption and Greenhouse Gas Emissions

Measures and Targets

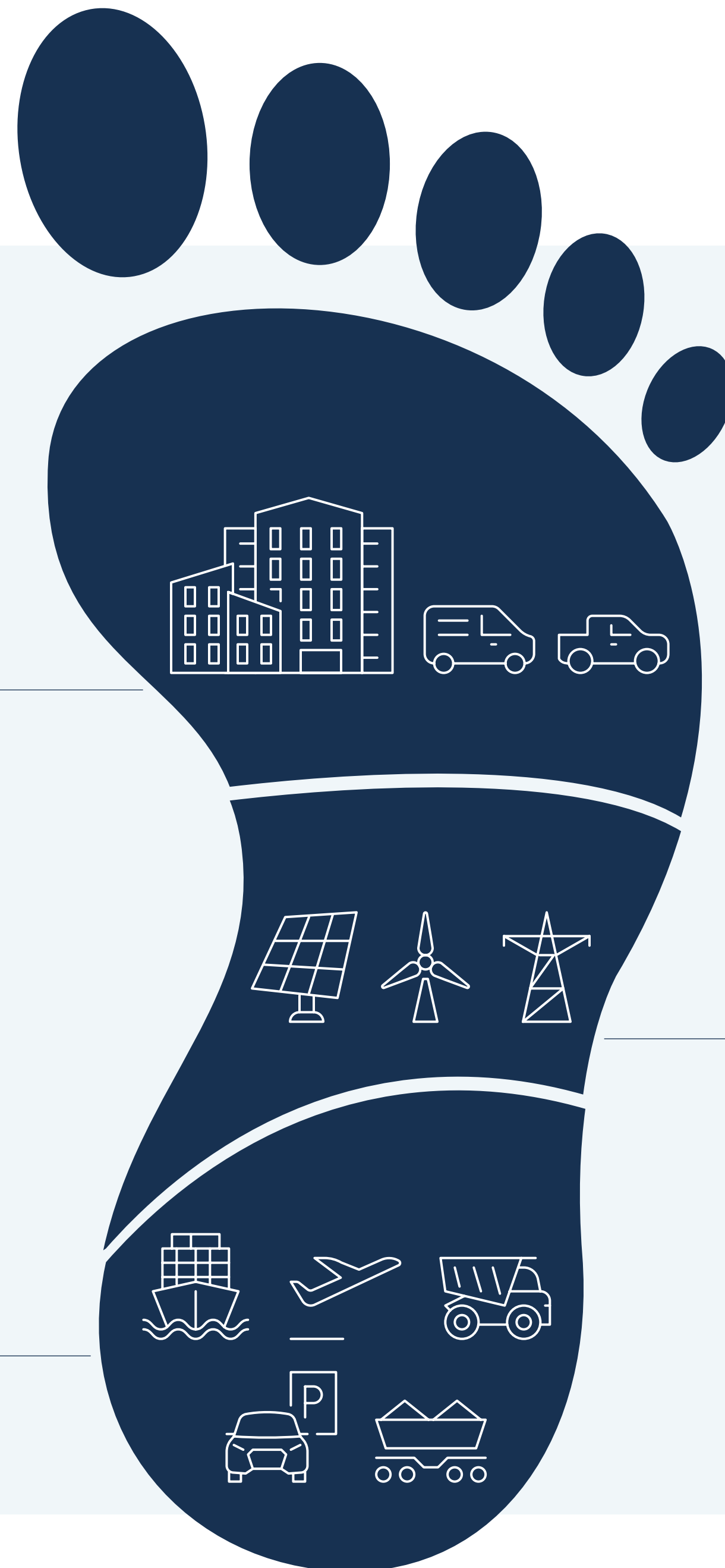
	Approach at GOLDBECK SOLAR	FY 2030 Targets	SDGs
Energy Efficiency	Energy-efficient equipment, smart systems, and optimisation of operational energy use	• Reduce energy intensity by 20–30%	
Renewable Electricity	Procurement of certified renewable electricity and expansion of on-site PV generation	• Achieve 80–100% renewable electricity share	
Fleet Electrification	Transition of vehicle fleet to electric mobility and expansion of charging infrastructure	• Electrify 80–90% of fleet	
Scope 1 Emissions	Reduction of fossil fuel use and electrification of operations	• Achieve near-zero Scope 1 emissions	
Scope 2 Emissions	Renewable electricity sourcing and energy optimisation across facilities	• Achieve near-zero Scope 2 emissions	
Scope 3 Emissions	Supplier engagement and integration of ESG criteria into procurement	• Improve Scope 3 coverage and initiate reductions	
Data & Monitoring	Expansion of energy and emissions data systems and reporting coverage	• Achieve 100% data coverage	
Decarbonisation Strategy	Integration of emissions reduction across operations and lifecycle management	• Achieve carbon neutrality (Scope 1 & 2) by 2030	

Key figures

Energy Consumption and Greenhouse Gas Emission

Indicator	Unit	FY 2025
Fuel consumption from company fleet and construction machinery	MWh	4,202.6
Fuel consumption for heating at office locations	MWh	613.1
Electricity, heat, steam and cooling purchased from non-renewable sources	MWh	234.4
Total fossil energy consumption	MWh	847.5
Share of fossil sources in total energy consumption	%	91%
Purchased electricity, heat, steam and cooling from renewable sources	MWh	71.6
Self-generated renewable electricity (PV installations at GOLDBECK SOLAR sites)	MWh	0
Total renewable energy consumption	MWh	71.6
Share of renewable sources in total energy consumption	MWh	9%
Total energy consumption (fossil + renewable)	MWh	919.1
Energy intensity per MWp (installed)		6.8
Self-produced electricity from non-renewable sources (e.g., diesel generators used temporarily on sites)	MWh	1,379.9
Self-produced renewable energy (PV self-consumption)	MWh	0

Indicator	Unit	FY 2025
Scope 1 Emissions		
Direct GHG emissions	tCO ₂ eq	1,182
Scope 2 Emissions		
Purchased electricity	tCO ₂ eq	342 (Location-based) / 110 (Market-based)
Scope 3 Emissions		
Category 1 – Purchased goods & services <small>(Mainly modules, inverters and substructure)</small>	tCO ₂ eq	327,773
Category 4 – Upstream transportation <small>(Spend-based and activity-based method, mainly modules)</small>	tCO ₂ eq	2,225
Category 5 – Waste produced <small>(Activity-based - Extrapolation based on selected projects)</small>	tCO ₂ eq	512
Category 6 – Business travel <small>(Spend-based method)</small>	tCO ₂ eq	234
Category 7 – Employee commuting	tCO ₂ eq	412
Total Scope 3 Emissions	tCO ₂ eq	331,156
Energy intensity <small>(Scope 3) per MWp (installed)</small>	tCO ₂ eq	415



Scope 1 Emissions

Direct emissions from company facilities and fleets

Scope 2 Emissions

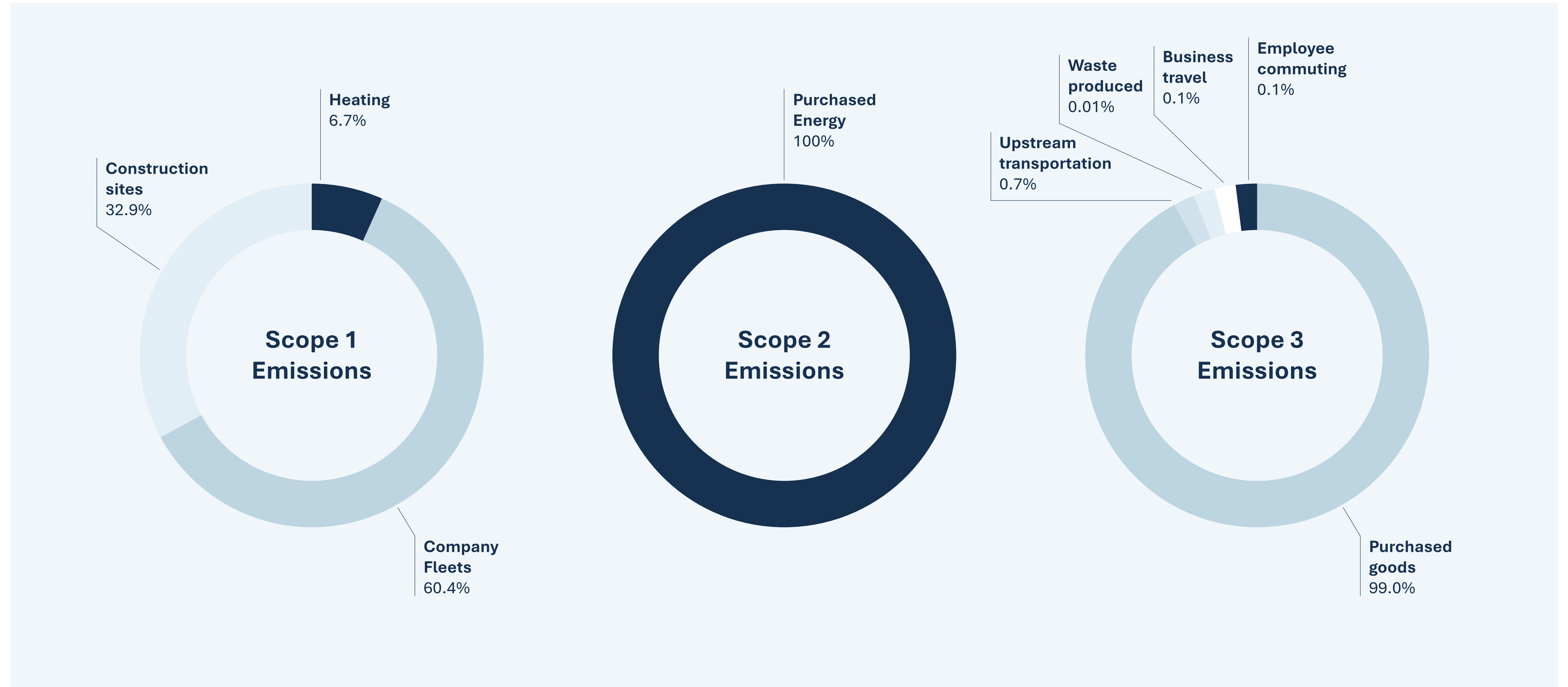
Purchased energy for offices and facilities

Scope 3 Emissions

Indirect value chain emission, such as purchased goods, upstream transportation, business travel, employee commuting etc.

