

## Definition of topics in materiality matrix

**Climate risk and opportunities:** Identify, evaluate and respond to potential climate-related risks and opportunities to our people, business and physical assets

**Innovative and green finance solutions:** Explore and leverage on innovative ways to raise capital such as carbon and climate finance

**Biodiversity:** Avoid and minimize negative impacts on biodiversity (ecosystems, plants, animals) and ensure that this is sustainably managed and conserved for future generations

**Water management:** Promote responsible and efficient use of water in sourcing of materials, construction and operations

**Waste management:** Prevent or minimize the impact of waste

**Greenhouse gas (GHG) emissions:** Report on our company's greenhouse gas emissions to establish an overview of our own emissions and how to potentially reduce them

**End-of-life management:** Ensure that our solar energy systems can be reused, recycled or disposed safely through designing recyclable modules, implementing take-back systems etc

**Land resettlement:** Avoid involuntary resettlement wherever possible and minimize the impact on individuals displaced through mitigation measures such as fair compensation and improvements to living conditions

**Stakeholder engagement:** Interact with and influence project stakeholders to the overall benefit of the project and its advocates through consultation, communication, negotiation, compromise, and relationship building

**Human rights:** Respect human rights and recognize our responsibility of avoiding the infringement of rights of local communities or other stakeholders wherever the company operates

**Local job creation and training:** Contribute to local job creation and skills transfer to the communities where we operate

**Local development programs:** Implement community development programmes in the local communities where we have operations addressing local needs and social challenges

**Community engagement:** Ongoing communication in communities about the project and potential impacts, manage expectations and ensure local support and understanding of our projects

**Anti-corruption:** Ensure continuous focus on a zero-tolerance approach to bribery and corruption and strive for high standards of business ethics

**Responsible procurement:** Select suppliers based on relevant sustainability criteria including high environmental standards and performance, strong social performance (related to e.g. health and safety and working conditions and respect for human rights) and strong scores on transparency and anti-corruption

**Health, Safety, Security and Environment (HSSE):** Continuously work for zero harm to personnel, materials and the environment

**Labour conditions (employees):** Ensure fair working hours, wages and physical conditions for all employees working on site

**Labour conditions (contractors):** Ensure fair working hours, wages and physical conditions for all contractors' employees working on site

**Contractor safety and monitoring:** Define and communicate our health and safety standards to contractors and monitor their performance

**Security and emergency preparedness:** Prepare for and be able to respond to emergencies and minimize all consequential impacts/losses

**Talent attraction and retention:** Have systems in place to attract new talents and retain existing talent

**Human capital development:** Develop human capital (knowledge, skills and abilities) in our organization through relevant training and education

**Diversity and equal opportunity:** Provide equal opportunities and value diversity of people (gender, cultural background and age)

**Freedom of association & collective bargaining:** Support the right of workers to organize unions and associations to pursue their interests and take collective action