nextracker

# Sustainability Report

FISCAL YEAR
2025



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**THIS REPORT IS NEXTRACKER'S SECOND ANNUAL SUSTAINABILITY REPORT**



# A LETTER FROM DAN SHUGAR

**Dan Shugar**
FOUNDER AND CEO

**DEAR NEXTRACKER STAKEHOLDERS,**

I am proud to share Nextracker's second annual Sustainability Report—an expression of our commitment to building a world powered by clean, accessible, and affordable renewable energy available to all.

The global solar industry is experiencing sustained momentum. The Federal Energy Regulatory Commission reported that solar accounted for 81.5 percent of new U.S. generation capacity placed in service during 2024. This is more than a milestone—it is evidence of a global transformation underway, and we are excited to play a pivotal role in it. Nextracker has cumulatively shipped more than 130 gigawatts of trackers globally, making significant contributions to global solar energy growth.

Within our own operations, this past year also brought meaningful progress across our sustainability strategy, highlighted below and detailed in this report:

**RESPONSIBLE PRODUCTS AND SUPPLY CHAIN**

We continue to innovate for real-world impact. We enhanced our products, improving weather resilience, maximizing energy yield for utility-scale solar projects, and reducing carbon intensity of our products by using our strategic sourcing strategy to find suppliers offering less carbon-intensive steel.

Our core technologies—TrueCapture®, Hail Pro-75™, and NX Horizon-XTR™—help our customers generate more power, protect against extreme weather, optimize yield on complex terrain, and cut embodied carbon by up to 35 percent with our Low Carbon Tracker™.

Our acquisitions of Solar Pile International and Ojjo expanded our U.S. operations and brought more of our supply chain in-house to improve reliability and efficiency. In a major milestone, we delivered the industry's first 100 percent domestic content solar trackers, advancing the U.S. solar manufacturing ecosystem.

**MANAGING OUR EMISSIONS FOOTPRINT**

Internally, we strive to reduce our environmental footprint. Eight of our locations run on renewable electricity, through a combination of renewable energy credits, grid electricity from renewables, and on-site generation. We achieved ISO 14001 - Environmental Management Systems for U.S. headquarters, reported scopes 1, 2, and 3 greenhouse gas (GHG) emissions, completed the CDP Climate Questionnaire, and committed to set near-term targets with the Science Based Targets initiative (SBTi). We also completed the Climate Risk Assessment (CRA) that served as a foundation for publishing our first Task Force on Climate-related Financial Disclosures (TCFD) index as part of this year's report.

**EMPOWERING PEOPLE AND UPHOLDING VALUES**

Our social achievements this year focused on striving toward operational excellence while fostering our vibrant and innovative culture. We expanded our benefits offerings to care for the health and well-being of our employees, including tuition reimbursements, electric vehicle purchasing incentives, and various wellness offerings, in addition to our health and retirement plans. In FY25, we expanded our ISO 45001:2018 - Occupational Health and Safety certification scope to include operations in Brazil, following the completion of a final external audit. Our efforts are underpinned by policies that share our values. This past year, we also adopted our Human Rights Statement and the Responsible Minerals Policy.

**COMMUNITY ENGAGEMENT AND PARTNERSHIP: INVESTING IN THE FUTURE**

This past January, we launched our flagship academic partnership with the University of California, Berkeley College of Engineering. Our investment will establish the CAL-NEXT Center for Solar Energy Research, which includes a robust research and education program. This collaboration will accelerate solar innovation and support the next generation of engineering leaders.

**EARNING TRUST AND RECOGNITION**

Our sustainability program continues to gain recognition. In FY25, Nextracker derived 100 percent of revenue from EU Taxonomy-eligible and Taxonomy-aligned business activities (as defined under the EU Taxonomy Regulation). Across key ESG ratings agencies, we maintained an A rating from MSCI (above the Electrical Equipment industry average of BBB), and a Low Risk rating from Sustainalytics (ranking in the top 25 percent of companies evaluated in the Technology Hardware industry). Nextracker also earned the EcoVadis Silver Medal, placing us in the top 15 percent of more than 120,000 companies assessed globally, reflecting improvements in our environmental performance, ethics, and responsible sourcing.

These positive ratings and recognitions provide stakeholders with evidence of our commitment to strong ESG performance, risk management, disclosure, and continuous improvement, while enhancing investor confidence and strengthening our Company's reputation.

