



SOLARIS
A CAF GROUP COMPANY



SUSTAINABILITY AT SOLARIS

2024

Contents

Letter from the Management Board Member for Strategy & Sustainability of Solaris Bus & Coach	3
---	---

1. Solaris Group

1.1 Structure of the Solaris Group	5
1.2 Solaris Bus & Coach management structure	6
1.3 Stakeholders	7
1.4 Solaris sustainability path in 2024	8

2. How we understand sustainability

2.1 The CAF Sustainability Policy	10
2.2 Sustainability management	11
2.3 Double Materiality Analysis	12
2.4 The CAF Sustainability Master Plan	14
2.5 Management and Sustainability System	15
2.6 Contribution to the pursuit of the UN Sustainable Development Goals	15

3. Our contribution to sustainability

3.1 Environment [E]	
3.1.1 Environmental objectives – alignment with the EU Taxonomy	19
3.1.2 Climat strategy	20
3.1.3 Resource consumption	22
3.1.4 Recycling	25
3.1.5 Biodiversity protection	25

3.2 People [S]	
3.2.1 Our team	27
3.2.2 Benefits and working conditions	28
3.2.3 Attracting and developing talents	28
3.2.4 Diversity and equality	30
3.2.5 Social dialogue	31
3.2.6 Occupational health and safety	32

3.3 Governance [G]	
3.3.1 Ethics and compliance	35
3.3.2 Sustainable supply chain management	40





■ Agata Stańda

Dear Stakeholders,

today, sustainability is not merely a declaration of responsibility – it forms the foundation for the competitiveness of companies, and is a key driver shaping the future of cities. At Solaris we treat it as a growth compass enabling us to create sustainable value for our clients, employees and business partners.

Our ambitious plan of achieving emission neutrality by 2045, which was approved by the SBTi in 2024, and our commitment to adhere to the highest standards of corporate governance and strengthen social development, mark the direction of our actions. This publication is not only a recap of our ESG efforts but also a confirmation of these declarations.*

In 2024 we reduced our carbon footprint in scopes 1 and 2 by 68.2%, and in scope 3 by 42.6% compared to the base year (2019), with a full 83% of our sales originating from zero and low-emission vehicles. Solaris vehicles have been internationally recognized by the industry with awards such as Bus of the Year 2025 and the Sustainable Bus Award 2025. These figures and accomplishments serve as proof that sustainability is an integral component of our strategy.

Our efforts transcend technology. In 2024 we updated our environment and society impact study, and we identified Solaris's opportunities and climate risks. Based on these data – and working together with

the CAF Group – we defined key initiatives in the CAF Sustainability Plan to respond to climate, social and governance-related challenges.

We conduct frank and open dialogue with our partners. We have bolstered the environmental and social responsibility of our entire supply chain by updating the Supplier Code of Conduct and by requiring the suppliers to make an ESG evaluation on the Ecovadis platform.

For years we have demonstrated care for the transparency of our efforts. As a member of the CAF Group, we actively participate in the CSRD Directive-compliant reporting process. We are proud to present the most important data and conclusions regarding our contribution to achieving sustainability goals – in the form of measurable outcomes and real activities in 2024.

I would like to thank the entire Solaris team for their commitment and the work they do every day to advance urban mobility. Together we are forging a more sustainable future in which technology serves people and the environment.

*Respectfully yours,
Agata Stańda*

*Chief Strategy & Sustainability Officer
Member of the Solaris Management Board*

* The Science Based Targets initiative – an organization established for the assessment and verification of the credibility of greenhouse gas (GHG) emission reduction targets set by companies to achieve net zero emissions.



Solaris Group

Solaris is one of the leading European producers of buses and trolleybuses. We enjoy the most comprehensive portfolio of electric vehicles and services in continental Europe, and we keep growing it relentlessly to support our customers in their transition to sustainable public transport. We are a member of the CAF Group, the global leader in urban and interurban mobility, manufacturing rolling stock and rail vehicles with over 100 years of market presence. Our Group’s Purpose sounds: “Developing sustainable transport solutions that improve people’s lives.”

1.1. Structure of the Solaris Group

The Solaris Group (“Solaris”) consists of the parent company Solaris Bus & Coach sp. z o.o. (“Solaris Bus & Coach” or “Company”) and 19 subsidiaries based in 18 countries in Europe and North America. Our network is supported by representative offices located in 5 other countries. The majority shareholder of Solaris Bus & Coach

is Construcciones y Auxiliar de Ferrocarriles S.A. (CAF), with a 97.33% stake in its share capital.

Solaris vehicles are fully manufactured in Poland.

Solaris sites:

Bolechow

Bus production operations

Murowana Goślina

Central workshop
Customer Service Centre

Jasin

Logistics Centre



Kijewo

Production of steel body frames and electric bus components and battery integration

Środa Wielkopolska

Production of steel body frames

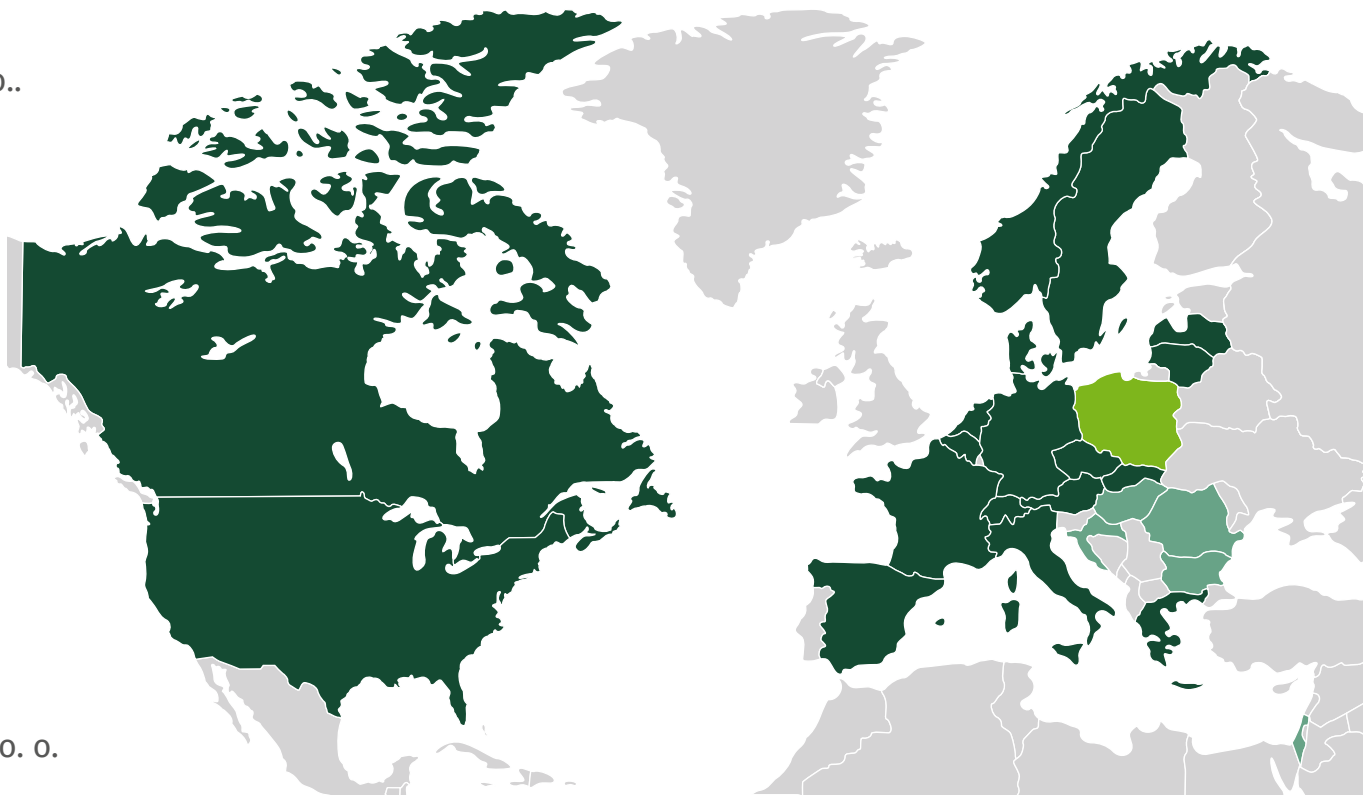
Subsidiaries

We maintain a network of offices, workshops and spare parts warehouses across Europe, run by selected subsidiaries. In 2024, we also established subsidiaries in the United States and Canada. Solaris’ international

outreach enables understanding of specific needs of various cities in diverse parts of the world. The responsibilities of each of our Group member companies include: building excellent customer relationships and being at the forefront of their needs, as well as analyzing local market trends and shaping our brand image.

Members of the Solaris Group*:

- Solaris Bus & Coach sp. z o.o..
- Solaris Austria GmbH
- Solaris Belgium SRL
- Solaris Bus Canada Inc.
- Solaris Czech spol. s r.o.
- Solaris Denmark Bus A/S
- Solaris Deutschland GmbH
- Solaris France SARL
- Solaris Hellas S.A.
- Solaris Bus Ibérica SLU
- Solaris Interurban Bus sp. z o. o.
- Solaris Italia S.R.L.



- SIA Solaris Bus & Coach Latvia
- UAB Solaris Bus & Coach LT
- Solaris Netherlands BV
- Solaris Norge AS
- Solaris Schweiz GmbH
- Solaris Slovakia s r.o.
- Solaris Sverige AB
- Solaris Bus US, Inc.
- Solaris representative offices: Bulgaria, Croatia, Hungary, Israel and Romania.

● Solaris Bus & Coach
 ● Subsidiaries
 ● Representative offices

1.2 Solaris Bus & Coach management structure

The Company's governing bodies are the Management Board, the Supervisory Board and the Shareholders Meeting. Management Board Members are appointed and dismissed by a resolution of the Supervisory Board for an indefinite term. Management Board Members hold an executive function, oversee day-to-day operations in

their respective areas and legally represent the Company. Supervisory Board Members are appointed and dismissed by a resolution of the Shareholders Meeting. Supervisory Board Members exercise supervision over Company's day-to-day operations and the pursuit of its strategy.



Management Board in 2024

Javier Iriarte

Chief Executive Officer (CEO)

Dariusz Michalak, PhD Eng.

Chief Technology Officer (CTO)
Deputy CEO

Olivier Michard

Chief Commercial Officer (CCO)
Management Board Member

Roman Dziuba

Chief Operating Officer (COO)
Management Board Member

Agata Stańda

Chief Strategy & Sustainability Officer (CSSO)
Management Board Member

Iñigo Artamendi

Chief Financial Officer (CFO)
Management Board Member

Patryk Kawa

Chief Human Resources Officer (CHRO)
Management Board Member

Supervisory Board in 2024

Javier Martinez Ojinaga

President of the Supervisory Board

Josu Imaz

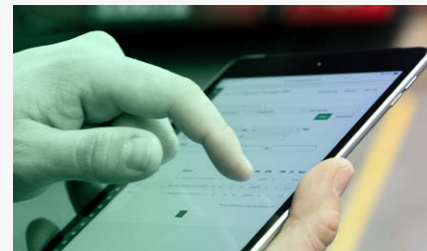
Vice President of the Supervisory Board

Janusz Reiter

Member of the Supervisory Board

1.3 Stakeholders

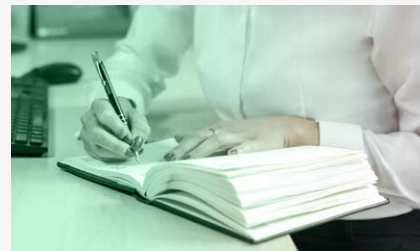
Solaris' stakeholders play a key role in the Company's strategy. They have been classified into the following five groups identified by the CAF Group in its Code of Conduct:



Customers



Suppliers



Shareholders
and Investors



Employees



Society

The CAF Sustainability Policy, updated in 2024, confirms the validity of stakeholders and defines the commitments made to each of them.

Guaranteeing safe and sustainable transport systems for its customers.

Developing a sustainable supply chain and a responsible purchasing model.

Generating value for its shareholders and investors.

Promoting the professional development, safety and equality of its employees and the value chain.

Reducing the environmental impact of its operations and the products/services it offers and developing of the communities in which it operates.

Communication

Solaris strives to build relationships with its stakeholders based on trust and mutual communication. The Group's commitment to dialogue with stakeholders and responsible communication practices are described in the CAF Communication Policy and the CAF Sustainability Policy.

The channels used for communication with all stakeholder groups:

- Solaris Group website
- CAF Group website
- Social media
- Whistleblower channel

Moreover, dedicated channels and activities are arranged and run for selected groups, including industry events, the eSNote app for handling vehicle service requests, regular meetings of the Management Board with employees, the intranet, the digital Solaris Magazine for customers and the bilingual online press office (PL and EN).

Sustainability

Communication channels are also crucial for identifying stakeholders' concerns and benefits in relation to sustainability and serve as a tool for working out Solaris' strategy and actions in this area.

In 2024, our stakeholders played a significant role in the preparation of the CAF Sustainability Master Plan. They participated in a Double Materiality Analysis that verified two outlooks: the materiality of CAF's impact on the environment and society, and the financial materiality of social and environmental aspects for the Group's business. Sustainability issues found to have exerted a significant impact on both the Company's performance and stakeholder expectations have been identified as priorities for our business. They form the foundation of the pillars, initiatives and strategic objectives set forth in the CAF Sustainability Master Plan. Taking into account the interests and concerns of our stakeholders is one of the principles included in the Plan.

Satisfaction assessment

With the intention of improving cooperation partnerships, we regularly assess the degree of satisfaction of selected Solaris stakeholder groups and review their needs.

Results of the 2024 surveys:

- Customer satisfaction survey: CSI (Customer Satisfaction Index) of **8.7** and CI (Communication Index) of **8.7**
- Supplier satisfaction survey: **8.75** (overall satisfaction) and **8.64** (communication)
- Organization health survey (OHS): **6.0**
- Social satisfaction survey: **8.5***.

* This outcome is from 2023, as we conduct social satisfaction survey every two years.

— 2024

1.4 Solaris sustainability path in 2024

February

Publication of the **CAF Sustainability Report 2023***

March

Update of the **CAF Supplier Code of Conduct**

April

Publication of the first CAF Sustainable Finance Framework

June

Publication of the **Solaris Sustainability Report 2023***

Silver CSR Leaf award for Solaris from the Polityka weekly



September

Bus of the Year 2025 award for the Solaris Urbino 18 hydrogen

October

Completion of the first Double Materiality Analysis in CAF

Transexpo Medal for the Solaris Urbino 18 hydrogen

Sustainable Bus Award 2025 for the Solaris Urbino 12 electric

November

Approval of CAF's decarbonization targets by SBTi**

Platinum ESG Innovator Award for Solaris Urbino 18 hydrogen

The Diamond Planet Award for Solaris Bus & Coach in the Together for the Planet contest

December

Delivery of the world's first serially produced bus with a battery passport by Solaris

Publication of the CAF Sustainability Master Plan

Solaris' first won contract for electric buses in the United States (production in Poland)

* Document approved by the Management Board.

** The Science Based Targets initiative – an organization established for the assessment and verification of the credibility of greenhouse gas (GHG) emission reduction targets set by companies to achieve net zero emissions by 2050.



How we understand sustainability

Solaris has been investing in the development of clean drive technologies for nearly two decades. It is a pioneer in implementing electric and hydrogen solutions in many European bus fleets. From 2012 until the end of 2024, we have delivered the highest number of zero-emission buses in Europe among all manufacturers.

We are guided by sustainability principles not only in the area of zero-emission drives. We take responsibility for our whole value chain – from vehicle design to component sourcing, manufacturing, operation and end-of-life

processing environmental, social and corporate governance (ESG) criteria form an integral part of our business model.

As a member of the CAF Group, we manage ESG issues in line with our corporate policies and values. An important milestone for Solaris in its journey towards sustainability was the implementation of the CAF Strategic Plan 2026 in 2023, where sustainability is one of the four strategic growth pillars of the CAF Group. In 2024, another key document was developed and adopted on our sustainable path – the CAF Sustainability Master Plan.

Solaris' contribution to the CAF Group's sustainability strategy

Solaris is actively involved in all management processes at the Group level focused on the pursuit of sustainability targets.

Owing to its unique low and zero-emission portfolio, the Company provides a significant contribution to the CAF Group's overall decarbonization efforts. It also plays a major role in developing internal policies and procedures and in preparing strategic documents in the ESG area, including the CAF Sustainability Master Plan. Our commitment to the sustainable processes adopted by the Group is also essential in the context of properly representing and responding to Solaris' impacts, opportunities and risks.

The CAF Group's Double Materiality Analysis described in this section was carried out with the involvement of Solaris staff and stakeholders. The strategic objectives and initiatives defined on this basis and included in the CAF Sustainability Master Plan also serve as guidelines for ESG growth in our business.

The **CAF Sustainability Report 2024**, published in February 2025, was prepared in compliance with the guidelines laid down in the EU Corporate Sustainability Reporting Directive (CSRD) with Solaris' involvement and the use of our qualitative and quantitative data.

2.1 The CAF Sustainability Policy

Considering the new sustainability legislation applicable in the short and medium term and the demands of Stakeholders, at

the end of 2024 the CAF Board of Directors resolved to update the CAF Sustainability Policy.

CAF's main objective in terms of sustainability is to reconcile the development of its purpose with the balanced satisfaction of the needs and expectations of stakeholders. We create our value in a sustainable manner, throughout the value chain and in the long term. All of this is carried out in compliance not only with legal obligations, but also with best practices in terms of Good Corporate Governance, Risk Management, Compliance and Sustainability.

To achieve the stated objective, at CAF we are guided by the following principles of action in the development of our activities:

- 1 ■ Good Corporate Governance
- 2 ■ Due Diligence Approach
- 3 ■ Ethics and Compliance
- 4 ■ Respect for Human and Fundamental Rights
- 5 ■ Crime prevention and anti-corruption
- 6 ■ Risk and opportunity management
- 7 ■ Transparency, Confidentiality and Responsible Communication
- 8 ■ Fiscal responsibility
- 9 ■ A commitment to innovation and cybersecurity
- 10 ■ Environmental Protection.

