CORPORATE SOCIAL RESPONSIBILITY REPORT 2025

Sunbeam

SOLAR MOUNTING THAT CARES

RESPONSIBILITY
2025

By 2040, we will enable climate-neutral solar panel installation without offsets. We will prioritize human rights and promote local prosperity and biodiversity.

FROM OUR **CEO**

Our ambition remains clear and unchanged. By 2040, our solar mounting systems will be produced entirely climate-neutrally, without offsets. In 2025, we took decisive steps towards this long-term goal and, with pride, we can state that the objectives we set for ourselves for this year have been fully achieved.

Sustainability for Sunbeam continues to go beyond CO_2 reduction alone. Throughout 2025, we further embedded responsibility for people, the environment and nature across our entire value chain – from raw materials to the finished product on the roof. Together with our colleagues, suppliers, customers and strategic partners, we translated ambition into concrete action. This year once again demonstrated the power of continuous innovation, collaboration and knowledge sharing.

Sunbeam has continued to grow and mature as an organization. What started as a startup has further strengthened its position as a leading player in the Dutch and Belgian markets, guided by a strong identity built on quality, ease of installation and sustainability. In 2025, these values were not only upheld but further reinforced through measurable results.

The role of CSR within Sunbeam has become firmly anchored. With dedicated leadership and company-wide engagement, sustainability is no longer a parallel initiative but an integral part of how we operate and make decisions. We are proud of the progress we have made and of the fact that our efforts are increasingly being recognized both within and beyond our organization. At the same time, we remain aware that responsibility also means inspiring others and continuing to challenge ourselves to do better.

This report reflects where we stand today: clear achievements, tangible impact and a solid foundation for the next steps ahead. While challenges remain, 2025 has shown that ambition, when combined with commitment and collaboration, leads to real progress.

We all share responsibility for the planet and for one another. Sunbeam embraces that responsibility with confidence and determination. Because meaningful change starts with taking action – and setting the example.

ROGIER VAN KAAM | CEO SUNBEAM

OUR **PROMISE**

For Sunbeam, the effort of **Corporate Social Responsibility (CSR)** is in our actions! And in 2025, we have continued our long-standing CSR commitment. Although being an small/medium-sized enterprise (SME), we are involved in many organizations and initiatives to improve our positive impact and deliver a strong green handshake to the sector and to our clients.

SINCE **2011,** WE...

Have supplied mounting systems for over 1900 MWp of solar power
= 575.000 Dutch households supplied with electricity

Which is for over 5 million solar panels
(of which 2.5 million are offset for their emissions*)
= 9.600 kilometers, kilometers, **the distance from the Netherlands to South Africa**

And offset 43,659 tons of CO_2 since 2020 =
499 thousand solar panels reducing CO_2 for a year

* ‘Our Climate claim’ on page 29

OUR SOLAR ENERGY **IMPACT IN 2025**

A magnificent ~239 MWp estimated installed **solar energy capacity!**

Over 475.000 solar panels, installed as **products with offset emissions**

In **10 different countries** in Europe

Provided assembly-jobs
for 120 different people with a disadvantage to the labour market

Supra and Nova: **Fully produced in Europe.**

CONTENTS

THE **FOUNDERS**

Peter and I started Sunbeam in 2011 with a clear conviction: large-scale solar panel installation should be much easier and faster.
With this goal in mind, we designed a product that, through smart engineering and increased pre-assembly, resulted in significant time savings and cost reductions during installation. This marked a serious step for Sunbeam in accelerating the energy transition in a cost-effective way.

Very early on, we sought collaboration with social employment services to carry out processing and (pre-)assembly of our products. That turned out to be a great success. Over just a few years, we experienced tremendous growth together, offering dozens of people with a distance to the labor market valuable work experience and training. Some of them were even able to transition into regular employment. To this day, Sunbeam continues to outsource a significant part of its work to social enterprises. Naturally — it's part of who we are.

Of course, generating renewable energy is important, but just as crucial is reducing greenhouse gas emissions to help limit global warming. The Paris Agreement had just been signed; we were all enthusiastic: there was broad international support to keep warming below 1.5 degrees. We could (more or less) save the planet — or at least prevent worse. So we asked ourselves: what more can we do? After all, our statement always has been, "practice what you preach."

So one of the steps we took was appointing a part-time appointed CSR manager, who quickly got to work mapping out our CO_2 emissions — scope 3, no less! We developed a plan to achieve annual reductions, and what ever remained was — temporarily — offset by investing in Gold Standard projects. Taking this step felt so self-evident and logical, that it's still hard to believe that we were the first company in the sector with a Climate Neutral Certificate.*

Marco Jansen

MARCO JANSEN & PETER WIERIKS

* 'Climate Neutral' claim on page 29

THIS IS **SUNBEAM**

Since our founding in 2011, we have grown over the past 15 years to become one of the leading suppliers/manufacturers of solar panel mounting systems in the Netherlands and Belgium. Our products can also be found on roofs throughout Europe, including Sweden, Finland, Poland, Germany, the Czech Republic, Slovakia, Latvia, Bulgaria, and Switzerland.

We believe that solar panel installation can and should be better, faster, safer, and, above all, more sustainable. To achieve this, we develop and produce innovative mounting systems for both flat and pitched roofs.

Sustainability in everything we do.

Our high-quality mounting systems are not only efficient and reliable, but also manufactured with our utmost sustainability commitment to minimize their environmental impact.

Since 2020, the Green-House-Gass emissions of our products – Sunbeam Nova, Sunbeam Luna, and Sunbeam Supra – have been certified and offset. This means that we have mapped, reduced, and offset the CO_2 emissions of our entire production chain, from raw material extraction to end use. We were the first in our sector to commit to this cause and we remain a leader in sustainable innovation.

Our goal? Zero-carbon emissions by 2040. Until then, we'll offset any remaining emissions, so with Sunbeam, you're always choosing a truly sustainable installation.

* ‘Climate Neutral’ claim on page 29

TIMELINE

2011
Establishment /ntroduction of Sunbeam ‘Classic’ (flat roofs)

2013
Switch to Magnelis steel

2015
Introduction of Sunbeam Nova (flat roofs)

2018
Introduction of integrated equipotential bonding

2019
Improved design and expanded Nova range

2020
Appointment of CSR manager at Sunbeam

Switch to fully recycled plastics

Start of calculating and offsetting all CO_2 emissions of Sunbeam

2021
Introduction of online calculation tool ‘Galileo’

2022
Introduction of Sunbeam Luna (pitched roofs)

2023
Introduction of Sunbeam Supra (flat roofs)

Introduction of the improved online calculation tool "Galileo V2"

EPD of the Sunbeam Nova and Sunbeam Luna

2024
EPD of the Sunbeam Supra

2025
All transport with HVO Fuel

OFFICE, WAREHOUSE & CARS

Our office and warehouse run on electricity only. This energy comes primarily from our own solar power (226,000 kWh in 2025) and the remainder from contracted energy from the grid.

