REMUNERATION POLICY FOR DIRECTORS OF SOLARIA ENERGÍA Y MEDIO AMBIENTE, S.A.

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Chapter I - Introduction and Regulatory Framework of the Remuneration Policy

The Board of Directors of SOLARIA ENERGÍA Y MEDIO AMBIENTE, S.A. (hereinafter "Solaria" or the "Company") has approved this remuneration policy for the Company's Directors (the "Remuneration Policy" or the "Policy"), in accordance with the provisions of Article 529-novodecies of the Consolidated Text of the Capital Companies Act approved by Royal Legislative Decree 1/2010 of July 2 (hereinafter the "LSC").

The Remuneration Policy shall be submitted for approval by the Company's General Shareholders' Meeting, for which purpose it shall be made available to the Shareholders on the Company's website, together with the corresponding report of the Appointments and Remuneration Committee, as of the call for the General Shareholders' Meeting, without prejudice to the Shareholders' right to also request its delivery or mailing free of charge. The notice of the General Meeting will expressly mention this right.

The proposal to approve this Compensation Policy stems from Solaria's commitment to good governance, business ethics, and transparency, as well as the incorporation of requirements and best practices regarding good governance and director compensation.

Therefore, and in line with its strategy for good governance and sustainability, applicable laws, international standards, its Articles of Incorporation, the Code of Business Ethics, the Board of Directors' Regulations, and other Corporate Rules and Policies, Solaria proposes the approval of this Remuneration Policy, with the aim of ensuring transparent management of the compensation system for members of the Board of Directors.

This Remuneration Policy complies with the provisions of Article 46 of the Articles of Association and Article 26 of the Board of Directors' Regulations and replaces the previous remuneration policy dated June 30, 2023, approved by the General Shareholders' Meeting.

The Appointments and Remuneration Committee has prepared the specific report referred to in Article 529-novodecies of the LSC, which is made available to shareholders in the manner provided therein.

For the purposes set forth in Article 529-17 of the LSC, the Policy submitted for approval by the Meeting includes the maximum amount of annual compensation to be paid to all directors in their

capacity as such in each of the three fiscal years to which the Policy refers.

Likewise, for the purposes set forth in Article 529-o of the LSC, the Policy submitted for approval by the Meeting includes, with respect to directors with executive functions, the amount of the fixed annual compensation and its variation over the period, as well as the absence of variable components and contracts of a labor, commercial, or service provision nature.

The Board of Directors has decided to modify the compensation that all Directors have been receiving in recent years, in order to align their compensation with the company's current financial situation and with market standards for comparable companies.

To this end, it is proposed to update the annual compensation of the Directors as indicated below:

- Chairman: €180,000.
- Directors: €110,000.

Notwithstanding the foregoing, the CEO, Mr. Felipe Morenés Botín-Sanz de Sautuola, Mr. Enrique Díaz-Tejeiro Gutiérrez, and Ms. María Dolores Larrañaga Horna have expressed their intention to waive their compensation.

Chapter II - Term

This Compensation Policy for the Company's Directors is valid for three years, that is, it is established for the fiscal years 2026, 2027, and 2028.

A new proposal must be submitted to the General Shareholders' Meeting for approval within three years, unless the General Shareholders' Meeting adopts a resolution amending this Remuneration Policy prior to that date.

Chapter III - Guiding Principles of the Remuneration Policy

The purpose of this Remuneration Policy is to define the Company's remuneration practices for its Directors, establishing a compensation system commensurate with the time and responsibilities they assume, in a manner that contributes to the creation of value for its shareholders in a sustainable manner over the long term.

The Company's Remuneration Policy is based on the following principles:

a) Establishment of an incentive-based compensation framework to reward the dedication, qualifications, and responsibilities of Directors, in a manner that attracts and retains talent contributing to the creation of value for the Company's shareholders and the achievement of its objectives.

b) To ensure the independence of judgment of Directors, particularly with respect to Independent Directors.

c) Transparency in the disclosure of compensation for members of the Company's Board of Directors.

d) Avoiding conflicts of interest through a set of obligations arising from their duties of due diligence, loyalty, and disclosure.

e) Sustainability and alignment with the Company's values and characteristics, promoting the Company's long-term profitability and sustainability, while incorporating the necessary safeguards to prevent excessive risk-taking and the rewarding of unfavorable results.

f) The compensation of Directors shall be set in a proportion that reasonably corresponds to the Company's significance, its current economic situation, and market standards for comparable entities.

g) The Appointments and Remuneration Committee shall ensure compliance with the Remuneration Policy, review it periodically, and propose to the Board any amendments or updates deemed necessary for submission to the General Meeting.

h) The Board of Directors, upon the proposal of the Nominating and Compensation Committee, shall determine, within the limits set by the General Meeting and in accordance with the Compensation Policy, the amount to be paid annually to each Director.