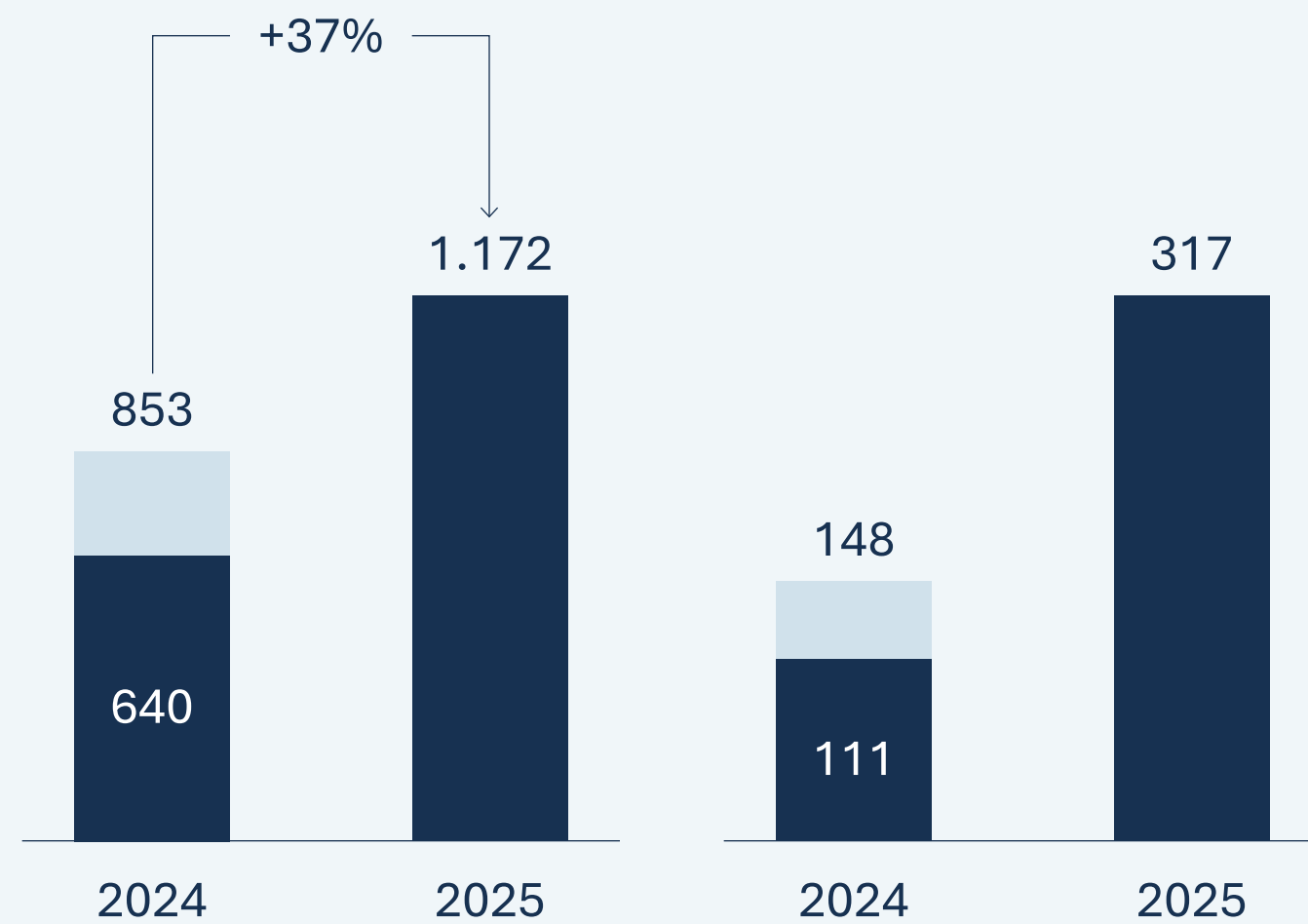
Greenhouse Gas Emission

Graphical representation



Scope 1 Emissions

Scope 2 Emissions



Scope 1 and 2 emission Analysis

In 2025, Scope 1 and Scope 2 emissions increased compared to the previous reporting year. This development is primarily attributable to the organization’s continued growth and expansion of operational activities.

- Expansion of the workforce and corresponding growth of the company vehicle fleet, and higher fuel consumption from mobile sources and construction site machinery.
- Execution of new and larger construction projects requiring temporary energy generation.
- Improved data collection and reporting processes, resulting in more comprehensive emission coverage across group entities.
- A change in reporting coverage, as 2025 reflects a full twelve-month reporting period, whereas the previous year included data only from April to December.

The development, therefore, reflects business growth, expanded operational activity, enhanced data transparency, and extended reporting coverage rather than structural inefficiency.

Reduction Measures

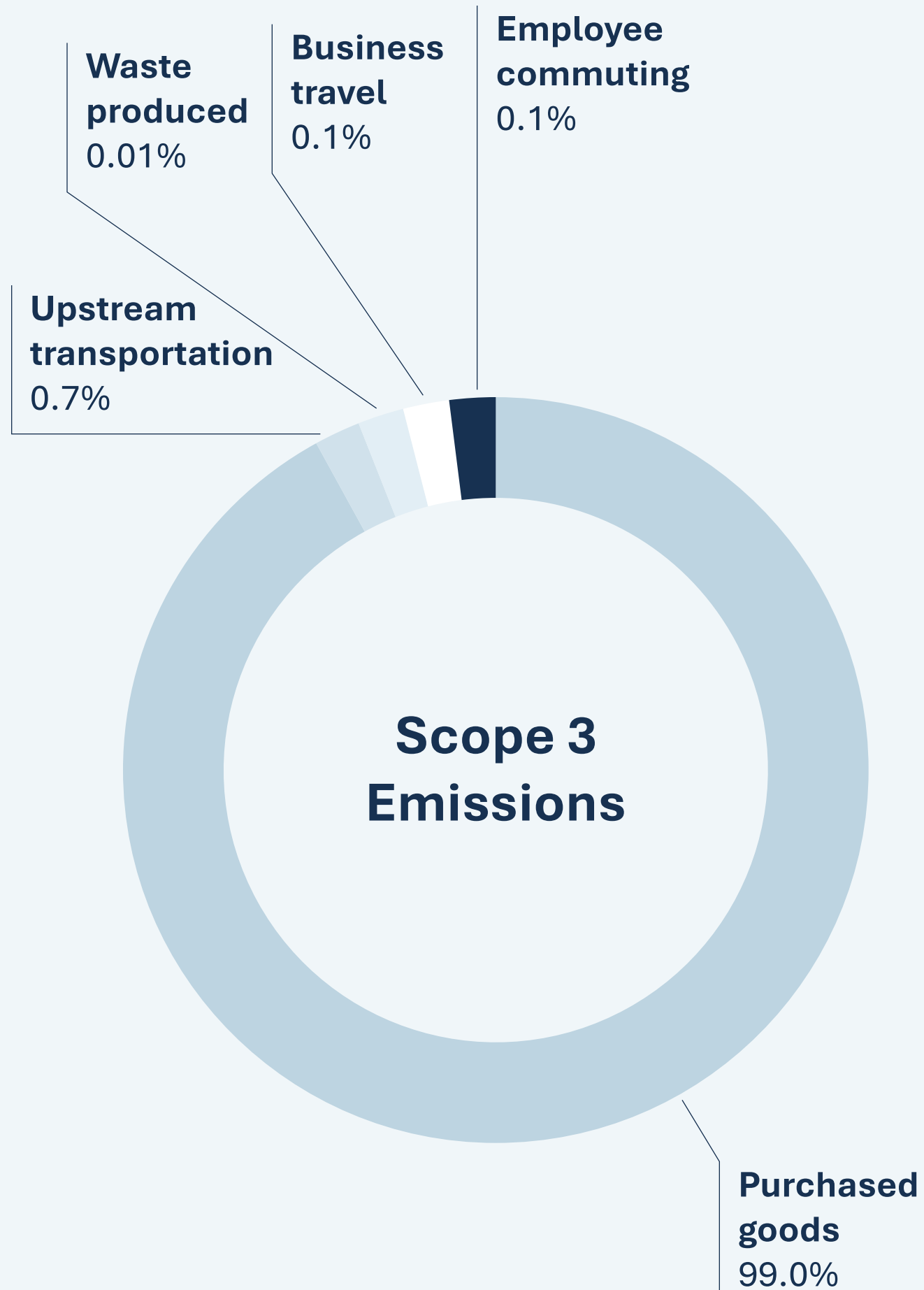
In line with Goal 1 (Carbon Neutrality) of our sustainability strategy, targeted measures are being implemented to mitigate Scope 1 and Scope 2 emissions:

- Continued electrification of the company vehicle fleet.
- Expansion of charging infrastructure at office locations and project sites.
- Optimisation of project planning and logistics to reduce fuel consumption.
- Gradual substitution of diesel-powered equipment on construction sites, where technically and economically feasible.
- Increased procurement of certified renewable electricity across locations.
- Evaluation of on-site renewable energy generation and enhanced self-consumption.

Through these measures, emissions are expected to stabilise and decline gradually over the coming years, despite continued company growth.

GHG Emissions

Scope 3 Emissions



Scope 3 Analysis

In the 2025 financial year, GOLDBECK SOLAR generated significant indirect greenhouse gas emissions within Scope 3. As is typical for EPC companies in the solar sector, Scope 3 represents by far the largest share of the total carbon footprint, driven mainly by materials and supply chain activities.

- Category 1 – Purchased goods & services, this category overwhelmingly dominates the Scope 3 inventory. The high emission level reflects the carbon intensity especially of photovoltaic modules.
- Category 4 – Upstream transportation, this category typically includes ocean freight for module shipments and European and regional road transport.
- Category 5 – Waste, although waste-related emissions are comparatively small, they highlight the importance of material efficiency on construction sites.
- Category 6 & 7 – Business travel & Employee commuting contributes only minor fraction of Scope 3 emissions.

The 2025 Scope 3 inventory emphasizes that upstream value chain emissions are the main hotspot for GOLDBECK SOLAR.

Reduction Measures

It becomes clear that GOLDBECK SOLAR’s most material emissions originate in the upstream value chain. Reduction measures must therefore focus on the procurement of materials, logistics optimisation, supplier engagement, and increased efficiency in project execution.

- Category 1 – Reducing the carbon intensity of purchased components, particularly photovoltaic modules, mounting structures, and electrical equipment.
- Category 4 – Shift to lower-carbon transport modes and route optimisation and higher utilisation rates.
- Category 5 – Enhanced recycling rates and improved waste separation processes on project sites.
- Category 6 & 7 – Strengthen sustainability within daily operations, like hybrid working models and digital collaboration tools, as well as promotion of low-carbon commuting.

The 2025 Scope 3 inventory shows that the greatest reduction potential lies in the upstream supply chain. By prioritising supplier decarbonization and optimising logistics GOLDBECK SOLAR can significantly lower indirect emissions and enhance the sustainability performance of its projects.

Waste Management

Measures and Targets

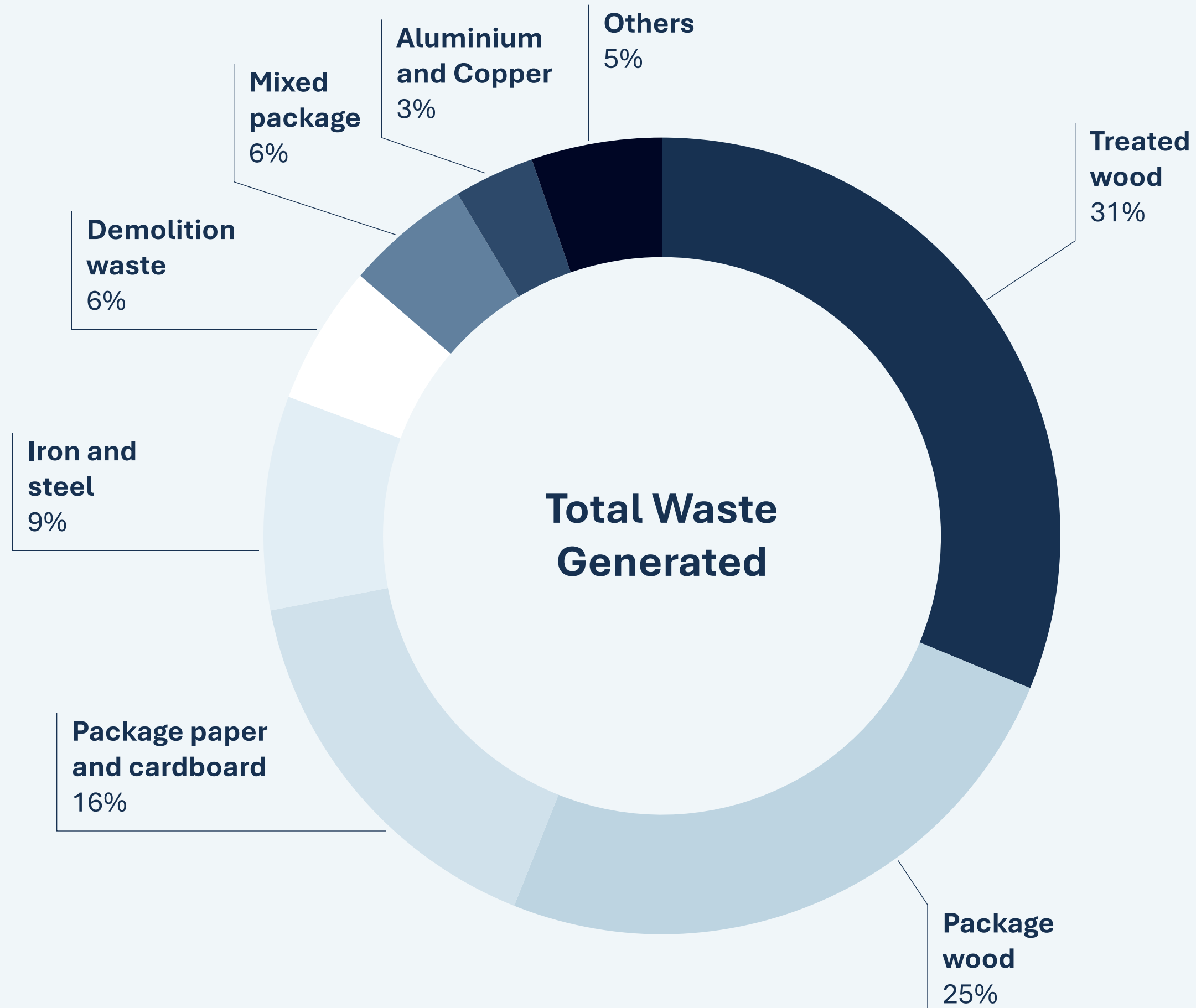
Waste generated across GOLDBECK SOLAR’s operations arises primarily from construction activities, including packaging materials, metals, wood, cables, and residual waste streams. Waste management is closely linked to Goal 4 (Resource Efficiency and Circularity) of our sustainability strategy, which aims to reduce material consumption, increase recycling rates, and strengthen circular practices across project execution. In 2025, we continue to focus on waste prevention at the source through improved material planning, closer coordination with suppliers, and the increased reuse of pallets, wooden structures, and cable drums. Standardisation of components and optimised logistics further help minimise surplus materials.

