



DIVERSITY POLICY FOR MEMBERS OF THE COMPANY'S BOARD OF DIRECTORS

The Board of Directors of SOLTEC POWER HOLDINGS, S.A. (the “**Company**”) considers transparency in all their actions as a key element of its corporate governance, including the process to select candidates for the Board of Directors.

With that aim, the Board of Directors has approved this diversity Policy for Members of the Board of Directors. Such policy is public, specific and verifiable, thus ensuring all proposals for Company director appointments are supported by a preliminary analysis of Board of Directors’ needs, and guaranteeing that in the Board of Directors there is a **variety of skills, knowledge, experiences, origins, nationalities, ages and genders**.

1. Scope of Application.

This policy to select director candidates shall apply to the selection of candidates to Company directors who are natural persons. This policy shall be a central principle for Group companies, which are to use it as applicable.

In the case of Company director candidates who are legal persons, the provisions of this policy for selection of director candidates shall apply to the natural persons representing them.

2. Purposes of Candidate Selection.

When selecting director candidates, the Board of Directors should first analyze Company needs with the support of the Appointments and Remuneration Committee, who should issue a preliminary report.

Candidates should fulfill the characteristics listed in the sections below, and their appointment should contribute to ensuring a diversity of capabilities, knowledge, experiences, origins, nationalities, ages and genders within the Board of Directors.

3. Candidate Characteristics.

The selection of director candidates should be based on the following criteria:

- a) To identify candidates for the role of **executive director**, it is important to ensure such individuals have been associated to the Company or to any of the Group companies.
- b) To select candidates for the role of **independent director** and with the aim of ensuring their expertise is useful to the Board of Directors, it is important to look for individuals with knowledge and expertise in energy, an understanding of international markets, knowledge of ESG, accounting, audits, management of financial and non-financial risks, international experience in business management and administration, auditing, taxation and business finances, human resources or international trade. When

selecting independent directors, it is important that their profiles are complementary in terms of knowledge and expertise, so that most targeted knowledge areas can be sufficiently covered by the Board of Directors. It is also important to consider any other topic rendered by the Appointments and Remuneration Committee as relevant to manage Group challenges and needs.

- c) In the identification of **proprietary directors**, shareholders should be asked to make proposals compliant with the characteristics of directors and principles of diversity outlined in this policy.

All Company director candidates must be persons of good repute, suitable, recognized solvency, competence, experience, qualification, training, availability and commitment to their role.

Individuals finding themselves in a legal case of incompatibility to perform their role, or those not complying with the requirements of the regulation of the Board of Directors, cannot be considered as director candidates.

4. Diversity in the Composition of the Board of Directors.

The selection of candidates should aim to create a balanced, diverse Board of Directors, thus enriching the decision-making process and providing a variety of perspectives during the discussion of matters falling within their competence.

In that sense, the Board of Directors commits to having a diversity of members and, with that aim, the director selection process will prioritize candidates whose appointment means having directors whose skills, knowledge, experience, origin, nationality, age and gender are heterogeneous.

Diversity criteria will be selected in accordance with the nature and complexity of businesses carried out by the group, as well as in line with the existing social and environmental context. Additionally, other criteria might be taken into consideration depending on the specified needs of the Board of Directors.

The candidate selection process should avoid any type of bias which could lead to discrimination on the basis of sex, ethnic origin, age or disability.

The Board of Directors shall periodically assess the level of compliance and effectiveness of its diversity policy, paying special attention to the number of female directors. Their assessment should also prioritize merits and capabilities as the main criterion for selection, with the aim of assessing compliance with corporate governance recommendations relating to the presence of female directors.

The annual corporate governance report should include a detailed description of this policy, as well as of associated goals and results obtained.

5. Follow-Up System.

Approval of the Policy for diversity of members in the Company's Board of Directors is the responsibility of the Company's Board of Directors, supported by a favorable report of the Appointments and Remuneration Committee. In that sense, the Board of Directors should monitor the policy, ensuring it is complied with and revising it periodically to ensure continued suitability.

The Company shall establish an in-house monitoring system favoring correct implementation of this Policy at all organizational levels, as well as an overview of associated indicators.