Chapter IV - Remuneration of Directors in Their Capacity as Such

With regard to the remuneration of Directors in their capacity as such, the compensation system is set forth in Article 46 of the Bylaws, consisting of a fixed annual allowance approved by the General Meeting.

Notwithstanding the foregoing, Directors' compensation may also consist of the grant of shares, stock options, or be linked to the value of the shares, subject to approval by the General Shareholders' Meeting, which must specify, at a minimum, the matters set forth in Article 219 of the Capital Companies Act.

The determination of each Director's remuneration in their capacity as such shall be the responsibility of the Board of Directors in accordance with the Remuneration Policy, which has taken into account for this purpose the duties and responsibilities assigned to each Director, membership on Board Committees, and other objective circumstances deemed relevant.

In light of the foregoing, it is anticipated that all Directors will receive a fixed annual remuneration of 110,000 euros, with the exception of:

- Mr. Enrique Díaz-Tejeiro, in his capacity as Chairman of the Board of Directors and Proprietary Director: he has expressed his intention to waive his compensation.
- Ms. María Dolores Larrañaga Horna, in her capacity as a shareholder representative, has expressed her intention to waive her compensation.
- Mr. Arturo Díaz-Tejeiro Larrañaga, in his capacity as First Vice Chairman of the Board of Directors and CEO, has expressed his intention to waive his compensation.
- Mr. Felipe Morenés Botín-Sanz de Sautuola, in his capacity as a Proprietary Director, has expressed his intention to waive his compensation.

The compensation received by Directors in their capacity as such shall be compatible with any other payments derived from an employment, commercial, or service relationship that any of the Directors may have, as the case may be, with the Company, whether or not they are assigned executive functions, provided that such compensation items must be in accordance with the Compensation Policy. However, as of the date of this Remuneration Policy, none of the Directors has an employment, commercial, or service provision relationship with the Company (without prejudice to the contract entered into between the Company and the CEO for the purposes of Article 249 of the Capital Companies Act, which shall remain in effect until his termination or resignation) and, therefore, no remuneration is received for such items.

Likewise, the Company will pay the premium for the Directors' civil liability insurance, under the usual conditions and in proportion to the Company's own circumstances.

Directors are not entitled to variable compensation, bonuses, or other benefits in any form, nor do they receive any other payments beyond those specified in this section.

Chapter V - Remuneration of Directors for Their Executive Functions

In accordance with the provisions of Article 529-O of the LSC, the remuneration of Directors for the performance of executive functions shall comply with this Directors' Remuneration Policy.

The Board of Directors has the authority to set the compensation of Directors for the performance of executive duties and the terms and conditions of their contracts with the Company in accordance with the provisions of Article 249.3 of the LSC and with the Director Compensation Policy approved by the General Meeting.

As of the date of this Compensation Policy, the Company's sole Executive Director receives no compensation and therefore does not receive any remuneration for the performance of his executive duties.

The foregoing is without prejudice to payments for the civil liability insurance premiums that the Company has taken out for all its Directors, as well as the health insurance it has taken out for the Executive Director, under the usual conditions and in proportion to the Company's own circumstances, nor the reimbursement of routine expenses incurred by all Directors in attending Board meetings, Committee meetings, or in the performance of their duties as directors.

The Company reimburses the CEO, upon receipt of the corresponding receipts and/or supporting documents, for any amount related to travel, lodging, meals, or any other expenses incurred on behalf of the Company as a result of the performance of his duties as CEO. In this regard, it is noted that the CEO has a card to cover gasoline expenses incurred in the performance of his duties.

The Company shall not pay any severance pay as a result of the CEO's termination.

In the event that any other Executive Director joins the Board of Directors during the term of this Compensation Policy, the Policy shall be reviewed, following a report from the Nominating and Compensation Committee, and, if necessary, the corresponding amendment to the Compensation Policy shall be proposed to the General Shareholders' Meeting.

Chapter VI - Maximum Annual Remuneration for Directors

The maximum annual remuneration to be received by members of the Board of Directors amounts to

330,000 euros, an amount that corresponds entirely to the estimated amount of the fixed remuneration that the Directors are entitled to in their capacity as such. It is understood that Mr. Enrique Díaz-Tejeiro, Ms. María Dolores Larrañaga Horna, Mr. Arturo Díaz-Tejeiro Larrañaga, and Mr. Felipe Morenés Botín-Sanz de Sautuola have expressed their intention to waive their compensation.