Recycling remains a priority. Recyclable materials are separated on project sites and handled through certified waste management partners. Hazardous waste, such as oils, chemicals, and contaminated materials, is limited in volume but managed strictly in accordance with regulatory requirements through licensed disposal contractors.

To enhance transparency and performance monitoring, waste data from construction sites and office locations is increasingly consolidated at the group level. This improved data coverage supports clearer tracking of waste volumes and separation rates and enables the identification of further optimisation potential. Through these measures, GOLDBECK SOLAR seeks to reduce waste generation, improve resource efficiency, and minimise the environmental footprint of project implementation.

	Approach at GOLDBECK SOLAR	FY 2030 Targets	SDGs
Waste Prevention & Reduction	Improving material planning accuracy across EPC projects to avoid over-ordering. Expanding digital construction workflows to reduce packaging and physical material use. Implementing returnable packaging systems with key suppliers. Promoting the reuse of pallets, cable drums, wooden supports, and protective materials	<ul style="list-style-type: none"> To reduce mixed construction waste intensity by 50% per MW installed compared to the 2025 baseline To achieve 20% reduction in total packaging waste through returnable systems. 	
Waste Sorting & Recycling	Standardising site-level waste separation procedures (metals, wood, plastics, cardboard). Installing dedicated separation points at all major construction sites. Training project teams and subcontractors on correct sorting practices. Work with certified recycling partners to improve recovery rates.	<ul style="list-style-type: none"> Reach 90% recycling rate for recyclable waste categories. To implement separation systems at 100% of utility-scale PV sites. 	
Hazardous Waste Management	Strengthen procedures for handling oils, chemicals, adhesives, and contaminated materials. Ensure safe storage and transport through certified partners. Maintain employee training on handling hazardous materials. Improve documentation and record-keeping across sites.	<ul style="list-style-type: none"> Achieve zero non-compliance incidents related to hazardous waste. To ensure 100% of hazardous waste is disposed of through licensed contractors 	
Supplier Engagement	Require major EPC suppliers to participate in packaging reduction initiatives. Introduce environmental criteria for contractors’ waste-handling practices. Conduct periodic evaluations of waste performance for Tier-1 suppliers.	<ul style="list-style-type: none"> 100% of major EPC suppliers aligned with GOLDBECK SOLAR’s waste and packaging requirements 	

Total Waste Generated



Type of Waste	Waste Generated Approx. (tons)
<small>(Extrapolation based on selected projects)</small>	
Treated wood	782.3
Packaged wood	621.1
Package paper and cardboard	399.5
Iron and steel	217.3
Demolition waste	141.6
Mixed package	127.9
Aluminium and Copper	81.8
Others	135.6
TOTAL	2507.1



In 2025, the company achieved a 100% diversion rate from landfill, with no waste sent to landfill facilities. A total of 57% of generated waste was recycled, while the remaining 43% was recovered through energy recovery processes. This reflects our commitment to responsible waste management and alignment with the principles of the EU waste hierarchy, prioritizing recycling over disposal. The zero-landfill performance demonstrates effective waste segregation and cooperation with certified waste management partners. Recovery processes are used when recycling is not technically or economically feasible, ensuring that residual waste is treated in a controlled manner while generating energy. Increasing the recycling rate remains a strategic priority under our circular economy approach. Through improved waste separation practices, supplier collaboration, and continuous monitoring of waste streams, the company aims to further enhance material recovery and reduce reliance on energy recovery processes in the coming years.

Type of Waste	Tons <small>(Extrapolation based on selected projects)</small>	Emission factor <small>(tCO₂e)</small>	CO ₂ with Recycling Benefit (tCO ₂ e)	CO ₂ without Recycling Benefit (tCO ₂ e)
Treated wood	782.3	0.30	234.68	234.68
Packaged wood	621.1	0.20	124.21	124.21
Package paper and cardboard	399.5	0.10	39.95	39.95
Iron and steel	217.3	-1.50	-325.89	—
Demolition waste	141.6	0.15	21.23	21.23
Mixed package	127.9	0.40	51.15	51.15
Aluminium and Copper	81.8	-4.00	-327.24	—
Others	135.6	0.30	40.69	40.69
TOTAL	2507.1		-141.22	511.91

The comparison shows that recycling significantly reduces waste-related emissions. When recycling benefits are included, total emissions are reduced to approximately -141 tCO₂e, while the conservative approach excluding these benefits results in gross emissions of around 512 tCO₂e. Wood and packaging waste are the main contributors to emissions, whereas recycling of metals significantly lowers the overall impact. For reporting purposes, GOLDBECK SOLAR applies a conservative approach to ensure transparent, reliable results while still highlighting the importance of recycling practices.

Biodiversity and Environmental Protection

Measures and Targets

Biodiversity and responsible land use are key considerations for GOLDBECK SOLAR, particularly in ground-mounted photovoltaic projects that directly interact with natural habitats. In line with Goal 3 (Biodiversity Preservation) of our sustainability strategy, ecological protection is integrated into project development and long-term site management. In 2025, we will continue to apply ecological design principles across our project portfolio. This includes habitat enhancement, soil protection measures, and site-specific biodiversity concepts developed in cooperation with certified ecological experts. These measures aim to maintain or improve conditions for local flora and fauna while minimising disturbance during both construction and operational phases.

Compliance with national and regional nature conservation regulations is embedded in our project workflows. Environmental impact assessments and early coordination with authorities ensure that protected species, sensitive habitats, and seasonal constraints are appropriately considered. Standardised ecological guidelines support consistent planning, implementation, and monitoring across project sites. As our portfolio continues to grow, we are strengthening documentation and reporting of biodiversity-related measures. This includes improved tracking of implemented actions, follow-up monitoring where required, and closer collaboration with ecological partners. Through these practices, GOLDBECK SOLAR seeks to minimise environmental impacts, promote ecological resilience, and support responsible land stewardship in all regions in which we operate.

	Approach at GOLDBECK SOLAR	FY 2030 Targets	SDGs
Biodiversity Integration in PV Design	Incorporate ecological corridors, buffer zones, and vegetation planning into project design. Use elevated mounting structures and adapted layouts for habitat continuity. Ensure minimal soil sealing through optimised foundations and cable routing	<ul style="list-style-type: none"> Integrate biodiversity design principles into 100% of ground-mounted PV projects 	
Habitat Enhancement & Ecological Measures	Install native vegetation, pollinator-friendly strips, and habitat features (e.g., log piles, hedgerows). Implement soil protection strategies, including reduced compaction and topsoil conservation. Collaborate with ecological experts to design site-specific enhancement plans.	<ul style="list-style-type: none"> Apply ecological enhancement measures across 100% of utility-scale PV sites. To improve ecological value on at least 70% of the project land area, where permitted. 	
Environmental Compliance & Assessments	Conduct biodiversity surveys early in planning for protected species and habitats. Coordinate with environmental authorities on mitigation, timing restrictions, and compensatory measures. Update internal procedures to reflect regulatory requirements	<ul style="list-style-type: none"> To maintain 100% compliance with nature protection laws and ecological restrictions. To complete biodiversity assessments for 100% of eligible projects 	
Monitoring & Reporting	Establish structured biodiversity documentation for project teams. Report key biodiversity actions and monitoring outcomes in sustainability reports. Build an internal database for ecological measures across markets	<ul style="list-style-type: none"> To implement a biodiversity monitoring framework across all core markets by FY 2030 	

03 Social

Social responsibility

Social responsibility is fundamental to GOLDBECK SOLAR's long-term development, particularly as we continue to expand internationally and operate across diverse project environments. As a global EPC with teams working on construction sites, in offices, and at operational assets, we recognise our responsibility to ensure safe working conditions, promote an inclusive workplace, strengthen employee development, and maintain transparent relationships with partners and communities.

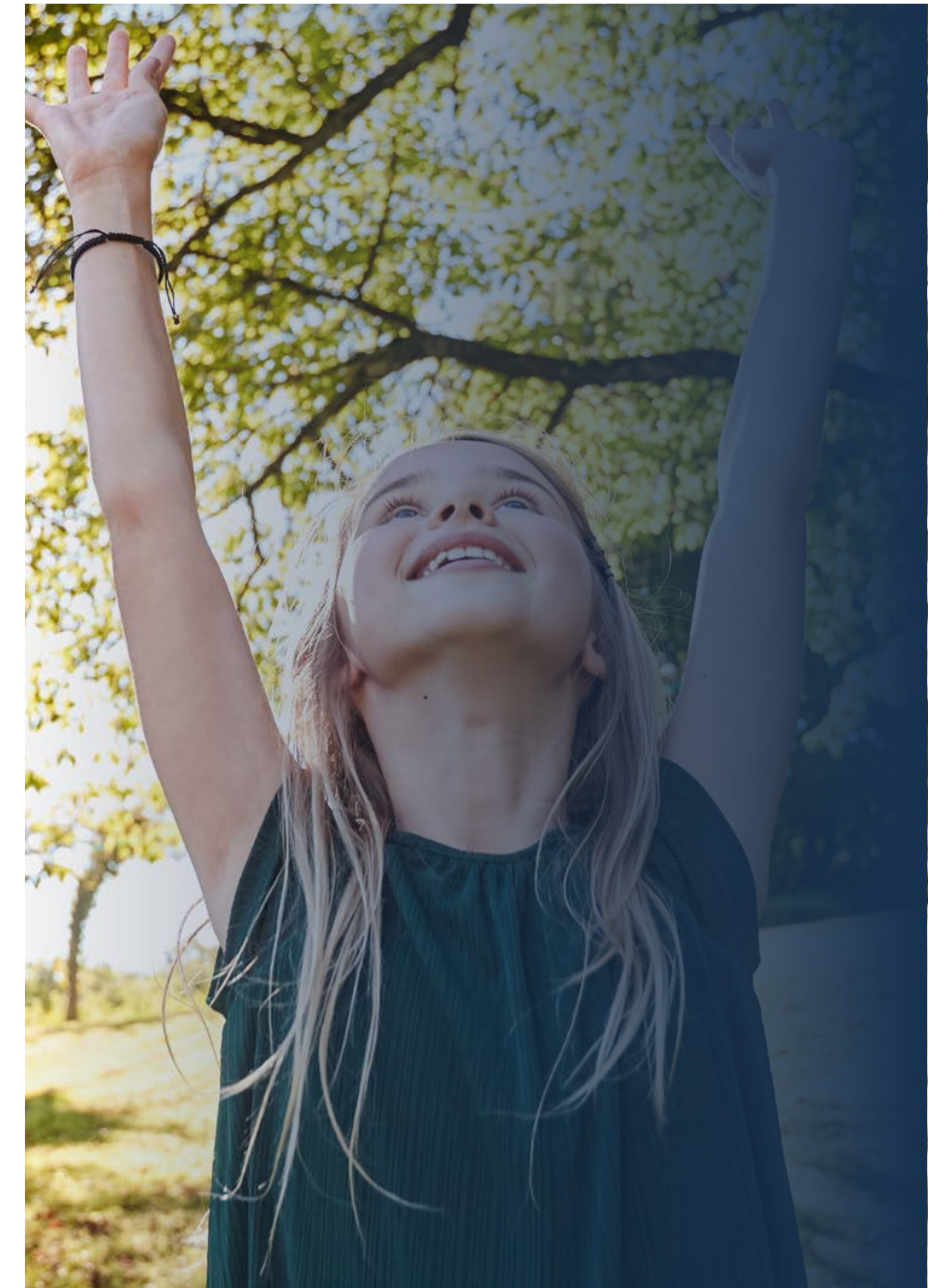
Our social commitments are guided by our sustainability strategy, particularly Goal 6 (Employee Well-being and Development) and Goal 5 (Local Community Engagement). In 2025, we continue to enhance health and safety performance, invest in employee training and engagement, and strengthen social governance structures in line with the VSME framework. Our workforce reflects a broad range of technical and professional backgrounds, and cross-functional and international collaboration is integral to our success.