I thank our investors, customers, business partners, and other stakeholders for your continued trust. And to our incredible team—your ingenuity, grit, and purpose-driven mindset power our mission every day.

Together, we are proud to lead the energy transition.

Sincerely,
**DAN SHUGAR, FOUNDER AND CEO, NEXTRACKER**

# ABOUT THIS REPORT

SECTION CONTENTS


- ABOUT THIS REPORT
- REPORT SCOPE
- GLOBAL SUSTAINABILITY REPORTING FRAMEWORK ALIGNMENT
- EU TAXONOMY



# ABOUT THIS REPORT

## ABOUT THIS REPORT

This report is Nextracker's second annual Sustainability Report. In it, we provide details on our activities in line with our identified material sustainability topics. As we continue to advance our sustainability initiatives we are committed to annual reporting on our progress. Unless otherwise indicated, any reference in this report to "Nextracker," "our Company," "the Company," "us," "we," and "our" refers to Nextracker Inc. and its subsidiaries.

## REPORT SCOPE

Unless otherwise noted, this report covers activity from our fiscal year 2025, starting April 1, 2024, and ending March 31, 2025. Our previously released 2024 Sustainability Report, published in October 2024, shared our progress close to that publication date. Because we are shifting from reporting on a calendar year basis to reporting aligned with our fiscal year, some data presented in the 2024 report may overlap with this 2025 report.

## GLOBAL SUSTAINABILITY REPORTING FRAMEWORK ALIGNMENT

The Appendix of this report includes our response to the Sustainability Accounting Standards Board (SASB) standard for the Electrical & Electronic Equipment industry, as well as our first report in reference to the Global Reporting Initiative (GRI) and the Task Force on Climate-related Financial Disclosures (TCFD). Nextracker also makes an effort to align with the United Nations Sustainable Development Goals (UN SDGs). Each section of this report references the relevant UN SDGs to which Nextracker contributed.

Members of our Environmental, Social, and Governance (ESG) Executive Council, ESG Steering Committee, Executive Leadership Team, and various subject matter experts including the Internal Audit team have reviewed this report. We invite you to find additional information related to our performance in our most recent Annual Report on Form 10-K for the fiscal year ended March 31, 2025, the FY25 Proxy Statement, and our Company website.

## EU TAXONOMY

In FY25, Nextracker's derived 100% of revenue from EU Taxonomy-eligible and Taxonomy-aligned business activities (as defined under the EU Taxonomy Regulation).



## MATERIALITY

We report on our material sustainability topics identified through our internal materiality assessments and stakeholder engagement. For the purposes of this report, we use the GRI definition of materiality, which differs from the definition used for the United States Securities and Exchange Commission (SEC) filings. GRI defines material topics as those that reflect the organization's economic, environmental, and social impacts in ways that substantively influence the assessments and decisions of stakeholders. The inclusion of material information in this report should not be construed as a characterization regarding the materiality or financial impact of that information for SEC reporting purposes. For additional information on topics of financial materiality, please see our filings with the SEC, including our Annual Report on Form 10-K and Quarterly Reports on Form 10-Q.



## FORWARD-LOOKING STATEMENTS

**THIS REPORT CONTAINS FORWARD-LOOKING STATEMENTS WITHIN THE MEANING OF SECTION 27A OF THE SECURITIES ACT OF 1933, AS AMENDED, AND SECTION 21E OF THE SECURITIES EXCHANGE ACT OF 1934, AS AMENDED, THAT INVOLVE SUBSTANTIAL RISKS AND UNCERTAINTIES.**

All statements other than historical factual information are forward-looking statements, including, without limitation, statements regarding: our strategies, mission, plans, objectives, and goals; our relationships with our customers, suppliers, contractors, vendors, and employees; the focal points of our sustainability strategic framework and our strategies to address such points; our ability to develop and enforce policies in furtherance of our sustainability strategies; our ability to ensure compliance of our suppliers, contractors, vendors, and employees with applicable laws and corporate policies; estimates of the cost of solar, our carbon offsets, installation and operations savings, energy yields, and improvements to levelized cost of energy; regulatory, tax, and tariff impacts on our business; the market demand for our products, solutions, and services; our ability to compete with existing and new competitors in existing and new markets; projections regarding the U.S. and global demand for electricity and solar power and our addressable market and market size; macro-economic trends; panel availability; growth opportunities and plans for future operations, products, and services; the impacts to our business caused by the "One Big Beautiful Bill Act" and regulatory and policy actions; the expansion of our U.S. manufacturing and production volumes and domestic content capability; our bookings and backlog; our ability to integrate our recent acquisitions, including newly announced acquisitions, on the timelines we expect; the benefits we expect for our customers and us; the impact and ability to integrate AI, machine learning, and advanced robotics technologies; and any other statements that address events or developments that we intend or believe will or may occur in the future.