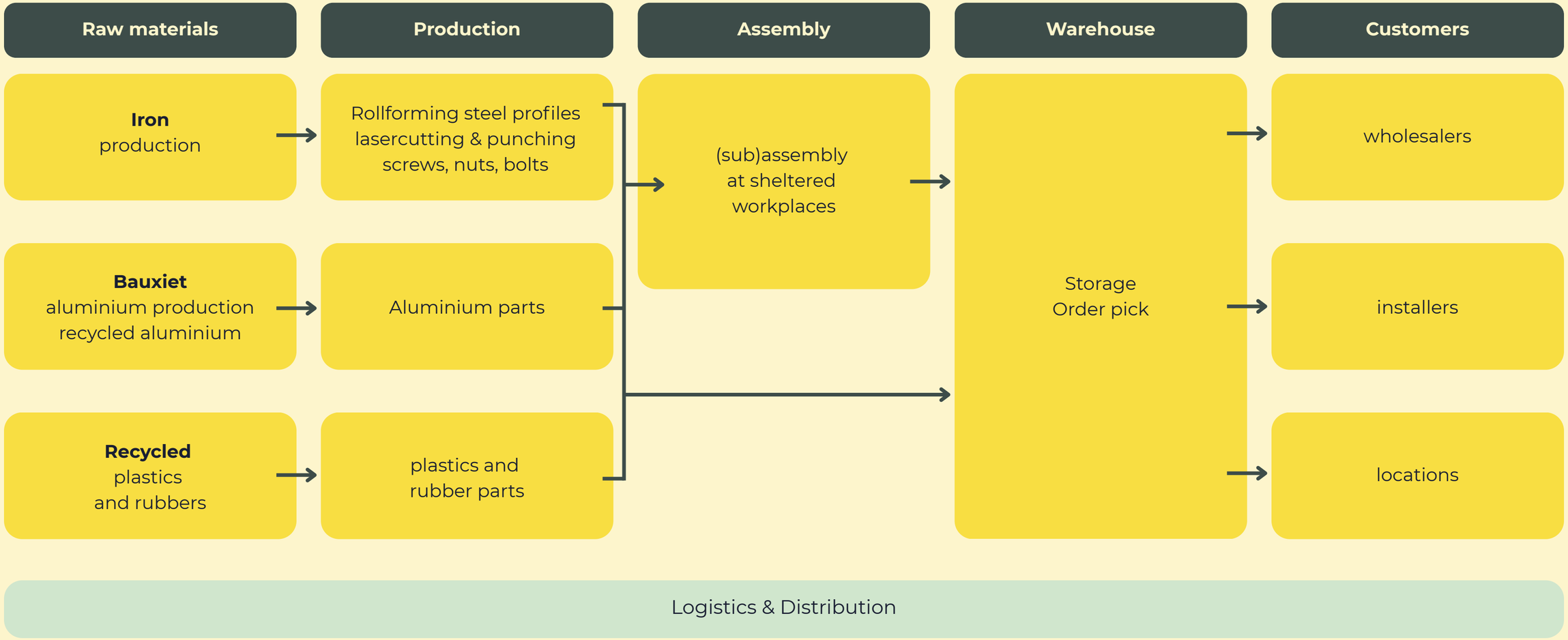
We do not use gas for heating, but all-electric heat pumps. All our (lease) vehicles used by the company are fully electric

RESPONSIBLE **SOURCING**

At Sunbeam, we value a sustainable and responsible supply chain. We carefully select our suppliers and manufacturers, prioritizing local partners in the Netherlands. This allows us to develop strong partnerships with other sustainability leaders. It also guarantees us a certain level of quality and implicit responsibility for matters such as climate targets and due diligence. Only when this isn't possible we seek alternative suppliers outside the Netherlands and within the EU. Therefore, we can confidently say that our Supra and Nova products are produced entirely in the EU. And Sunbeam Luna for 99,5 %.

VALUE **CHAIN**

At Sunbeam, we work towards sustainability in every aspect of our value chain. This can be summarized as follows:



RESOURCES & PRODUCTION

By continuously optimizing our supply chain and cooperating with suppliers that have sustainability at their core, Sunbeam is committed to future-proof and responsible production.

STEEL

For all our flat-roof mounting systems, we work with the best durable metal-coated steel from Magnelis. This secures us of a product life-time and warranty of at least 15 years. Sunbeam was one of the first solar mounting suppliers to apply roll-forming as a production process, enabling us for thinner and weight-optimised steel products. We use the most current Environmental Product Declarations (EPD) to assess our impact and strive to use as little steel as possible in our products, without compromising on ease of use, safety and other important aspects. We also review with our supplier and manufacturer the availability of alternatives and warranties.

ALUMINUM

Sunbeam works with two established suppliers for aluminum, performing sharply lower than the global average on environmental footprint. This is, for example, due to a supplier’s utilisation of 80% recycled aluminum in its resources, or the usage of only renewable energy in the production. When developing new products or extending our production, we always choose the most sustainable and qualitative aluminum product.

(RECYCLED) PLASTICS AND RUBBERS

Our durable steel and aluminum mounting products are perfected with plastic and rubber products such as foots and clips. When technically possible, the majority of our products are manufactured from recycled plastic via injection molding. We maintain a continuous dialogue with our suppliers to make optimizations in the production process and minimize the impact on the environment. Our rubber products like H-blocks and tile carriers are produced from recycled rubber as well. The production of all these components takes place in the Netherlands.

PURCHASED PARTS

For standard procurement items such as screws, washers and other fasteners, we initially look for suppliers/production within the Netherlands and the EU. Only when no suitable options are available, we consider producers outside the EU. As these purchased parts have only a very small share in our product mass and contain of standard industry broad products, we prioritize our actions on our own productions. In this way, we ensure a sustainable and efficient supply chain, with as little negative impact on the environment as possible.

EXECUTIVE **PARTNERS**

ASSEMBLY IN SHELTERED WORKSHOPS
Sunbeam subcontracts main parts of its assembly work to sheltered workshops. The produced parts are delivered by Sunbeam, after which these companies assemble the products and prepare them for sale. This process is essential to our supply chain and contributes to both the quality and efficiency of our production.

By cooperating with sheltered workshops, we create employment opportunities for people with a distance to the labor market and offer them the chance to develop skills and play an active role in society. This collaboration not only strengthens our production capacity, but also contributes to inclusiveness and social sustainability within our operations. Sunbeam's involvement in sheltered workshops is a conscious intrinsic decision, since our foundation, to take social responsibility and increase human impact.

TRANSPORT
We selected targeted partners who are actively committed to sustainable logistics. The selection criteria included their reporting of CO_2 emissions per shipment and the carriers' own sustainability efforts. Our partners in transport are frontrunners in step-by-step electrifying their vehicle fleet and in the meantime work with low-carbon fuels and efficient transport.

INSTALLMENT, USE & **END OF LIFE**

R&D at Sunbeam drives product innovation by enhancing existing products and developing new mounting systems that are more sustainable, lighter and easier to install. This results in reduced installation times, lower maintenance costs and products ready for reuse and recycling. Our R&D strategy contains of:

- Optimizing material use: Using smart design and FEM calculations to minimize material usage without compromising strength or durability.
- Designing for reuse and recycling: Creating mounting systems that facilitate easy disassembly and recycling, promoting circularity in the product lifecycle.
- Selecting sustainable materials: Prioritising the use of eco-friendly materials, such as recycled plastics, recycled and/or renewable energy produced aluminum, and qualitative recyclable steel.

INSTALLMENT

R&D efforts extend beyond product design to encompass process optimization. By refining manufacturing techniques and enhancing assembly processes, Sunbeam can achieve greater product quality and user-oriented design. Our pre-assembled solar mounting structures enable the end-user to install faster and in a safe and ergonomic manner. By our extensive product introductions and real-life evaluation tests, we know that our installers are confident to work with Sunbeam.