All our strategic sustainability-related initiatives are consistent with the principles enshrined in the Policy and fulfill the commitments affirmed in the CAF Strategic Plan.



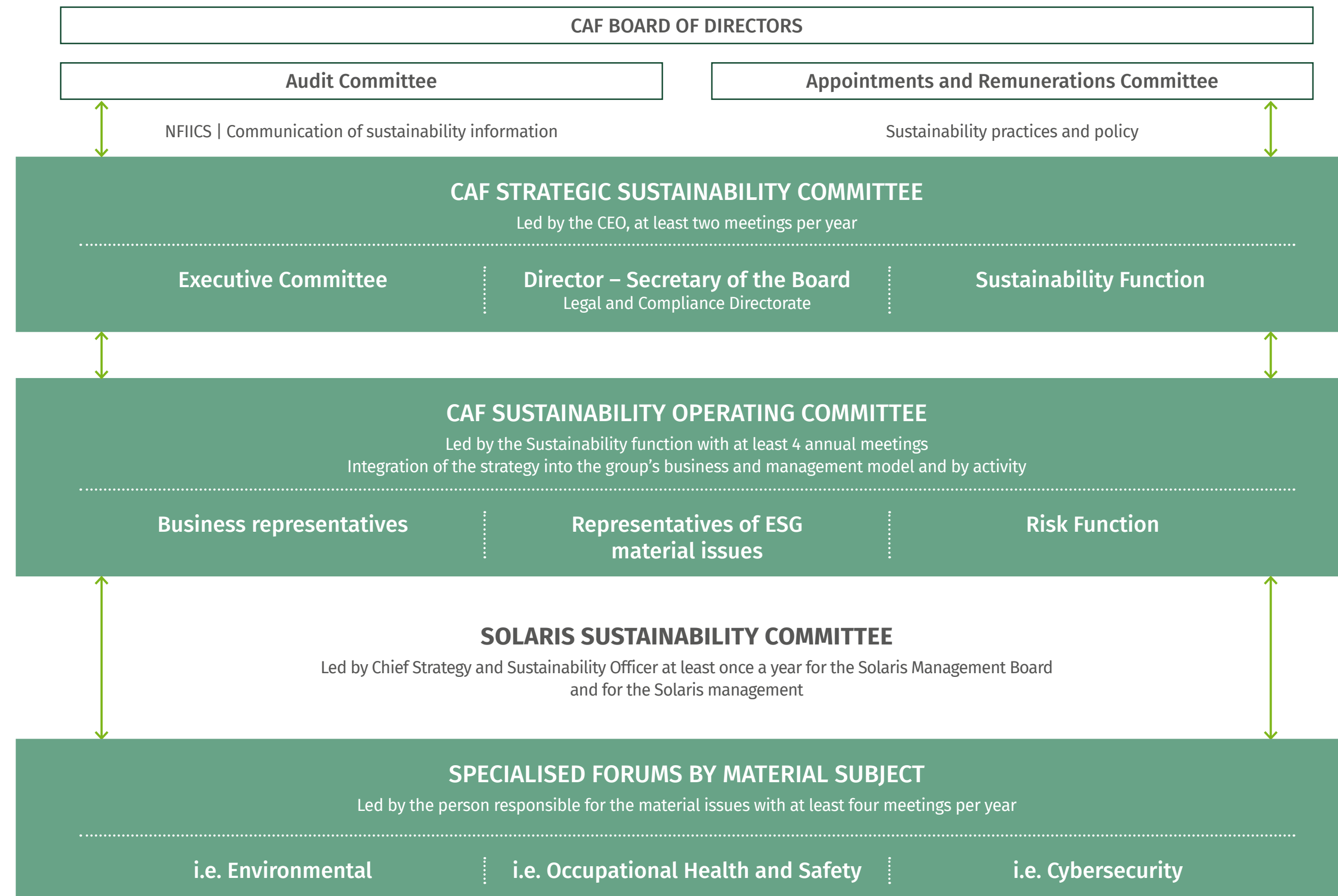
2.2 Sustainability management

Solaris manages sustainability issues based on the objectives of the CAF Group Sustainability Policy and the CAF Strategic Plan 2026. The Plan highlights the significance of sustainability in the Group's endeavors as one of the four strategic pillars of the CAF Group's growth, along with market development, innovation and operational efficiency.

CAF Group's strategic pillars



The functioning of the CAF Group Sustainability Committee



In 2023, Solaris established a Sustainability Committee. It engages Management Board members and the management staff in the implementation of the CAF Sustainability Master Plan and builds understanding of sustainability issues in a dynamically changing legal environment.

The Solaris Sustainability Committee is part of the CAF Group Sustainability Committee, operating since 2023 in accordance with the model presented in the diagram on the left.

The functioning of a number of multi-level and directional committees and knowledge sharing forums makes it easier to manage material sustainability issues. As a result, in implementing sustainability strategy, we follow best practices and communicate our achievements and commitments transparently. In 2024, an ESG training session was held for all Committee members.

The Sustainability Committees at Solaris were created on the initiative of the ESG Team as a result of the close cooperation with the CAF Group in the implementation of the Strategic Plan 2026. Ongoing communication with the CAF Group allows us to achieve synergies and ensures consistency in the ESG activities that we undertake.

Since 2022, the ESG Team has been consistently supported by the Supervisory Board member in charge of the ESG issues, who represented Solaris at the meetings of the Operating Sustainability Committee at the CAF Group level. In turn, the President of the Management Board represented Solaris' position at the Strategic Sustainability Committee meetings at the Group level.

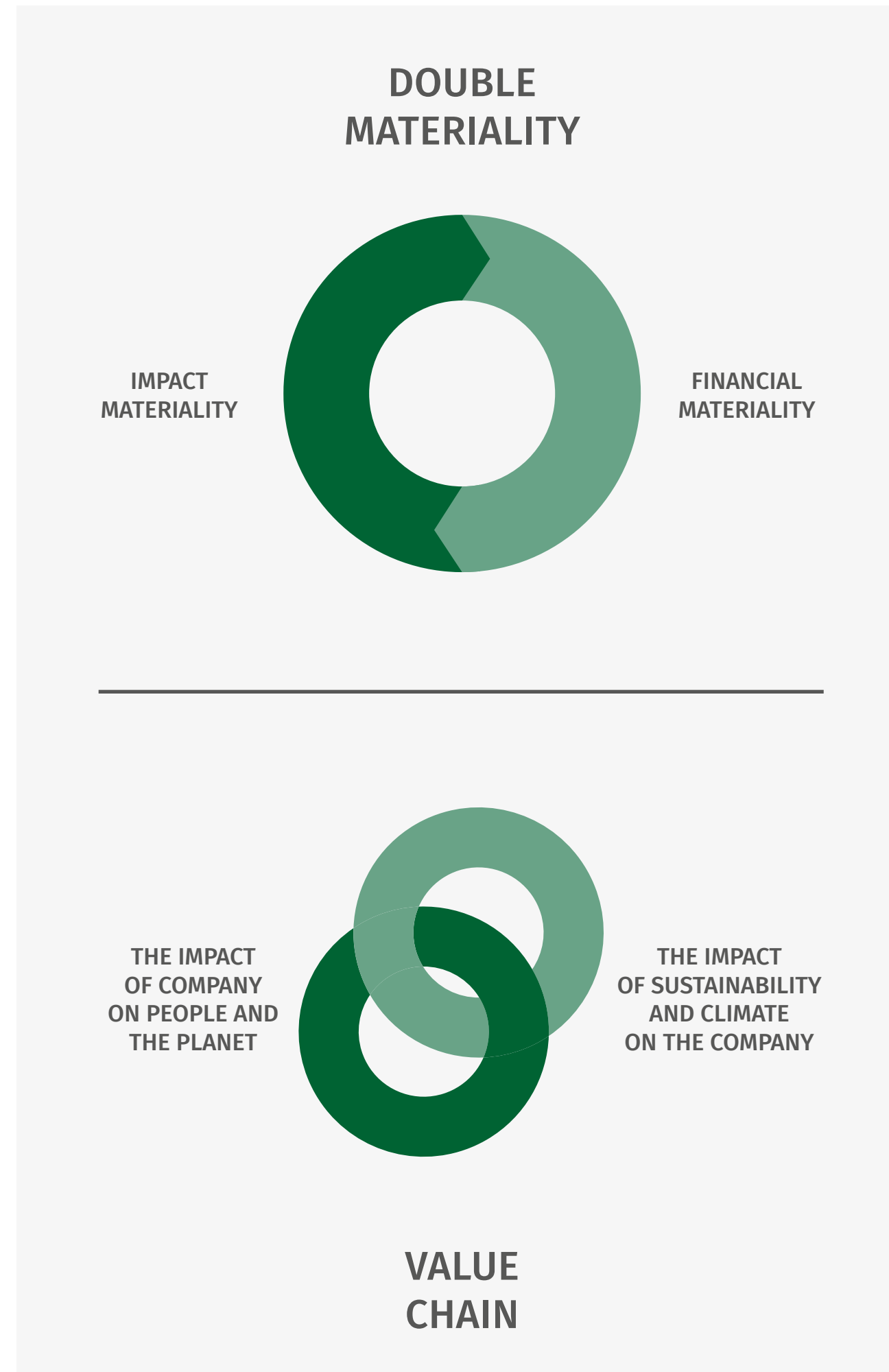
2.3 Double Materiality Analysis

In H1 2024, Solaris was covered by the CAF Group's first Double Materiality Analysis, following the guidelines of the Corporate Sustainability Reporting Directive (CSRD) and the guide published by the European Financial Reporting Advisory Group (EFRAG). This study has focused on identifying in greater detail which Environmental, Social and Governance (ESG) factors are most critical for our strategy and for the set of stakeholders with which we interact.

The double materiality principle provided us with a comprehensive insight into the challenges and opportunities facing the Company. On one hand, we verified the potential impact of external factors – such as current or changing regulations, technological developments, the climate crisis or changes in financial markets – on the Company's resilience, competitiveness and strategic decisions. On the other hand, we scrutinized the positive and negative impacts of our activities on the environment, people and society at large, including in terms of reduced emissions, quality of employment in the value chain and waste management.

In this process, we identified the interconnections between these impacts (current or potential) and our strategy, the timeframes (short, medium or long term) in which they may materialize and the segments of the value chain in which they originate (own operations, upstream or downstream).

In parallel, we defined our currently pursued and intended actions with a view to managing the identified impacts, risks and opportunities.



Methodology and stakeholder engagement

To ensure the highest quality and reliability of the outcomes, our research methodology consisted of four stages, taking into account the views of our diverse stakeholders.

1. Understanding:

- Review of the regulatory framework and trends prevailing in the sector
- Analysis of stakeholder expectations (investors, customers, regulators, employees)
- Definition of the scope and assessment criteria based on the Strategic Plan 2026 and corporate policies.

2. Identification:

- Compilation of a list of impacts, risks and opportunities (IROs) covering the whole life cycle of our business, from suppliers to end users.

3. Assessment:

- Interviews and workshops with employees and consultations with stakeholders to prioritize IROs in accordance with their greatest potential impact on the firm's performance, the environment and people, and their relevance to stakeholders.

4. Definition and validation:

- Review and validation of selected IROs by management and the CAF Group's Strategic Sustainability Committee, based on compliance with CAF policies
- Consolidation of the analysis as a strategic decision-making tool that ensures rigor and transparency within the Group.

The results of the analysis

The issues identified in the Double Materiality Analysis are structured around three dimensions: Environmental, Social and Governance. Each one integrates different priority IROs, which, in turn, translate into action plans and definition of indicators for monitoring.

All the IROs described here are framed within the European Sustainability Reporting Standards (ESRS), but CAF also discloses additional issues which, although not mandatory, are considered essential for stakeholders and the achievement of our corporate goals.

For details see the CAF Sustainability Report 2024, section 7.3.1

The selected indicators and the related short, medium and long-term targets are described in the CAF Sustainability Report. To ensure the quality and reliability of these indicators, appropriate **internal and external control systems** have been put in place. The selected indicators have become part of our sustainable financing framework, developed for the first time at the CAF Group level in 2024. Solaris’ ESG objectives contribute to the Group’s framework commitments.

Thanks to this assessment, we have confirmed the need to continue promoting decarbonization and energy efficiency initiatives and programs to protect people's well-being (both in our own operations and in the value chain). Furthermore, the results of the study validate the work already started to strengthen corporate culture and compliance policies, to avoid reputational or economic risks.

The full list of the 66 identified IROs with further details on their current and potential financial impacts, estimated time horizons and anticipated funding sources is available in **Annex 9.6 of CAF Sustainability Report 2024**.

Prioritizing these issues does not mean neglecting other relevant issues identified in the process: Our vision is comprehensive and seeks to encompass all dimensions that influence CAF's overall performance.

For details see CAF Sustainability Report 2024, Annex 9.6

Result of the Double Materiality Analysis

● Priority material ● Material

AREA	SUBJECT	SUB-THEME	IMPACT -	IMPACT +	RISK	OPPORTUNITY
E – Environment	Climate Change	Climate change adaptation		●	●	●
		Climate change mitigation	●	●	●	●
		Energy	●			●
	Pollution	Air pollution	●	●	●	
		Substances of concern	●			
		Substances of very high concern	●		●	
		Resource inflows, including resource use	●		●	
	Resources Use and Circular Economy	Resource outputs related to products and services		●		●
		Waste	●			
S – Social	Own Workforce	Working conditions of own workforce	●	●	●	●
		Equal treatment and opportunities for all	●	●		●
		Other labour rights of own workforce			●	
	Workers in the Value Chain	Working conditions of workers in the value chain	●			
		Other labour rights of workers in the value chain	●			
	Affected Communities	Economic, social and cultural rights of communities	●			
	Consumers and End-users	Personal safety of consumers or end users		●	●	
		Social inclusion of consumers and end users		●	●	●
G – Governance	Business Conduct	Corporate culture		●	●	●
		Protection of whistleblowers		●		
		Political engagement and lobbying activities		●		
		Management of relationships with suppliers including payment practices	●	●		
		Corruption and bribery	●	●		

For details see the CAF Sustainability Report 2024, section 4.5

2.4 The CAF Sustainability Master Plan

The CAF Sustainability Master Plan is Group’s comprehensive commitment to a business model that not only addresses global challenges but also promotes solutions that have a positive impact on people, the environment and governance.

This Plan, which covers the period 2024-2026, is our response to the impacts, risks and opportunities identified in the Double Materiality Analysis and is aligned with the objectives defined in the 2026 Strategic Plan.

The Plan integrates sustainability as the backbone of all Group activities, ensuring compliance with the Sustainability Policy and commitment to our stakeholders. It is organized into three strategic pillars, ten key initiatives and eleven strategic goals. The Plan's governance ensures that each action is supported by a robust, transparent and effective monitoring model, which guarantees the correct implementation, evaluation and communication of results.

The amounts corresponding to Capital Expenses (CapEx) and Operating Expenses (OpEx) for the initiatives mentioned below are duly identified internally and they are included in the economic and financial projections of the 2026 Strategic Plan.

Strategic pillars and initiatives

PILLAR	INITIATIVES		PURPOSE AND SCOPE
E – Environment	Leading the transition to zero-emission mobility	Decarbonising our operations and reducing pollution	Implementing effective measures to significantly reduce grennhouse gas (GHG) emissions and environmental pollution in all CAF Group operations.
		Boosting the Zero Emissions Innovation Program	Boosting decarbonisation of urban bus and rail products by implementing activities related to technologies, equipment and vehicles with battery and hydrogen accumulation, energy efficiency and the reduction of other emissions such as noise, vibration and electromagnetic emissions (EMI/EMC).
		Developing the Ecodesign Program	Enhancing ecodesign as a lever for reducing the environmental impact of products, as well as improving resource efficiency (reducing long-term costs) and promoting innovation. This, in turn, will improve CAF Group's position as a reference in sustainability to meet the demand for sustainable products.
S – Society	Boosting talent	Strengthening the global strategy for talent attraction and development	Driving a shared talent management strategy aligned with our values by implementing best practices and optimising talent acquisition and development processes to ensure the growth of the overall business with a focus on key geographies.
	Prioritising people's health and safety	Building a positive preventive culture	Deploying improvement plans to build a positive preventive culture that contributes to reducing accidents at work and occupational diseases.
G – Governance	Putting safety/security and cybersecurity first in our solutions	Optimising the Cybersecurity Program	Deploying and implementing the Corporate Cybersecurity Policy with the objective of complying with the applicable regulatory and legislative framework, meeting the contractual requirements of customers or other stakeholders, and improving the level of maturity, training and awareness in the organization.
		Boosting the Autonomous and Automatic Mobility Innovation Program	Developing and promoting advanced technologies for the creation of autonomous and automated transport solutions, thus improving efficiency, safety and sustainability in mobility.
	Driving a sustainable value chain	Boosting sustainability in our supply chain through the implementation of the Responsible Purchasing Program	Selecting and developing our suppliers, incorporating, among others, environmental, social and governance (ESG) criteria in the approval and awarding processes.
	Leading through responsible governance	Strengthening the Management Model in response to the regulatory tsunami and advanced management best practices	Updating the Management Model and integrating it into business to satisfy the needs and expectations of stakeholders in the value chain in a balanced way, obtaining results in ESG rating agencies above our peers.
		Enhancing the integrity of sustainability data and compliance management by digitising associated internal control systems	Improving the reporting and internal control systems (NFIICS/SIICS) and Compliance Risk Management Systems by digitising and strengthening them, thus ensuring a more agile, accurate and secure management of non-financial information.