Terminology such as "will," "may," "should," "could," "would," "believe," "anticipate," "intend," "plan," "expect," "estimate," "project," "target," "possible," "potential," "forecast," and "positioned," and similar references to future periods, are intended to identify forward-looking statements, although not all forward-looking statements are accompanied by such words. Forward-looking statements are based on assumptions and assessments made by our management in light of their experience and perceptions of historical trends, current conditions, expected future developments, and other factors they believe to be appropriate. These statements speak only as of the date of this report.

Forward-looking statements involve known and unknown risks, uncertainties, and other factors that may cause our actual results, performance, or other events to be materially different from any future results, performance, or other events expressed or implied by the forward-looking statements. Given these uncertainties, you should not place undue reliance on forward-looking statements. Our actual future results, performance, or other events may be materially different from what we expect. Important factors that could cause actual results, performance, or other events to differ materially from our expectations include: the demand for solar energy and, in turn, our products; competitive pressures within the solar tracker industry; competition from conventional and other renewable energy sources; variability in our results of operations, including as a result of fluctuations in our customers' businesses as well as seasonal weather-related disruptions; the impact of tariffs and import duties on our products and our customers; policy changes in the renewable energy industry under the current U.S. presidential administration; the reduction, elimination, alteration, or expiration of government incentives for, or regulations mandating or promoting the use of, renewable energy and solar energy; the near and long-term impacts on our business caused by the "One Big Beautiful Bill Act," Executive Orders, or other regulatory or public policy actions, including those related to permitting solar projects, "safe harbor" rules that influence investment decisions and project timelines, and restrictions on eligibility for 45X and investment tax credits relating to foreign entities of concern (FEOC); our reliance on our suppliers and any problems with our suppliers or disruptions in our supply chain and supply chain capacity; changes in the global trade environment, including the imposition of tariff and import duties; an increase in interest rates or a reduction in the availability of tax equity or project debt financing, impacting the ability of project developers and owners to finance the cost of a solar energy system; a loss of one or more of our significant customers, their inability to perform under their contracts, or their default in payment to us; defects or performance problems in our products; delays, disruptions, or quality control problems in our product development operations; severe weather events, natural disasters, and other catastrophic events; our continued expansion into new markets; electric utility industry policies and regulations; decreases in the price of electricity; our failure to protect our intellectual property and trade secrets or to successfully defend against third-party claims of infringement; evolving sustainability strategies; evolving government regulations; and cybersecurity or other data incidents. For a further description of the risks and uncertainties that could cause actual results to differ from those expressed in these forward-looking statements, as well as risks relating to the our business in general, see our periodic filings with the Securities and Exchange Commission (the "SEC"), including our Annual Report on Form 10-K for the year ended March 31, 2025, and our Quarterly Report on Form 10-Q for the quarter ended June 27, 2025, and any current and periodic reports filed thereafter.

Except as required by law, we assume no obligation and do not intend to update these forward-looking statements or to conform these statements to actual results or to changes in our expectations, even if new information becomes available in the future.

# HIGHLIGHTS

SECTION CONTENTS

- RESPONSIBLE PRODUCTS AND SUPPLY CHAIN
- GREENHOUSE GAS EMISSIONS AND RESOURCE EFFICIENCY
- ACCOUNTABLE CORPORATE CITIZENSHIP
- PEOPLE AND CULTURE
- COMMUNITY
- ADDITIONAL HIGHLIGHTS

## *OUR FY25 PROGRESS ACROSS EACH OF OUR SUSTAINABILITY STRATEGIC PILLARS:*

### RESPONSIBLE PRODUCTS AND SUPPLY CHAIN

#### PRODUCTS

- Launched NX Foundation Solutions, a comprehensive suite of solar foundation technologies and services designed to optimize solar project installations across diverse soil conditions, streamline project timelines, reduce costs, and improve safety while minimizing environmental impact
- Delivered the industry's first U.S.-manufactured solar trackers
- Inaugurated India's first Center for Solar Excellence in Hyderabad to advance solar technology and accelerate the region's energy transition
- Earned ISO 9001:2015 Quality Management certification for Brazil, India, and the U.S.