USE & WARRANTY:

All our products are designed with the best durable materials in production. Therefore, our products guarantee:

- 15 years warranty on Mechanical Stability and Wind- & Snowloads
- A lay-out calculator for secured and substantiated construction plans
- Design suited for proper maintenance and quality control

END-OF-LIFE AND REUSE

In our designs, we make sure that our products are ready for a circular economy. As the expected life-time of our products is often more than 15 years, this is extra important. We therefore make products that:

- Are easy to Disassemble
- Have the potential to exceed lifetime by reuse or extended-use
- Contain highly recyclable materials

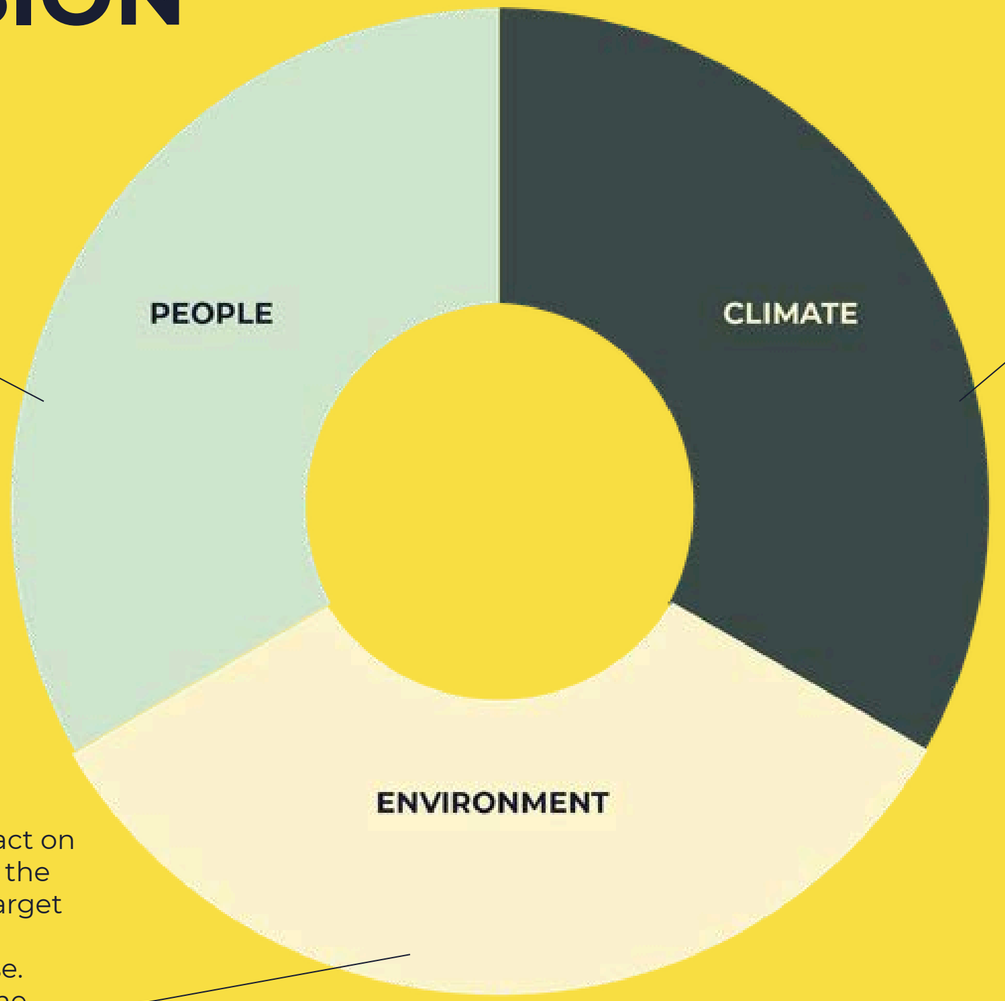
SUNBEAM **MISSION**

We see sustainability as the core-reason of Sunbeam’s existence. Care for planet and people is in our DNA. Sunbeam’s mission is to be the leading developer of sustainable solar mounting structures. We drive innovation and development and push the boundaries and expectations for a sustainable solar energy sector. In our actions and policy’s, we focus on three pillars of CSR as to achieve the most positive impact: Climate, People, Environment.

SUNBEAM **VISION**

CARE FOR PEOPLE
Our mission is to make renewable energy accessible to everyone, as a collective good that strengthens communities and contributes to a fair and inclusive energy transition.

We believe that solar energy should not only power homes, but also empower people. By connecting our work to local prosperity, equality, and dignity, we strive to ensure that everyone involved in our value chain benefits from the growth of renewable energy — safely, fairly, and with respect for human rights.



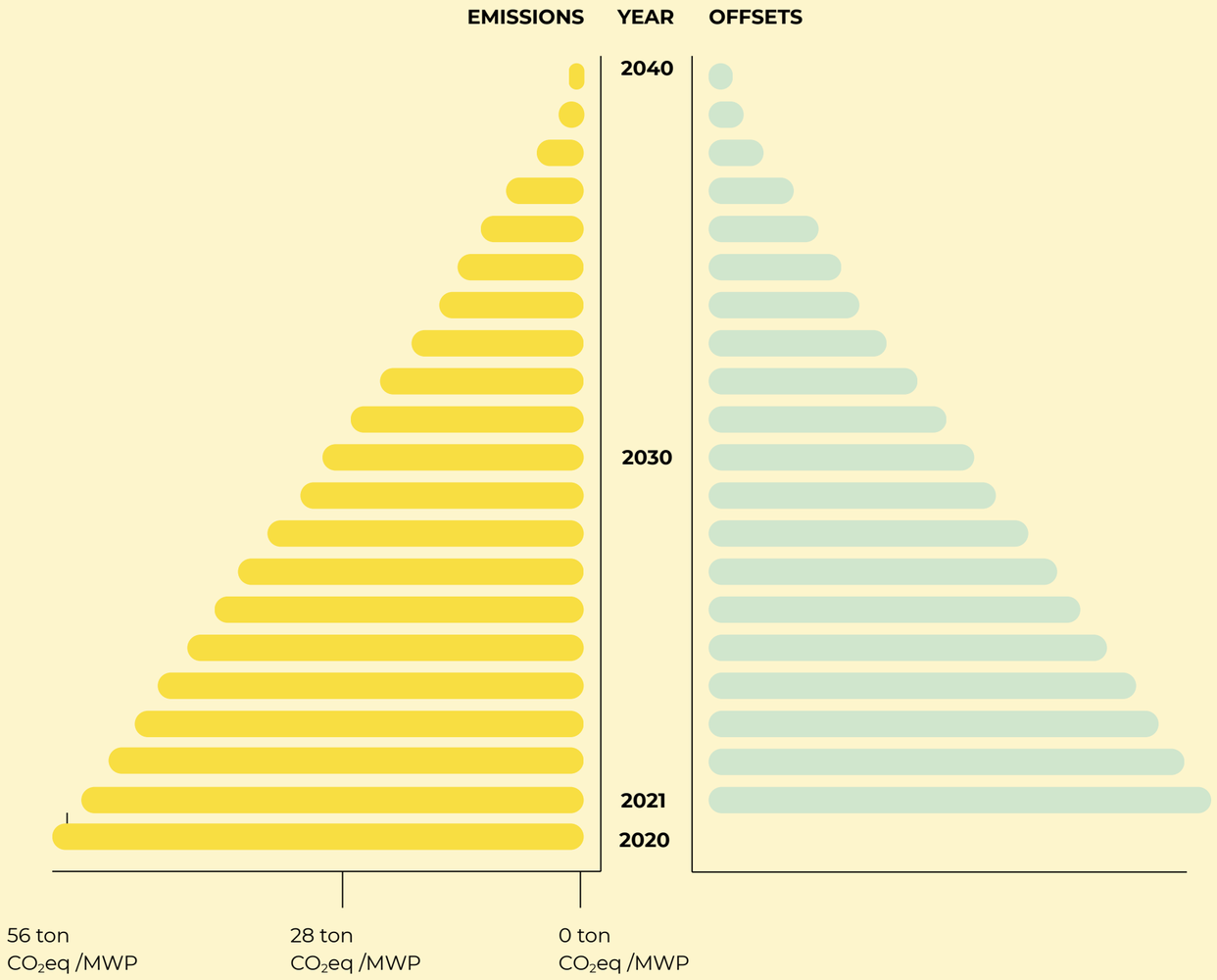
CARE FOR CLIMATE
We are very aware of the current climate impact in production and manufacturing of our solar mounting structures. Our target is to become climate-neutral throughout the entire supply chain by 2040. We work towards this mission by setting yearly reduction targets and meanwhile compensate for remaining GHG – emissions. By doing this, we are climate neutral certified and tend to have no netto climate impact, since 2021.