We aim to provide a work environment that prioritises safety, professional growth, equal opportunities, and overall well-being. Given the inherent risks associated with construction activities, health and safety remain a top priority across all sites, supported by defined procedures, internal training, and monitoring systems. At the same time, we invest in targeted training programmes, leadership development, and continuous learning opportunities to build long-term capabilities. Diversity, equality, and inclusion are embedded within our organisational culture. We strive to foster a workplace characterised by respect, fairness, and equal access to opportunities, regardless of background, origin, gender, or role.

Transparent communication channels and structured feedback mechanisms enable employees to raise concerns and actively contribute to organisational improvement. Beyond our internal responsibilities, GOLDBECK SOLAR is committed to responsible engagement with the communities in which we operate. This includes constructive dialogue during project development, collaboration with local partners, and contributions to community initiatives where appropriate.

Through our renewable energy activities, we also support broader societal objectives such as climate protection, energy security, and local economic development. Through strengthened governance, transparent reporting, and continuous improvement measures, GOLDBECK SOLAR aims to create sustainable social value for employees, partners, and communities while supporting responsible company growth.

Social responsibility
is fundamental to our
long-term development
across all markets and
environments.



Work Structure

GOLDBECK SOLAR's workforce reflects the diverse competencies required to plan, construct, and operate solar projects across an expanding international footprint. Our employees include engineers, technical specialists, construction supervisors, project managers, quality and safety experts, procurement and logistics professionals, and corporate support functions. This multidisciplinary structure enables the company to manage complex project lifecycles while maintaining operational quality and regulatory compliance. In line with Goal 6 (Employee Well-being and Development) of our sustainability strategy, workforce management focuses on ensuring the availability of qualified personnel, fostering collaboration across regions, and supporting long-term employee development.

As the company grows, both workforce size and geographic distribution continue to expand. Employees operate across multiple countries, allowing proximity to project sites and responsiveness to local market requirements. Cross-border collaboration is supported by shared digital tools, standardised processes, and clear governance structures. Project execution is complemented by subcontractors and external specialists who provide additional expertise. These partners are expected to comply with GOLDBECK SOLAR's safety, environmental, and compliance standards to ensure consistent performance across all projects. Structured subcontractor management is essential to maintaining workforce reliability and quality standards.

To strengthen cohesion across regions, the company emphasises structured onboarding processes, transparent communication channels, and clearly defined roles and responsibilities. Workforce planning ensures alignment between staffing capacity and project demand, while internal mobility and role development initiatives contribute to employee retention and organisational resilience. As the organisation evolves, workforce management is increasingly supported by improved data collection on headcount development, turnover rates, skill requirements, and capacity planning.

These insights support strategic decision-making and help ensure that GOLDBECK SOLAR maintains a qualified, adaptable, and well-coordinated workforce capable of delivering its long-term objectives.

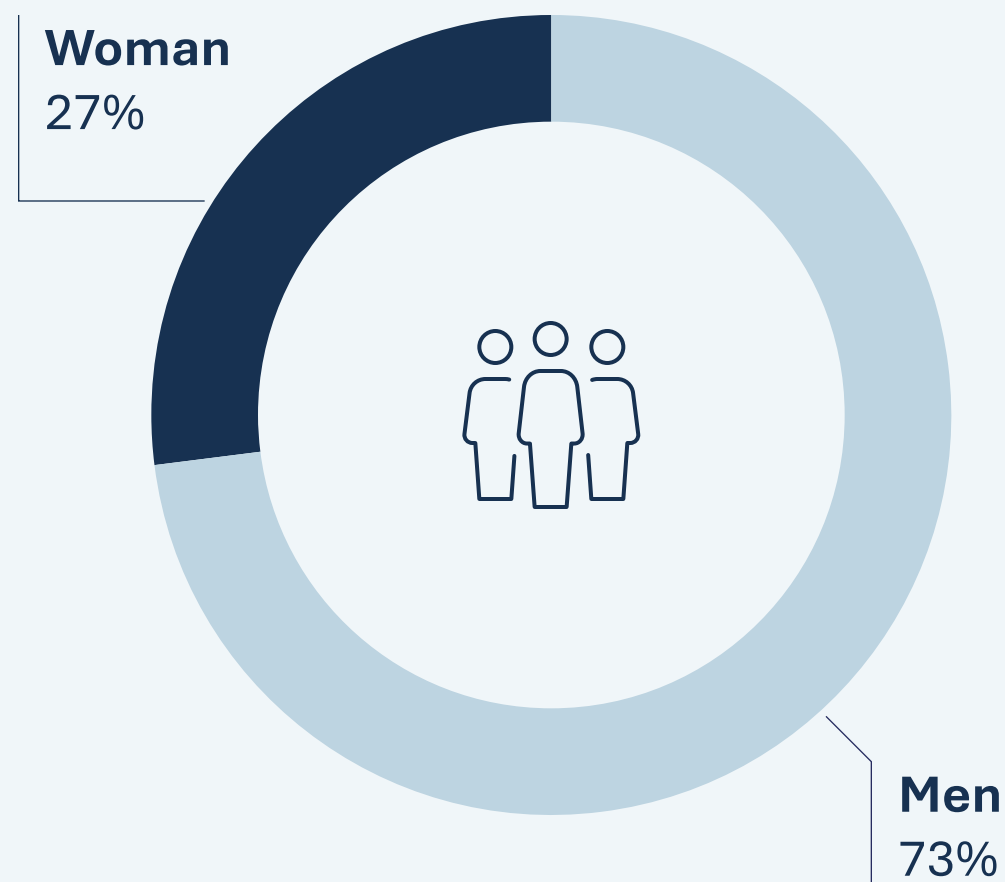


Key messages

The year 2025 in figures

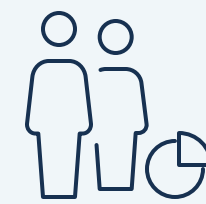
552

Total Employees
within the company



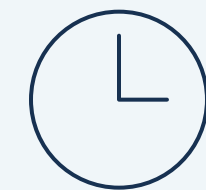
2%

Employees
with disabilities



26%

Female to Male ratio
in management

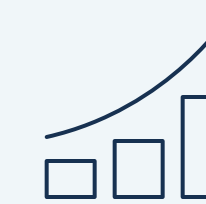


16.5

Training hours
average per employee

11.3%

Employee
turnover



12%

Increase in workforce
compared to the previous year



2.3%

Employee
sick rate

17%

Gender
pay gap

Highlights of Social Performance

Workforce and Employee Metrics

Female to male ratio in management

Women represent 26% of management positions, indicating progress toward greater gender diversity within leadership roles. While the renewable energy and engineering sectors traditionally exhibit lower female representation, increasing diversity in management remains an important priority. Continued efforts in inclusive recruitment, leadership development, and equal opportunity initiatives aim to further strengthen gender balance. GOLDBECK SOLAR targets a female representation in management of more than 30%.

Workforce growth

The workforce increased by 12% year over year, reflecting the company's continued business expansion and rising project activity. Workforce growth supports the scaling of operations across project development, engineering, construction, and operations functions, while also strengthening organisational capabilities to manage a growing international project portfolio.

Average training hours

Women represent 26% of management positions, indicating progress toward greater gender diversity within leadership roles. While the renewable energy and engineering sectors traditionally exhibit lower female representation, increasing diversity in management remains an important priority. Continued efforts in inclusive recruitment, leadership development, and equal opportunity initiatives aim to further strengthen gender balance. GOLDBECK SOLAR targets a female representation in management of more than 30%.

Employee sick rate

The employee sick rate of 2.3% indicates relatively low levels of absenteeism and reflects a generally healthy workforce. Preventive health measures, supportive work environments, and effective health and safety practices contribute to maintaining employee well-being and productivity. GOLDBECK SOLAR aims to maintain the employee sick rate below 3.5%.

Employee turnover

The employee turnover rate of 11.3% indicates moderate workforce mobility within a growing organisation. Turnover may reflect both natural career progression and the dynamic labour market within the renewable energy industry. Monitoring turnover trends helps identify potential areas for improvement in employee engagement and retention strategies. GOLDBECK SOLAR aims to maintain employee turnover below 10%.

Gender pay gap

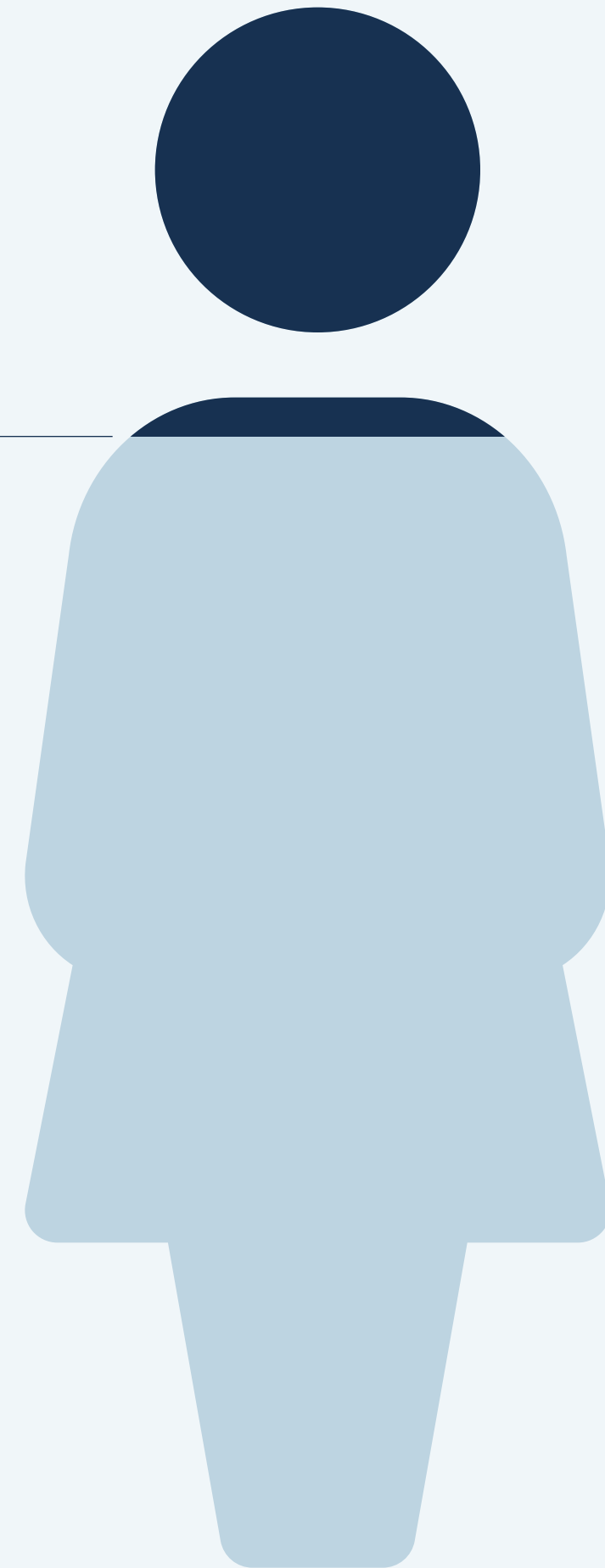
The 17% gender pay gap reflects the difference in average earnings between male and female employees. This gap may be influenced by factors such as role distribution, seniority levels, and representation across technical and leadership positions. The company is committed to promoting fair and transparent compensation practices across the organisation. GOLDBECK SOLAR aims to reduce the gender pay gap to below 5% by 2030.

Workforce representation

Based on gender

27%
Women

Women represent 27% of the workforce at GOLDBECK SOLAR. While the renewable energy and engineering sectors traditionally have lower female representation due to the technical and construction-oriented nature of many roles, the company is committed to promoting equal opportunities and gradually strengthening gender diversity through inclusive recruitment and development initiatives.