2.5 Management and Sustainability System

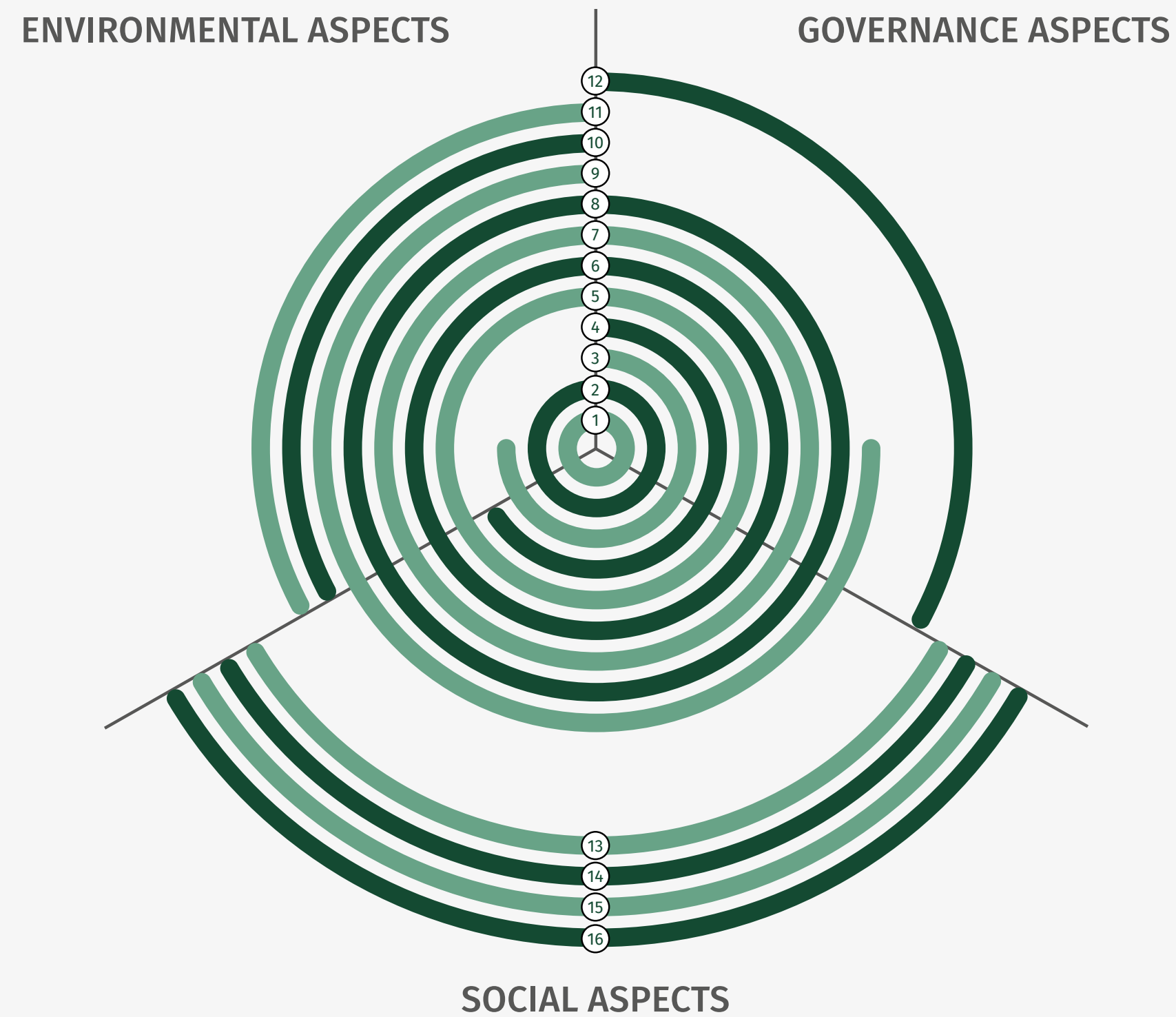
In addition to CAF Sustainability Policy, the Group also has a Corporate Management and Sustainability System to articulate the management model, policies and processes. Through this system, the Group manages and monitors the

impacts, risks and opportunities identified in the Double Materiality Assessment. Accordingly, based on the analysis and implementation of the CSRD in the Group, numerous cross-cutting and specific policies were updated and developed

further throughout 2024. Some basic information on these policies is detailed in different sections of this publication. The policies in full version are available on CAF's website: www.cafmobility.com.

Corporate ESG policies and rules:

- ① Code of Conduct
- ② Sustainability policy
- ③ Human Rights Due Diligence Policy
- ④ Cybersecurity Policy
- ⑤ General Policy regarding Communication of economic and financial, non-financial and corporate information, and contacts with shareholders, institutional investors and proxy advisors
- ⑥ Other Corporate Governance, Ethics and Compliance Policies and Standards
- ⑦ Supplier code of conduct
- ⑧ Purchasing Policy
- ⑨ Conflict Minerals Statement
- ⑩ Environmental Policy
- ⑪ Ecodesign Policy
- ⑫ Crime prevention and anti-corruption and anti-fraud Policy
- ⑬ Occupational health and safety Policy
- ⑭ Products and services safety Policy
- ⑮ Quality excellence Policy
- ⑯ People Policy

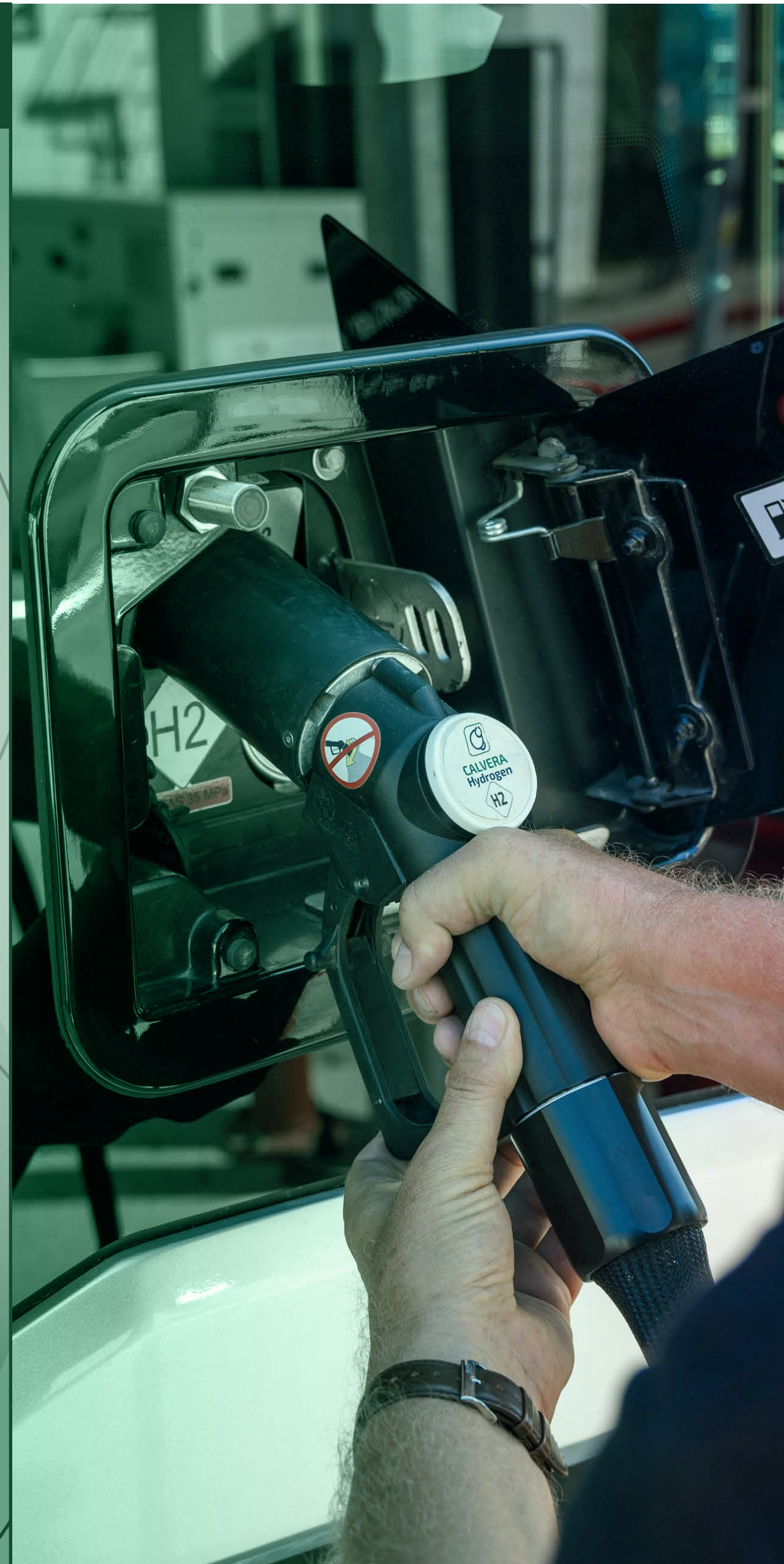


2.6 Contribution to the pursuit of the UN Sustainable Development Goals

In the Solaris Group, we deploy innovations and carry out activities that support the pursuit of the UN Sustainable Development Goals (SDGs). In our business, we specifically contribute to the pursuit of the SDGs in the area of our strongest impact:

7 AFFORDABLE AND CLEAN ENERGY 	Ensure access to affordable, reliable, sustainable and modern energy for all.
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	Build resilient infrastructure, promote inclusive and sustainable industrialisation, and foster innovations.
11 SUSTAINABLE CITIES AND COMMUNITIES 	Make cities and human settlements inclusive, safe, resilient and sustainable.
13 CLIMATE ACTION 	Take urgent action to combat climate change and its impacts.

Our contribution to sustainability



In accordance with the commitment stated in the CAF Sustainability Master Plan, we take responsibility for our entire value chain – from vehicle design to component sourcing, manufacturing, use and end-of-life process.



[E] Environment



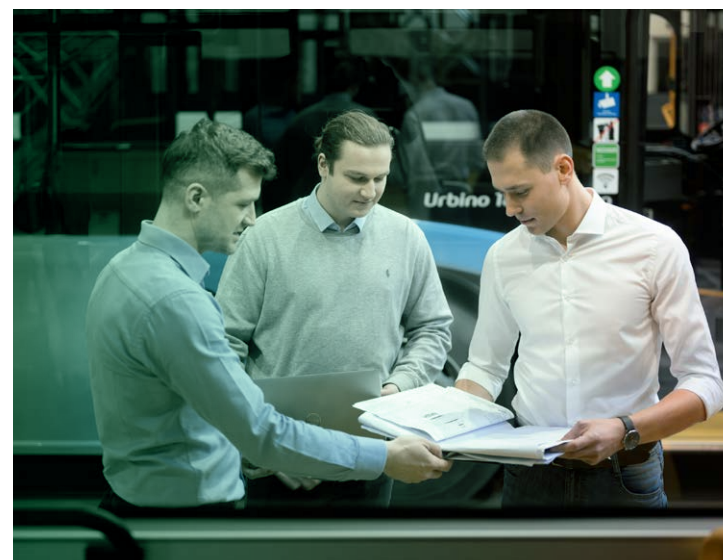
- We manufacture zero- and low-emission public transportation vehicles
- We reduce our carbon footprint, with the ambitious goal of achieving net-zero emissions by 2045
- We improve energy efficiency of production processes
- We work towards a circular economy
- We run a responsible procurement program
- We develop an Ecodesign program focused on sustainable and innovative vehicles
- We analyze environmental, including climate, risks and opportunities.



[S] Social



- We provide safe and healthy working conditions
- We are committed to professional development of employees
- We respect human rights and civil liberties and the principles of equal treatment and non-discrimination. We expect the same from our business partners throughout the entire value chain
- We support social initiatives, among others by donating funds to the corporate “Green Dachshund – To the Rescue of the Defenseless” Foundation.



[G] Governance



- We ensure compliance with national and European regulations
- We care about cybersecurity
- We manage taxes responsibly
- We manage risks in accordance with international standards
- We undergo integrated management system audits according to ISO 9001, 14001, 45001, EN ISO 3834-2 standards.

We offer sustainable products

We are the European leader in e-mobility*

The record 83% of the vehicles we manufactured in 2024 were buses with alternative powertrains:

- electric
- hydrogen
- trolleybuses
- hybrid.

* Since 2012 until the end of 2024, Solaris has delivered the highest number of zero-emission buses in Europe among all manufacturers. 69% of all new hydrogen-powered city buses purchased in 2024 were introduced in Europe by Solaris.

Solaris Battery HUB

Solaris Battery HUB team is working on the development of battery technologies to increase battery efficiency, circularity and safety.

In 2024, we delivered the world’s first electric bus with a battery passport – Solaris Urbino 18 electric. The battery passport provides detailed information on the battery’s origin and composition, fostering more responsible and sustainable raw material management.

We have EPD environmental labels

We evaluate the environmental profile of our vehicles and publish Environmental Product Declaration (EPD) labels:

- Solaris Urbino 18 electric
- Solaris Urbino 12 hybrid
- Solaris Urbino 18 hydrogen.

With these labels, our customers can learn about the environmental impact of the manufacturing and use of our buses.

We develop intelligent mobility

The increasing automation of solutions in Solaris vehicles enhance transportation capabilities, energy efficiency, punctuality, and the smoothness of journeys. We also actively expand the cybersecurity program in our buses. Intelligent mobility brings significant benefits to the environment, operators and enhances the safety and comfort of passengers and drivers.

3.1



Environment [E]



We are aware of the impact exerted by Solaris' business on the natural environment. Therefore we take responsibility for our products throughout their life cycle and make efforts aimed at minimizing our potentially negative environmental impact.

To accomplish this:

- we market zero-emission products
- we invest in research, sustainable technologies and facilities
- we keep increasing the share of renewable energy sources and improving energy efficiency in the production process.

Solaris implements the CAF Group's Environmental Policy and Sustainability Policy in its operations. It is crucial for us to act strictly in accordance with relevant environmental regulations and requirements.

Since 2005, Solaris Bus & Coach has had a certified environmental management system in place, based on ISO 14001 requirements. It supports us in achieving our environmental and economic goals.

3.1.1 Environmental objectives – alignment with the EU Taxonomy

As a member of the CAF Group, Solaris prepares EU Taxonomy-based reports that inform on the progress in

pursuing environmental goals. Regulation (EU) 2020/852 of the European Parliament and of the Council of 18 June 2020 establishes technical criteria for determining whether an economic activity is environmentally sustainable:

- make a significant contribution to the achievement of one or more environmental goals
- do no significant harm (DNSH) to other goals
- fulfill minimum safeguards based on international Human Rights standards.

Solaris' business falls into the realm of technical criterion 3.3 of the Taxonomy.

We contribute to climate change mitigation.

Moreover, our endeavors, covering the company's entire value chain, are focused on doing no significant harm (DNSH) to other environmental goals:

- adaptation to climate change
- sustainable use and protection of water and marine resources
- transition to a circular economy
- prevention and control of pollution
- protection of biodiversity and ecosystems.

On an annual basis we inform about the outcomes of the measures we have taken through:

Solaris publications:

- Sustainability Report – in accordance with GRI standards (voluntarily), for 2020, 2021, 2022, 2023
- Sustainability at Solaris (voluntarily) – for 2024 and subsequent years

The CAF Group's Sustainability Reports:

- in accordance with GRI standards, for 2020, 2021, 2022, 2023
- in accordance with EU CSRD standards, for 2024 and subsequent years.

For details see the CAF Sustainability Report 2024, section 9.5

Detailed information on EU Taxonomy eligibility and alignment is provided in **section 9.5 of the CAF Sustainability Report**. A description of how our activities are consistent with the minimum safeguards for business and Human Rights is provided in section 3.3 hereof.

Our commitment to achieve environmental goals across the life cycle of Solaris vehicles

INNOVATION AND ECODESIGN

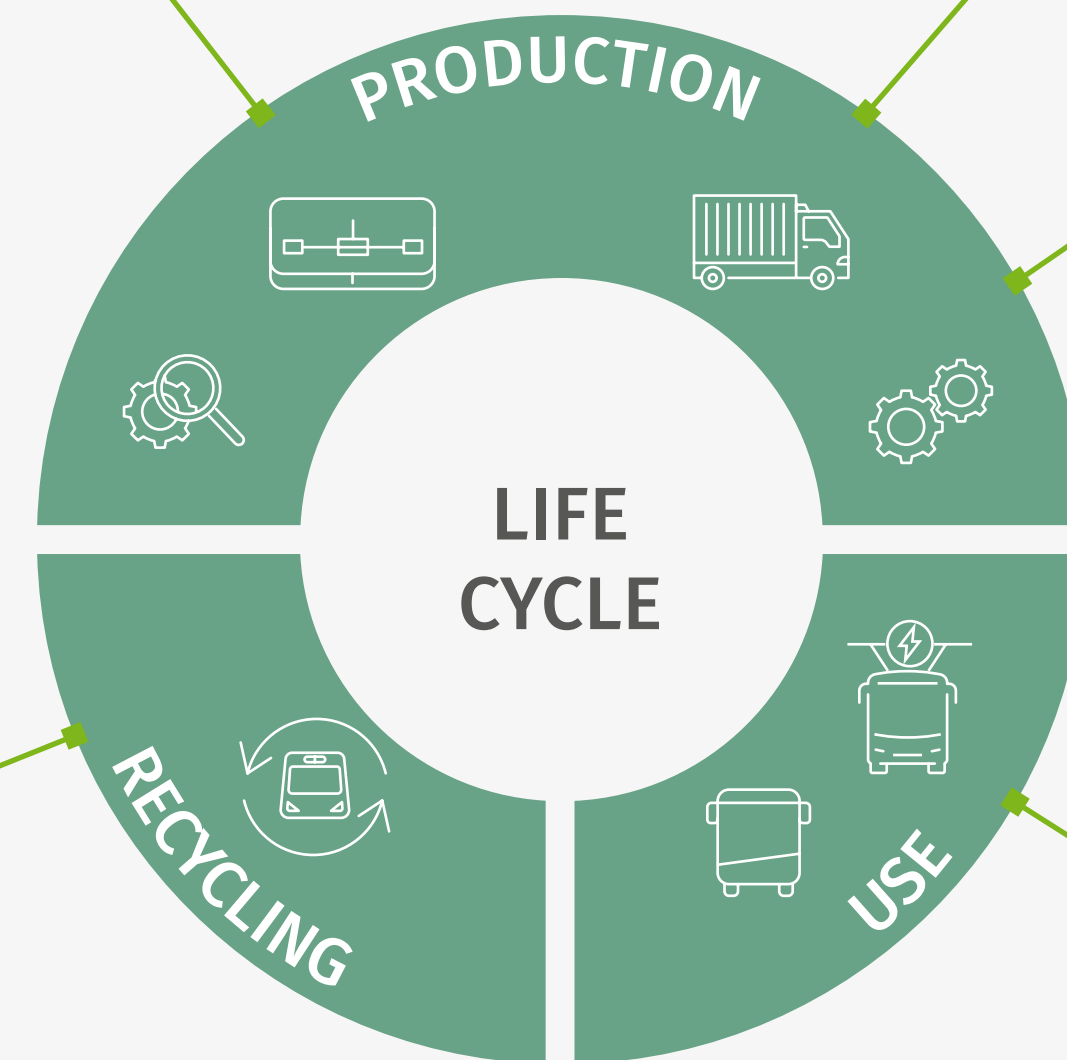
Solaris prioritizes innovation and sustainable design of its products by taking the following steps:

- reviewing the environmental profile of its vehicles (Life Cycle Assessment, LCA) and publishing Environmental Product Declaration (EPD) labels
- incorporating ecodesign methodology into design and development processes
- improving the energy efficiency of products and processes
- expanding its zero-emission portfolio
- ensuring recyclability
- reducing noise and vibration.

