

ESG Policy



CONTENTS

- 1. PERIDOT SOLAR COMMITMENT TO SUSTAINABILITY 3
- 2. PURPOSE AND SCOPE OF THE POLICY..... 3
- 3. ESG GOVERNANCE 4
- 4. ESG STANDARDS 5
- 5. SUPPORT TO THE UNITED NATIONS SUSTAINABLE GOALS 6
- 6. POLICY OWNERSHIP AND REVIEW 7
- 7. FURTHER RELATED POLICIES AND GUIDELINES ADOPTED 7
- 8. ACCOUNTABILITY 7

1. PERIDOT SOLAR COMMITMENT TO SUSTAINABILITY

Since its creation, Peridot Solar has embodied sustainability, driving the future through responsible investments, environmental preservation, well-being enhancement, and value creation for shareholders and stakeholders. Peridot Solar's operations emphasize innovation and value creation, promoting environmental, social, and governance (ESG) factors in line with the highest international standards, particularly:

- **Environmental:** Gradual reduction and avoidance of CO2 emissions,
- **Social:** Promotion of inclusion, diversity, and skills development,
- **Governance:** Ensuring transparency for investors and all stakeholders.

Peridot Solar aims not only to meet market and investor expectations regarding ESG integration but also to become a best-in-class example by continually improving its ESG action plan. Sustainability targets must be regularly reviewed according to European and national regulatory and market developments and communicated across all organizational levels. The goal is to succeed at both corporate and product levels with open, measurable, and transparent communications to investors, business partners, and stakeholders, increasingly integrating ESG communication into financial reporting.

2. PURPOSE AND SCOPE OF THE POLICY

The ESG Policy serves as a foundational framework for Peridot Solar, outlining our commitment to robust ESG governance and processes that drive our long-term sustainability objectives. It not only facilitates the identification of enduring strategies but also equips us to effectively navigate the dynamic landscape of sustainability challenges.

At the core of our ESG Policy lies our dedication to responsible investing, which extends beyond financial metrics to encompass environmental, social, and governance considerations. By prioritizing long-term value creation for shareholders while integrating non-financial factors, we align our investment decisions with the principles of sustainability. Furthermore, our pledge to transition towards cleaner energy sources reflects our aspiration to contribute to a healthier and more sustainable world for all stakeholders.

Flexibility and adaptability are integral to our approach. The ESG Policy is a living document, subject to regular review and updates to ensure alignment with evolving regulatory mandates, market dynamics, and our internal ESG priorities. This iterative process underscores our commitment to continuous improvement and staying at the forefront of sustainable business practices.

As custodians of this policy, the Board of Directors holds ultimate responsibility for its approval and oversight. Their stewardship ensures that our ESG commitments are embedded into the fabric of our corporate and investment processes, driving meaningful impact across our operations.

Facilitating the implementation and communication of our ESG Policy is the ESG Committee. Charged with proposing amendments and disseminating policy updates within the organization and to external stakeholders, the ESG Committee plays a pivotal role in fostering transparency and accountability in our sustainability efforts.

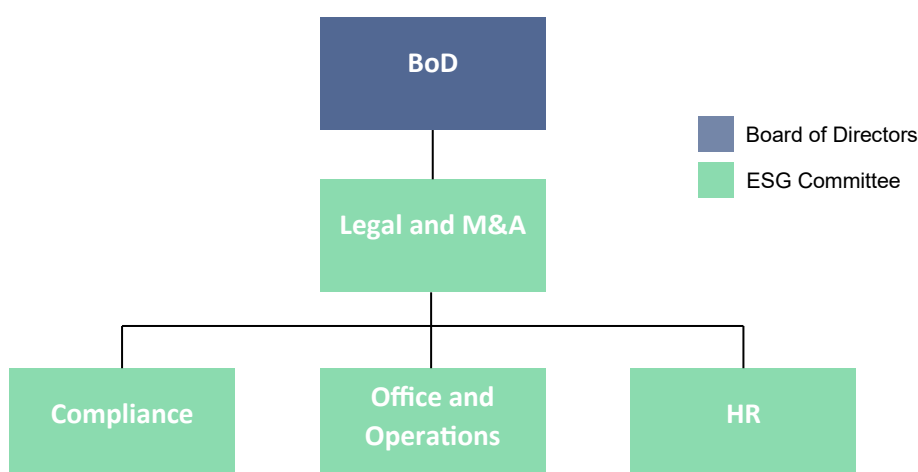
Externally, our commitment to transparency extends to making the ESG Policy readily accessible to all stakeholders. Whether through our website, internal distribution channels, or upon request to investors and external partners, we aim to foster dialogue and collaboration around our shared sustainability goals.