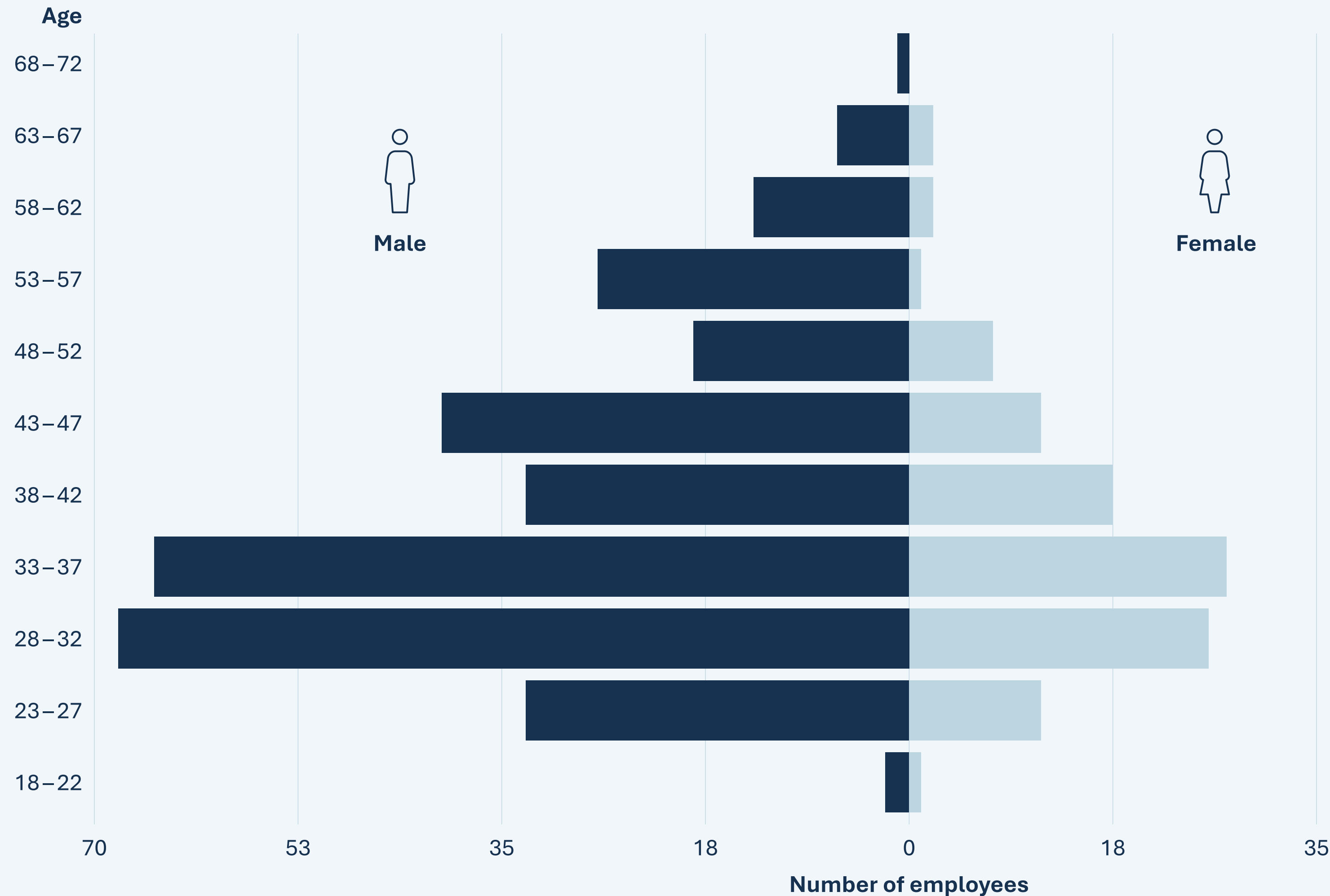


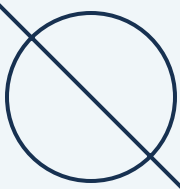
73%
Men

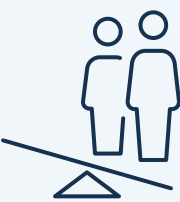
Men account for 73% of the workforce. This distribution reflects the current structure of the renewable energy industry and the organisation's high share of technical, engineering, and construction-related positions. GOLDBECK SOLAR continues to support a diverse and inclusive workplace in line with its sustainability strategy and long-term workforce development goals.

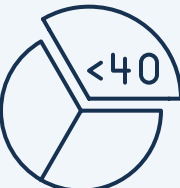


Age structure of employees




 The average age at GOLDBECK SOLAR is 38.5 years, while the median age is only 36.5 years.


 The workforce is heavily concentrated in the 31-40 age group.


 More than a third (34%) are younger than 40, while at the same time there are 10% over 55 years old.

Age structure of employees

GOLDBECK SOLAR's age structure reflects a comparatively young workforce: The 31–40 age group is particularly well represented and makes up a significant share of the workforce. More than one-third of employees are younger than 40, while at the same time 10% are older than 55. This structure presents both opportunities and risks.

On the opportunity side, the strong mid-career generation forms an important development pool. The large group of 31- to 40-year-olds offers excellent potential for developing future leaders, advancing expert career paths, and filling key roles in transformation projects. At the same time, the combination of younger employees and more experienced colleagues creates a productive mix of dynamism and expertise, enabling ideal conditions for mentoring programmes, reverse-mentoring approaches, and project-oriented teams with high innovative capacity.

However, there are also clear risks, particularly the foreseeable loss of knowledge: with more than 10% of employees over the age of 55, a rise in upcoming retirements is expected in the next ten years. Without systematic succession planning, valuable expertise may be lost. In addition, the share of employees under 30, at 17%, is relatively low, which increases the risk that mid-term departures from the core age group cannot be sufficiently compensated by younger talent.

To address these developments, several time-phased measures are planned.

In the short term (1–2 years), the focus is on building a strategic succession plan for all critical roles, introducing a structured knowledge-management approach for employees over 57, and strengthening employer branding to attract young talent.

In the medium term (3–5 years), management development programmes for employees aged 30 to 45 will be established more and further apprenticeship positions are to be offered, following the successful placement of our first training position in 2025. At the same time, the company will expand its health management and further diversify the age structure.

In the long term (5–10 years), the goal is to create a resilient, sustainably balanced workforce without critical age concentrations. Central to this effort is the focus on digital competencies, AI training, and lifelong learning.



Training and Development

Training and development are central elements of GOLDBECK SOLAR's people strategy and directly support Goal 6 (Employee Well-being and Development) of our sustainability strategy. As the company continues to expand internationally, building and maintaining a skilled, future-ready workforce remains a strategic priority. The SOLAR Academy serves as a structured platform for continuous learning, technical qualification, and professional development. It offers training modules across key disciplines, including engineering, construction, electrical systems, project management, quality assurance, and health and safety. These programmes ensure that employees remain aligned with technological advancements, regulatory developments, and internal operational standards.

Regular training cycles support high levels of competence, particularly in areas critical to safe and efficient project execution. In addition to technical training, the Academy provides leadership development, soft skills programmes, and specialised workshops. Structured onboarding programmes introduce new employees to company values, systems, and procedures, facilitating effective integration into their respective teams.

Beyond formal training formats, continuous development is supported through cross-functional collaboration, mentoring by experienced colleagues, and practical on-the-job learning. Digital platforms provide access to training materials and best-practice guidelines across regions, enabling consistent knowledge sharing within the international organisation. Training needs are regularly assessed to ensure alignment with strategic objectives, evolving skill requirements, and employee feedback. Through these initiatives, GOLDBECK SOLAR fosters a culture of learning that empowers employees to develop professionally and contribute to the company's long-term success.

	FY 2024	FY 2025
Average Training Hours per Employee	15h	16.5h
Employees participating in development reviews	90%	93%



Training and Development

Measures and Targets

	Approach at GOLDBECK SOLAR	FY 2030 Targets	SDGs
Technical & Solar Training	Technical training on photovoltaic systems, electrical work, installation standards, quality requirements, and project execution is delivered through the Solar Academy, ensuring strong technical expertise and high-quality execution of solar projects.	<ul style="list-style-type: none"> To increase average technical training hours per employee and to ensure continuous upskilling aligned with technological developments. 	
Health & Safety (HSE) Training	Mandatory training covering occupational health and safety, electrical safety, site safety rules, and risk prevention measures to promote safe working conditions and prevent workplace accidents.	<ul style="list-style-type: none"> To achieve 100% completion of mandatory HSE training and to maintain strong safety awareness across all project sites. 	
Project & Process Training	Training on internal processes, project management methods, quality procedures, and digital tools to improve operational efficiency and standardise project management practices across the organisation.	<ul style="list-style-type: none"> To improve process efficiency through regular training and to ensure consistent application of project standards across regions. 	
Leadership & Personal Development	Development programmes focusing on leadership skills, communication, teamwork, and management capabilities to strengthen leadership capacity and support employee career development.	<ul style="list-style-type: none"> To expand leadership development programmes and to increase diversity and inclusion in leadership roles. 	
Onboarding & Induction	Structured onboarding programmes introducing new employees to company values, systems, standards, and working methods to support smooth integration and alignment with the organisation.	<ul style="list-style-type: none"> To ensure structured onboarding for all new employees and to improve onboarding effectiveness and employee integration. 	
Compliance & ESG Training	Training on compliance topics, sustainability requirements, ESG principles, and internal policies to ensure regulatory compliance and promote responsible business conduct.	<ul style="list-style-type: none"> To ensure regular ESG and compliance training coverage and strengthen awareness of sustainability and governance principles. 	

Occupational Health and Safety

Health and safety are fundamental priorities for GOLDBECK SOLAR, particularly given the inherent risks associated with construction activities, electrical installations, and outdoor project environments. In line with Goal 6 (Employee Well-being and Development) of our sustainability strategy, we are committed to providing a safe and healthy working environment for employees, subcontractors, and all personnel involved in our operations.

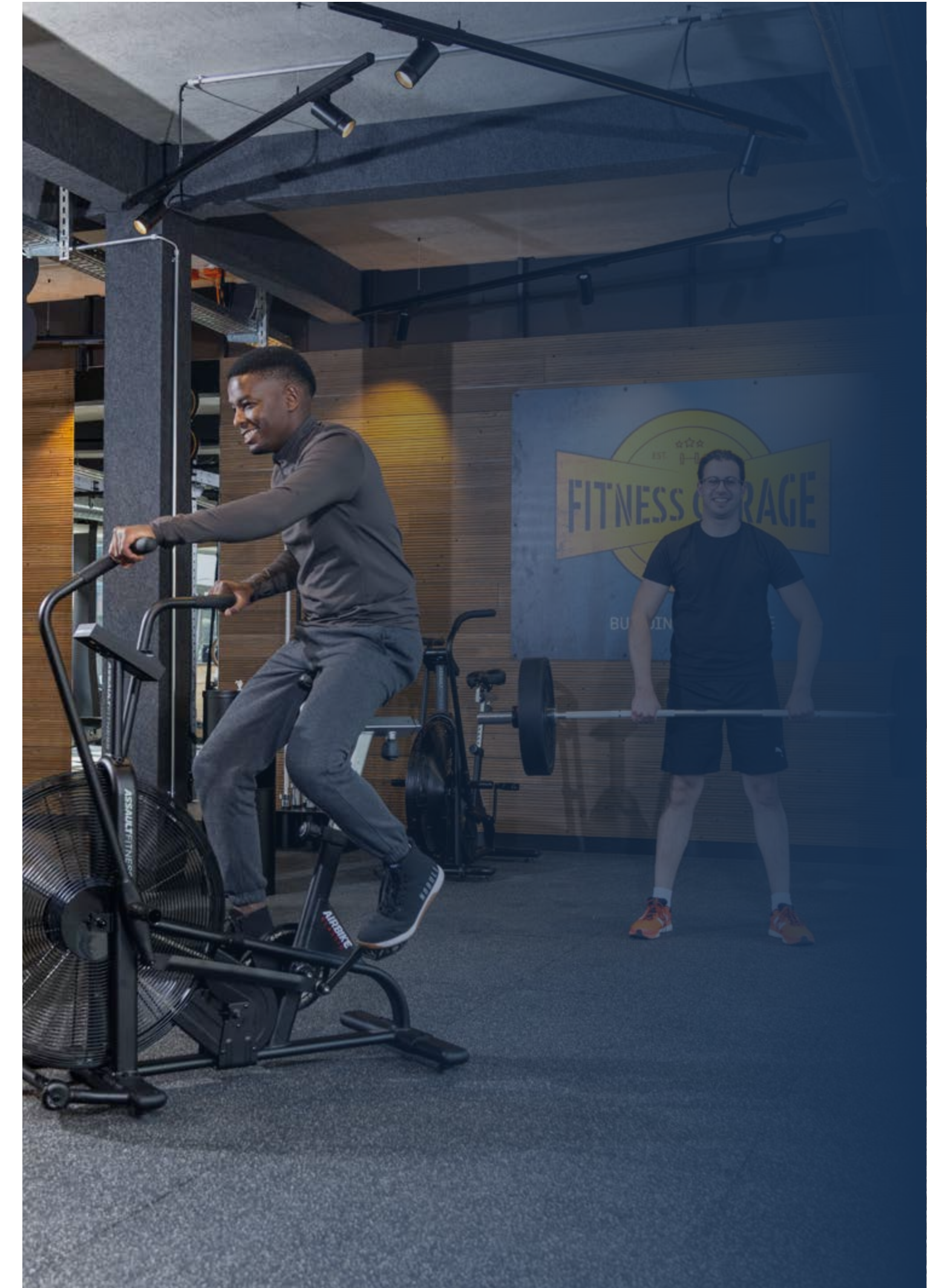
Health and safety responsibilities are clearly defined within internal procedures and integrated into daily operations across offices and project sites. A structured health and safety management approach includes systematic risk assessments, site-specific safety plans, mandatory training, and regular inspections. Employees working on construction sites receive role-specific instruction covering electrical safety, working at heights, personal protective equipment (PPE), and emergency procedures.