RECYCLING

Aware of the progressing depletion of natural resources and striving to implement responsible production practices, we enable the following:

- use of recycled materials
- recycling of vehicle components, including by marking parts made of metals, plastics and elastomers
- reuse of raw materials and products.



PRODUCTION

In 2024, the waste recycling rate at Solaris Bus & Coach was 69.2% and 30.8% of waste was processed for energy recovery purposes. None of the waste we generate ends up in landfills.

RESPONSIBLE PROCUREMENT

The CAF Supplier Code of Conduct requires our suppliers to:

- conduct their business in compliance with the principle of the least possible negative impact on the environment and the least pollution
- comply with the applicable laws
- promote research into process improvement
- provide training in environmental management.

VEHICLE USE PHASE

The growing share of low- and zero-emission vehicles in Solaris' sales mix (83% in 2024) serves as evidence of our substantial contribution to climate change mitigation. Solaris vehicles sold last year enabled us to achieve a 42.6% reduction in Scope 3 (product use) carbon footprint compared to the base year (2019), in keeping with the decarbonization path towards the target set for 2024.

3.1.2 Climate strategy

Counteracting climate change has become a key task on our path towards sustainability. Our commitment to decarbonize Solaris by 2045 constitutes an important component of our business strategy. We consider this approach to be the only proper path in pursuit of our mission – to transform European public transport into a zero-emission sector.

Our climate strategy rests on the following pillars:

- identification and quantification of climate change-related risks and opportunities
- decarbonization strategy laying down the guidelines necessary to achieve net zero emissions by 2045, including short-, medium- and long-term targets for reducing emissions generated in the course of the Group's business (Scopes 1, 2 and 3)
- decarbonization of our portfolio through the development of alternative powertrains and reduced emissions and fuel consumption across our offering ([check our portfolio](#)).

Building the company's resilience to climate-related challenges has been included in the Group's strategic documents: the CAF Strategic Plan 2026 and the CAF Sustainability Plan.

Analysis of climate impacts, risks and opportunities

We evaluated our environmental impact in a double materiality analysis conducted in 2024.

For details see the section 2.3. of this publication

Among the aspects covered by the analysis were primary sources of greenhouse gas (GHG) emissions, including direct emissions from our plants and production processes, and indirect emissions, in particular those generated during the use phase of sold vehicles, which account for most of the Solaris Group's carbon footprint. We also studied climate change-related risks and opportunities that may affect our business. A detailed list of impacts, risks and opportunities (IROs) relevant to the Group, along with an assessment of their influence and the management strategies adopted, are described in **section 9.6 of the CAF 2024 Sustainability Report**.

For details see the CAF Sustainability Report 2024, section 9.6

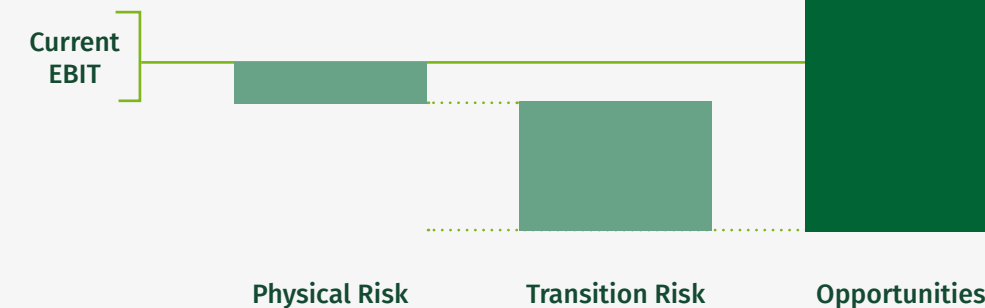
In parallel, we conducted a scenario analysis to evaluate the actual and potential impact of the CAF Group's business on climate change, including GHG emissions under various scenarios. The analysis was based on the Group's strategic plans, taking into account the use of more sustainable technologies, the evolution of the energy mix and regulatory expectations regarding CO₂ emissions.

Our analysis of climate-related risks and opportunities, based on the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD), enabled us to identify and classify the fundamental challenges facing our organization, breaking them down into physical risks (including extreme weather phenomena and temperature rise) and transitional risks (related to global efforts to counteract climate change).

For details see the CAF Sustainability Report 2024, section 5.3.1

It follows from our assessment that the achievement of decarbonization targets by 2030 would result in the amount of opportunities arising from climate change for the CAF Group approximately 7 times greater than the amount of risks arising from the same cause.

Climat risk & opportunities*



The fact that the opportunities arising for the CAF Group from the pursuit of our decarbonization strategy so significantly outweigh the threats is predominantly rooted in the following factors:

- established intermediate and achievable targets 2030
- reduction targets for 2030 and 2045, as verified by SBTi
- zero-emission portfolio that responds to market demand for sustainable public transport.

Having completed our climate analysis, we are better prepared to bolster our adaptation efforts to regulatory and market changes, ensuring the long-term sustainability of our business. It also enables us to fulfill climate-related transparency and disclosure requirements.

* The time horizon to 2030 in a "Net-Zero" scenario.

3.1.3 Resource consumption

3.1.3.1 Greenhouse gas emissions (GHG)

We are undertaking a number of initiatives leading to the decarbonization of the value chain linked to the Paris Agreement targets. In 2021, CAF Group joined the Science Based Targets Initiative (SBTi) and Race to Zero, and in 2022 moved these commitments to the 2026 Strategic Plan as part of the “Zero Net Emissions” initiative.

The main pillar of Solaris’ value chain decarbonization are the innovative products available in their ever-expanding range of electric and hydrogen buses and trolleybuses.

Decarbonization targets

The CAF Group defines short- and long-term emission reduction targets in compliance with SBTi* methodology. 2019 is used as its base year. In 2024, the Group’s targets were validated by SBTi and updated.

Solaris, as a member of the CAF Group, has made a commitment to achieve Zero Net Emissions by 2045.

To achieve its reduction goals and promote its climate change mitigation strategy in 2024, the CAF Group embarked on various endeavors, including:

- Update of the quantitative analysis of climate-related risks and opportunities based on climate scenarios, expanding on the framework developed in 2022, in accordance with TCFD** recommendations
- Preparation of another climate change report for CDP***, maintaining a B rating (on a scale from A to D)
- External verification of CO₂ emissions in Scopes 1, 2, and 3, calculated in accordance with the standards set by the GHG Protocol, IPCC**** and ISO 14064:2018.

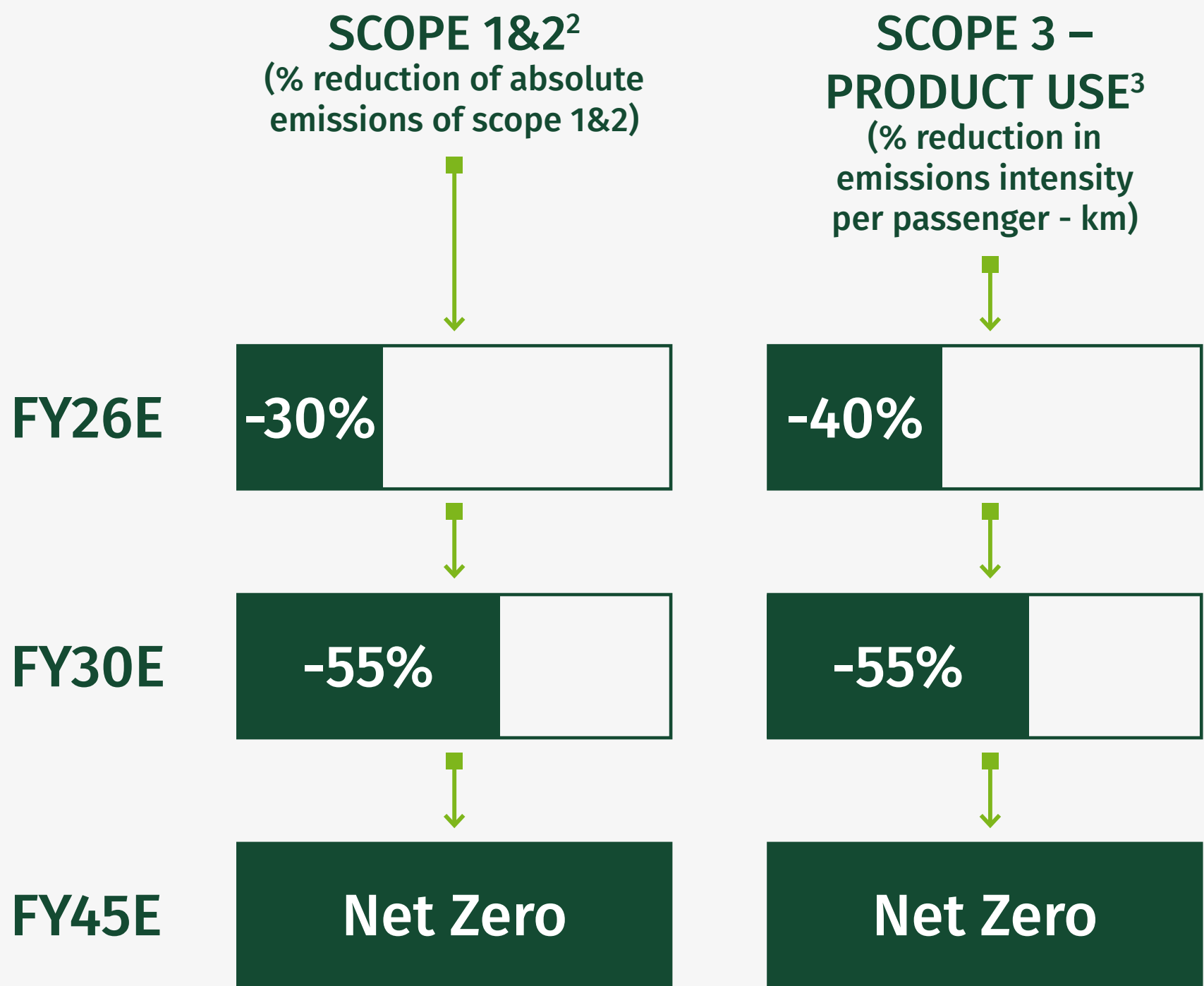
Carbon footprint

The carbon footprint was calculated and verified in the following scopes:

- Scope 1** - direct emissions: resulting from fuel consumption in stationary and mobile installations, as well as fugitive emissions of fluorinated gases
- Scope 2** - indirect emissions: from electricity consumption and thermal energy consumption
- Scope 3** - other indirect emissions: from the use phase of the product, production and transportation of materials to Solaris' production facilities, transportation of the product to the customer, waste management and transportation, water consumption, commuting and business travel.

The greenhouse gases (GHGs) included in the calculations are expressed in equivalent tons of CO₂ and refer to emissions of carbon dioxide, methane and nitrous oxide (CO₂, CH₄ and N₂O, respectively), in addition to hydrofluorocarbons (HFCs) associated with refrigerant gas losses.

CAF GROUP’S DECARBONIZATION OBJECTIVES¹:



* The Science Based Targets initiative – an organization established for the assessment and verification of the credibility of greenhouse gas (GHG) emission reduction targets set by companies to achieve net zero emissions by 2050.

** Task Force on Climate-related Financial Disclosures.

*** Carbon Disclosure Project.

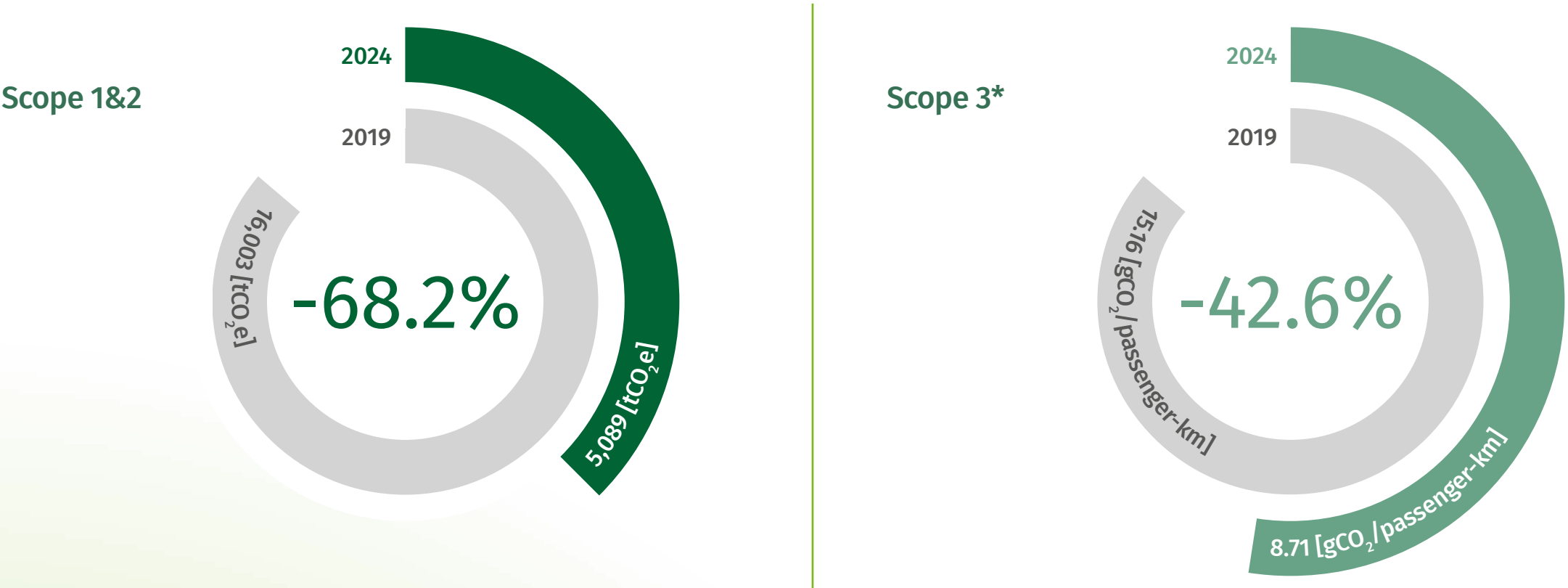
**** Intergovernmental Panel for Climate Change.

¹ A fixed base year of 2019 and a pro-rata conversion method were used for the calculations.

² Scope 1&2 reduction target set in the CAF Strategic Plan 2026 for 2030 (50%) was verified by SBTi and increased to 54.7%. Consequently, the Group set this KPI at 55%.

³ Product use represents a material portion of the CAF Group's total Scope 3 emissions (approximately 96% in 2019). Accordingly, an emission intensity reduction target was set for this Scope. The emission intensity from the use of sold products is expressed in grams of CO₂ per passenger-kilometer.

Carbon footprint reduction in 2019-2024 at the Solaris Group



CARBON FOOTPRINT RESULTS FOR 2019-2024** IN SCOPES 1&2 [TCO₂E]

	Scope 1	Scope 2	Scope 1&2
2019			
Solaris Bus & Coach	4,255	9,477**	13,732
Subsidiaries	1,121	1,150	2,271
Solaris Group	5,376	10,627	16,003**
2024			
Solaris Bus & Coach	2,995	1,451	4,446
Subsidiaries	609	34	643
Solaris Group	3,604	1,485	5,089

* Product use - % reduction in emissions intensity per passenger-km.
** In 2024, the base year was recalculated due to the addition of a new warehouse to the enterprise's infrastructure.

SCOPE 3 CARBON FOOTPRINT RESULTS IN 2019 AND 2024 AT SOLARIS GROUP

GHG tCO ₂ e emissions	2019	2024
Product use	999,928	554,482
Product use [gCO ₂ /passenger-km]	15.16	8.71
% change compared to base year [gCO ₂ /passenger-km]	-	-42.6%
Raw materials and water	13,658	25,704
Waste	65	69
Business travel	1,783	1,055
Commuting	3,724	2,291
Downstream (transport and distribution)	1,095	3,871
Scope 3 emissions (excluding product use)	20,338	32,990
Total Scope 3 emissions	1,020,266	587,472

SCOPE 1 AND 2 GREENHOUSE GAS EMISSION INTENSITY AT SOLARIS BUS & COACH CONVERTED INTO MAN-HOURS

	2019	2024	%Δ2019-2024
Emission intensity [kgCO ₂ e/man-hour]	3.3	1	-69.1%

TOTAL ENERGY CONSUMPTION BY SOLARIS BUS & COACH IN 2024 [MWH]

Electricity	Heat	Gas
11,597	4,649	9,034
92% renewable sources	25% renewable sources	non-renewable sources

3.1.3.2 Energy consumption

The energy intensity rate per man-hour in 2024 was 5.8 kWh/man-hour, down by 0.6 kWh/man-hour from 2023.

In 2024, use of electricity from renewable sources with a guarantee of origin at our plants accounted for 92% of total consumption. That is 6% more than last year.

In order to improve energy efficiency in Solaris' production processes over the last 5 years, we have:

- automated lighting, thereby reducing energy consumption by 25%
- launched a 0.260 MW photovoltaic installation at our Bolechowo facility
- replaced our forklift trucks with electric ones, currently accounting for 86% of our fleet
- started to recover heat through recuperation in ventilation and heating systems
- replaced old lighting with energy-efficient lighting, saving 583.387 MWh annually

- installed air distributors and air curtains to prevent heat loss
- thermally upgraded most of our buildings
- created a system for continuous monitoring of electricity consumption to manage it more effectively and reduce its total volume.

