

Alight AB

COMMUNICATION ON PROGRESS

UN Global Compact – reporting year 2021

February 2022

COMMUNICATION ON PROGRESS (COP)

Reporting period: 1 January 2021 – 31 December 2021

STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER

Letter from our CEO

Dear stakeholders,

As a solar energy provider with its business purpose deeply rooted in the United Nations Sustainable Development Goals (primarily #7: Ensure access to affordable, reliable, sustainable and modern energy for all), it is simply put a no-brainer for us to also commit to the United Nations Global Compact.

We are proud to be considered leaders within our field, and this is not solely based on growth or financial results, but also by showing thought leadership by for example investing in green innovations or taking a stand in questions that (should) matter to us all. Considered a steering document for the way we conduct business and a compass for how we operate as a company, Alight has adopted the UN Global Compact principles and shared it with employees, investors, partners and customers to inspire and raise awareness.

In this annual Communication on Progress, we elaborate on the actions taken and how the framework has helped guide us in investment processes, daily operations and business strategy. Alight is committed to continually support the ten principles on human rights, labor, environment and anti-corruption, and strongly encourages all companies that stand by the 2030 Agenda to follow suit. As a pioneer, it is your duty to pave the way for others.

Yours sincerely,

Harald Överholm, CEO Alight

INTRODUCTION

Alight has a track record of building and operating solar assets in the small- to mid-size segment and is specialized in corporate solar Power Purchase Agreement ("PPA") contracting.

Our primary mission is aligned with SDG 7.2: "to increase substantially the share of renewable energy in the global energy mix." This permeates everything we do and is the main vehicle by which we contribute to the SDGs.

DESCRIPTION OF ACTIONS UNDERTAKEN DURING 2021

Development during 2021

During this first year committing to the Global Compact, Alight has implemented the SDGs into our internal and external communication. This has created a common language for sustainability discussions and a framework for future work.

At the beginning of the year, Alight appointed a Head of ESG (Environmental Social and Governance). The Head of ESG has the overall responsibility for ESG related questions and structure. The Head of ESG supports the team in procurement processes, development of sites for ground PV installations, during the construction phase of PV installations as well as during the operating life of our assets.

During the year, ESG has been implemented as a standardized criteria in the decision process for the Investment committee. The criteria are project specific depending on the characteristic of the project, e.g., roof mounted or ground mounted installations. The criteria include for example supply chain and choice of components, biodiversity initiatives and work environment.

An Alight ESG framework has been developed describing the project process from an ESG perspective. The framework is used both in external communication as well as a support for internal workstreams.

Alight made an update of our Supplier Code of Conduct during the year. All suppliers are committing to the Supplier Code of Conduct as part of our procurement process. The Supplier Code of Conduct is based on UN Global Compact principles and associated declarations.

Human Rights

External work

As part of our procurement process, we have implemented a Human Rights Self-Assessment Questionnaire. In the questionnaire, the supplier answers several questions about their overall approach to human rights, how they identify risk and address the risks and findings. The self-assessment questionnaire shows the suppliers awareness and open up for discussions.

Labor

External work

During the year we have further intensified the important work about labor conditions within the supply chain of PV modules. The supply chain has been investigated and based on that, we have included new requirements in our dialogue with potential suppliers and in our supplier contracts.

The need for transparency within the supply chain has always been important for Alight, and we appreciate the focus this area has received from other stakeholders during this year.

Internal work

We have implemented two policies related to working environment and labor; Alight policy of working at heights and Alight policy working with electricity. The policies provide all employees with clear instruction about how work should be performed, routines and responsibilities.

Environment

In the end of 2021, we commissioned our largest PV park after almost a year of construction. The plant has an installed power of 18MW and an estimated yearly production of 19 GWh of renewable electricity. The construction has been successful and performed according to the time plan.

As a pre-study a vegetation management plan was performed for a future PV park. The vegetation management plan highlights species and individuals worthy of protection, how the larger areas are to be managed to create greater biodiversity and other initiatives that can contribute to the biodiversity in the area and in symbiosis with nearby environments.

Anti-Corruption

Anti-corruption is part of the Alight Supplier Code of conduct and is an important part that our suppliers commit to, and is then part of the contract with our suppliers. The risk of corruption is also included in our risk register.

MEASUREMENT OF OUTCOMES

Alights purpose and main goal is to maximize the production of renewable energy from our PV plants and to increase the new installed capacity of solar energy. That is also the goal for 2022. The yearly production and installed capacity are measured monthly.

During 2021, Alight installed a capacity of 20 MW, compared to 12 MW during 2020. The yearly production has increased with 46 % compared to the production for 2020. The electricity produced during 2021 was 14,5 GWh. Due

to the commissioning of the large 18 MW installation in December, the production for 2022 will increase significantly.

The identification of suppliers related to an ESG risk will continue during the year of 2022. The numbers of identified suppliers will be measured and should be kept to a minimum.