#### SUPPLY CHAIN

- Continued engagement with the Sustainable Steel Buyers Platform to contribute toward increasing demand for cleaner, low-emission steel
- Joined the Global Steel Climate Council (GSCC) to collaborate with the global steel industry partners achieving meaningful reductions in carbon emissions
- Updated our Responsible Procurement Principles (RPP) to request suppliers ISO certifications

### GREENHOUSE GAS EMISSIONS AND RESOURCE EFFICIENCY

- Committed to set near-term targets to the SBTi as we formalize our GHG emissions reduction efforts
- Calculated our scopes 1, 2, and 3 emissions for FY25, which will be our baseline year for SBTi near-term targets
  - Gained third-party limited assurance on scopes 1 and 2 calculations for FY25 data
- Published our inaugural TCFD Index
- Gained ISO 14001:2015 Environmental Management System certification for the U.S. and maintained certification in Brazil

### ACCOUNTABLE CORPORATE CITIZENSHIP

- Adopted Responsible Minerals Policy and Environmental Policy
- Published Human Rights Statement



### PEOPLE AND CULTURE

#### HEALTH AND SAFETY

- Achieved a 0.61 total recordable incident rate (TRIR) in CY24, accomplishing our goal of less than 1.2 TRIR annually for U.S. operations
- Achieved goal of over 90 percent of global employees completing health and safety training for CY24
- Updated our Workplace Health and Safety Policy

#### COMMUNITY

- Partnered with the University of California, Berkeley Engineering (UC Berkeley) to establish the CAL-NEXT Center for Solar Energy Research to integrate cutting-edge solar technologies into UC Berkeley's engineering and environmental science programs and curricula
- Collaborated with the United Way of Hyderabad on a Rural Forestry Project, combining reforestation and water conservation efforts, including installing a solar-powered bore

### ADDITIONAL HIGHLIGHTS

- Derived 100 percent of revenue from EU Taxonomy-eligible and Taxonomy-aligned business activities
- Achieved EcoVadis Silver Medal (85th percentile)
- Maintained A rating from MSCI (Industry average BBB)
- Earned a C on 2024 CDP Submission (Global average C)



# ABOUT NEXTRACKER

## OVERVIEW

Nextracker is committed to transitioning the world to affordable, renewable power by developing the highest-performing and resilient solar tracking technologies and solutions in the market for our customers.

## SECTION CONTENTS


- NEXTRACKER BY THE NUMBERS
- OUR VISION, MISSION, AND VALUES
- OUR TECHNOLOGY, PRODUCTS, AND SOLUTIONS




# ABOUT NEXTRACKER

Nextracker innovates and delivers the global leading solar power technology platform with integrated tracker, electrical solutions, and yield optimization and control systems for utility-scale and distributed generation projects. Our advanced technology enables solar power plants to optimize performance by following the sun's movement across the sky. With systems operating in more than 40 countries worldwide, Nextracker offers innovative solutions that accelerate solar power plant construction, increase energy output, and enhance long-term reliability.

Solar is the fastest-growing segment of the renewable energy sector and has become one of the most cost-effective forms of wholesale energy generation. According to Lazard, from 2009 to 2024, the cost of solar generation fell by 83 percent[1]. We are honored to be a preferred partner to some of the largest solar engineering, procurement, and construction firms (EPCs), solar project developers, and owners in the world, and we use our position to help influence the future we desire to achieve. We have been the global market leader based on gigawatts shipped for nine consecutive years.

[1] *Lazard Ltd, 2024 Levelized Cost of Energy+ version 17.*



## NEXTRACKER BY THE NUMBERS, AS OF MARCH 31, 2025



### EMPLOYEES

**~1,300 FULL-TIME EMPLOYEES***

**44% in the U.S.**
**31% in India**
**25% in other international offices**



### GLOBAL CUSTOMER BASE

**40+ COUNTRIES SERVED**

[2] EPA Greenhouse Gas Equivalencies Calculator




### LOCATIONS

**OFFICES IN 8 COUNTRIES**

**Corporate headquarters –**
Fremont, California, U.S.

Offices, laboratory, and warehouse space; research and development projects; machine shop; tools repair; shipping and receiving

**Centers for Solar Excellence –**
Fremont, California, U.S.
Hyderabad, India
São Paulo, Brazil



### FY25 REVENUE

**$2.96 BILLION**

**69% revenue from U.S. projects**
**31% from international markets**

**130+ GW OF OUR SOLAR TRACKER SYSTEMS SHIPPED**

**This is equivalent to energy needed to power 10,661 homes with electricity for one year[2]**

## OUR VISION, MISSION, AND VALUES

### OUR VISION

We envision a world powered by renewable energy where clean, affordable power is available to all.