The aforementioned limit does not include payments for civil liability insurance premiums that the Company may take out for its Directors, under the usual conditions and in proportion to the Company's own circumstances, nor the reimbursement of ordinary expenses incurred by Directors in attending meetings of the Board, its Committees, or in the performance of their duties.

The total amount of remuneration that the Company may pay to all of its Directors shall not exceed the amount approved by the General Shareholders' Meeting, which shall remain in effect until modified by a new resolution of the General Shareholders' Meeting, in accordance with the provisions of the Capital Companies Act.

Chapter VII - Relationship of the Policy to the Remuneration and Employment Conditions of Solaria Employees

For the purpose of establishing the remuneration terms for Directors, as described in this Remuneration Policy, the remuneration strategy applicable to the Company's employees has been taken into account.

In this regard, the Remuneration Policy applicable to directors is aligned with that of the workforce, compensating them for the value they bring to Solaria.

Solaria's compensation policy guarantees non-discrimination on the basis of sex, age, culture, religion, race, or any other circumstance. In this regard, the compensation of the Company's employees is determined based on their professional merit, experience, dedication, and the responsibilities they assume. Compensation consists of a fixed component and a variable component.

Chapter VIII - Temporary Exceptions to the Application of the Policy

The Board of Directors, upon the proposal of the Appointments and Remuneration Committee, may approve the application of temporary exceptions to the Remuneration Policy in situations where

necessary to serve the long-term interests and sustainability of the Company as a whole or to ensure its viability.

In this regard, the Board of Directors must have a prior report from the Appointments and Remuneration Committee assessing the circumstances that make the application of temporary exceptions necessary and the specific remuneration that should be subject to exception or modification.

The Board, after reviewing the prior report from the Nominating and Compensation Committee, will determine whether the application of temporary exceptions is appropriate, as well as the components affected by such exceptions.

In any case, the Company shall include in the Annual Report on Directors' Remuneration information regarding the exceptional circumstances that led the Board to approve the application of the temporary exception, as well as the remuneration that has been affected.

Chapter IX - Decision-making process for the definition, review, and application of the Remuneration Policy

A. Bodies involved in decision-making regarding the Remuneration Policy:

1. General Shareholders' Meeting:

In accordance with the provisions of Articles 217, 219, 529-17, and 529-19 of the LSC, the General Shareholders' Meeting is responsible for the following functions:

- Approve the Remuneration Policy for directors at least every three years.
- Determine the maximum amount of annual compensation to be paid to all directors in their capacity as such.
- Separately approve incentive plans involving the grant of shares or equity-linked financial instruments, or compensation linked to the value of the shares.

2. Board of Directors:

In accordance with the provisions of Articles 249 and 249 bis of the LSC, the Board of Directors has the following non-delegable powers:

- Decisions regarding the remuneration of directors, within the framework of the Articles of Association and the Remuneration Policy approved by the General Shareholders' Meeting.

- Approval of the contracts of executive directors, which, among other things, detail all items for which they may receive compensation for the performance of executive duties, including any severance pay for early termination of such duties and the amounts to be paid by the Company for insurance premiums or contributions to savings plans.

3. Nominating and Compensation Committee:

Assumes the primary role in determining, implementing, and reviewing the Compensation Policy.

a) Determination of the Remuneration Policy:

- Proposing the Remuneration Policy for directors to the Board of Directors, as well as its periodic review and update.

- Propose to the Board of Directors the system and amount of directors' annual compensation, for submission to the General Shareholders' Meeting.

- Propose to the Board of Directors, for its approval, the individual compensation of executive directors and the other basic terms of their contracts, including any compensation or severance pay that may be established in the event of termination, and the amounts to be paid by the Company for insurance premiums or contributions to savings plans, in accordance with the Company's internal regulations and the Director Remuneration Policy in effect at any given time.

b) Application of the Remuneration Policy:

- Propose to the Board of Directors the objectives to which the annual variable compensation is linked at the beginning of each fiscal year, if such variable compensation exists, and assess compliance with those objectives once the fiscal year has ended. Following this assessment, the Compensation Committee prepares a proposal for annual variable compensation, which is submitted to the Board of Directors for approval.

- Propose to the Board of Directors the cancellation of payment or, where applicable, the return of the variable components of executive directors' compensation based on the

results when such components have been paid based on data whose inaccuracy has subsequently been clearly demonstrated, as well as, where appropriate, the filing of claims and other applicable measures.