In essence, the ESG Policy embodies our firm belief that responsible stewardship of environmental, social, and governance factors not only drives sustainable value creation but also underscores our commitment to building a more resilient and inclusive future.

3.ESG GOVERNANCE

Peridot Solar has strategically established an ESG Committee to integrate specific ESG responsibilities into its governance structure, reflecting the company's commitment to sustainability and responsible business practices.

The Board of Directors assumes the strategic supervisory role, setting the strategic guidelines for the company while actively fostering a culture of sustainability and responsible investment within the organization and among its stakeholders. This involves not only high-level strategic planning but also the promotion of ESG values throughout the company's operations and stakeholder interactions.



The Board appoints the ESG Committee, which is charged with the comprehensive oversight of ESG issues. This committee plays a proactive and advisory role to the Board, ensuring the seamless integration of ESG principles into the company's corporate strategies. Its responsibilities include monitoring and controlling the implementation of the ESG policy framework, ensuring that ESG objectives are met and that the company remains aligned with best practices and regulatory requirements.

The ESG Committee is also tasked with promoting continuous improvement initiatives, encouraging innovative approaches to sustainability challenges, and fostering a corporate environment that prioritizes ESG considerations. To maintain transparency and accountability, the ESG Committee periodically reports to the Board of Directors on the progress and outcomes of ESG activities, providing detailed updates on key initiatives and performance metrics.

Through this meticulously structured approach, Peridot Solar ensures that ESG considerations are deeply embedded in its operational and decision-making processes. This proactive stance on ESG issues helps the company navigate the complexities of the modern business landscape, ensuring resilience and sustained growth in a rapidly evolving market.

4.ESG STANDARDS

Peridot Solar is committed to complying with all national laws and regulations in the jurisdictions in which it operates and seeks to follow ESG best practices. Furthermore, Peridot Solar seeks to continuously improve internal processes and increase sustainability in its practices.



Environmental - Peridot Solar adheres to all applicable environmental, climate change, and planning laws as enforced by environmental and health protection agencies, local authorities, energy regulators, and other relevant regulatory bodies. We take proactive measures to avoid or mitigate environmental impacts on areas such as biodiversity, ecology, air quality, noise, and waste management. These measures are implemented through processes such as environmental impact assessments during the design, construction, and operation of renewable energy plants.



Social - Peridot Solar complies with all applicable laws and protocols related to employment, health and safety, human rights, and public safety. Additionally, the company actively engages and involves local communities in project development, recognizing global human rights regulations as fundamental and universally applicable. Peridot Solar is dedicated to creating safe, welcoming, inclusive, and healthy workplaces where all employees feel valued. The company has developed and adopted a Diversity, Equity, and Inclusion (DEI) policy and continuously works to enhance these principles throughout the organization.



Governance - Peridot Solar ensures that its corporate governance arrangements comply with mandatory statutory standards and operates in accordance with the regulatory bodies overseeing its business and assets. The company has adopted an internal Code of Ethics and Business Conduct, and adheres to compliance policies related to anti-corruption, anti-money laundering, and conflicts of interest. Additionally, Peridot Solar has implemented a whistleblower policy with dedicated anonymous channels available to employees, business partners, and customers. This system allows individuals to safely and anonymously report instances of misconduct or noncompliance.

The entire ecosystem of Environmental, Social, and Governance policies adopted by Peridot Solar is available on the company website, accessible to employees, consultants, shareholders, and stakeholders. This transparency reflects our commitment to openness and accountability, ensuring that everyone involved with Peridot Solar can stay informed about our ESG initiatives and standards. By making this information publicly accessible, we aim to foster continuous improvement and engagement in our ESG journey. We believe that transparency not only builds trust but also encourages constructive feedback and collaboration, allowing us to refine our practices and make meaningful progress towards our sustainability and governance goals.