### OUR MISSION

Our mission is to be the most trusted and valued renewable energy company by delivering intelligent, reliable, and productive solar power.

### WHO WE ARE

- **Innovative** - We are a diverse group of technology innovators and clean energy activators.
- **Collaborative -** We are collaborative team players.
- **Act with Integrity -** We do the right thing.
- **Accountable -** We are accountable and deliver results.
- **Equitable -** We believe in equity and inclusion.
- **Sustainable -** We are committed to sustainability, decarbonization, and a better tomorrow.

## OUR TECHNOLOGY, PRODUCTS, AND SOLUTIONS

The solar tracker market plays a key part in driving the global energy transition by improving solar energy systems' levelized cost of energy (LCOE) and increasing energy production. We provide intelligent, integrated solar trackers, foundations, and energy yield management solutions that will put more powerful solar projects in more places across a broader range of topographical and climate conditions.

As part of our mission, we seek to offer low-carbon technology solutions and sustainable supply chain initiatives to help drive a clean energy future. Our key products include our solar tracking solution portfolio and our yield management solutions portfolio. The Responsible Products section of this report includes more information on our products and their contribution to the renewable energy industry.

***As of March 31, 2025, we have over 1,200 patents, including U.S. patents issued, non-U.S. patents granted, and U.S. and non-U.S. patent applications pending across our product portfolio.***



# SUSTAINABILITY STRATEGY AND MATERIALITY ASSESSMENT

## OVERVIEW

As a renewable energy-focused company, proper sustainability management is imperative to our value chain and our customers. This section provides insight into our sustainability governance and outlines our sustainability strategy, including details on how stakeholder input shapes our priorities.

## SECTION CONTENTS


- MATERIALITY ASSESSMENT
- SUSTAINABILITY GOVERNANCE
- SUSTAINABILITY STRATEGIC FRAMEWORK
- STAKEHOLDER ENGAGEMENT

# SUSTAINABILITY STRATEGY AND MATERIAL ASSESSMENT



## MATERIALITY ASSESSMENT

Our 2024 impact materiality assessment delivered key insights into the sustainability topics our stakeholders consider most important. This effort informed the development of our sustainability strategic plan, and we continue to leverage the assessment results today. For additional details on our materiality assessment process and results, please see our 2024 Sustainability Report.

## SUSTAINABILITY GOVERNANCE

| BODY | MEMBERS | RESPONSIBILITIES |
|---|---|---|
| **Board of Directors of Nextracker Inc.** | All Board members | • Oversee sustainability risks and opportunities<br>• Receive periodic updates on sustainability efforts |
| **Nominating, Governance, and Public Responsibility Committee (NGPRC) of the Board of Directors** | All NGPRC members | • Oversee our sustainability strategy<br>• Review and approve our annual Sustainability Report |
| **ESG Executive Council** | Chief Legal and Compliance Officer<br>Cross-functional executives | • Provide periodic updates to the NGPRC on progress of sustainability efforts |
| **ESG Steering Committee** | Cross-functional leaders, led by our Director of ESG Strategy and Reporting | • Drive our sustainability strategy and initiatives |
| **ESG Team** | Director of ESG Strategy and Reporting, ESG Analyst | • Execute day-to-day activities of our sustainability program<br>• Develop our annual sustainability report<br>• Meet regularly with the Executive Leadership Team, Executive Council, and the ESG Steering Committee to review our strategy, program, and progress |



## SUSTAINABILITY STRATEGIC FRAMEWORK

This framework includes our material topics and highlights Nextracker's sustainability priorities. The four pillars of our sustainability strategy reflect the key material topics, keeping us focused on what matters most to the groups with which we work, partner, and serve.

Our sustainability strategic framework is built on deep research, our materiality assessment, and ongoing stakeholder engagement insights. We also closely watch the sustainability landscape to stay aligned with trends and legal and regulatory requirements. This refreshed sustainability strategic framework continues to promote an inclusive Company culture more broadly, with changes primarily impacting our approach to employee demographic-related disclosures.

### RESPONSIBLE PRODUCTS AND SUPPLY CHAIN

Nextracker works to develop highly intelligent, reliable, and productive solar technology.