Ongoing safety communication plays a critical role in reinforcing safe behaviour. Toolbox talks, safety briefings, and continuous awareness measures support a proactive safety culture throughout project execution. Incident reporting and investigation processes ensure that accidents, near misses, and unsafe conditions are identified, analysed, and addressed promptly. Lessons learned are shared across teams to prevent recurrence and strengthen preventive measures.

Subcontractors and external partners are required to comply with GOLDBECK SOLAR's health and safety standards and are integrated into site-level safety management processes to ensure consistent implementation across all projects.

Beyond physical safety, we recognise the importance of occupational health, including ergonomics, mental well-being, and long-term health protection. Preventive initiatives, guidance, and access to support services help maintain employee well-being. Through structured monitoring, targeted training, and continuous improvement measures.

GOLDBECK SOLAR aims to further strengthen its safety culture and systematically reduce work-related risks across all activities.



Occupational Health and Safety

GOLDBECK SOLAR has grown, and as a result, both the number of employees and the total recorded working hours have increased accordingly in fiscal year 2025 (from 480 to 552 employees and from 961,444 to 1,106,041 working hours).

Despite this growth, the total number of reportable incidents rose only slightly, indicating that overall safety performance remained stable. A particularly positive development is the clear improvement in the Total Recordable Incident Rate (TRIR), which decreased from 4.0 to 2.56. This suggests that preventive measures, training, and the company’s safety culture are having a positive impact.

In contrast, the Lost Time Injury Rate (LTIR) increased from 3.0 to 3.4. This rise, despite increasing professionalism and organisational maturity, shows that incidents resulting in lost workdays remain a key area of focus and that additional measures to reduce risks on construction sites are necessary.

The number of first-aid cases also rose slightly, which may indicate a higher number of minor incidents, or that these are being documented more consistently.

To further improve safety performance, GOLDBECK SOLAR aims to reduce the Lost Time Injury Rate (LTIR) to below 2.0. This will be achieved through stronger prevention efforts, targeted training measures, closer monitoring of high-risk activities, and continued strengthening of the company’s safety culture.

Indicator	FY 2024	FY 2025
Total employees	480	552
Total Working hours	961,444	1,106,041
Reportable Incidents	3	4
First Aid measures	5	6
Lost Time Injury Rate (LTIR)	3.0	3.4
Total Recordable Incident Rate (TRIR)	4.0	2.56



Occupational Health and Safety

Measures and Targets

	Approach at GOLDBECK SOLAR	FY 2030 Targets	SDGs
H&S Governance & Management	Clear health and safety responsibilities defined within the organisation, supported by internal procedures and regular management review of safety performance.	<ul style="list-style-type: none"> Strengthen governance structures across all entities Maintain high safety performance and accountability 	
Risk Assessment & Site Planning	Site-specific risk assessments and safety plans prepared prior to construction activities, including identification of electrical, height and machinery-related risks.	<ul style="list-style-type: none"> Ensure 100% risk assessments for all project sites Improve proactive risk identification processes 	
Training & Qualification	Mandatory health and safety training for employees and subcontractors, including electrical safety, working at heights, and emergency procedures.	<ul style="list-style-type: none"> Achieve 100% completion of HSE training Continuously improve workforce safety competence 	
Toolbox Talks & Safety Briefings	Regular toolbox talks and on-site safety briefings to reinforce safe behaviour, address site-specific risks, and communicate lessons learned.	<ul style="list-style-type: none"> Maintain regular safety communication across all sites Strengthen safety awareness culture 	
Personal Protective Equipment (PPE)	Mandatory use of appropriate PPE, including helmets, safety footwear, gloves, and fall protection equipment, monitored on construction sites.	<ul style="list-style-type: none"> Ensure consistent PPE compliance across all sites Reduce incident risks related to unsafe practices 	
Incident & Near-Miss Reporting	Centralised reporting of accidents, near misses, and unsafe conditions, followed by investigation and corrective actions to prevent recurrence.	<ul style="list-style-type: none"> Improve reporting transparency and response time Reduce incident and near-miss frequency over time 	
Subcontractor Safety Management	Integration of subcontractors into site safety procedures, including safety inductions, compliance checks and contractual H&S requirements.	<ul style="list-style-type: none"> Ensure 100% subcontractor compliance with H&S standards Strengthen safety alignment across the value chain 	
Health Protection & Ergonomics	Measures to reduce physical strain and support occupational health, including ergonomic workplace design, manual handling guidance, and access to health support services.	<ul style="list-style-type: none"> Reduce work-related physical strain Improve long-term employee health and well-being 	
Emergency Preparedness	Emergency response procedures in place for construction sites and offices, including first aid arrangements and evacuation plans.	<ul style="list-style-type: none"> Ensure emergency preparedness across all sites and offices Conduct regular drills and response training 	
Monitoring & Continuous Improvement	Regular inspections, audits, and performance reviews to monitor compliance and identify opportunities for improving safety standards.	<ul style="list-style-type: none"> Strengthen monitoring systems and audit coverage Continuously improve safety performance indicators 	

Diversity, Equity and Inclusion

Diversity, equality, and inclusion (DE&I) are integral components of GOLDBECK SOLAR's organisational culture and people strategy. In line with Goal 6 (Employee Well-being and Development) of our sustainability strategy, we aim to foster a workplace that values diverse perspectives and promotes equal opportunities across all regions in which we operate.

As an internationally active company with employees from different nationalities, cultural backgrounds, and professional disciplines, we recognise diversity as a driver of collaboration, innovation, and long-term performance. Equal opportunities in recruitment, employment, and career development are fundamental principles, irrespective of gender, age, origin, religion, or other personal characteristics.

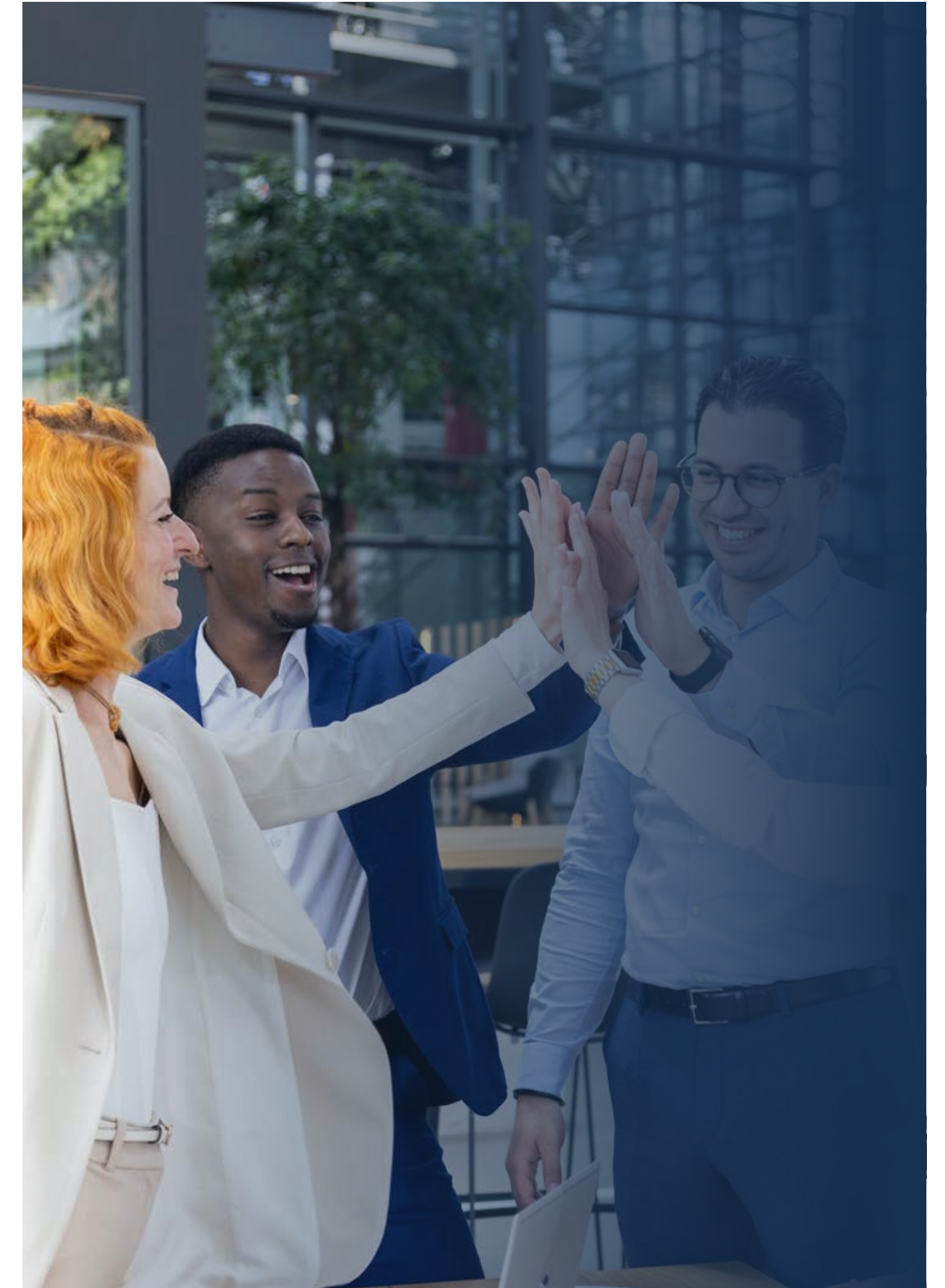
Recruitment and promotion processes are designed to be fair and transparent, with decisions based on qualifications, experience, and role-specific requirements. Non-discrimination principles are embedded in internal guidelines and supported by clearly defined responsibilities within management and human resources. As the organisation grows, we continue to enhance transparency regarding diversity-related indicators and promote awareness of inclusive practices across teams and leadership levels.

In 2025, initiatives focus on strengthening an inclusive working environment where employees feel respected and supported. Measures include encouraging open dialogue, addressing unconscious bias through training, and promoting inclusive leadership behaviours.

Recognising that the renewable energy and engineering sectors traditionally exhibit lower female representation, GOLDBECK SOLAR seeks to gradually improve diversity across all organisational levels through targeted recruitment, structured development programmes, and long-term workforce planning.

Through continuous improvement and constructive dialogue, GOLDBECK SOLAR aims to embed diversity, equality, and inclusion as essential elements of a respectful, resilient, and sustainable workplace.

Our inclusion efforts always begin with people, giving them the space, tools, and support to demonstrate their strengths and expertise. DE&I topics are embedded in our learning culture: through the Solaracademy, employees worldwide have continuous access to online trainings on unconscious bias, inclusive leadership, practising DE&I in the workplace, and empowering women in leadership. Each year, we also host global workshops with external speakers and colleagues to celebrate International Women's Day and promote awareness across the organisation.