3.1.3.3 Water consumption

At the Company, we use water primarily for workplace amenities and facilities. In the production process, we use relatively small amounts of water to wash our vehicles. The bus wash is equipped with a closed-loop water circulation system. The water used there is recycled. The water consumed by Solaris Bus & Coach is obtained from the municipal water distribution system. Ongoing monitoring of water consumption based on monthly meter readings makes it possible to detect any uncontrolled water leaks.

Solaris Bus & Coach's total water consumption in 2024 was 25.9 ML.

3.1.3.4 Waste

Waste is an important part of assessing our impact on the environment. We reduce waste generation on our part and properly sort and store waste to enable the largest possible degree of recycling and recovery.

We strictly follow the requirements of the national regulations in the area: Waste Act and the waste

management permits in force. Moreover, the Company has internal regulations in place that define the principles of proper waste management and recycling. Responsibility for Solaris Bus & Coach's compliance with waste management laws lies with the environmental specialists in the Strategy and Sustainability Office.

Waste generation

We fulfill all legal requirements in this respect, including by keeping records of generated waste in national database on products and packaging and waste management (BDO). Moreover, we adopt our own qualitative and quantitative targets for each type of waste to monitor our waste generation volumes. We ensure that the waste we generate does not pollute the earth's surface, soil or waters. The containers we use for storing waste are tight and resistant to any chemical reactions that may be going on inside them. Our waste storage locations are protected against unauthorized access. We monitor storage sites.

Further waste handling

We outsource the collection of our waste and the fulfillment of the obligation to recover and neutralize our waste to companies holding waste handling permits issued by a certified authority. We tend to move our waste to the nearest waste processing locations.

Records of waste

Solaris Bus & Coach keeps quantitative and qualitative records of waste on an ongoing basis using the national electronic database on products and packaging and waste management (the so-called BDO), and submits the required reports within the statutory deadline.

WASTE GENERATED AT SOLARIS BUS & COACH IN 2024 BY WASTE TYPE

Waste type	Waste weight [t]
Packaging waste (wood, paper and cardboard, plastics)	1,042.5
Metal waste	589.1
Waste generated in painting processes	88.1
Oil waste	2.1
Hazardous substance packaging waste	11.2
Batteries	114
Other	844.6
Total	2,691.5

WASTE GENERATED BY SOLARIS BUS & COACH IN 2024, BY WASTE CLASSIFICATION

Waste classification	Waste weight
Non-hazardous waste	2,383.8
Hazardous waste	307.7
Total	2,691.5



3.1.4 Recycling

Recycled input materials

In 2024, the content of recycled steel in the supplied stainless steel used for the frame itself, which makes up a significant part of the total vehicle weight, was 93.7%.

Furthermore, to ensure the safe handling of our vehicles throughout their life cycle, we adhere to and require our component suppliers to comply with the obligations under the European Commission's REACH regulation.

Batteries

Post-warranty traction batteries that are unsuitable for other uses are recycled with a material return rate not lower than that specified in EU Directive 2006/66/EC and Regulation (EU) 2023/1542 of the European Parliament and of the Council of 12 July 2023 concerning batteries and waste batteries. Solaris collaborates with Polish lithium-ion battery recyclers to increase control over the quantity and quality of recovered metals.

Vehicles

Based on the requirements of ISO 22628:2002, we have calculated the recyclability potential of our buses.

According to the data published in the Environmental Product Declarations (EPDs) for the 18-meter electric and 12-meter hybrid buses, the estimated recycling potential is 94.9% and 95.9%, respectively, with a recovery potential of 95.1% and 96.1%.

3.1.5 Biodiversity protection

The production facilities of Solaris Bus & Coach are located outside areas protected under national regulation – the Nature Protection Act.

Being aware of the importance of protecting biodiversity, each time we make investment decisions we conduct an environmental impact analysis of our activities.

We pay attention to the preservation of green areas and trees, as well as animal, plant and fungal species.

3.2



People [S]

At Solaris, we are aware of the fact that our activities affect the lives of thousands of people at every stage of our value chain. We are guided by the principles laid down in our People Policy, Sustainability Policy and the CAF Group Code of Conduct. With the help of these documents, we build a safe, fair and inclusive work environment where we care about people’s well-being, development and engagement.

Updated in 2024, the People Policy establishes clear directions by supporting the sustainable pursuit of CAF’s strategy in compliance with high ethical and labor standards.

The CAF Group Code of Conduct covers the following topics of social significance:

- Respect for Human Rights and civil liberties
- Respect for fundamental rights and principles of equal treatment and non-discrimination
- Protection against child labor
- Ensuring secure and healthy work conditions
- Gender equality
- Counteracting discrimination in the workplace.

All our employees have the fundamental duty to act in accordance with the applicable national and international laws and in line with the Group’s standards of conduct, internal regulations and values, as laid down our codes of ethics.

At Solaris Bus & Coach, the following documents govern the rules of work:

- Work Rules and Regulations

- Remuneration Rules and Regulations
- As well as other policies and procedures that implement the applicable provisions of Polish labor law, in particular those contained in the Labor Code.

The Human Resources Department, the Legal Department and the Compliance Department are responsible for ensuring that our internal regulations comply with the applicable laws and workplace standards. At the Management Board level, these endeavors are supported by the Chief Human Resources Officer.

3.2.1 Our team

- In 2024, the Solaris Group employed **2,917 staff, 339 more than the year before.**
- **The average length of service was 9.3 years,** proving the commitment of many people to a long-term career with Solaris.
- **85.1% of the workforce** was covered by **indefinite-term** contracts
- **Women accounted for 19%** of new hires.
- **12.2% of the workforce was promoted,** either vertically or horizontally.



Employment structure*

TOTAL NUMBER OF EMPLOYEES											
	2022			2023				2024			
	Women	Men	Total	Women	Men	Total	Growth**	Women	Men	Total	Growth**
Solaris Bus & Coach	424	2,096	2,520	399	1,945	2,344	-7.0%	465	2,208	2,673	14.01%
Subsidiaries	54	185	239	52	181	234	-2.1%	53	191	244	4.27%
Solaris Group	478	2,281	2,759	451	2,126	2,578	-6.6%	520	2,397	2,917	13.15%

TYPE OF EMPLOYMENT AT SOLARIS GROUP

	Women	Men	Total	
Indefinite term	427	2,055	2,482	2,917
Fixed term	91	344	435	
Full-time	507	2,389	2,896	2,917
Part-time	12	9	21	

Solaris does not hire people without providing them with a guarantee of working hours. In 2024, we had civil law contracts with 108 individuals, most of whom participated in dual-study programs or internships. 8 people cooperated with us under B2B contracts.

* All employment-related data in the Solaris Group are presented as at 31 December 2024, with the exception of juveniles (aged 15-17) who were employed under a training contract and individuals on unpaid leave and parental leave. This also pertains to all other tables.
** The employment growth rate measures the percentage increase in the number of employees in the year under review compared to the previous year.

3.2.2 Benefits and working conditions

Equal treatment of staff is of fundamental significance to us, which is why at Solaris we provide all personnel with employment contracts – regardless of their working hours or the term of their contract – with the same access to benefits and perquisites.

Key benefits offered by Solaris Bus & Coach include: holiday bonus, Christmas bonus, non-absenteeism bonus, annual bonus (depending on the value of EBIT generated), private healthcare, meal subsidies and access to a benefits platform.

Due to the specific nature of office work, the Company's administrative staff may also take advantage of such amenities as hybrid work, flexible working hours, equivalent working time and, in selected positions, individual work schedules.

Since 2007, Solaris has been running the "I have an idea!" program, providing staff with the opportunity to suggest improvements to the firm's operations and benefit from the savings resulting from putting their ideas into practice. In 2024, the program recorded the second largest number of obtained suggestions in its history: as many as 710.

3.2.3 Attracting and developing talent

Team building and talent development at Solaris are among the key social initiatives pursued under the CAF Sustainability Plan. A highly qualified and responsibly managed workforce is the driving force behind our innovative solutions for sustainable urban transport.

Which is why, in 2024, we bolstered our commitment to attracting, developing and retaining talent.

3.2.3.1 Recruitment

In response to the rapidly growing demand for zero-emission vehicles and the resulting need to boost production capacity, we hired 550 new staff at Solaris Bus & Coach in 2024. Our focus was on developing best practices for attracting talent and improving the candidate experience.

We again made use of the recruitment platform, which enabled us to efficiently manage our ongoing recruitment projects. We also used the support of headhunting agencies to acquire the best talent. By building relationships and communicating effectively with candidates at each stage of the recruitment process, we also improved the quality of the candidate experience.

In 2024, we continued to carry out our Employee Referral Program designed to support our recruitment processes with recommendations from our staff. During intensified hiring periods, the referral bonus for particularly desirable positions was doubled, which significantly improved the outcomes.

3.2.3.2 Promotions

12.2%

of the Solaris Bus & Coach staff was promoted last year
within the following three development paths:

1

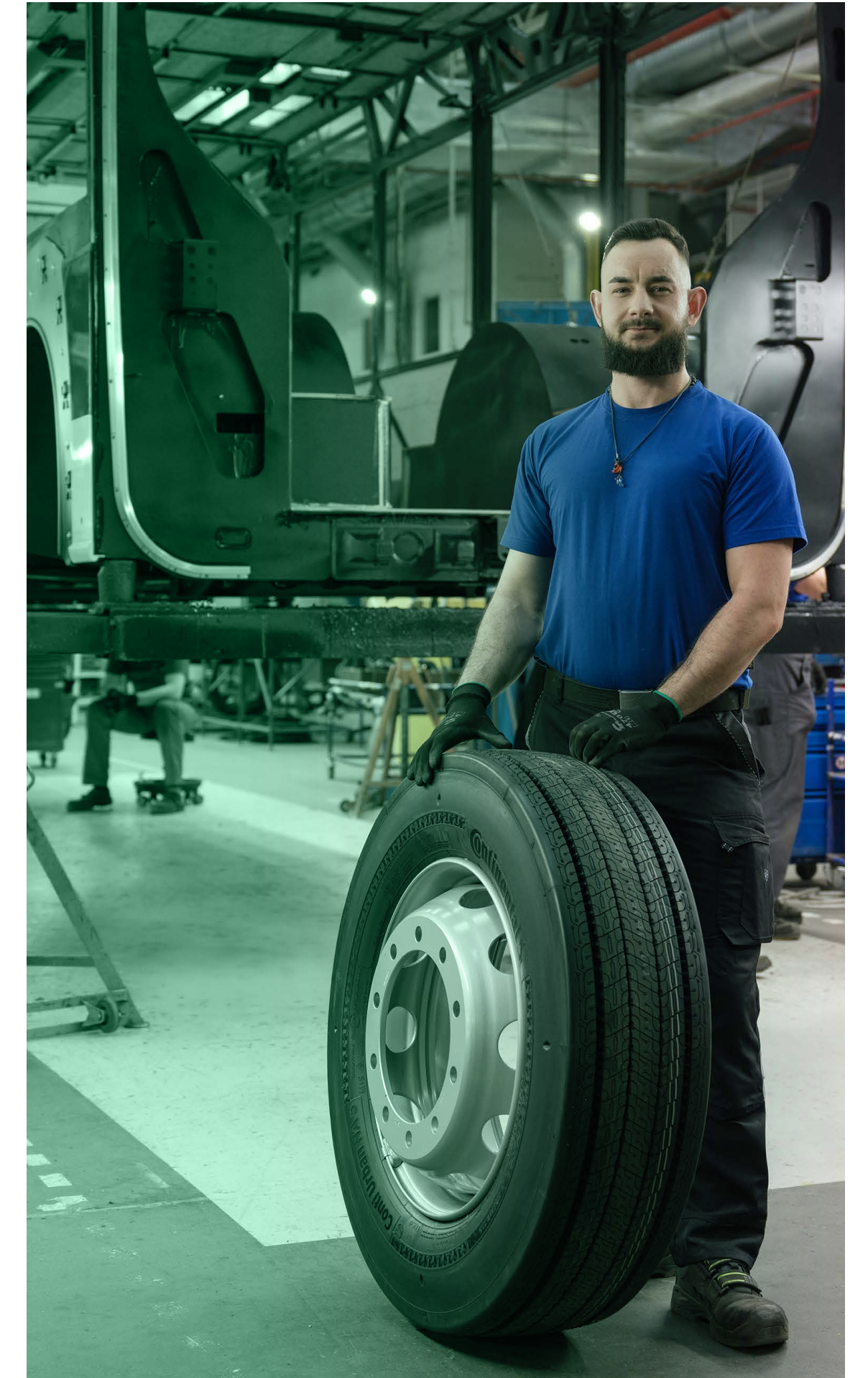
69 managerial promotions:
to a position associated with team management

2

96 vertical promotions:
to a new position, sometimes combined with a change of department

3

161 horizontal promotions:
to a position in another department while staying at the same level in the organizational structure.





3.2.3.3 Training

We offer a broad range of training opportunities to all our staff working under an employment contract, regardless of their working hours or the term of their contract. When planning a training course, we make sure it is aligned with employee’s professional growth path, as defined in the Periodic Employee Assessment System and related to their assignments and the firm’s business needs.

Reskilling programs provide employees with an opportunity to gain new qualifications in preparation for a career in zero-emission transport technologies.

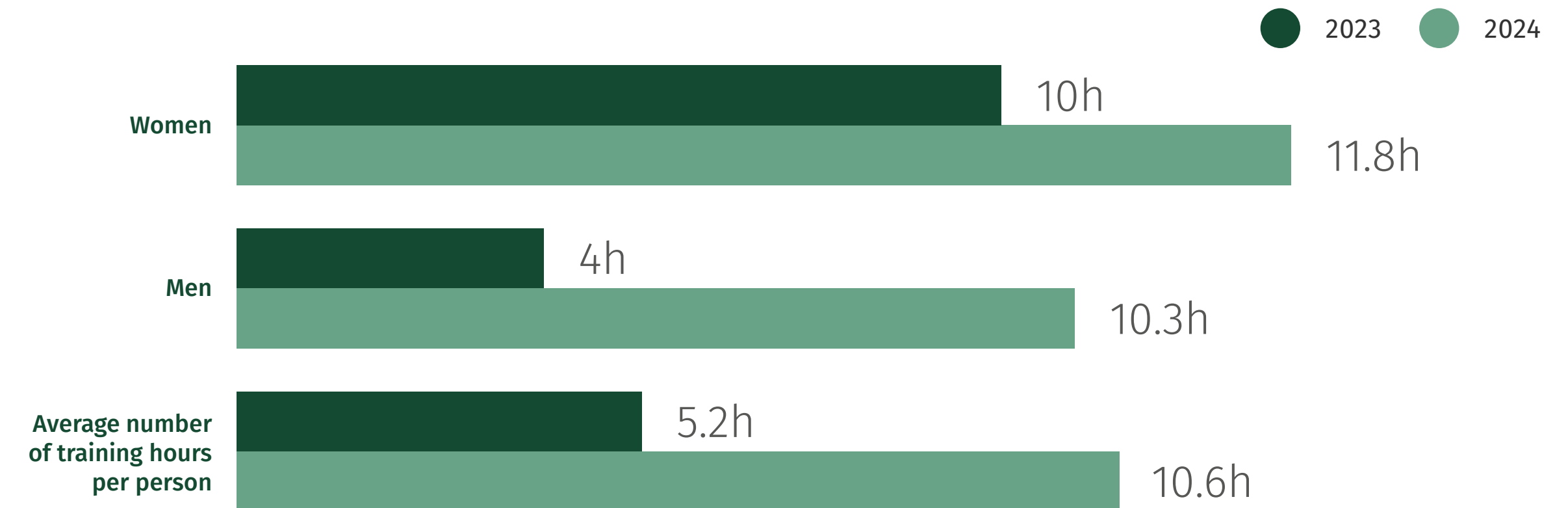
- “Electromission” – a series of internal training courses offering employees the opportunity to retrain from assembly positions to electrical positions at various levels of advancement, available to current staff and new hires.
- “reConstruction” – a program dedicated to mechanical engineers, enabling them to improve their qualifications in electrical engineering and programming, related to the expansion of Solaris’ zero-emission portfolio.

Specialized external training courses to improve qualifications (including SEP, welding, forklift truck licenses) or strengthen existing competence.

Partial funding of business-related **postgraduate or MBA studies**.

Language courses for employees whose duties require communication in a foreign language.

Average number of training hours per person by gender at Solaris Bus & Coach*



In-house trainings:

- **“Be a Better Boss” program**
Its purpose is to develop hard and soft managerial skills translating into better team support and more effective management. In 2024, we implemented a workshop program for production managers.
- **“Be Better” program**
A variety trainings conducted by Solaris staff for their colleagues. The first edition, held in 2024, was attended by 179 participants. A total of 167 hours of training were completed.

◦ E-learning

We conduct mandatory e-learning courses in the following areas: personal data protection (GDPR), competition law, cybersecurity, Crime prevention manual and due diligence. In 2024, we pursued numerous measures to increase their feasibility. As a consequence, 97% of the participants completed the training.

◦ Onboarding training

Every new hire in the Solaris Group participates in a full-day onboarding training session, which introduces new personnel to the firm’s structure and the scope of work of key departments (including ESG and Compliance).

3.2.3.4 Surveys for HR development

Competence matrices

In 2024, we rolled out the tool to support the collection and analysis of information about the competencies of our staff. It helps us better plan our team development endeavors, in line with the actual needs of the organization.

Annual appraisals

This important tool supports both individual and team development. It enables an open exchange of information between the employee and the employer and provides an overview of the goals and their achievement in the respective position. In 2024, we conducted another annual assessment for all Solaris Group employees.

3.2.3.5 Training of future employees

Since 2007, we have been cooperating with technical schools in the Wielkopolska region. We also offer dual studies and internships in collaboration with universities and colleges. Our activities in this area help young people seamlessly enter the labor market and at the same time support the development of local educational institutions. Since 2007, 157 students have completed the Solaris patronage program, 112 of whom have been offered permanent employment in the Group.