- Product Design and Innovation
- Supply Chain Management

### PEOPLE AND CULTURE

Nextracker fosters a culture of continuous growth and improvement.

- Employee Health and Safety
- Human Rights

### GHG EMISSIONS AND RESOURCE EFFICIENCY

Nextracker evaluates and aims to improve our environmental impact for future generations.

- Climate/GHG Emissions
- Resource Efficiency

### ACCOUNTABLE CORPORATE CITIZENSHIP

Nextracker maintains controls designed to create a safe and responsible business environment.

- Corporate Governance
- Business Ethics
- Cybersecurity

## STAKEHOLDER ENGAGEMENT

We care about what our stakeholders think, and we engage each group of stakeholders to gain feedback on a wide range of topics, including sustainability-related topics. In addition to our materiality assessment conducted in 2024, we engaged the following stakeholders through various outreach channels.



| STAKEHOLDER GROUP | MODES OF ENGAGEMENT | ENGAGEMENT DESCRIPTION |
|---|---|---|
| **Customers/Clients** | • Client engagements, solar projects<br>• Feedback form<br>• Website<br>• Meetings<br>• Regular Surveys | • Customer and partner feedback and service requests<br>• Sustainability performance and strategy |
| **Employees** | • Regular all-hands meetings<br>• Online portal<br>• Ethics Hotline<br>• Cross-departmental events/calls | • Employee feedback and communication<br>• Annual performance reviews<br>• Learning and career development initiatives<br>• Health and safety best practices<br>• Company strategy and performance updates |
| **Investors** | • Earnings calls<br>• Financial and regulatory filings<br>• Press releases<br>• Website<br>• Meetings/emails | • Financial performance<br>• Risk management<br>• Compliance<br>• Governance |
| **Suppliers/Vendors/Contractors** | • Meetings/emails<br>• Supplier portal<br>• Ethics Hotline<br>• Quarterly Business Reviews | • Supplier qualification process<br>• Existing supplier management processes such as Quarterly Business Reviews<br>• Supplier training<br>• Audits and assessments |
| **Community Partners** | • Community events<br>• Employee volunteering<br>• Customer collaboration on mutual programs | • Direct communication during events<br>• Engagement through employee volunteering groups<br>• 1:1 Nextracker staff and beneficiaries of our programs |
| **Industry Representatives** | • Meetings/emails<br>• Industry events | • Regular and direct engagement<br>• Annual reports and certifications |

# RESPONSIBLE PRODUCTS AND SUPPLY CHAIN

## OVERVIEW

Nextracker designs products and solutions with careful consideration of environmental impacts and benefits to customers. We collaborate with supply chain partners as they manufacture our solutions to our high-quality standards and support efficient planning for on-site projects globally.

## RELATED UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS




## SECTION CONTENTS


- **RESPONSIBLE PRODUCTS***
- OUR SUSTAINABLE PRODUCTS
- **PRODUCT DESIGN AND INNOVATION***
- CENTERS FOR SOLAR EXCELLENCE
- PRODUCT LIFE CYCLE
- QUALITY MANAGEMENT SYSTEMS
- **RESPONSIBLE SUPPLY CHAIN MANAGEMENT***
- SUPPLY CHAIN MANAGEMENT APPROACH AND OVERSIGHT
- NEXTRACKER'S RESPONSIBLE PROCUREMENT PRINCIPLES
- ADDITIONAL SUPPLY CHAIN ENGAGEMENT