CARE FOR ENVIRONMENT
Our mission is to eventually have a positive impact on biodiversity and (local) environment and to stop the mining of scare resources. In our products, we target to, in the future, produce with fully recycled or biobased materials and provide services for reuse. To so stop the need for raw materials and become fully circular. For our clients, we envision mounting products that bring additional value in boosting biodiversity and climate adaptation.

CARE FOR CLIMATE / SUSTAINABILITY **STRATEGY**

At Sunbeam we are constantly working on our *Care for Climate - program*. We are improving our design-, business- and purchasing-strategy to reach our ambitions on becoming climate-neutral in 2040, while conducting responsible business. This includes setting hard targets on the reduction percentages of our ‘product’s emissions per installed MWp’. Since 2020, we have started implementing reduction initiatives in recycled materials, efficient design and production.

By strategic roadmapping and innovation management, we are simultaneously working on our future product- and business-development, to continue this path of reducing our emissions. And by other sector collaborating and/or educational initiatives, we also work on improving our (positive) impact on people, society and the environment.



ENVIRONMENT **STRATEGY**

At Sunbeam, we work closely with our production partners and actively guide the design and selection of materials used in our products. Our environmental strategy focuses on collaborating with local manufacturers and using commonly available, low-risk materials. This approach builds trust in strong environmental governance through local law enforcement and ensures compliance with European regulations.

In addition to almost exclusively working with European producers, we increasingly use recycled materials, lowering the demand for high-risk supply chains and scarce raw materials. Only when our due diligence process signals serious environmental concerns do we conduct further investigation to assess and address those risks.

PEOPLE **STRATEGY**

Our People Strategy is guided by three principles: partnership, transparency, and continuous improvement. We believe that lasting impact starts with the people we work with — by choosing collaboration over distance and building trust throughout our value chain.

That’s why we work closely with European production partners who share our values and sense of responsibility. These close relationships allow us to ensure fair and safe working conditions, strengthen inclusion, and create shared accountability for human rights and social well-being. In doing so, we align our work with the OECD Guidelines for Responsible Business Conduct, ensuring that our efforts contribute to positive and verifiable impact.

As an SME, we focus our influence where it truly matters - with our suppliers, our clients, and the people who assemble our products — contributing to a fair and equitable solar energy industry.

GOVERNANCE

Sunbeam has several mechanisms and verifications in place, to create a strong corporate governance structure. With 0,8 FTE fully dedicated to structured CSR management throughout all departments of our company. By contributing and participating in a variety of sector initiatives and verification programs, we improve and check upon our sustainability and due diligence annually.

CSR MANAGER IN SUNBEAM AND THE SECTOR:

- Involved in all relevant decision making within Sunbeam
- Reports and advices directly to CEO and Management Team
- Active collaboration in the sector via Holland Solar, IRBC & more
- Organization in Circo-track regarding national reuse system

IRBC AGREEMENT AND DUE DILIGENCE MONITORED BY THE SER + ECOVADIS:

- Help and review of our Risk Assessments
- Set-up of Due Diligence Action Plan
- Collaboration with industry associates on human rights in the shared value chain

GHG-EMISSIONS AUDIT REPORT AND REDUCTIONS:

- Scope 1, 2 and 3 GHG-emissions audit and report (following the GHG-protocol)
- Reduction Plan towards 2040
- Governance mechanism on emission reduction results
- Gold Standard or VCS compensation for our yearly emissions

LCA & EPD'S OF SUNBEAM PRODUCTS:

- Certified Life Cycle Assessment
- EPD's for five products in 12. use-cases
- Certified by EcoReview– trusted organisation by the Dutch National Environmental Database

CIRCO

Holland Solar

Renewable Energy International RBC | SER

ecovadis

Approved by ECOCERT INPUTS

DIT PRODUCT IS OPGENOMEN IN DE NATIONALE MILIEUDATABASE

EcoReview Part of the solution.

CSR
MANAGEMENT

For me, it is always exciting to talk about the still quite new profession of a CSR Manager. As young professionals in sustainability and product development, we often look for a job with real impact — one that makes a difference and contributes to a better world. During my time at Sunbeam, I've seen that this commitment truly runs through the company as well.

For Sunbeam, carrying out proper due diligence on human rights and sustainability is not a matter of nice extras or compliance, but the bare minimum for doing fair business — especially in a sustainable industry like solar energy. While global developments may currently challenge the ambitions and direction around climate and solar energy, Sunbeam has chosen to further strengthen its CSR efforts and deepen its commitment.

In 2025, we have further improved upon our due diligence process — not only on climate, but also on human rights and the environment. By embedding due diligence throughout the organisation, we started projects on risk assessment and supply chain transparency. We have a more clear picture of where Sunbeam stands today and of what we can improve. In 2025, we have updated our policies, developed a Code of Conduct, and setup new research- & supply chain-projects to create positive impact now — and to build strong strategies for tomorrow.

For an SME, I believe Sunbeam puts an incredible amount of effort into not only improving our own organisation, but also engaging our suppliers and clients along the way. For that reason, I'm not only passionately working on our own footprint, bLuuk ut also ready to reach out with our green handshake — to anyone willing to shake up the industry with us.

LUUK EEFTINK | CSR MANAGER

POLICY, PERFORMANCE AND **ACTIONS**

CLIMATE **POLICY**

Sunbeam commits to execute its business activities in a responsible and sustainable manner, accounting for our full environmental impact, and working to improve our performances on issues as GHG-emissions, biodiversity, production chain, resources, chemicals & waste, installer safety, product use and end-of-life.

Our human rights & climate policy accounts for all activities and products of the company Sunbeam BV in both the Netherlands and abroad. The policy relates to employees, managers, externals, business- and production-partners.

Besides our policy, we conduct our business while following some general commitments and objectives:

COMMITMENT:

- Report about the total bruto Scope 1, 2 and 3 GHG-emissions (as CO_2e)
- Offset all remaining CO_2 emissions from Scope 1, 2 and 3 with reliable, certified Gold Standard or VCS projects.
- Fully integrated separation- and recycling-activities into all internal practices (warehouse and office) and no usage of hazardous chemicals.
- Ensure that the entire life cycle of the product is considered at all design stages to minimise energy consumption and waste emissions.
- Ensuring the health and safety of installers and installed locations by designing safe and environmentally friendly products.

