REPORT PREPARED BY THE APPOINTMENTS AND COMPENSATION COMMITTEE OF SOLARIA ENERGÍA Y MEDIOAMBIENTE S.A. PURSUANT TO ARTICLE 529-NOVODECIES OF THE CONSOLIDATED TEXT OF THE SPANISH COMPANIES ACT.

1. Introduction

Article 529-novodecies of the Consolidated Text of the Capital Companies Act establishes the obligation to prepare and submit for approval by the General Shareholders' Meeting the remuneration policy for the Directors of SOLARIA ENERGÍA Y MEDIOAMBIENTE S.A. (the "Company").

Such remuneration policy must comply, where applicable, with the remuneration system provided for in the Articles of Association and shall be approved by the General Shareholders' Meeting as a separate item on the agenda, for application during a maximum period of three fiscal years. However, proposals for new director compensation policies must be submitted to the General Shareholders' Meeting prior to the end of the last fiscal year of the previous policy's application, and the General Shareholders' Meeting may determine that the new policy shall be effective as of the date of its approval and for the following three fiscal years. Any modification or replacement of the policy during that period shall require the prior approval of the General Shareholders' Meeting in accordance with the procedure established for its approval.

The compensation policy, together with the date and result of the vote, shall be made available on the company's website free of charge from the date of its approval and at least for as long as it remains in effect.

The Board of Directors' proposal for the remuneration policy shall be substantiated and must be accompanied by a specific report from the Appointments and Remuneration Committee. Both documents shall be made available to the Shareholders on the Company's website from the date of the call for the General Meeting, and Shareholders may also request that they be delivered or mailed to them free of charge. The notice calling for the General Meeting shall mention this right.

In compliance with this legal provision, the Company's Appointments and Remuneration Committee has prepared this report on the Board of Directors' reasoned proposal regarding the remuneration policy for Directors for the fiscal years 2026, 2027, and 2028 (the "Remuneration Policy"), which replaces the previous policy approved by the General Shareholders' Meeting held on June 30, 2023.

The Remuneration Policy is scheduled to be submitted for approval at the Ordinary General Meeting of Shareholders, which is scheduled to be held exclusively online on June 29, 2026, at 12:00 p.m., on first call, and at the same time and in the same manner on June 30, 2026, on second call, including the following proposal as the fifth item on the agenda:

> Fifth.- Approval, if applicable, of the remuneration policy for directors.
>
> It is proposed that the General Meeting approve, in accordance with the provisions of Article 529-novodecies of the Capital Companies Act, the new remuneration policy

for the fiscal years 2026, 2027, and 2028, in accordance with the Board of Directors' reasoned proposal, to which the required report of the Appointments and Remuneration Committee is attached.

In accordance with the provisions of the aforementioned Article 529-novodecies, both documents have been made available to the Shareholders on the Company's website since the call for the General Meeting.

2. Report of the Appointments and Remuneration Committee.

For the aforementioned purposes, the Appointments and Remuneration Committee approves this report on the proposed Remuneration Policy for the Company's Directors and requests that the Board of Directors make it available to shareholders upon publication of the notice of the Annual General Meeting.

2.1 Remuneration Structure

The Committee has deemed it appropriate to update the remuneration that the Board of Directors as a whole has been receiving in recent years, so that it remains reasonably proportionate to the Company's significance, its current economic situation, and market standards for comparable companies, in accordance with Article 217.4 of the Capital Companies Act.

2.2 Compliance with the Capital Companies Act

The Committee considers that the Remuneration Policy complies with the provisions of the Capital Companies Act. Furthermore, the established remuneration system is designed to promote the Company's long-term profitability and sustainability and incorporates the necessary safeguards to prevent excessive risk-taking and the rewarding of unfavorable results.

2.3 Compliance with the Company's Articles of Incorporation and Internal Regulations

The Committee considers that the Remuneration Policy complies with the provisions of Article 46 of the Articles of Association and Article 26 of the Board of Directors' Regulations, which govern the remuneration of the Company's Directors.

3. Term of the Remuneration Policy

The Directors' Remuneration Policy shall apply to the fiscal years 2026, 2027, and 2028, unless the General Shareholders' Meeting agrees to amend or replace it during its term of validity.

4. Conclusions

The Appointments and Remuneration Committee issues a favorable report on the Director Remuneration Policy proposed by the Company's Board of Directors.

Madrid, May 27, 2026.