Diversity, Equity and Inclusion

Measures and Targets

	Approach at GOLDBECK SOLAR	FY 2030 Targets	SDGs
Workforce Gender Distribution	Gender-neutral recruitment processes, transparent role descriptions, selection criteria, and monitoring of gender distribution.	<ul style="list-style-type: none"> Gradual increase in female representation across the workforce 	
Employment Equality	Non-discrimination embedded in HR guidelines and equal pay for equal work principle applied with clear grievance and escalation channels.	<ul style="list-style-type: none"> Maintain zero discrimination incidents 	
Recruitment & Career Development	Structured recruitment processes and fair access to training and development opportunities with objective performance and promotion criteria.	<ul style="list-style-type: none"> Improve diversity in hiring and internal promotions 	
Leadership & Management Diversity	Inclusive leadership principles are promoted with awareness of unconscious bias in management decisions.	<ul style="list-style-type: none"> Increase diversity in leadership positions over time 	
Inclusive Workplace Culture	Open communication culture, respectful workplace standards and team collaboration across regions.	<ul style="list-style-type: none"> Maintain inclusive work environment across all locations 	
Awareness & Training	Awareness initiatives on diversity and inclusion, and integration of DEI aspects into leadership development.	<ul style="list-style-type: none"> Strengthen awareness of DEI principles among managers 	

Employee Well-being

Employee well-being is a central component of GOLDBECK SOLAR's people strategy and is closely linked to Goal 6 (Employee Well-being and Development) of our sustainability strategy. Promoting physical and mental health significantly contributes to long-term performance, engagement, and retention across our international workforce.

As the company continues to grow, we aim to maintain a healthy balance between operational requirements and employee well-being across offices, construction sites, and different regions. Flexible working models, where feasible also remote and hybrid, along with clear communication structures, realistic workload planning, and coordinated project management help reduce pressure and strengthen collaboration. Leadership plays an essential role by identifying potential strain early and fostering an open dialogue within teams.

GOLDBECK SOLAR supports employee well-being through a comprehensive approach that promotes physical and mental health across the organisation. The internal Work-Life Balance & Health platform offers practical resources on exercise, healthy nutrition, stress management, and everyday well-being, helping employees integrate healthy habits into their routines.

A key element is the Employee Assistance Programme, which provides confidential, anonymous, and free external counselling for employees and their families on issues such as work-related stress, personal challenges, sleep problems, or family concerns.

To further strengthen mental health awareness, GOLDBECK SOLAR is establishing a network of certified Mental Health First Aiders who offer low-threshold, confidential support in the workplace. Additional online courses for leaders and employees enhance mental health knowledge and encourage a supportive team culture.

Social well-being is further promoted through internal communities such as sports, music, and social groups, helping build connection and engagement across the company.

Beyond organisational measures, GOLDBECK SOLAR promotes well-being through targeted health initiatives, preventive programmes, and access to external support services. Ergonomic workplace design, guidance on healthy working practices, and awareness activities contribute to long-term physical and mental health protection. Transparent communication channels enable employees to raise concerns, share feedback, and support continuous improvement of workplace conditions.

Employee well-being is closely connected to engagement and organisational resilience. Regular feedback mechanisms and internal communication formats provide valuable insights into employee expectations and development needs, helping to drive ongoing improvements in working conditions and people-related initiatives.

Through this holistic approach, GOLDBECK SOLAR seeks to foster a motivated, resilient, and engaged workforce that supports the company's sustainable growth.



Work Life Balance

Practices in our company



Employee Well-being

Measures and Targets

	Approach at GOLDBECK SOLAR	FY 2030 Targets	SDGs
Work-Life Balance	Hybrid and remote working options for office-based roles and flexible working hours depending on role and location.	<ul style="list-style-type: none"> Maintain flexible working models and improve work-life balance satisfaction 	
Physical Health & Ergonomics	Ergonomic office equipment and guidance on healthy workplace practices.	<ul style="list-style-type: none"> Reduce work-related physical strain across offices and sites 	
Mental Health & Well-being	Awareness initiatives on mental well-being and access to external support and counselling services where available.	<ul style="list-style-type: none"> Strengthen mental health awareness and support offerings 	
Employee Engagement & Feedback	Employee surveys and feedback channels and open communication with managers and HR.	<ul style="list-style-type: none"> Improve employee engagement and participation in feedback processes 	
Work Environment & Culture	Clear behavioural expectations and supportive leadership practices.	<ul style="list-style-type: none"> Maintain a positive and inclusive work environment 	
Preventive Health Measures	Health guidance and preventive initiatives depending on local context	<ul style="list-style-type: none"> Expand preventive health initiatives across core locations 	

04 Governance

Effective corporate governance is a cornerstone of GOLDBECK SOLAR's long-term development and operational reliability. As a growing company operating across multiple countries, robust governance structures ensure transparent decision-making, clear accountability, and responsible business conduct.

Governance defines the framework for setting strategic objectives, managing risks, and ensuring compliance with legal and ethical standards.

In line with our sustainability strategy, particularly Goal 7 (Supply Chain Ownership) and Goal 10 (Transparency and Reporting), governance responsibilities are anchored at the management level and integrated into daily operations. Clearly defined roles and decision-making processes support both strategic oversight and operational execution. Management bodies are responsible for setting direction, allocating resources, and monitoring performance, while ensuring that sustainability, risk, and compliance considerations are embedded in business planning.

Risk management is closely linked to governance and strengthens operational resilience in a dynamic business environment. Key operational, financial, regulatory, and reputational risks are systematically identified, assessed, and mitigated to ensure business continuity and protect employees, projects, and assets.

Governance responsibilities also extend to suppliers, partners, and other external stakeholders. Expectations regarding integrity, compliance, and responsible business practices are embedded into procurement processes and contractual frameworks, supporting consistent standards across the value chain.

As sustainability reporting evolves, GOLDBECK SOLAR continuously strengthens its governance systems, documentation processes, and internal controls.

By enhancing transparency, improving data quality, and embedding governance principles across all operations, the company lays a stable foundation for sustainable growth and long-term value creation.



Business Conduct and Compliance

Business Conduct & Compliance form a central pillar of GOLDBECK SOLAR's governance framework. Internal policies and guidelines define binding expectations regarding integrity, anti-corruption, fair competition, data protection, and responsible behaviour. These principles apply to all employees and are supported by regular communication, targeted training, and established reporting channels, ensuring that compliance is understood, accessible, and actively lived throughout the organisation.

GOLDBECK SOLAR's commitment to responsible corporate conduct is further reinforced through its long-standing membership in leading industry organisations such as the World Energy Council and the German Solar Industry Association (Bundesverband Solarwirtschaft e.V.).



Active participation in these leading industry organisations enhances our contribution to global energy dialogues and the development of sector-wide standards. At the same time, this involvement reinforces our responsibility to uphold the highest levels of integrity, transparency, and sustainable corporate governance.

By engaging in industry-wide discussions, we promote responsible market practices, support the evolution of regulatory frameworks, and contribute to the sustainable advancement of the solar and energy sector.



Through this comprehensive approach, GOLDBECK SOLAR promotes a culture of ethical conduct, strengthens trust among stakeholders, and ensures compliance with legal and regulatory requirements across all business areas.

Business Conduct and Compliance

Measures and Targets

	Approach at GOLDBECK SOLAR	FY 2030 Targets	SDGs
Principles of Business Conduct	GOLDBECK SOLAR conducts its business activities in accordance with principles of integrity, transparency, and compliance with applicable laws and regulations. Ethical behaviour is expected from all employees in all markets.	<ul style="list-style-type: none"> • Ensure 100% employee adherence to Code of Conduct 	
Compliance Management	Compliance responsibilities are clearly defined within the organisation and supported by internal policies, procedures, and management oversight. Compliance considerations are integrated into operational and strategic decision-making processes.	<ul style="list-style-type: none"> • Maintain 100% compliance with applicable laws and regulations • Conduct regular compliance reviews across all entities 	
Employee Responsibility	All employees are required to comply with internal rules and applicable legal requirements and to act responsibly in their daily work. Employees are encouraged to raise concerns if they identify potential violations.	<ul style="list-style-type: none"> • Achieve 100% employee awareness of compliance policies • Strengthen internal reporting culture across all locations 	
Training & Awareness	Compliance-related topics are addressed through onboarding, internal communication, and targeted training initiatives for relevant employee groups to strengthen awareness of legal and ethical obligations.	<ul style="list-style-type: none"> • Ensure 100% completion of compliance training for relevant employees • Expand training coverage across all regions 	
Monitoring & Controls	Compliance risks are monitored through internal controls and management review. Identified risks or deviations are addressed through corrective actions and continuous improvement measures.	<ul style="list-style-type: none"> • Implement standardised compliance monitoring across all entities • Strengthen internal control systems and audit coverage 	
Reporting & Escalation	Clear reporting and escalation channels are available to ensure that potential compliance issues can be raised and handled appropriately and confidentially.	<ul style="list-style-type: none"> • Maintain effective whistleblower system across all regions • Ensure timely investigation and resolution of reported cases 	

Anti-Corruption and Whistleblowing

Zero-tolerance approach

GOLDBECK SOLAR applies a zero-tolerance approach toward corruption, bribery, and unethical business practices. The company is committed to conducting all business activities in a transparent, lawful, and responsible manner. Any form of bribery, facilitation payments, or improper advantages in dealings with public authorities, customers, suppliers, or other business partners is strictly prohibited.

Anti-corruption principles are embedded within the company’s governance framework and supported by internal policies, procedures, and management oversight. Employees are expected to act with integrity and to avoid conflicts of interest or situations that could create the appearance of undue influence. Awareness of ethical standards is reinforced through internal communication and targeted training, particularly for functions exposed to elevated compliance risks.

To promote transparency and accountability, GOLDBECK SOLAR maintains structured reporting mechanisms that allow employees and external stakeholders to raise concerns regarding suspected misconduct or violations of internal rules. Whistleblowing channels enable confidential reporting and are designed to protect individuals from retaliation. Reported concerns are assessed and investigated in accordance with defined procedures to ensure appropriate documentation, review, and follow-up actions.

Expectations regarding anti-corruption and ethical conduct also apply to business partners and suppliers. Compliance with applicable laws and integrity standards is communicated within contractual frameworks and supplier engagement processes.

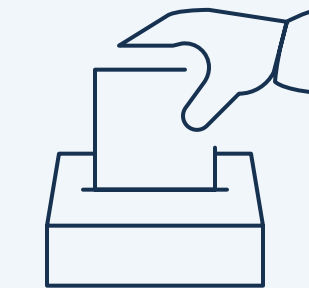
Through preventive measures, clearly defined reporting mechanisms, and consistent follow-up procedures, GOLDBECK SOLAR seeks to minimise corruption risks, strengthen ethical business practices, and maintain stakeholder trust across all regions of operation.

If you have a concern or would like to report potential misconduct, we encourage you to use our confidential whistleblowing system. You can submit a report at any time via the following link:

→ whistleblower.goldbecksolar.com

All submissions are reviewed carefully, and the identity of the reporting person is protected. Your contribution helps strengthen transparency and integrity at GOLDBECK SOLAR.

	FY 2025	
Cases reported via Whistleblowing Tool	2	All reports submitted through our whistleblowing tool were reviewed with the highest priority. Each case was thoroughly assessed, and appropriate follow-up steps were taken.
Cases requiring corrective action	0	
		No incidents were identified that required corrective action.



2

Cases reported via Whistleblowing Tool



0

Cases requiring corrective action

Anti-corruption and Whistleblowing

Measures and Targets

	Approach at GOLDBECK SOLAR	FY 2030 Targets	SDGs
Anti-Corruption Principles	GOLDBECK SOLAR applies a zero-tolerance approach toward corruption, bribery, and unethical business practices. Any form of improper advantage or facilitation payment is prohibited.	<ul style="list-style-type: none"> • Maintain zero confirmed corruption or bribery cases • Ensure 100% adherence to anti-corruption principles across all operations 	
Internal Policies & Controls	Anti-corruption principles are embedded in internal compliance policies and procedures and supported by management oversight. Employees are required to act with integrity in all business interactions.	<ul style="list-style-type: none"> • Maintain 100% implementation of anti-corruption policies across all entities • Strengthen internal controls and periodic compliance reviews 	
Employee Awareness & Training	Awareness of anti-corruption requirements is promoted through internal communication and targeted training for relevant employee groups, particularly those exposed to higher compliance risks.	<ul style="list-style-type: none"> • Achieve 100% completion of anti-corruption training for relevant employees • Expand training coverage across high-risk roles and regions 	
Whistleblowing Mechanisms	Confidential reporting channels are available to allow employees and external stakeholders to report suspected misconduct or violations of internal rules. Protection against retaliation is ensured.	<ul style="list-style-type: none"> • Ensure accessible whistleblowing channels in all operating regions • Maintain high reporting trust and protection standards 	
Investigation & Follow-up	Reported cases are reviewed and investigated in accordance with defined procedures. Appropriate corrective actions are taken where necessary, and cases are documented.	<ul style="list-style-type: none"> • Ensure 100% of reported cases are investigated and resolved • Strengthen documentation and response timelines 	
Business Partners & Suppliers	Expectations regarding ethical conduct and anti-corruption are communicated to business partners and suppliers and integrated into contractual and procurement processes.	<ul style="list-style-type: none"> • Ensure 100% of key suppliers commit to anti-corruption standards • Integrate compliance requirements into all major contracts 	

The protection of personal data and the systematic management of risks are integral components of GOLDBECK SOLAR’s governance framework. As an organisation operating across multiple countries and handling sensitive business, employee, and customer information, the company is committed to ensuring data security and compliance with applicable data protection regulations, including the EU General Data Protection Regulation (GDPR).