OBJECTIVES:

- Ambition to reach CO_2-neutrality in Scope 1, 2 and 3 by 2040 (without compensation)
- Reducing CO_2-emissions per installable kWh with a minimum of 5% per year (relative to 2020)
- Transition towards green- (or firstly low carbon-)steel in the supply chain (up to 2040).
- Invest in the design development of steel-reduced or biobased solar mounting solutions.
- Enable and organize the reuse of Sunbeam solar mounting products, when possible (regarding safety).

GHG EMISSIONS - **REPORT**

Since 2020, we report all our Scope 1, 2 and 3 emissions.

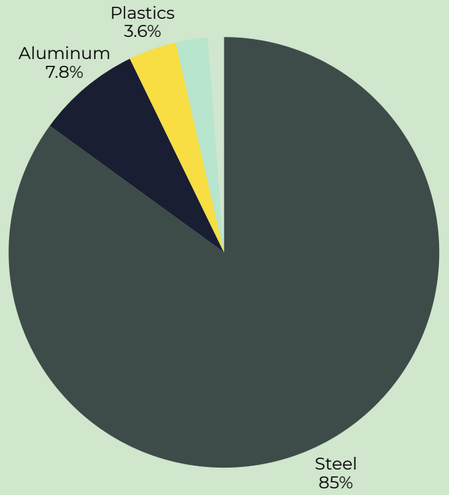
Our scope 1 and 2 emisisons are exceptionally low, due to our all electric cars and fully electrified buildings. The main source for this energy comes from our own solar panel field.

Our large and relevant share of emissions is the effect of scope 3. The last years, we have actively worked on lowering emissions by choosing low-carbon recycled materials with our plastics and aluminum producers. And as we have also optimized and minimized e.g. transport and energy, the remainder of our emissions is in our product-volume of steel and aluminum products.

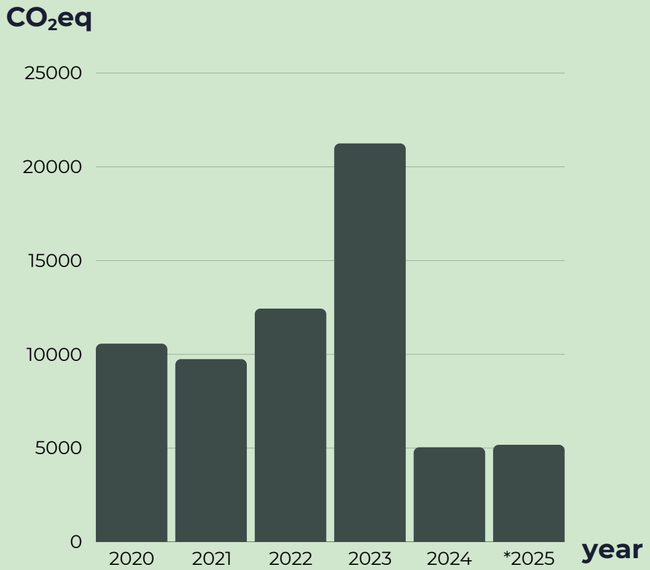
In the figures, our netto and relative GHG-emissions in scope 1, 2 and 3 are listed. The numbers for 2020-2024 are completely certified*.

NO SUSPECTED OTHER POLLUTIONS.
The volume intensity of our supply chain is in the (above) reported steel and aluminum production. Therefore, for the significance of our supply chain, we see no direct reasons to suspect any significant pollutions in water and marine resources or toxic materials in our supply chain. So, our reportage focuses on GHG-emissions only.

*Sunbeam BV was audited by the independent organization EcoReview, being certified as complying to the Climate Activator Standard developed by Anthesis. From the 2025 data on, it will be validated via the Green-Hous-Gass protocol
->The values for 2025 are provisional and will be updated once audited



% CO_2eq emissions per material (*2025)



The graph shows our netto CO_2eq- emissions per production year. The level of our emissions is therefore influenced by our production- and stock building. The reduction measures can best be evaluated relatively to MWp sales, as on the next page.

GHG EMISSIONS - **REPORT**

At Sunbeam, we are committed to transparency and continuous improvement in our sustainability journey. Our latest CSR report highlights our progress in reducing the embedded CO_2 emissions of our solar mounting systems, measured in three distinct ways.

Since our baseyear 2020, we have tracked our total CO_2 emissions per megawatt peak (MWp) sales —the amount of solar energy capacity we sell annually. Our goal is to become net-zero by 2040, which means an annual reduction target of 5%. Initially, our functional unit for the report was based on annual producten and sales. This approach was sensitive to inventory fluctuations. For example, in 2023, our stock increased, due to decreasing general solar market demand. Which made that year's bought product/ sales non-representative of real relative CO_2 levels.

To better reflect our true environmental impact, we shifted our methodology in 2024. We now report the embedded CO_2 per MWp sold, focusing solely on the emissions from products delivered to customers that year. This change provides a clearer picture of our progress. The results are encouraging: in 2025, we achieved an embedded CO_2 value of approximately ~33,5. This is well below our 2025 target of around ~40.

This means that over the past five years, we have successfully reduced our emissions by over 37%, more than our target of 25%. This demonstrates our commitment to sustainable innovation and responsible growth.

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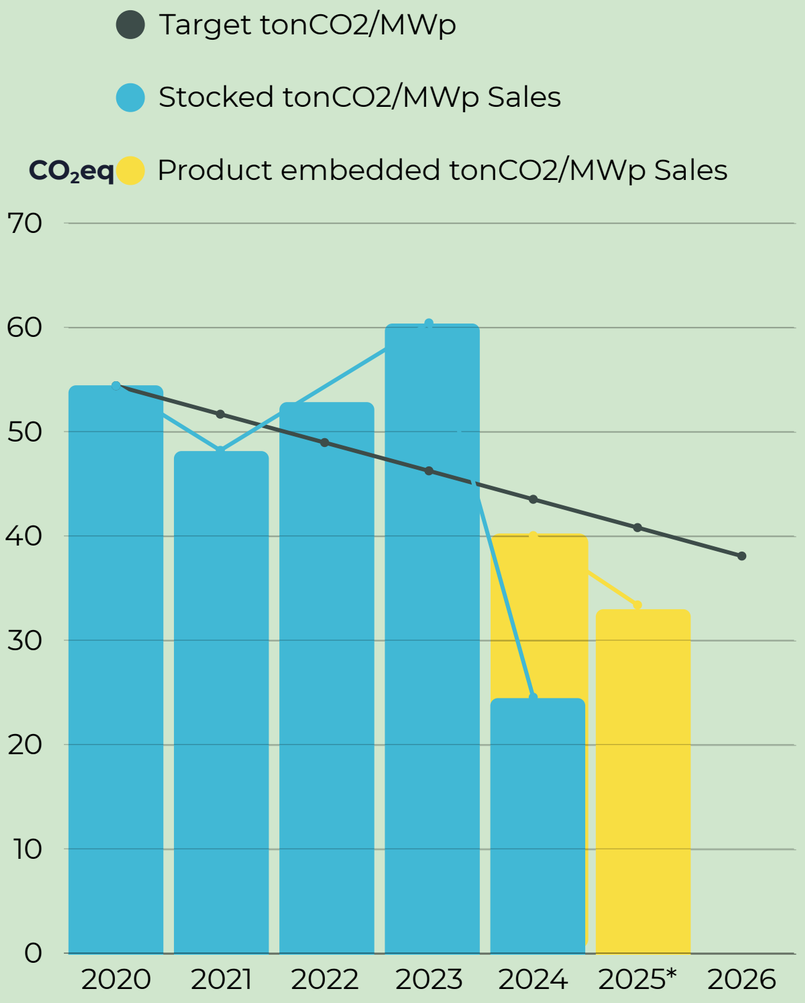


The graph shows relative tons CO_2eq- emissions per sold MWp.