3.2.4 Diversity and equality

All of Solaris' employees, regardless of their age, gender or any other characteristics, enjoy the same working conditions

NUMBER OF PERSONS PARTICIPATING IN VARIOUS EDUCATIONAL PROGRAMS OFFERED BY SOLARIS IN 2024

	Dual study programs	Practical vocational training	Internships
Solaris Bus & Coach	7	50	78

RATIO OF EMPLOYEE COMPENSATION TO THE MINIMUM WAGE AT THE LOWEST JOB LEVEL, BY GENDER AT SOLARIS BUS & COACH IN 2024

	Women	Men
Average base remuneration at the lowest job level	116.51%	127.53%
Average total* remuneration at the lowest job level	152.32%	166.23%

and have the same opportunities for vertical and horizontal promotion. We are invariably committed to fostering diversity in our team.

compensation – regardless of gender, race, sexual orientation, gender identity, ethnic origin, degree of ability, age, religion or other characteristics. All that matters to us are the person's qualifications, skills and experience.

3.2.4.1 Employees of retirement age

Employees who, despite being eligible to retire, wish to continue working are offered the opportunity to continue their employment on the same terms. In 2024, 7 employees took advantage of this option.

3.2.4.2 Fair employee compensation

Solaris Bus & Coach has the Remuneration Rules and Regulations in place, laying down the basic principles of remunerating the Company's personnel and guaranteeing equal treatment. We ensure fair and equitable employee

At Solaris Bus & Coach, employee compensation consists of:

- base remuneration
- monthly bonus
- additional financial benefits (as described under benefits)

All full-time Company employees receive base employee compensation greater than the lowest allowable wage or salary set by Polish law.



* The ratio takes into account remuneration for positions where both women and men are employed in the respective year.

Employee compensation surveys

In 2024, we participated in two external employee compensation surveys that analyzed in detail the level and structure of salaries and wages in various positions. The reports provided valuable data to support the Human Resources Department in shaping a market-based employee compensation policy.

Job grading

In 2024, we completed the first stage of a job grading project within the organization. We evaluated over 500 positions. The project will continue in 2025 and its outcomes will serve as the basis for maintaining an objective and transparent employee compensation system.

Equal pay for women and men

We regularly review employee compensation by gender. The lower ratio of women's to men's pay in administration and production positions compared to 2023 was caused by an increase in headcount, the creation of new jobs and employee turnover. In 2025, we will strive to remove these differences.

3.2.4.3 Working parents

We offer solutions that help people returning to work after a break related to the birth of a child to balance their professional and family lives. A particularly significant form of assistance is the possibility of using the firm's nursery, available to staff who have been employed by the Company for at least a year. Moreover, we offer flexible forms of work, including hybrid work, flexible working hours and equivalent working time. The pursuit of this policy contributed to achieving the perfect return-to-work rate after maternity and/or parental leave of 100% in 2024.

EMPLOYEE COMPENSATION RATIO OF WOMEN TO MEN AT SOLARIS BUS & COACH IN 2024*

	Average base remuneration	Average total remuneration**
Managers	105.80%	105.47%
Administration	80.32%	80.78%
Direct production	91.35%	91.63%
Production, other	87.24%	86.28%

RETURN TO WORK AND CONTINUED EMPLOYMENT RATES AFTER MATERNITY AND/OR PARENTAL LEAVE**

	Rate	Women	Men
Solaris Bus & Coach	Return to work	100%	100%
	Job retention within 12 months of returning to work	95.35%	97.87%

3.2.5 Social dialogue

Trade unions

The Solaris Group guarantees its employees the right to freedom of association and participation in collective bargaining on working conditions. We encourage open and constructive dialogue between the Company and employee representatives, ensuring that staff have the opportunity to exercise their right to defend their interests. The following two trade unions operate in the Company: the Inter-Company Organization NSZZ "Solidarność" and the Inter-Company Organization OPZZ "Konfederacja Pracy."

In 2024, a wage agreement was signed between the employer and trade unions on firm-wide employee compensation

increases, the budget for individual raises and the value of perquisites and jubilee awards for 2025.

In the same year, the process of establishing the CAF European Works Council (EWC) was also launched. The Negotiating Committee representing all staff employed by the CAF Group in EU countries was appointed. It consists of 15 individuals from 8 countries, including one representative of Solaris. The Committee has initiated negotiations on the establishment of the EWC.

Organizational Health Survey

We regularly conduct an anonymous Organizational Health Survey (OHS) to gather our staff's insights on various aspects of work in our organization. In 2024,



we achieved a score of 6.0 (out of 10). The lower-than-expected (6.8) score incentivized us to pursue a number of development measures. Based on our staff's opinions and needs gathered during the OHS, we identified 6 areas (including professional development, clarity of roles and transparency, among others) for which 21 initiatives were developed in cooperation with the Executive Committee. Their implementation began at the end of 2024 and we will continue their implementation throughout 2025.

* Remuneration including bonuses and additional financial benefits.

** According to Polish law, the 12-month "maternity leave" consists of the following two components: 20 weeks of maternity leave to be taken only by women and 32 weeks of parental leave to be used by either men or women.

3.2.6 Occupational health and safety

The health and safety of Solaris Group staff are of fundamental importance to us, which is why endeavors pursued in this area are included in the CAF Sustainability Plan among the priority initiatives. We take a number of initiatives, in close cooperation with our teams, to ensure safe and ergonomic working conditions.

Occupational health and safety management

When managing occupational health and safety issues, we strictly adhere to the applicable legal requirements and follow the best standards. The framework principles in this area are defined in the CAF Occupational Health and Safety Policy, applicable to all CAF Group companies. The Policy sets out the relevant principles, standards and procedures to support the creation and maintenance of appropriate working conditions. The main objective of the Policy is to guarantee the health and safety of people. In it, we aim to apply the essential measures to prevent accidents at work, occupational diseases and damage to property by promoting a precautionary culture among all individuals performing professional duties for the CAF Group. Our policy is consistent with international standards set by the World Health Organization (WHO), the International Labour Organization (ILO) and other prominent institutions.

Solaris Bus & Coach has in place a certified occupational health and safety management system consistent with the ISO 45001:2018 standard, covering all our production facilities. The system facilitates the assurance of proper working conditions in the Company and enables continuous improvement in the occupational health and safety area, striving for the complete elimination of accidents. The system covers our employees hired under an employment contract and other persons who perform work directly for the Company.

Ensuring the Company's compliance with regulatory requirements, corporate policies and best standards is

the responsibility of the Occupational Health and Safety Department. The Department is composed of occupational health and safety specialists, experts in chemical substances and fire inspectors. The area directly reports to the Chief Human Resources Officer, Member of the Management Board.

Management of OHS risks

Great importance is attached to eliminating hazards and minimizing risks related to occupational health and safety. To this end, the Occupational Health and Safety Department has prepared and regularly updates a document entitled Occupational Risk Assessment which contains an inventory of occupational risks identified in each of the Company's production plants, and for each workstation.

Risk identification and ensuring that the document is kept up to date is the responsibility of a multi-disciplinary team following the "Instructions for occupational risk assessment at workstations." The team comprises a representative of the Occupational Health and Safety Department, the manager and a representative of the team from the area under analysis, and the Social Labor Inspector. The documentation in this area is additionally supplemented by the Company's internal manual entitled "Determining the circumstances and causes of accidents and how to document them." The accident log is kept by the occupational health and safety services. All new hires become acquainted with the Occupational Risk Assessment and the company's manual on what to do in



the event of an accident on their first day at work. Work-related risks are minimized, and work ergonomics are improved through various measures, including numerous workplace inspections carried out on an ongoing basis across the year, internal ISO audits, 6S and Environment, Health and Safety (EHS) audits, chemical audits, fire safety patrols, occupational health and safety inspections in welding shops and occupational health and safety patrols with members of management.

Participation of the team in co-managing OHS issues

The team's involvement in the shared management of occupational health and safety issues coupled with transparent and regular communication on various topics in this area are essential to ensuring safe and ergonomic

working conditions at Solaris Bus & Coach. In the area of co-management of occupational health and safety issues, we carry out the following activities:

- Work of the Occupational Health and Safety Committee, which serves as a consultative and advisory body. The Committee is composed of OHS services and a medical doctor providing preventive health care and employees representing various departments and areas
- Maintenance by the Occupational Health and Safety Department of various channels for reporting hazards identified in day-to-day work and accidents that have occurred (in person, by telephone, by e-mail, to a suggestion box, through an internal reporting channel)
- Operation of an application for reporting near misses, enabling staff to report any departures from the adopted occupational health and safety rules and enabling OHS teams to take corrective measures to prevent dangerous events from occurring.

In the area of internal communication on occupational health and safety issues, we carry out the OHS News communication channel through which we regularly provide our team with information on the events, developments and achievements related to our occupational health and safety management system as well as updates to instructions and procedures, and present new health and safety guidelines.

Such information is communicated through e-mails, the intranet and screens on the company's premises into the following three modules: instructions/procedures, chemical management, fire protection. In addition, depending on the scope of data, we regularly (on an annual, quarterly, monthly or ongoing basis) provide the following: information on the fulfilment of annual objectives and KPIs related to occupational health and safety; statistical data; outcomes of working environment measurements, information on new solutions and changes in the organization of workstations or updates of the Occupational Risk Assessment.

Training in and promotion of OHS knowledge

As part of our efforts to foster information sharing and knowledge transfer related to occupational health and safety issues in 2024, we carried out the following:

- Mandatory initial general and on-the-job training for each new hire during his or her first day at work,
- Periodic occupational health and safety e-learning courses for administrative and engineering and technical staff or in the form of classroom training for production staff,
- Training of employees in the manufacturing area regarding proper health protection when working with substances containing diisocyanate compounds First aid training,
- Evacuation exercises,
- Safety Days in collaboration with the Regional Labor Inspectorate and Fire and Rescue Unit No. 8,
- Training for team leaders to raise awareness of work safety issues.

Protection against accidents and harmful factors at work

In order to protect our staff against any harmful effects of chemicals and other physical factors affecting their health, we provide them with appropriately selected technical protective equipment as well as collective and personal protective equipment.

Surveys of working conditions are carried out at every workstation wherever factors harmful or arduous to an employee's health have been identified. Information about the survey outcomes is communicated to our team through internal communication channels.

There are certain workstations in the Company where the risk of accidents is greater than elsewhere. That is why, in order to minimize any risks associated with the performance of

activities of this type, for each Solaris Bus & Coach plant, in cooperation with the Company's Production Engineering Department, the following documents have been prepared:

- List of particularly hazardous works,
- List of works to be performed mandatorily by a team of at least 2 persons.

A system of written permits for the performance of such works has also been put in place.

We attach particular significance to the protection of vulnerable groups, including women, people with disabilities and young workers employed in our organization. OHS issues for these groups are laid down in the Work Rules and Regulations.

Occupational risk prevention in figures

In 2024, we focused on accident prevention and the continued building of a strong occupational health and safety culture. In the previous year, we did not record any serious or fatal accidents, and our total number of accidents was reduced by 6% compared to 2023. We thus achieved our two primary objectives in the occupational health and safety area.

Due to the specific nature of work, the following three main types of injury occur in the Company's plants:

- Injuries resulting from movement (specifically, sprains of the joints of the lower limbs),
- Superficial cuts and injuries related to work with sharp tools or impacts with sharp vehicle structural elements or workstation hardware,
- Injuries related to contact with hot sections of welded structures.



NUMBER AND RATE OF ACCIDENTS AT WORK AT SOLARIS BUS & COACH

	Fatalities as a result of work-related injury		High-consequence work-related injuries (excluding fatalities)*		Recordable work-related injuries**		Number of hours worked
	Number	Rate***	Number	Rate***	Number	Rate***	
Persons employed in the Company under an employment contract	0	0	0	0	46	10.6	4,337,062
Persons performing work for the Company	0	0	0	0	0	0	296,956

For 2024-2026, we have set ourselves the objective of decreasing the accident rate by continuing to develop and build a culture of workplace safety. This is one of our main goals in the social area of the CAF Sustainability Master Plan.

* Except for fatal accidents at work.

** Work-related injury that results in any of the following: death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness; or significant injury or ill health diagnosed by a physician or other licensed healthcare professional, even if it does not result in death, days away from work, restricted work or job transfer, medical treatment beyond first aid, or loss of consciousness.

*** Rates calculated in compliance with the GRI Standard (based on 1,000,000 hours worked according to the formula: number of incidents divided by the number of hours worked and multiplied by 1,000,000 hours worked).

3.3



Governance [G]

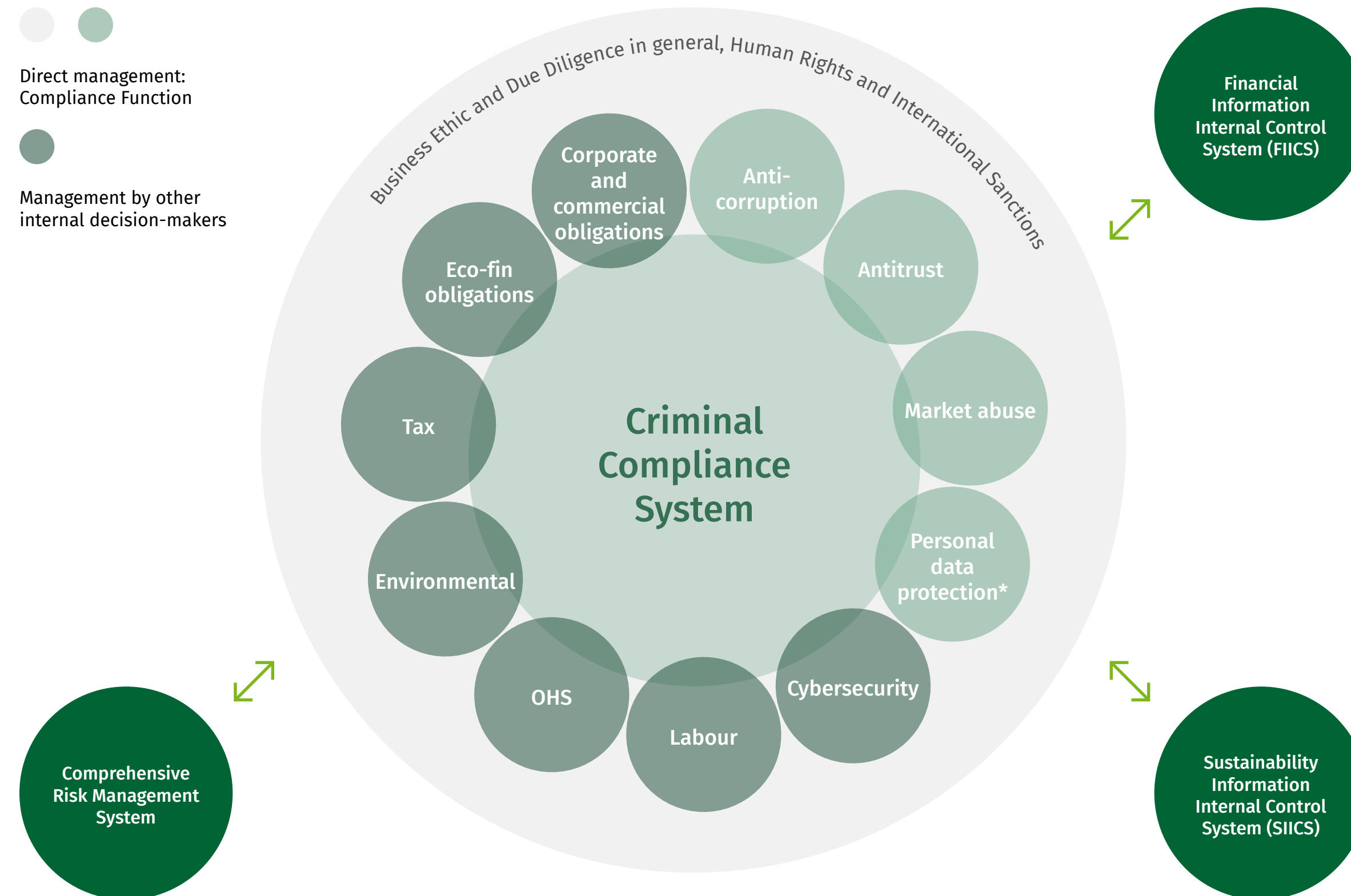
3.3.1 Ethics and compliance

3.3.1.1 Compliance Function

Compliance with international and national laws, ethical standards and best practices constitutes the foundation of our business. Our compliance system ensures the application of the highest standards of compliance and ethics across the organization. Oversight of the operation of the Solaris Group's compliance system is exercised by Compliance Function at the CAF Group level, who delegates certain powers to Compliance Officer at Solaris Group.