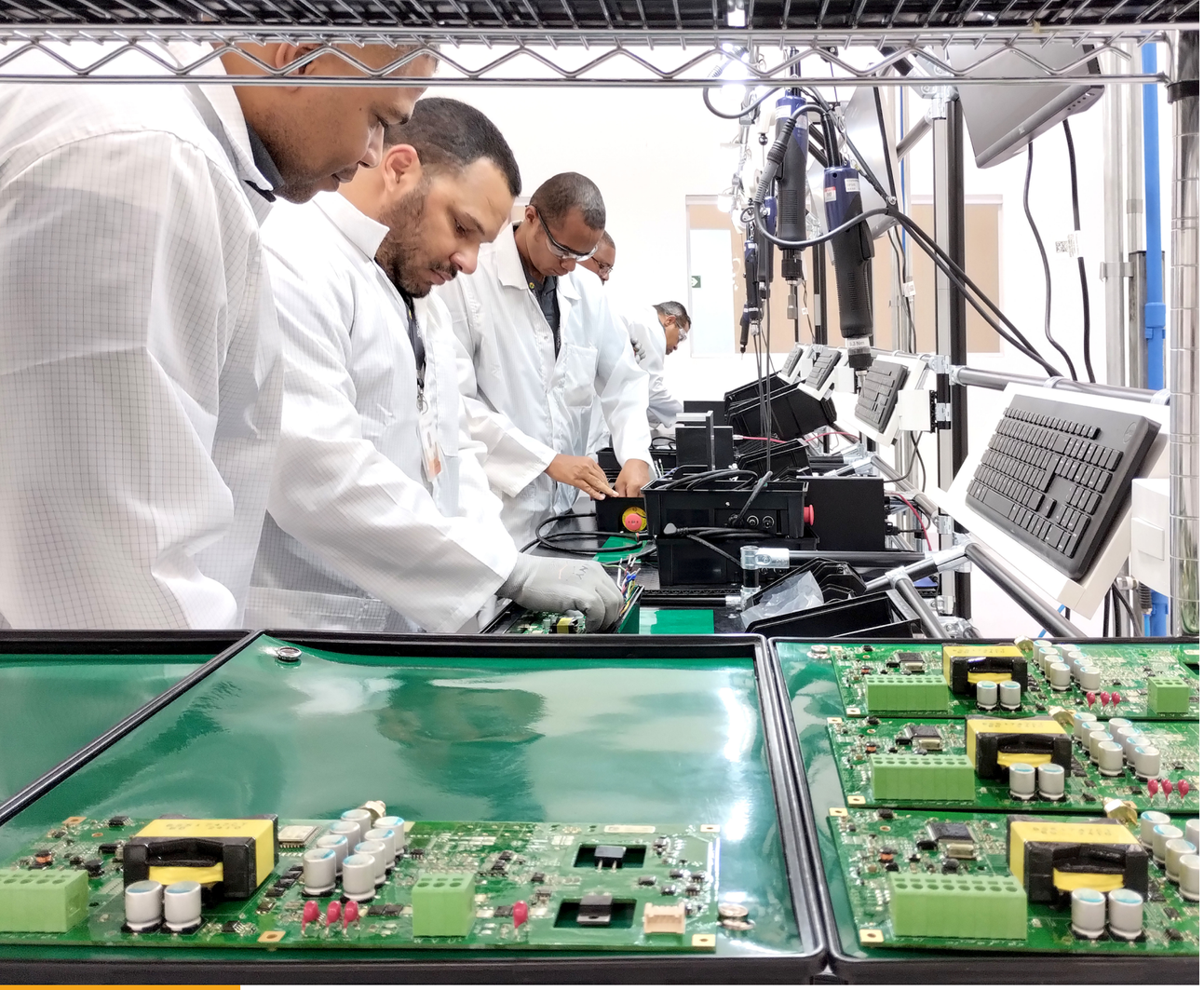

**Bolded items align to sustainability strategic framework*

## RESPONSIBLE PRODUCTS

Nextracker's focus on sustainability and environmental stewardship is core to our Company's mission. We seek to offer low-carbon technology solutions and sustainable supply chain initiatives to help drive a clean energy future. We intentionally design our suite of products across categories to reduce our impact on the environment and climate change.

Our design teams take an innovative approach to creating solar technology solutions. We provide our customers with intelligent, integrated solar trackers and energy yield management systems, foundations, and advanced sensor capabilities solutions. Our products leverage an innovative design approach to enable us to bring more trackers to more places and cover a broader range of topographical and climate conditions.

The Senior Vice President of Products updates executives on our progress in monthly product meetings. As appropriate, we assign executive review boards to large-scale, risk-oriented projects to assess program progress and oversee budgets.



## OUR SUSTAINABLE PRODUCTS

Our solar trackers enable rows to move independently, benefiting customers by producing more energy, lowering operating costs, simplifying installation and deployment, and increasing reliability compared to other independent tracker products and systems.

Today's utility-scale solar plants have evolved from fixed-tilt systems and now employ solar tracking technologies that enable solar panels to rotate and follow the sun's movement across the sky[3]. Single-axis solar trackers can generate up to 30 percent more energy than fixed-tilt or stationary panel mounting systems that do not track the sun. The additional cumulative revenue from energy production typically exceeds the incremental cost of using a tracking system, improving the LCOE and providing a significant return on investment for solar projects.