- Periodically review the terms of executive directors' contracts and verify their consistency with current compensation policies.

c) Review of the Remuneration Policy:

- Periodically review the Directors' Remuneration Policy, including share-based compensation systems and their implementation, verifying that it is consistent with the Company's specific circumstances and aligned with its short-, medium-, and long-term strategy and market conditions, assessing whether it contributes to the creation of sustainable value and to adequate risk control and management.

d) Transparency of the Remuneration Policy:

- Prepare and submit the Annual Report on Directors' Remuneration to the Board of Directors for approval, and verify the information on directors' remuneration contained in corporate documents, the notes to the annual financial statements, and the Company's interim financial statements.

4. Ethics, Compliance, and ESG Committee:

This Committee is responsible for overseeing the sustainability strategy and objectives, monitoring their implementation, and evaluating the degree to which the set objectives have been achieved, based on information periodically provided by the Sustainability Department.

B. Measures to Prevent Conflicts of Interest

Regarding the measures established to detect, determine, and resolve potential conflicts of interest, Article 30 of the Board of Directors Regulations defines cases of conflicts of interest and establishes the rules governing such situations.

Chapter X - Alignment with the Company's Strategy, Interests, and Sustainability

The following details the features of the Compensation Policy that ensure consistency with the Company's strategy, interests, and long-term sustainability.

The design of the Compensation Policy is consistent with the Company's strategy and is geared toward achieving long-term results:

- The total compensation of directors consists of a fixed compensation. There is no variable compensation or other compensation components beyond those described in this Policy.

- The executive director has expressed his intention to waive the fixed compensation previously allocated to him prior to this policy. He does not receive any compensation in addition to the fixed compensation allocated to him as a director under this Policy.

- The Appointments and Remuneration Committee is responsible for reviewing, analyzing, and overseeing the implementation of the Remuneration Policy. Senior executives also fall within the Committee's purview. This group includes professionals whose activities may have a significant impact on the entity's risk profile.

- As indicated above, the Nomination and Remuneration Committee and the Ethics, Compliance, and ESG Committee participate in the decision-making process regarding directors' remuneration.

- The Nomination and Remuneration Committee is composed entirely of directors who are also members of the Audit Committee, the body responsible for supervising and assessing the Group's risks, including non-financial risks. The presence of directors serving on both committees ensures that risks associated with compensation are taken into account in the discussions of both committees and in the proposals submitted to the Board, both for determining and for evaluating the Compensation Policy.

- The Policy includes an ex-post control of senior management's variable compensation (malus and clawback) if the circumstances described in the Executive Compensation Policy arise.

- The Remuneration Policy and its implementation are subject to a periodic review by the Appointments and Remuneration Committee to ensure (i) its consistency with the Company's specific circumstances, (ii) alignment with the

Group's short-, medium-, and long-term strategy and with market conditions, and (iii) adequate risk control and management.

Chapter XI - Annual Report on Directors' Remuneration

The Board of Directors shall approve annually, upon a proposal from the Appointments and Remuneration Committee, the Annual Report on Directors' Remuneration. Said Report shall be put to a vote, on an advisory basis and as a separate item on the agenda of the Annual General Meeting of Shareholders, and shall be published on the Company's website following the call for said Meeting.

In the event that the Annual Report on Directors' Remuneration is rejected in the consultative vote at the Ordinary General Meeting, the Remuneration Policy applicable for the following fiscal year must be submitted for approval by the General Meeting prior to its implementation, even if its term of validity has not yet expired, unless it was approved at that same Ordinary General Meeting.

Chapter XII - Review and Oversight of the Remuneration Policy

The remuneration provided for in this Remuneration Policy maintains an appropriate balance and promotes the Company's long-term profitability and sustainability, incorporating necessary safeguards to prevent excessive risk-taking or the rewarding of unfavorable results, and ensuring the alignment of Directors' interests with those of the Company and its shareholders, without compromising the Directors' independence.

Notwithstanding the foregoing, the Board of Directors shall review the validity of this Compensation Policy to ensure its compliance with the principles underlying it and, where appropriate, shall propose to the General Shareholders' Meeting any amendments it deems necessary, following a report from the Nominating and Compensation Committee.

Likewise, the Appointments and Remuneration Committee shall ensure compliance with the Remuneration Policy, proposing to the Board its update or modification in accordance with the Company's needs.

Madrid, May 27, 2026.

The Board of Directors of SOLARIA ENERGÍA Y MEDIO AMBIENTE, S.A.