Uptil 2024, we relativised the total production order and the netto sales numbers of the year. This, however, mend that it was influenced by our production- and stock building in the years '23 and '24.

The new calculation method shows the embedded CO_2 in that year's product sales relative to the netto MWp sales

GHG EMISSIONS – **OFFSETTING PROJECTS**

Our report shows a correct presence of GHG-emissions as the result of productions in our supply chain. However, Sunbeam is proud to say that we invest in carbon reduction, avoidance and removal projects, offset for all our emissions.

By doing this, we can state that all our products are climate-neutral certified* since 2021. Not only do these Gold Standard or VCS Standard projects offset our emissions, the contents of these projects also contribute to a better world in many ways.

Below, you can see our invested carbon offsetting projects for 2025, and the verification standard they are approved with. The carbon offsetting projects to invest in, for products sold from H2 of 2026, are not planned yet.

Project type:
Reduction - wind energy - India

Standard:
Gold Standard

Gold Standard certified SDG impacts

Project type:
Reduction - Biogas - China

Standard:
Gold Standard

Gold Standard certified SDG impacts

Project type:
Removal - Afforestation - China

Standard:
VCS

Verified Carbon Standard

* ‘Climate Neutral’ claim on page 29

OUR ‘CLIMATE’ **CLAIMS**

Remember our ‘climate-neutral’ or ‘climate-activator’ claim?

As of 2026, the European Union rightfully protects the term ‘climate-neutral’ to products or services that cause no GHG-emissions within their own activities. A fair choice, as eventually all international businesses need to become climate-neutral in their own existence, and offsetting emissions can only be seen as a transitional activity.

All of our product sales in 2025 were covered under the ‘Climate Activator’ standard. Unfortunately, the certification scheme ‘Climate Neutral Certified’ that changed into ‘Climate Activator’, will be canceled from 2027. We therefore stopped using this claim in our marketing and reporting since 2026.

Nevertheless, our intention and actions to become climate-neutral at our core by 2040, and our efforts to offset all remaining emissions up till then, still stand. That is why we plan on continueing the same efforts, but on our own matter.

Sunbeam assures that it:

- Reports and verifies all GHG-emissions since 2020 (according to the standards in the Green-House-Gas Protocol)
- Offsets for yearly emissions via verified projects (Gold Standard or VCS)
- Sets ambitious and realistic reduction targets (of 5% per year)
- Shows advancement in lowering the carbon footprint per MWp (see reporting)

If you want to learn more about our targets and cliams, and why it pushes Sunbeam to stay the frontrunner on sustainability efforts, contact our Sunbeam CSR manager.

Old claim
(’20-’24)

Latest claim
(’25)

New claims based on factual results
(’26 and on)

LIFE CYCLE **ASSESSMENT**

Although we offset for all our GHG-emissions throughout the value chain, we want to correctly inform our partners and customers on the associated carbon impact of our products. In 2024, we were the first and only solar mounting company to communicate these values and implement them in the Dutch Environment Database (Nationale Milieudatabase). Through all our carbon reduction actions in the previous years, we can present a very convincing and competitive Environmental Product Declaration of all our products.

ENVIRONMENTAL ASSESSMENT

This EPD follows ISO 14025 and EN 15804+A2, with an LCA performed by EcoReview B.V. The environmental evaluation includes material sourcing, manufacturing, transportation, installation, operation, and end-of-life processing. Key impact categories include CO_2 emissions, resource efficiency, and waste management.

SCOPE OF THE DECLARATION

Covers raw material acquisition (A1), transport (A2), production (A3), installation (A4, A5), operational phase (B1-B7), and disposal (C1-C4). Includes material recovery benefits (D).

Sunbeam can provide detailed — and often significantly lower — emission calculations per installed project. Our product LCAs strictly use certified data from the ecoinvent database. However, many suppliers rely on other databases or lack certified calculations, which can lead to less accurate default values. By incorporating validated, supplier-specific data, our own GHG calculations reflect a more accurate, transparent and often lower footprint.

Supra		Nova	
Symmetrical	**Universal**	**Symmetrical**	**Universal**
28,7 – 31,7 * kg CO_2eq	42,7 – 48,1 * kg CO_2eq	14,3 – 22,2 * kg CO_2eq	31,1 - 44,7* kg CO_2eq

Luna			
Steel roof Low - High	**Steel roof Portrait**	**Fibre Cement**	**Tiled roof**
3,48 – 4,13 * kg CO_2eq	7,01 * kg CO_2eq	56,7 - 77,3 * kg CO_2eq	47,6 - 49,5 * kg CO_2eq

EcoReview
Part of the solution.

**The exact values per installed solar panel, are depended of field size and should be implemented from the officially verified EPD's on our website.*

ACTIONS OF 2025
HVO FUEL

HVO fuel in Transport
In 2025, we have realised our ambitions and improved our product transport. The main measures we took:

- Use of HVO100 diesel: By 2025, all our transportation has been done with HVO100 diesel; a renewable and fossil-free fuel that drastically reduces CO2 emissions by 89% on transportation
- Rewarding partnerships: We continued to select transporters who are actively engaged in sustainability and strive for carbon-neutral operations.

With these measures, Sunbeam is taking a solid step towards a more sustainable transport policy and working together with our partners towards a greener future.

RENEWABLE ENERGY
IN PRODUCTION

SUSTAINABLE PRODUCTION EFFORTS - RENEWABLE ENERGY
We are proud to say, that our main partner in metalworking of steel components for Sunbeam, has completely shifted towards renewable energy sources. They consume a mixture of self-generated solar energy and purchased renewable energy.

With these measures, our supplier has directly realised a significant reduction in the associated emissions for the steel components in all Sunbeam products.

SOLAR **REUSE SYSTEMS**

Sunbeam has been actively involved in the foundation of ‘Solar Reuse Systems’; an initiative to set-up and organize a reuse infrastructure for solar mounting products, starting in the Netherlands.

This organization was founded and initiated throughout a subsidized CircoNL program. Together with four other companies, Sunbeam participated in the core team on developing a desirable, viable and feasible proposition for reusing solar mounting systems. Many other stakeholders have signed the ambition-statement.

SOLAR REUSE SYSTEM - PROPOSITION

Solar Reuse System - Proposition Sunbeam has estimated the future value if reusing old flat-roof systems:

From roof to roof: When matching planned removing projects with new to install projects, we can reduce up to 85% of CO_2 emissions

Roof to stock to roof: When organizing national take-back, stock and refurbished sales, we can reduce op to 80% of CO_2 emissions.

CIRCO

STATIONARY, **PREMIUMS** AND GADGETS

We source our printed materials and premiums sustainably whenever possible. We print as little as possible, but for the printing work that is necessary for business operations, we choose sustainable materials.

Since 2024, we have been purchasing our premiums and gadgets through Greengiving, a local company specialized in sustainable materials.