5. SUPPORT TO THE UNITED NATIONS SUSTAINABLE GOALS

Our mission is to empower individuals to build communities and bring the world closer together. We believe in fostering inclusive communities where everyone has a voice and access to opportunities. Therefore, Peridot Solar is committed to advancing the United Nations Sustainable Development Goals (SDGs) and collaborating with our partners to achieve these goals by 2030. While Peridot Solar's work can contribute to all SDGs, best practices encourage companies to focus on specific areas where they can make the most significant impact. Consequently, we dedicate our efforts to realizing:



No Poverty - End poverty in all its forms everywhere



Good Health and Well Being - Ensure healthy lives and promote well-being for all



Quality Education - Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all



Gender Equality - Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all



Affordable and Clean Energy - Ensure access to affordable, reliable, sustainable and modern energy for all



Decent Work and Economic Growth - Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all



Industry, Innovation and Infrastructure - Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation



Reduced Inequalities - Reduce inequality within and among



Sustainable Cities and Communities - Make cities and human settlements inclusive, safe, resilient and sustainable



Responsible Consumption and Production - Ensure sustainable consumption and production patterns



Climate Action - Take urgent action to combat climate change and its impacts



Life on Land - Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss



Peace, Justice and Strong Institutions - Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development

6.POLICY OWNERSHIP AND REVIEW

The Peridot Solar Board of Directors and the ESG Committee have overall ownership and oversight of this Policy and for all sustainability matters. This Policy will be reviewed on a regular basis and updated as needed during time.

7.FURTHER RELATED POLICIES AND GUIDELINES ADOPTED

This ESG Policy undelight from a general perspective the sustainability principles adopted by Peridot Solar. It wouldn't be possible to analyze everything in depth within this document therefore we recommend to deepen these topic going through our corporate policies available on the sustainability page of our website. In particular these materials and policies are available for consultation:



Code of Ethics and Business



Responsible Sourcing



Environmental and Social



Responsible Business



Whistleblowing



Anti Bribery and Corruption



Health & Safety



Diversity, Equity and Inclusion



Supplier Code of Conduct



Wellbeing

8.ACCOUNTABILITY

At Peridot Solar, clear accountabilities have been defined to oversee the implementation and periodic review of our ESG policies. These policies are reviewed annually to ensure alignment with best practices, regulatory requirements, and company objectives. Any updates, improvements, or corrections identified during the review are discussed and approved by senior management, completing the accountability chain and ensuring that ESG standards are consistently maintained and continuously enhanced across the organization.

ESG Policy	Dario Ferrari – HR Director
Code of Ethics and Business	Monica Amato – Compliance & Legal Specialist
Environmental and Social	Dario Ferrari – HR Director
Whistleblowing	Monica Amato – Compliance & Legal Specialist
Health & Safety	Francesca Tarsia – Office & Operations Manager
Supplier Code of Conduct	Dario Ferrari – HR Director Monica Amato – Compliance & Legal Specialist
Responsible Sourcing	Dario Ferrari – HR Director Monica Amato – Compliance & Legal Specialist
Responsible Business	Dario Ferrari – HR Director
Anti Bribery and Corruption	Monica Amato – Compliance & Legal Specialist
Diversity, Equity and Inclusion	Dario Ferrari – HR Director
Wellbeing	Dario Ferrari – HR Director

To ensure our ESG policies remain effective, aligned with best practices, and responsive to evolving requirements, Peridot Solar conducts a structured annual review. The following steps outline the practical and accountable process followed each year to evaluate, update, and communicate our ESG policies.

- **Initial Assessment:** The ESG team conducts a self-assessment, gathering input from relevant departments and evaluating compliance with regulations, industry standards, and internal objectives.
- **Draft Review:** Key findings are consolidated into a draft, including proposed updates if any. Not every assessment will result in policy changes; if no updates are needed, the current policy remains in effect.
- **Departmental Feedback:** The draft is circulated to department heads for review and comments.
- **Senior Management Approval:** Any proposed updates are discussed and formally approved by senior management, completing the accountability chain.
- **Communication:** The approved updated policy is communicated to all employees and relevant stakeholders to ensure awareness and alignment.