Data protection responsibilities are clearly defined within the organisation and supported by internal policies, procedures, and technical safeguards. Measures such as access controls, secure IT systems, and guidance on responsible data handling help protect personal and confidential information against unauthorised access, loss, or misuse. Employees are informed of data protection requirements through internal communication and, where relevant, targeted training initiatives.

Risk management is closely linked to data protection and broader governance responsibilities. GOLDBECK SOLAR identifies, assesses, and manages key risks related to operations, projects, information security, regulatory requirements, and external developments. Risk assessments are conducted on a regular basis and integrated into decision-making processes to support business continuity and resilience.

Identified risks are addressed through the implementation of appropriate mitigation measures, internal controls, and monitoring mechanisms. Management oversight ensures that significant risks are reviewed and that corrective actions are implemented where necessary. As the company continues to grow and digitalisation increases, data protection and risk management processes are continuously reviewed and further developed to respond to evolving threats and regulatory expectations. Through this structured approach, GOLDBECK SOLAR aims to safeguard information, minimise operational disruptions, and support sustainable long-term business performance.

GOLDBECK SOLAR ensures strong digital resilience through reliable systems, robust security practices, consistent recovery capabilities, and a well-trained workforce.

1. Availability & Recovery

Uptime/availability of critical systems	100%
Mean Time Between Failures (MBTF)	No Failures Occured
Mean Time to Recover (MTTR)	Test Result 4 hours

2. Information Security

Critical Incidents	0
Penetration Test	Passed Successfully

3. Resilience & Recovery

Backup and Restore Test Success Rate	100%
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4. Process & Management KPIs

Employee Training Coverage	100%
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Data Protection and Risk Management

Measures and Targets

	Approach at GOLDBECK SOLAR	FY 2030 Targets	SDGs
Data Protection Principles	GOLDBECK SOLAR processes personal data in accordance with applicable data protection laws, including GDPR, and applies principles of data minimisation, confidentiality and security.	<ul style="list-style-type: none"> • Maintain 100% compliance with GDPR and applicable data protection laws • Achieve zero major data protection breaches 	
Data Protection Governance	Responsibilities for data protection and information security are clearly defined and supported by internal policies, procedures and management oversight.	<ul style="list-style-type: none"> • Establish standardised governance structures across all entities • Conduct regular internal audits and compliance reviews 	
Technical & Organisational Measures	Technical and organisational safeguards such as access controls, secure IT systems and role-based permissions are implemented to protect sensitive data.	<ul style="list-style-type: none"> • Strengthen IT security systems and access management across all operations • Achieve continuous improvement in cybersecurity resilience 	
Employee Awareness & Training	Employees receive guidance and training on responsible data handling, information security and data protection requirements relevant to their roles.	<ul style="list-style-type: none"> • Ensure 100% completion of data protection training for relevant employees • Increase awareness across all locations and functions 	
Risk Identification & Assessment	Key risks related to operations, projects, information security and regulatory compliance are identified and assessed on a regular basis.	<ul style="list-style-type: none"> • Implement standardised risk assessment processes across all entities • Improve early identification of cybersecurity and compliance risks 	
Risk Mitigation & Controls	Identified risks are addressed through mitigation measures, internal controls and defined escalation processes to reduce potential impacts.	<ul style="list-style-type: none"> • Ensure timely mitigation of identified risks • Strengthen internal control effectiveness and documentation 	
Monitoring & Continuous Improvement	Risk management and data protection processes are reviewed regularly and further developed to respond to organisational growth and evolving regulatory expectations.	<ul style="list-style-type: none"> • Establish continuous monitoring systems for data protection and IT security • Enhance reporting and improvement mechanisms across all regions 	

Supply Chain Due Diligence

In 2025, GOLDBECK SOLAR successfully completed its second certification under the German Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichtengesetz, LkSG) using the Tacto platform. The certification confirms that the company's supply chain due diligence processes meet the applicable legal requirements related to human rights and environmental responsibility.

The certification process conducted via Tacto supports a structured and transparent approach to supplier risk assessment, documentation, and monitoring. Through the platform, GOLDBECK SOLAR systematically evaluates supply chain risks, tracks mitigation measures, and ensures traceability of due diligence activities. This contributes to the consistent implementation of LkSG requirements across procurement processes and supplier relationships.

Supply Chain Due Diligence

Percentage of direct suppliers assessed	100%
Percentage of Suppliers identified as High-risk	0%
Number of Actions taken on Suppliers	62
Training coverage on supplier due diligence for procurement and key functions.	100%

The successful recertification reflects GOLDBECK SOLAR's ongoing commitment to social responsibility, transparency, and sustainable supply chain management. It also demonstrates the company's focus on embedding due diligence processes into day-to-day operations rather than treating compliance as a one-time exercise. The achievement was made possible by the strong engagement and diligence of employees across relevant departments, working closely with suppliers and partners.

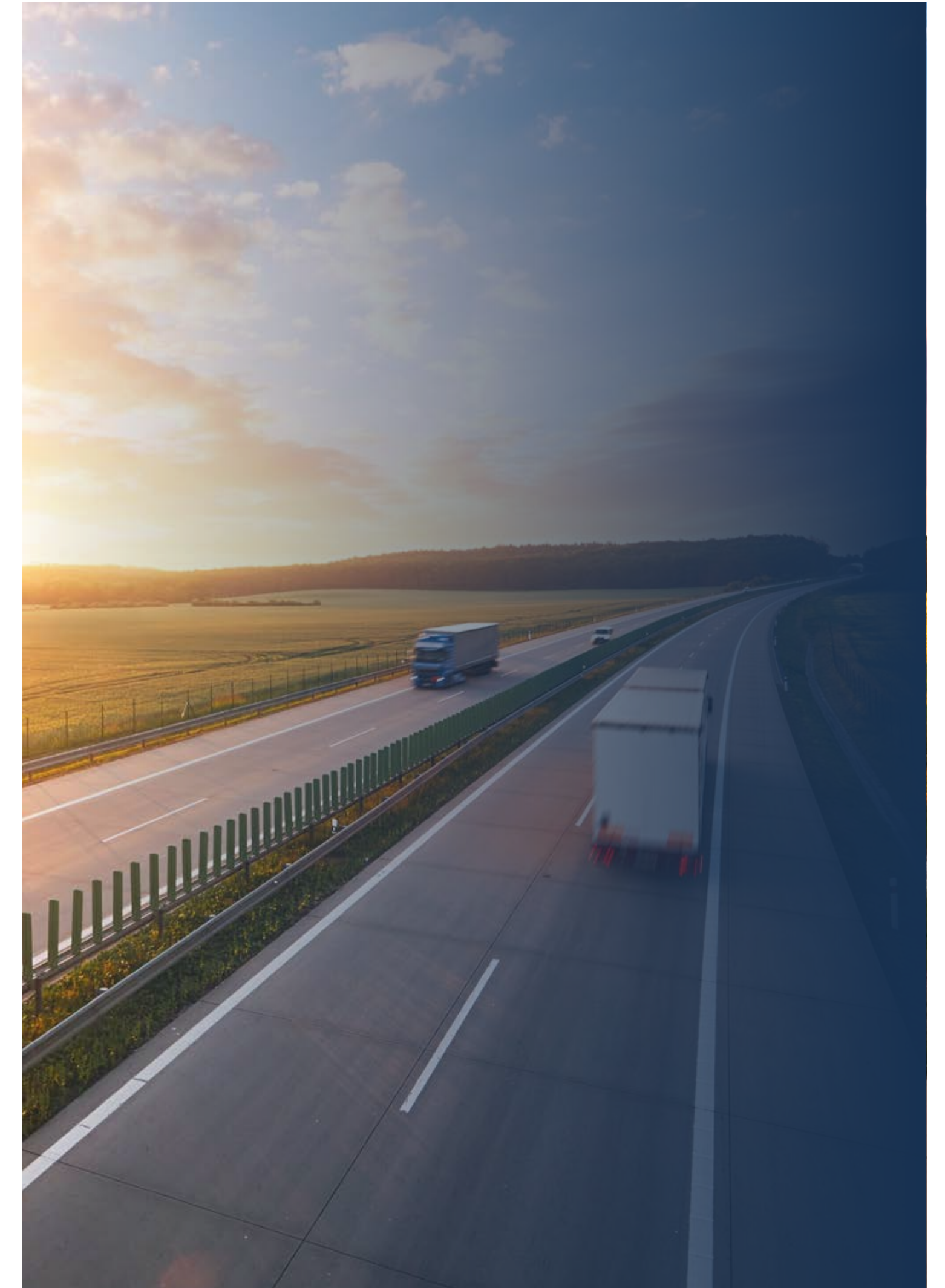


Successfully recertified

GOLDBECK SOLAR GmbH and all affiliated companies have reviewed and assessed their suppliers for ESG risk factors in accordance with the legal requirements of the LkSG for the 2025 financial year.



tacto



Strengthening ESG Foundations For Solar Projects Worldwide

As a global leader in solar energy solutions, GOLDBECK SOLAR firmly believes that strong governance is the foundation of sustainable business success. Our commitment to environmental, social, and governance (ESG) principles is deeply embedded across our organisation, shaping daily operations, guiding strategic decisions, and fostering accountability at every level.

Through a comprehensive ethical framework, including our Code of Conduct and Sustainability Policy, we uphold the highest standards of integrity, transparency, and respect for human rights. We are proud that no human rights violations or community-related conflicts occurred across our operations or supply chains. This reflects our rigorous due-diligence processes, strong supplier partnerships, and active engagement with local communities.

Our focus on creating an inclusive and respectful workplace continues to be demonstrated through a sustained record of zero formal cases of harassment or discrimination. A proactive approach to diversity and inclusion, supported by clear policies and regular awareness programmes, cultivates a work culture based on fairness and equal opportunity.

Transparency and accountability remain central pillars of our governance system. Our group-wide whistleblowing platform ensures that any ethical concerns can be raised confidentially and without fear of retaliation, reinforcing trust across teams, contractors, customers, and partners.

To strengthen these principles, we invested significantly in several training in FY2025, reaching more than 500 employees worldwide. Through global modules and region-specific in-person sessions, we ensure that every team member has the tools to act responsibly and uphold our shared standards and values.

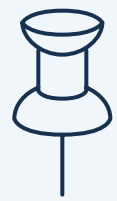
Our commitment to international quality, environmental and safety standards through different ISO certification reflect a culture focused on prevention, continuous improvement, and responsible business practices. With expansion planned for the coming year, we continue to elevate our compliance practices and systematically manage risks.

While proud of our achievements in FY2025. Yet governance is never static. We continuously review and refine our policies, processes, and controls to meet evolving regulatory expectations and emerging risks.

Our approach to ESG governance reflects a clear message: integrity, responsibility, and transparency are not just principles, they are the foundation of how we conduct business. By building strong ethical structures, empowering our teams, and engaging openly, we create sustainable value for our employees, customers, suppliers, and other stakeholders.

As we look ahead,
GOLDBECK SOLAR
remains dedicated to
leading by example,
advancing responsible
corporate governance
and driving positive
impact across our
industry and beyond.

A call to action



We invite our partners, stakeholders, and communities to join us on this transformative journey towards a sustainable future.



At GOLDBECK SOLAR, we are not only committed to providing clean energy but also to shaping a more prosperous and sustainable world for generations to come.

Responsible and contact for this report



Sebastian Pollmann
Specialist Sustainability & Reporting
GOLDBECK SOLAR GmbH



Rakshith Hanumanthegowda
Financial & Sustainability Analyst
GOLDBECK SOLAR GmbH



GOLDBECK SOLAR GmbH
Goldbeckstrasse 7
69493 Hirschberg a.d. Bergstrasse

+49 6201 7103 300
info@goldbecksolar.com

Together, through innovation, responsibility, and collaboration, we can build a world where technology, nature, and society thrive in harmony.

goldbeck
solar

Mastering Energy

GOLDBECK SOLAR GmbH
Goldbeckstrasse 7
69493 Hirschberg a.d. Bergstrasse

+49 6201 7103 300
info@goldbecksolar.com