And of course, our coffee is also sustainable.

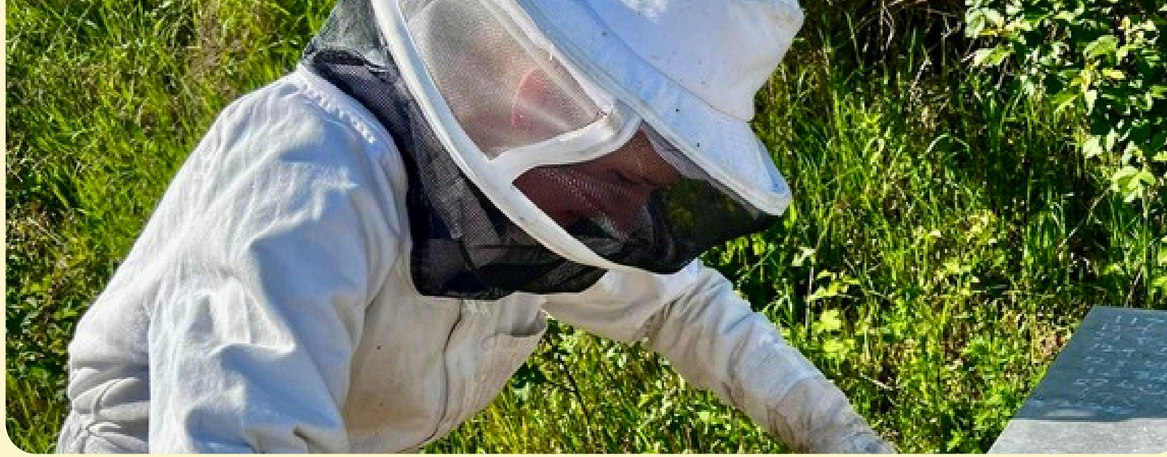
Greengiving

SUNBEEZZZ

To stimulate biodiversity around our office and warehouse, we installed two beehives in 2024 in collaboration with the Bijenbaas. We use the honey from our bees to give away to our clients and customers.

Sunbeezzz
BY SUNBEAM

BIJENBAAS



ACTIONS FOR **2026**

In the last years, Sunbeam has taken a variety of successful steps to reduce its climate impact. As seen in ‘Our Value Chain’, we have switched the majority of our Aluminum and Plastic supply towards recycled alternatives, produced with more renewable energy. For 2026, we have some new actions planned in our value chain:

SUPRA RESOURCED - LOW CARBON STEEL

In 2025, Sunbeam took a significant step forward in our commitment to sustainability with the development of Supra ReSourced; a groundbreaking addition to our Care for Climate program. This innovative mounting system for solar panels reduces CO_2 emissions by at least 50% compared to the standard Supra system, without compromising on quality, installation speed, or durability.

Supra ReSourced is crafted from steel with an exceptionally high recycled content and is produced using 100% renewable energy. As a result, we offer a mounting product with at least 88% recycled content, setting a new standard for sustainable solar solutions. By integrating this material into our systems, we are pioneering a more responsible approach to solar installations, further reducing the carbon footprint of steel production itself.

This achievement builds on our ongoing efforts to optimize transport, energy use, and material selection, reinforcing our ambition to reach net-zero emissions by 2040. With Supra ReSourced, we are making sustainability tangible, measurable, and scalable—one solar project at a time.

HUMAN RIGHTS **POLICY**

Sunbeam recognizes that business activities can impact society, the environment, and biodiversity. We are committed to avoiding or mitigating adverse human rights impacts throughout the full value chain. In our risk assessment, we see that the severe risks are mostly found deeply upstream or downstream this value chain, to which we do not contribute, but are only linked to.

Sunbeam upholds internationally recognized rights as outlined in the International Bill of Human Rights, ILO standards, and additional protections for vulnerable groups (e.g., indigenous peoples, women, minorities, children, and migrant workers).

Our Human Rights & Climate policy follows the OECD Guidelines and UN Guiding Principles on Business and Human Rights. We implement this in a six step due diligence process.

COMMITMENT:

- Prioritize local and EU-based trustworthy partners in our supply chain.
- Ensure safe, dignified working conditions, fair wages, and non-discriminatory practices for all our employees.
- We expect all our suppliers and clients to accept and act according to the same international laws and guidelines regarding human rights and fair labour rights.
- Commit to comply with both local laws and higher international human rights standards.
- Enforce a zero-tolerance policy on forced labour.
- Conduct rigorous due diligence on raw material sourcing (e.g., steel, aluminium) and work to eliminate risks from upstream supply chains.

OBJECTIVES:

- Sunbeam will have its main suppliers sign our new Code of Conduct in 2026
- Annually perform a risk assessment to identify and communicate the severe risks in our entire value chain.
- Evaluate the performance and development of our suppliers and there material sourcing types in mitigating severe risks.
- Address relevant concerns to our partners and collaborate via multi-stakeholder initiatives to enhance accountability towards them, in the drive for improvement.
- Actively search for alternative (sub-)suppliers, products or designs to minimize involvement in potential risks, while concerning responsible disengagement.

SUNBEAM AS **EMPLOYER**

EMPLOYEE ENGAGEMENT & SATISFACTION
At Sunbeam, we believe our people are the foundation of our success and they've made it clear they feel the same. Our most recent employee satisfaction survey revealed some powerful insights:

- 100% of employees reported being at least satisfied with their work environment at our office and warehouse.
- We scored an impressive 7.9 out of 10 on average for "Sunbeam as an employer".
- Over 81% of employees feel involved or strongly involved in their work and with Sunbeam.
- We're proud to have learned that 86% of our employees is proud to work at Sunbeam!
- Currently, 67% of our employees say they identify with Sunbeam's purpose for sustainability.

This shared sense of purpose energizes our entire organization. Across all departments, employees are actively contributing to and communicating our sustainability efforts. Their engagement fuels our power to drive meaningful change. We continue to invest in internal education and dialogue around our CSR goals to inspire even broader alignment and to grow our impact from within.
We have also identified our employees desires & needs on further improvement of our workplace. Sunbeam actively involves its employees via working groups, on improving these topics.

WORKERS IN THE VALUE CHAIN - **ASSEMBLY**

Social enterprise within Sunbeam means that we strive to make a positive impact on society by creating employment opportunities for vulnerable groups and promoting equal opportunity.

We have established a partnership with Werkzaak Rivierenland & UW to create sheltered workplaces for people distant from the labor market. Sunbeam provides work with which Werkzaak Rivierenland & UW create employment for vulnerable groups and promote equal opportunities.

In 2025, we have provided work for 100 different employees at Werkzaak Rivierenland and 18 different employees at UW, which contributes to their development and also to advancement to employment in the labor market.

We have periodic progress meetings with our social partners to make the work even better for them. This is done by organizing dialogues to listen to the needs of our indirect employees and to discuss our supply needs, so that we can continuously adjust and improve our social programs.

An employer like Sunbeam plays an important role in social and inclusive entrepreneurship. By outsourcing work to Werkzaak or by hiring people with a distance to the labor market, Sunbeam contributes to a society in which everyone can participate and use his or her talents.

Social entrepreneurship means that you not only think about profit, but also about how you can help people. In inclusive business, you give opportunities to people who have difficulty finding a job. Working together with Werkzaak or UW means that we contribute to a diverse and fair labor market. In this way, we ensure that everyone feels welcome and gets a chance. This is not only good for society, but also for companies. By working together, we create a future where everyone can participate.