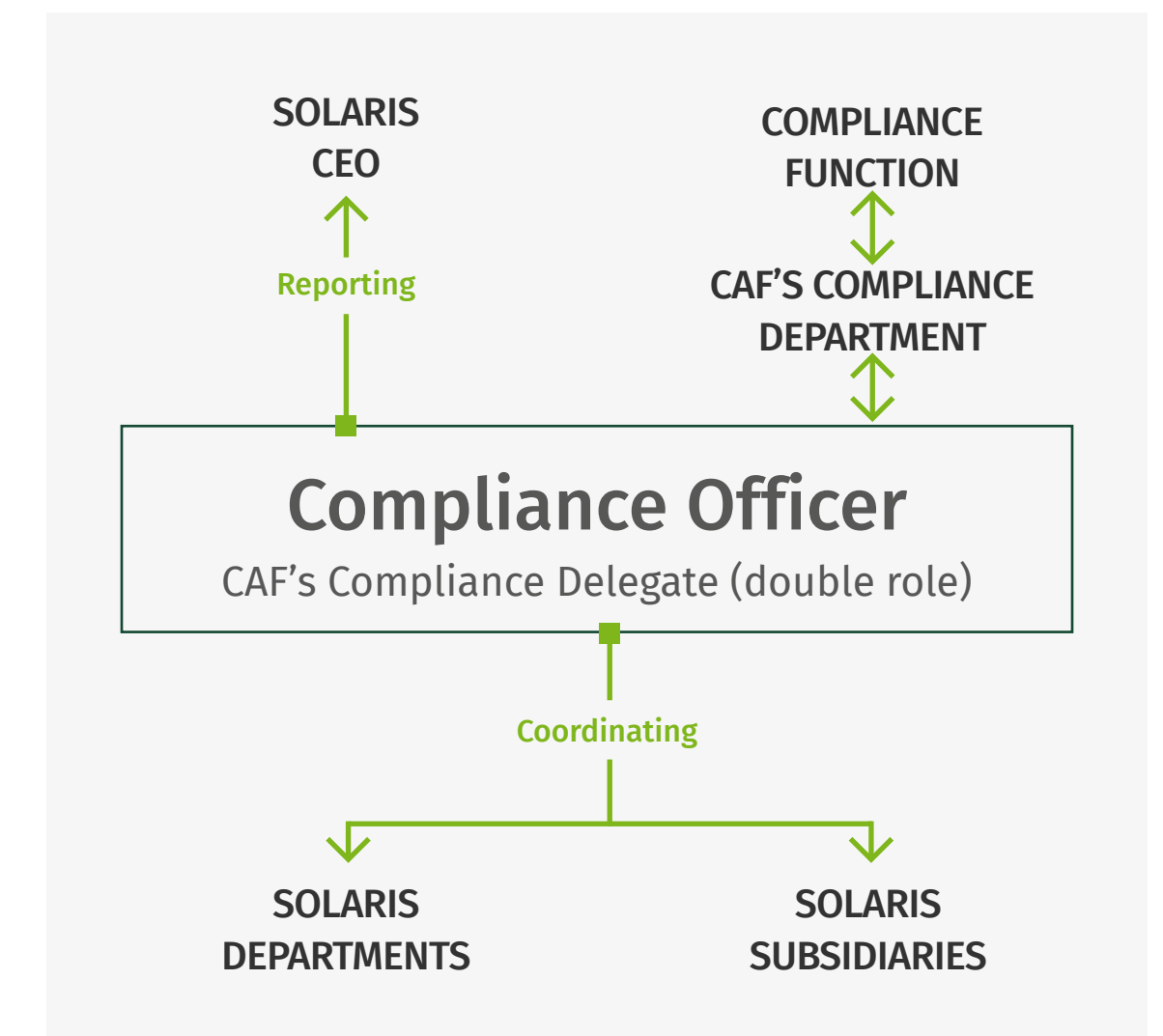


Areas directly managed and supervised by the Compliance Function



The person fulfilling the duties of Compliance Officer enjoys the autonomy necessary to exercise their powers and avoid any conflicts of interest. Accordingly, the Compliance Officer does not hold any other function in the organization.

The Compliance Officer reports directly to the President of the Solaris Management Board and to the Corporate Compliance Department of the CAF Group. Reporting duties include the submission of annual activity reports, ongoing reporting of identified material risks and reports on the Internal Reporting System (whistleblowing system).



* Partially outsourced management to DPO.

3.3.1.2 Code of Conduct as the foundation of our operations

In terms of good corporate governance, our organizational culture rests on the principles set forth in the CAF Group Code of Conduct. The Code reflects the highest degree of responsibility and the CAF Group's commitment to leadership and involvement in the areas of ethics, sustainable development and good governance.

The Code's provisions and principles apply to all Group employees as well as all counterparties involved in business relations with any Solaris Group company.

The principles and commitments laid down in the Code are extended into a system of compliance management rules applicable at the level of the CAF Group and each Solaris Group company. The following areas are in particular among those covered by the system: business ethics and Due Diligence in general, in matters of Human Rights and international sanctions, criminal compliance, anti-corruption, competition, market abuse and protection of personal data.

The general principles of the CAF Group Code of Conduct are rooted in respect for the law, Human Rights, equal treatment, fair competition, protection of employee rights and anti-discrimination, in accordance with the following international standards and guidelines.

General principles of the Code of Conduct are based on:

- United Nations Global Compact on Human Rights, Labour Rights, Environment and Anti-corruption
- International Bill of Human Rights
- Guiding Principles on Business and Human Rights published by the United Nations
- ILO Declaration on Fundamental Principles and Rights at Work and the Monitoring thereof
- OECD Guidelines for Multinational Enterprises on Responsible Business Conduct (OECD 2023)

For details see the CAF Sustainability Report 2024, section 7.2.8

Crime prevention and anti-corruption

Countering crime, in particular preventing corruption, is essential to ensuring integrity and transparency in our business. At the end of 2024, the CAF Board of Directors approved the Crime Prevention and Anti-Corruption and Anti-Fraud Policy. The purpose of the Policy is to endorse the Group's commitment to preventing crime and complying with the principle of zero tolerance for any behavior that might constitute a breach of the law. The Policy identifies the fundamental guidelines and objectives of mandatory compliance requirements and defines the reference framework and basic elements of the Criminal Compliance System and the Anti-Corruption Management System in consideration of the specific nature of the legal system applicable to foreign subsidiaries, taking precedence where appropriate.

The principles set forth in the Policy are elaborated on in the Crime Prevention Manual. The Manual contains an inventory of crimes rated in terms of the risk of their commission in the context of the CAF Group's business and defines procedures for preventing the pursuit of criminal activities. The Manual clarifies the definition of corruption, identifies business conducts that could lead to corruption and defines internal procedures to prevent corruption. Within the framework of these principles, the Group prohibits the offering and acceptance of gifts and/or acts of hospitality that extend beyond a symbolic value and that might affect the impartiality of business-related decisions.

In 2024, we did not record any cases of corruption or bribery in the Solaris Group.



Avoiding conflicts of interest

All members of Solaris Group are required to avoid involvement in any situations that might result in a conflict of interest. The Group requires its business partners to adhere to the same standards and to cooperate in identifying and managing them. These principles are reflected in the CAF Group Code of Conduct and the Crime Prevention and Anti-Corruption and Antifraud Policy.

Avoiding conflict of interest – guidelines that must be respected by the Solaris Group members

- 1 Proactively communicate any situation that could compromise independence
- 2 Maintain confidentiality
- 3 Act independently in decision making
- 4 Refrain from taking advantage of business opportunities in one's own interest or in the interest of others
- 5 Collaborate in the prevention, identification, management and resolution of conflicts of interest

For details see the CAF Sustainability Report 2024, section 7.2.9

Competition protection

The Solaris Group is committed to promoting free and fair competition and complying with applicable laws to prevent any behaviors that might constitute unfair



competition. The primary document governing these issues is the CAF Group's Competition Law Compliance Manual, which defines mandatory safeguards applicable to the Company's day-to-day operations, in particular regarding prohibited activities and business practices. The competition law compliance system is supplemented by the following documents: the Model procedure for action during competition inspections and the Standard procedure for evaluating in terms of compliance the creation of a consortium with a competitor.

In 2024, we identified no breaches of competition law in the Solaris Group.

For details see the CAF Sustainability Report 2024, section 7.2.7

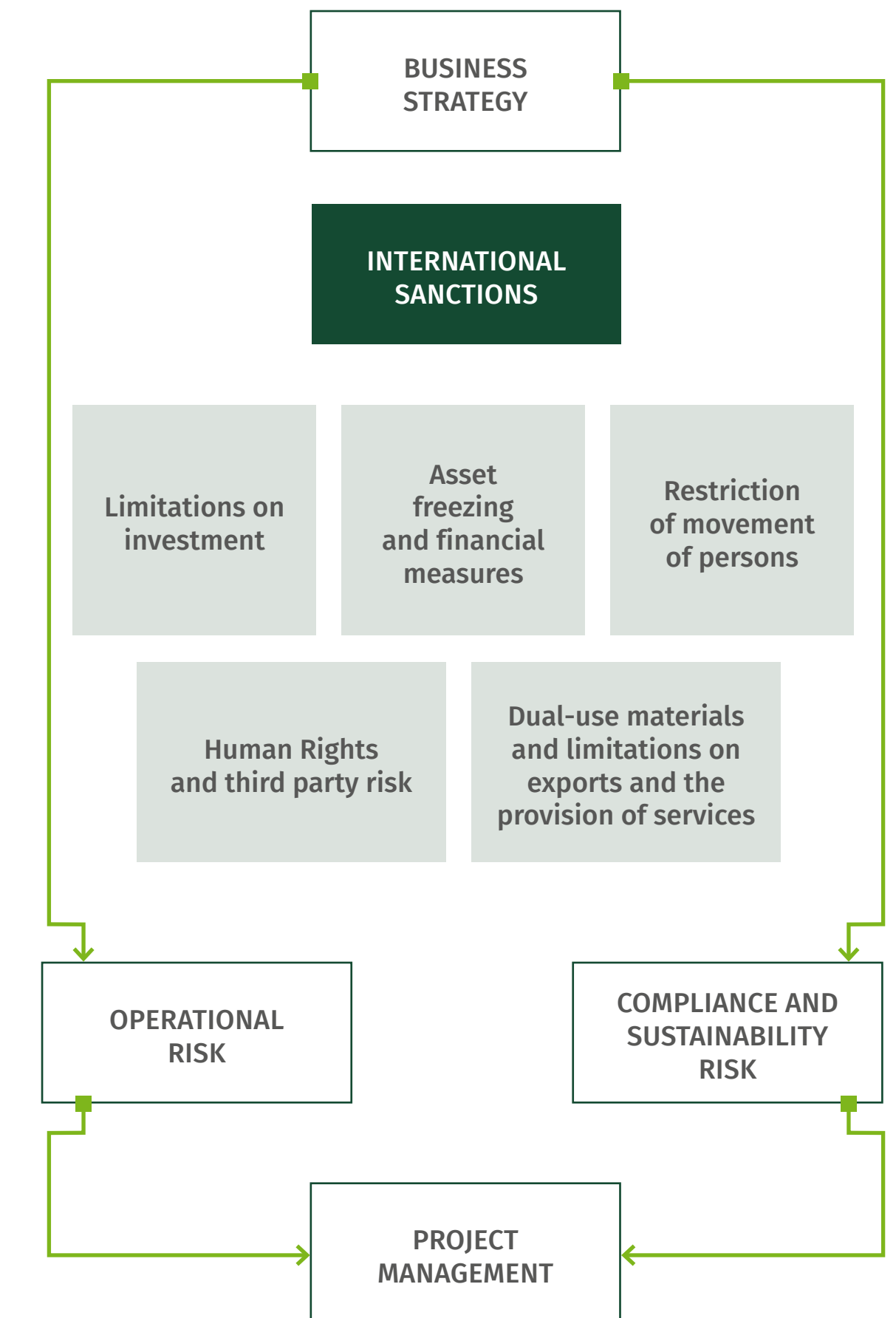
3.3.1.3 Due Diligence and risk management in the Human Rights and international sanctions areas

The Human Rights Due Diligence Policy reflects the Group's commitment to complying with international standards and lays down general obligations related to Human Rights.

General commitments regarding Human Rights

- 1 Child protection
- 2 Non-discrimination principle
- 3 Respect for labour rights
- 4 Respect for the rights of people with disabilities
- 5 Respect for the rights of minorities and indigenous people
- 6 Respect for gender equality
- 7 Principle of racial non-discrimination
- 8 Prohibition of torture and inhuman treatment
- 9 Prohibition of human trafficking
- 10 Environmental responsibility
- 11 Compliance with regional Human Rights standards
- 12 Compliance with applicable regulations in each jurisdiction
- 13 Observance of privacy management and new technologies and artificial intelligence with respect to Human Right

Strategic plan/management plans

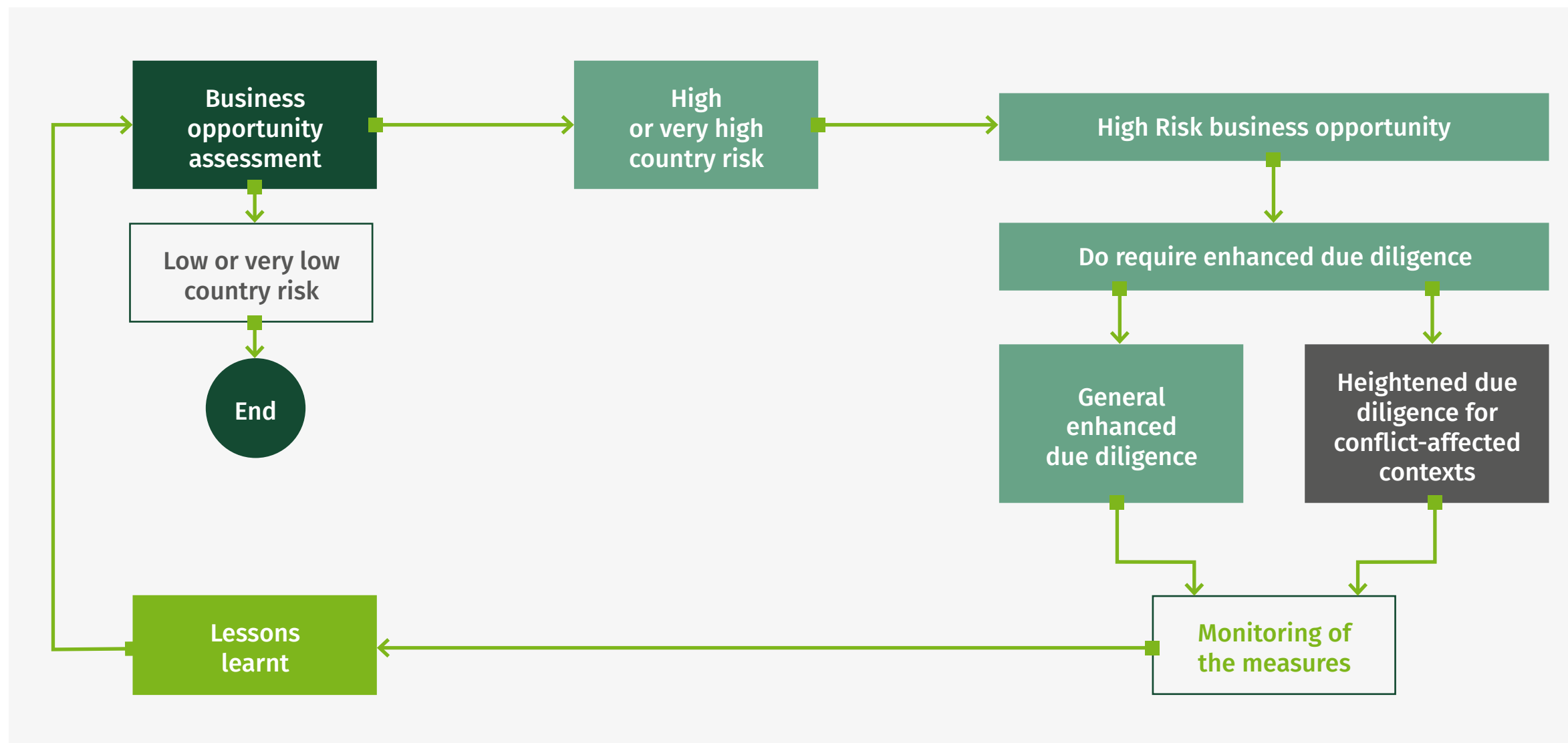


Moreover, the Solaris Group undertakes to conduct its business in compliance with international sanctions and restrictions imposed by the European Union as well as other international bodies and states. The principles ensuring compliance with such restrictions are set forth in the Due Diligence Manual on International Sanctions.

In the Solaris Group, risks related to breaches of Human Rights and international sanctions are identified and evaluated at the stage of a review of new business opportunities conducted as part of the Due Diligence Procedure. It complies with

the requirements of Directive (EU) 2024/1760 (CSDDD) and is reflected in the Human Rights Due Diligence Policy and the Due Diligence Manual on International Sanctions. When evaluating projects, we also apply the Due Diligence Procedure of the CAF Group in relation to Human Rights.

The requirement for high- and very high-risk countries is to complete the pertinent forms and send them to the Compliance Officer for risk analysis. The diagram below presents the detailed risk assessment and decision-making process within the Due Diligence Procedure:



The details required by the *Norwegian Transparency Act* can be found in section 7.2.7 Respect for Human Rights and International Sanctions of the [CAF Group Sustainability Report 2024](#).

The content of the information to be reported on Human Rights and decent working conditions is detailed in [section 3.3.1 Ethics and compliance](#) and [section 3.2 People of this publication](#).

3.3.1.4 Ethical and legal obligations in relations with third parties

Due Diligence in Contracting with Third Parties

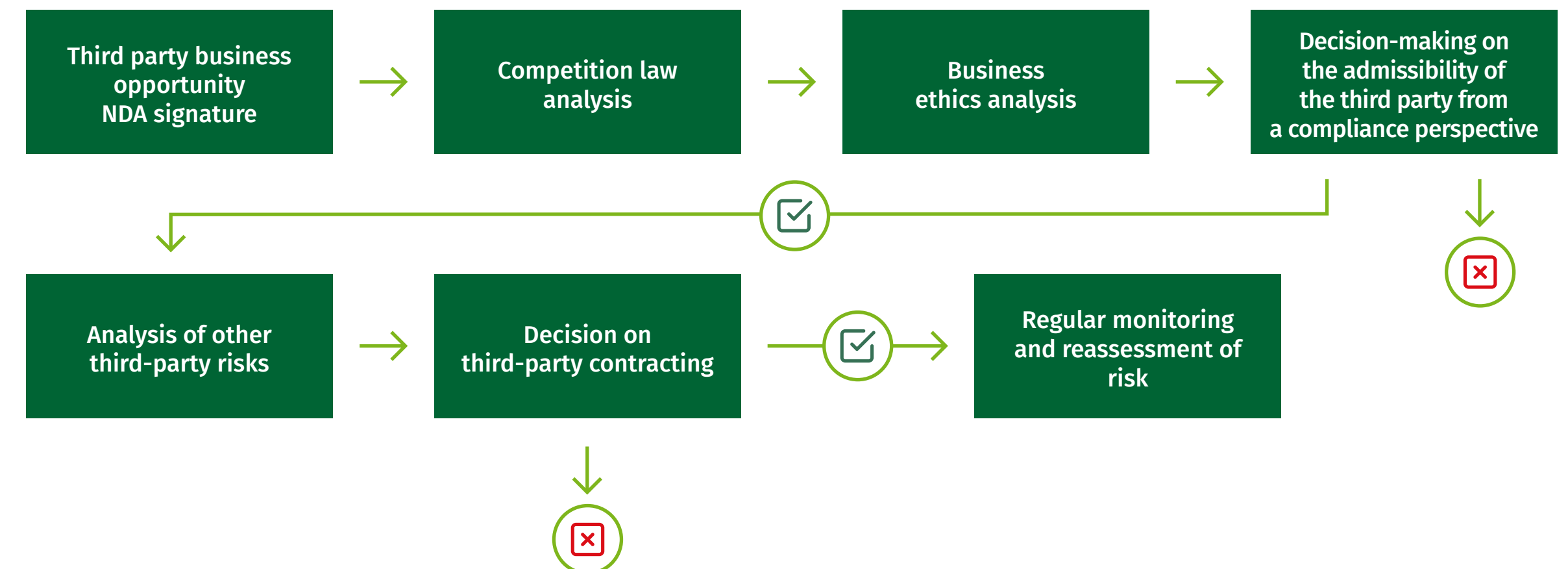
In the Solaris Group, we promote the values contained in the CAF Group Code of Conduct in our relations with third parties. The CAF Group Due Diligence Manual for Contracting with Third Parties formalizes the process of verifying compliance with these values prior to entering a contract. Within the framework of this process, we also evaluate our contractors for compliance with business ethics standards as well as compliance with legal requirements and international sanctions. The procedure laid down in the Manual is obligatory for all employees involved in establishing relationships with

third parties. We evaluate our suppliers and customers in accordance with various internal instructions and IT systems with due diligence. Such verification is conducted every time before establishing cooperation with a new counterparty and periodically in respect of already verified entities.

