

# GROUP FLEET POLICY

## 1. PARTICULARS

<b>Risk category</b>	Compliance
<b>Risk assessment</b>	Not complying with this policy may cause reputational damage.
<b>External reference</b>	EV100 is a global initiative by the Climate Group bringing together companies committed to accelerating the transition to electric vehicles (EVs) and making electric transport the new normal by 2030.
<b>Internal reference</b>	Solar Sustainability Policy
<b>Target group</b>	This Group Fleet Policy applies to Solar Group and constitutes the framework for our local company car regulations. It serves to inform both internal and external stakeholders.
<b>Classification</b>	Public document
<b>Latest update</b>	July 2023
<b>Approved by</b>	SVP Operations
<b>Responsible</b>	Solar Operations
<b>Contact person</b>	Vice President, Solar Operations, Denmark

## 2. OBJECTIVE OF THE POLICY

The Group Fleet Policy provides high-level guidance on how to transition Solar's fleet to become 100% electrical/hybrid. The reference is the EV100 principles of the Climate Group.

## 3. POLICY

Solar is committed to following global and local rules, regulations and standards that support a sustainable fleet transition and aims to cause the least possible harm to daily life.

Overall Group Fleet Policy and targets towards 2030:

- 100% of cars up to 3.5 t to be electrical/hybrid cars
- 50% of cars between 3.5 t - 7.5 t to be electrical/hybrid cars

EV chargers at Solar premises shall preferably be powered by renewable or green energy.

As of 2021, all employees will be offered the opportunity to choose an electrical/hybrid car within their car category. Fossil driven cars shall comply with class A.

Associated policies and handbooks:

- Solar Sustainability Policy
- Solar employee handbook
- Local Solar company car regulations

#### **4. DEVIATIONS TO THE POLICY**

Deviations to this policy must be approved by SVP Solar Operations.

#### **5. DIVISION OF RESPONSIBILITIES**

In Solar Group, fleet responsibility is headed by Solar Operations and implemented and managed by people responsible for the local fleets in cooperation with local Operations / Finance and Group Finance.

Solar Operations is responsible for continuously ensuring the implementation and communication of the policy.