Werken Werkt

WERKZAAK RIVIERENLAND
Talent werkt voor Rivierenland

SHELTERED **WORKSHOP** ‘WERKZAAK RIVIERENLAND’

‘Everyone has a talent, everyone should participate’
Werkzaak Rivierenland believes that everyone has a unique talent and that everyone has a contribution to make. They help people find sustainable employment by focusing on development, technology and training, as well as tailor-made assistance. After all, work is meaningful for people; it provides a sense of self-worth and ensures social involvement. By learning and developing your talents, you not only increase your chances of employment, but also help to keep your job. Development and customized guidance

In the Learning Lab, they offer various courses and trainings. For example, language training, learning digital and social skills, dealing with money and job application training. These skills will help you find a job with an employer or a place in an education or apprenticeship program.

Werkzaak Rivierenland works with innovative solutions to promote inclusion: technologies that make work easier, working places for status holders, function creation and job-carving to create more jobs and working in circular initiatives or the renewable energy sector.

RIVIERENLAND AND SUNBEAM

In 2025, Rivierenland reorganized workflows and trained 100 employees to handle more of our products, improving peak capacity. Their approach combines SROI with inclusive employment, creating social impact through meaningful work and durable value chains for Sunbeam and society.

SHELTERED **WORKSHOP** ‘UW’

‘Everyone who wants to work, can work, to the best of their ability’
UW's mission is to support people who cannot manage to work independently. We strive for an inclusive labor market where we diagnose, advise employers and guide people into work; internally, but also externally. UW also offers people who are not yet able to work for a regular employer a job within our own organization.

UW AND SUNBEAM

The partnership with Sunbeam clearly contributes to the social component of CSR. By working with Sunbeam, it provides UW with structural employment for this target group. Training and development in engineering: employees are supervised and trained in their work through UW, which increases their chances of sustainable employment. Through this partnership, Sunbeam commits to diversity and harnessing talent that might otherwise go unused.
Within the department of metals & assemblage, Sunbeam has provided work for 18 people. And from this department, UW has successfully guided 18 people towards a regular job or a transfer in a guided scareer.

- 5 people transferred towards an external job, with UW guidance.
- 3 people started a regular job.

SUSTAINABILITY AT UW

As an organization, in addition to their core business of developing and guiding our people, UW has the goal of becoming CO_2 neutral by 2030. They are doing this by switching to electric driving, electric field service machines, using their own solar panels and focusing on reducing waste streams. With this, UW also actively contributes to the SDG’s 8, 13 and 17.

RESPONSIBLE BUSINESS CONDUCT & DUE DILIGENCE

At Sunbeam, we carry out the six steps of the human rights due diligence process as prescribed by the OECD Due Diligence Guidance for Responsible Business Conduct by:

1. Embedding responsible business conduct into our policies and management systems;
2. Identifying and assessing actual and potential adverse impacts;
3. Integrating and acting upon the findings (cease, prevent or mitigate adverse impacts);
4. Tracking the effectiveness of the response;
5. Communicating how adverse impacts are addressed;
6. Providing for or cooperating in remediation when appropriate.

Prioritising our Research and Actions
At Sunbeam, we follow the OECD Guidelines in prioritizing on the most severe and linked risks in our value chain. And as due diligence is a continuous developing process, we started our impact research and actions on those value chains, that were identified for their known risks and are intense in production-mass or sales:
The aluminum for our components (~% of mass)
The steel for our products (~% of mass)
Worker Welfare of installers (100% of sales)
Green-House-Gass emissions (100% of sales)

IMPACT AND **RISK ASSESSMENT**

For Sunbeam (being an SME), it is unfeasible to tackle all the (international) CSR risks and opportunities in our supply chain at once. However, we annually (re)assess the most severe risks linked to our value chain. And we identify the impact of possible mitigating actions (following the OECD Guidelines). We review this with relevant stakeholders & rightsholders (representatives).

In 2024, our risk assessment showed how our most severe risks exist only far upstream or further downstream our value chain. Although these risks are the toughest to tackle, our prioritized effort is on mitigating these risks, as our own organisation and tier 1 or tier 2 suppliers present no expected severe risks right now.

NO SEVERE RISKS IN DIRECT BUSINESS PRACTICES (EUROPEAN PRODUCTION)

For Sunbeam, all but one of our design-specific manufactured products and related services are provided by European (and mainly Benelux) partners. These products are the majority (>95%) of our business and consist of metal-coated steel, aluminum and (recycled) plastics. From desktop research and rightsholders consultation, we have no reason to suspect severe risks or to investigate intensively.

LABOUR RIGHTS (MINING)

While our direct producers operate in low-risk countries, we acknowledge forced labour risks in the mining and processing of raw materials such as iron ore and bauxite, potentially located in Liberia, Ukraine, Kazachstan, Brazil, USA and Mexico. To mitigate the extensive resourcing, we promote the use of recycled materials. We also review suppliers' value chain impacts annually with independent public sources to expose risks and steer our sourcing decisions. We will apply our (limited) leverage, through sectoral initiatives, to help strengthen monitoring and improvements across the value chain.

WORKER WELFARE (DOWNSTREAM INSTALLATION)

(Migrant) workers in the installation of solar panel fields on roofs are known to be at risk of being denied the proper Labour Rights, Freedom of Association or Fair Wages. We integrate worker welfare considerations into product design and installation methods, and we draw on tools such as the IRBC Agreement's Worker Welfare Toolbox to support our clients in promoting ethical labour practices.
Occupational Health and Safety (Mining and processing of metals)

Severe working conditions, especially in steel and aluminium production, remain a key concern. In the related countries, severe working conditions lead to related cases of injuries and even fatalities under employees and contractors. We expect our partners to prioritise safe and healthy workplaces, and we use our (limited) leverage, through sectoral initiatives, to promote continuous improvement in health and safety performance across our upstream suppliers.

ACTIONS ON HUMAN RIGHTS – **2024 & 2025**

In 2024, Sunbeam has made considerable progress in our due diligence. After joining the IRBC agreement on Renewable Energy in 2025, we have created our due diligence action plan and started implementing and improving upon the first action.

In 2024, we have been able to:

- Set-up a Human Rights policy: Now integrating our company's long-lasting drive and will for sustainability into a communicable policy-document.
- Map our direct value chain: (from all suppliers to retail) including a complete knowledge of the material resourcing of our main (>95% mass) suppliers.
- Risk Assessment: We identified and assessed potential and actual adverse impacts.
- Fully transparently communicate these risks in this report.
- Research our possibilities/alternatives in the steel supply chain and prepare for an integration of findings into our procurement strategy and code of conduct.
- Actively contribute to the IRBC Agreement and other multi-stakeholder initiatives to help improve human rights conditions in installations work and other value chains in the solar energy sector.

And in 2025, we have:

- Developed a Code of Conduct to which our main suppliers will have to commit
- Annually track the performance and development of our upstream suppliers with associated risks, regarding their actions to mitigate the now identified severe risks.
- Fully transparently communicated our value chain, risk assessment and severe risks with relevant rights stakeholders to validate the accountability of our findings and planned actions.
- Collaborated in multi-stakeholder initiatives to further investigate and further mitigate the risks in our value chain downstream and upstream.

COLOPHON

Version 1, 2026, Sunbeam

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SOLAR **MOUNTING**
THAT **CARES**

Sunbeam
SOLAR MOUNTING THAT CARES