Supplier Code of Conduct

As part of our cooperation with business partners, we promote responsible practices by applying the CAF Supplier Code of Conduct, which defines our expectations regarding compliance with the law, Human Rights, working conditions, health and safety, environmental protection, business ethics and confidentiality of information. Each supplier cooperating with us is obliged to comply with the principles of the Code and to pass them on down their supply chain.

Due Diligence activities include in particular:



3.3.1.5 Dissemination, trainings and consultations

All Group employees are brought up to date with the most significant documents during the onboarding process and periodically as part of mandatory e-learning trainings. In 2024, we launched the Compliance Communication Platform and developed a communication strategy providing for the periodic publication of a compliance newsletter.

Key compliance documents are publicly available on the CAF and Solaris websites, whereas the Group's internal codes and policies are available on the Compliance Communication

Platform and via internal apps. Selected materials for production teams are available in the offices of production plant managers. Corporate documents are available in Polish, English and German.

The Compliance Officer arranges information campaigns, training, workshops and meetings with employees, in accordance with their current needs. Employees and third parties may consult the Compliance Officer on any compliance-related issue. Third parties may contact the Compliance Officer on compliance matters via e-mail at compliance@solarisbus.com.

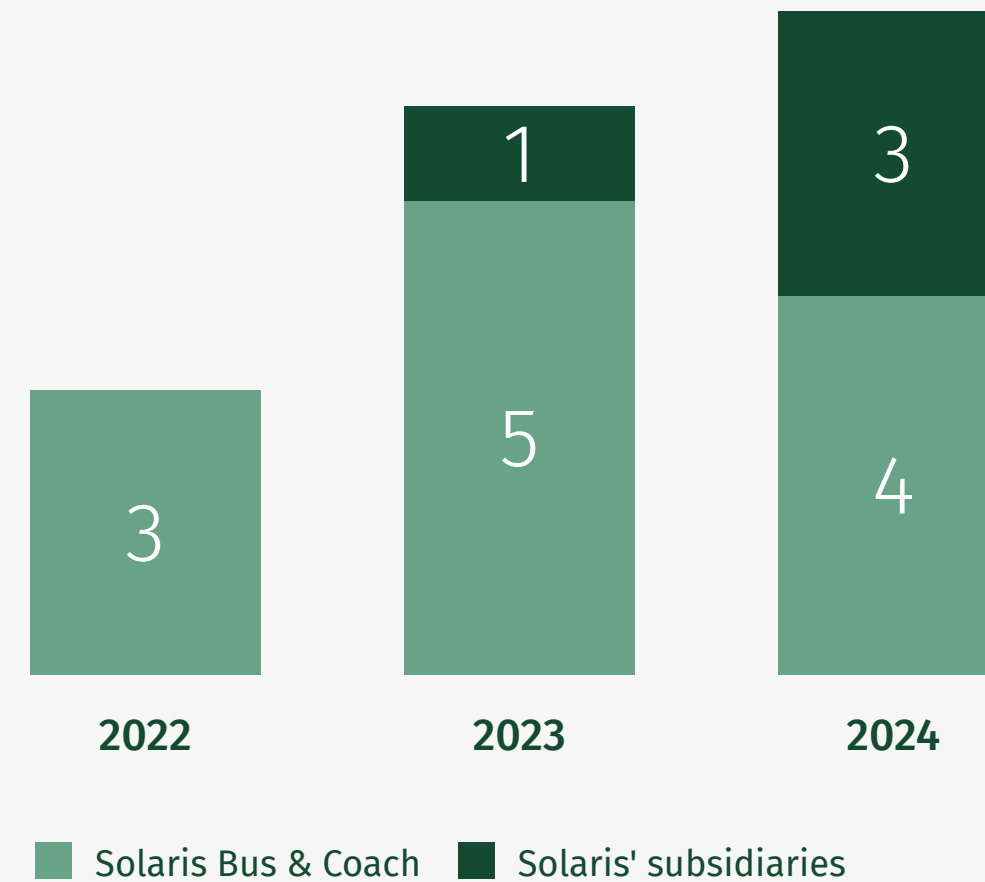
For details see the CAF Sustainability Report 2024, section 7.2.5

3.3.1.6 Internal Reporting System for whistleblowers

Since 2021, the Company has implemented an Internal Reporting System (whistleblowing system) for reporting observed or suspected breaches of the law or of ethical standards, procedures and/or other internal regulations adopted by the organization. The Internal Reporting System Policy and the Corporate Procedure for the Management of the Internal Reporting System lay down the rules and procedures for reporting and investigating suspected irregularities in the Company. The system complies with Directive 2019/1937 on the protection of persons who report breaches of Union law and with ISO 37002:2021 on whistleblowing management systems. The Internal Reporting System is available at caf.integrityline.com. A report may be submitted by any Solaris Group employee or any third party. The system ensures complete confidentiality and security for the whistleblower and enables anonymous submission of reports.

In 2024, seven investigations were conducted in the Solaris Group based on the reports received through the system. Details are presented in the graphs below. Proper disciplinary and remedial measures were taken in response to reported irregularities confirmed by the investigation. Irregularities that were not confirmed by the investigation were subsequently closed.

Number of whistleblowing cases at the Solaris Group



Investigations in 2024

Type and number of cases:

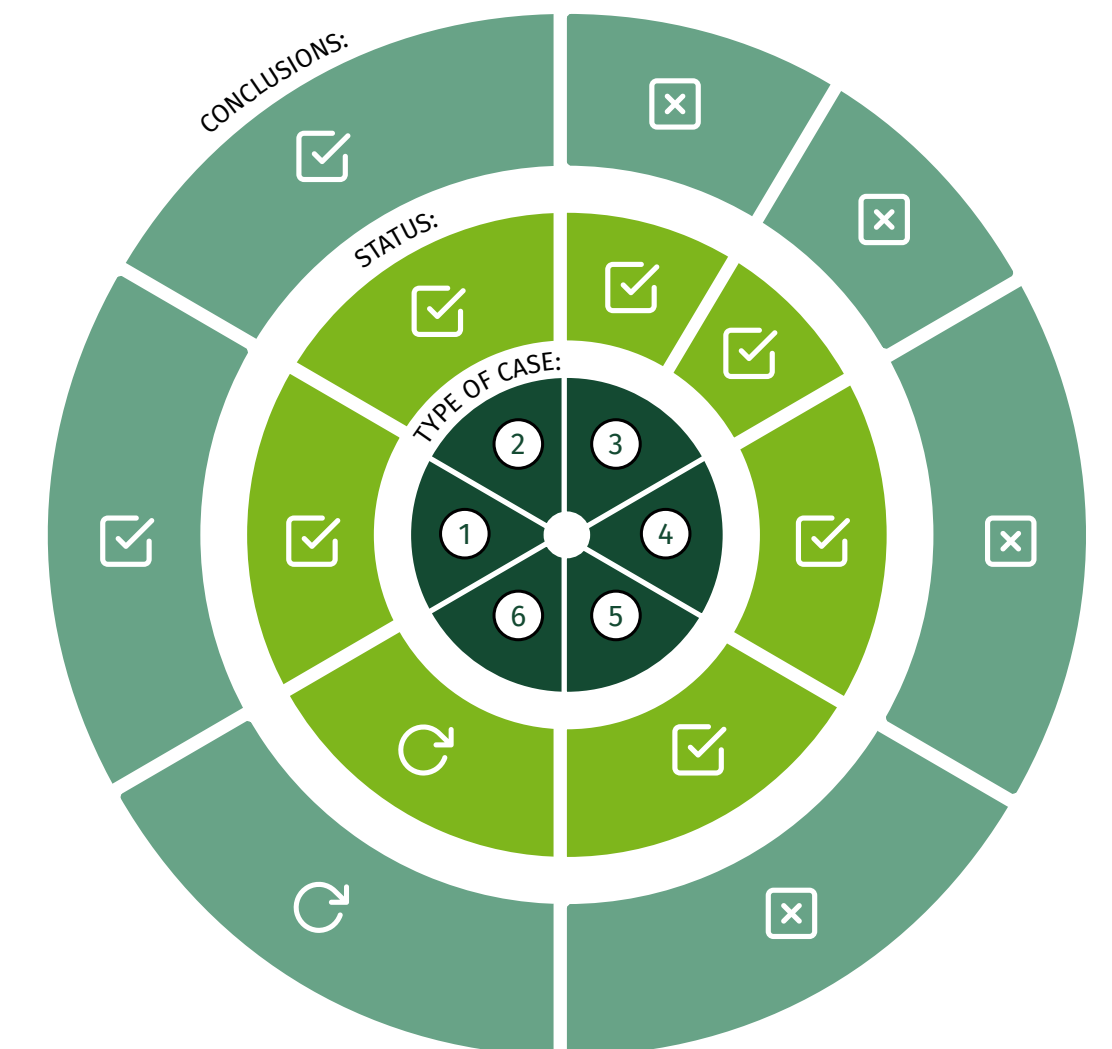
- ① Conflict of interest - 1
- ② Accounting irregularities - 1
- ③ Other breach of the law - 2
- ④ Discrimination - 1
- ⑤ Personal data protection - 1
- ⑥ Mobbing - 1

Status:

- ☒ Completed
- ☐ In progress

Conclusions:

- ☒ Confirmed
- ☐ Not confirmed



* % applies to employees covered by the training requirement.

3.3.2 Sustainable supply chain management

To ensure a sustainable supply chain, Solaris takes into consideration environmental and social aspects as well as corporate governance in its relationships with suppliers. This is to avoid risks in the supply chain, but also to encourage suppliers to incorporate sustainability into their operations. During 2024, because of the application of our risk management and sustainability strategy in the supply chain, we have carried out a range of improvement actions.

At the Solaris Group, supply chain management is carried out in accordance with the Purchasing Policy, the Environmental Policy, the Occupational Health and Safety Policy and the Supplier Code of Conduct, all of which incorporate the UN principles on Human Rights, the environment and anti-corruption. In 2024, we reinforced this framework by incorporating the following new policies: Human Rights Due Diligence Policy, Sustainability Policy, Crime Prevention Policy, Conflict Minerals Statement.

The Purchasing Policy defines the fundamental principles that contribute to strengthening the Group's value chain by promoting its resilience, efficiency, flexibility, security, and sustainability through the setting up a general framework for cooperation with suppliers.

For details see the section 3.3.1.4 of this publication

Due Diligence in contracting with third parties and Supplier Code of Conduct are described in section 3.3.1.4 of this publication.

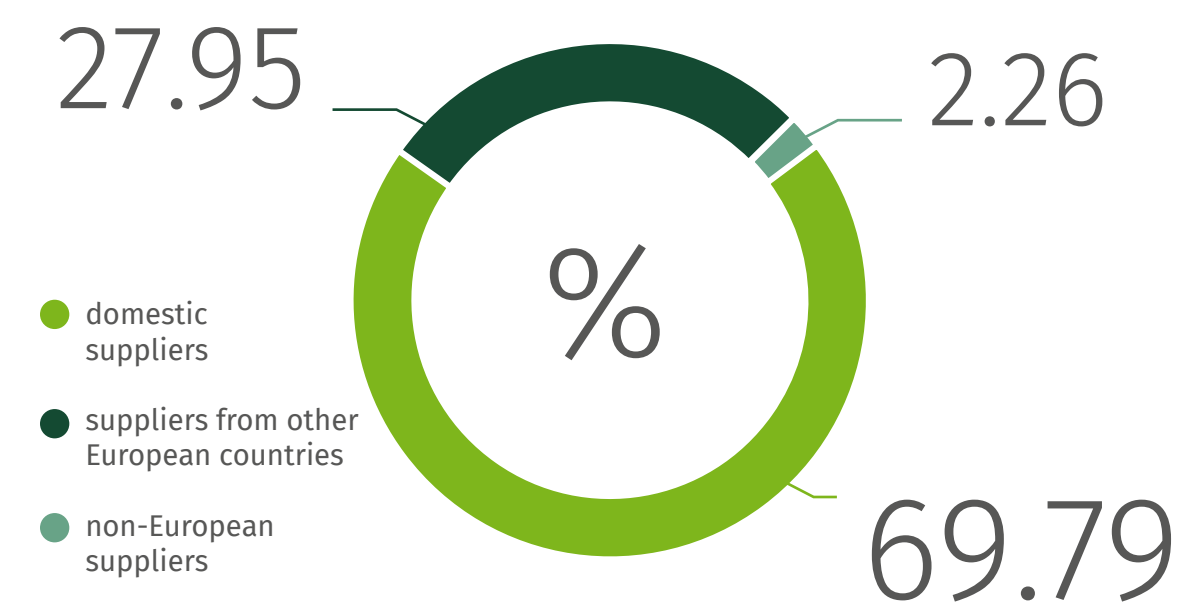


The principles of supply chain management in the Company:

- We give preference to domestic suppliers, thereby contributing to the maintenance of jobs in Poland and a reduction of greenhouse gas emissions in transport
- We optimize logistics processes
- We make purchases based on a responsible procurement program
- We acquire components and materials used in the production of our buses from businesses fulfilling certain social and environmental criteria
- We require suppliers classified as being at potential risk of supply chain abuse to have their operations evaluated on an external EcoVadis platform. Suppliers whose performance fails to satisfy acceptable thresholds are required to present plans for improvement.

Suppliers' origin

In line with the proximity principle, we are conscious of giving preference to domestic suppliers. In 2024, we worked with 1,592 suppliers. Suppliers' origin:



In 2024, 58.06% of the value of our orders went to domestic suppliers.

For details see the section 1.3 of this publication

Communication with suppliers

In 2024, we continued the implementation of the ARIBA SLP tool, designed to facilitate ESG-related communication with suppliers, data collection, and risk monitoring.

We also carried out a supplier satisfaction survey. We were rated 8.75 out of 10 for overall satisfaction and 8.64 for communication.

Responsible procurement program

In 2024, Solaris continued to implement a responsible procurement program to develop responsibility in the supply chain and ensure compliance with CAF Group's policies.

In accordance with the program's guidelines, the Group selected suppliers whose activities pose the greatest environmental, social and ethical risks because of not only the potential negative impact of the products they supply, but also because of the country in which they operate and the likelihood of risk in the aforementioned areas. Entities entered in the list of suppliers with potential ESG abuse risks are thoroughly evaluated for their sustainability management approach on the EcoVadis platform. In 2024, 81% of identified suppliers participated in the assessment.

We have moved forward this year by implementing tools that expand our capacity for assessment and tracking performance of all suppliers, not only those identified as strategic. These solutions serve to harmonize the calculation of key indicators, ensuring consistency in methodologies, and strengthen our capacity for analysis and decision-making:

- **EcoVadis** – a platform for assessing suppliers in terms of sustainability management, enabling the identification of critical areas and improvement opportunities
- **EcoVadis IQ+** – a platform supporting the supplier pre-selection process for assessment in EcoVadis
- **EcoVadis Vitals** – a platform for simplified supplier assessment
- **ARIBA RISK** – a tool for identifying supplier-related risks, as well as implementing preventive or corrective measures
- **SAC Analytics** – an analytical solution that calculates ESG indicators at both the corporate and local levels.



Battery suppliers

Since 2023, operations related to batteries – including sourcing and procurement – have been managed by a dedicated unit: the Solaris Battery Hub. In 2024, we continued our cooperation with battery suppliers to develop a responsible supply chain given the risks involved in battery production, particularly in sourcing the scarce raw materials needed to make them. Based on the prepared self-assessment sheet, we verified the battery suppliers' sustainability activities.

We prefer suppliers certified by global responsible raw materials mining initiatives, such as the Responsible Cobalt Initiative and the Responsible Minerals Initiative. Thanks to our battery supplier qualification criteria, we can obtain information on whether the materials necessary for the production of our battery cells are obtained in areas free from armed conflicts or an elevated risk of human rights violations.

Moreover, we continued discussions with battery suppliers in 2024, preparing them for the requirement to comply with the provisions of Regulation (EU) 2023/1542 of the European Parliament and of the Council of 12 July 2023 concerning batteries and waste batteries. The standard requires battery manufacturers, among other aspects, to prepare a carbon footprint declaration for each battery model per production plant.

For details see the CAF Sustainability Report 2024, section 7.2.7.

Due Diligence in respecting Human Rights and international sanctions

The Solaris Group has an internal CAF Group Human Rights Due Diligence Procedure, which supports employees in conducting a preliminary assessment of each potential business opportunity to ensure that its participation does not give rise to a breach of Human Rights. At the same time, the possible existence of international sanctions is checked on a general basis.

In 2024, CAF Group updated the list of countries at risk of Human Rights violations and subject to international sanctions.

In 2024, 100% of the CAF Group's projects and offers were analysed from a Human Rights perspective. No Human Rights violations arising the CAF Group's participation in any project were detected.



www.solarisbus.com