[3] *Joule, a Cell Press Journal, Global Techno-Economic Performance of Bifacial and Tracking Photovoltaic Systems, July 2020.*



### NX HORIZON AND NX HORIZON LOW CARBON

NX Horizon™, our flagship solar tracking solution, is a top choice for many developers and solar power generation facility owners. NX Horizon's unrivaled combination of integrated hardware and yield management solutions is the gold standard for the utility-scale solar industry. It is known for its robust design, ease of installation, field-proven weather durability, and LCOE-optimized performance. NX Horizon's design enhances performance and reliability while minimizing long-term operations and maintenance costs when compared to competitors. It features a reliable self-powered motor, balanced mechanical design, and independent-row architecture, offering design flexibility and reducing maintenance costs. Its self-aligning module rails and vibration-proof fasteners enable quick installation, while the decentralized, self-powered architecture allows for early commissioning and is built to withstand high winds and adverse weather.

In April 2024, we launched NX Horizon™ Low Carbon, the industry's first solar tracker solution with a reduced carbon footprint. This solution requires less carbon dioxide and associated GHG emissions compared to our traditionally produced tracker. Driven by locally sourced materials and strategic sourcing of recycled steel from domestic electric arc furnace (EAF) mills and optimized logistics, this offering comes with a third-party verified Life Cycle Assessment (LCA) documentation on carbon emissions, land use, water consumption, and other metrics associated with the sourcing, manufacturing, delivery, and operation of solar trackers. Through the LCA process, we also conduct an analysis of upstream suppliers to assess steel manufacturing processes. NX Horizon Low Carbon is a champion in our efforts to drive a clean energy future, reducing carbon emissions by up to 35 percent when compared to our original NX Horizon tracker. By providing our customers with a complete LCA for the NX Horizon tracker, we are supporting their ability to calculate their own GHG emissions, furthering the quality and transparency of emissions reporting beyond our own operations. Nextracker achieved the Carbon Trust Carbon Footprint label certification for our NX Horizon solar tracker system, demonstrating it has met the global standard for carbon emission data collecting, evaluation, and reporting methodology throughout the life cycle of its solar trackers.

For additional information, visit NX Horizon | The Number One Smart Solar Tracker and NX Horizon Low Carbon | Reduced Carbon Footprint Tracker.

### NX HORIZON HAIL PRO

NX Horizon Hail Pro™ leverages the features of NX Horizon's smart solar tracking system, including its balanced design, integrated uninterruptible power supply, and independent-row architecture. Hail Pro adds automatic stowing using weather service information, hail readiness services, and, where desired, Hail Pro-75™ for stowing at up to 75 degrees for locations subject to extreme hail. Recently added automation functionality enables intelligent, site-specific protection against severe weather events, including in the event of a grid outage. These enhancements underscore our commitment to mitigating climate-related risks for asset owners and operators.

### NX HORIZON-XTR

Designed to follow the terrain of an existing site, NX Horizon-XTR™ minimizes carbon output associated with earth grading, minimizing damage to the local ecosystem. NX Horizon-XTR helps protect the land by:

- Avoiding destruction of native topsoil and vegetation
- Preventing habitat disruption from non-native re-vegetation
- Preventing long-term soil erosion and storm runoff

In addition, NX Horizon-XTR saves construction costs and reduces project risk for terrain-challenged projects, further expanding opportunities for solar development on challenging sites.

For additional information, visit NX Horizon-XTR | Solar Tracker for Rolling Terrain.

## TRUE CAPTURE

TrueCapture®, NX Horizon™'s energy yield management system, addresses power production shortfalls due to the variability of real-world site conditions. While linked-row tracking systems angle all rows in an identical direction facing the sun, TrueCapture leverages NX Horizon's independent-row architecture and advanced sensors, and adds as-built topographical calibration and real-time site conditions data to ensure the energy gain entitled by tracking is delivered for all in-field conditions. Validated by leading independent engineering firms, TrueCapture is proven to effectively account for topography, row-to-row height variations, and diffuse irradiance conditions, typically reducing energy losses between 1-2 percent.

Zonal Diffuse™ expands on TrueCapture's yield management and is a tracking function that mitigates energy yield loss during rapidly changing irradiance conditions. For more information, visit TrueCapture.

## NX FOUNDATION SOLUTIONS (NX ANCHOR, NX EARTH TRUSS AND NX TRUSS DRIVER)

Nextracker's NX Foundation Solutions—a portfolio including NX Anchor™, NX Earth Truss®, and the NX Truss Driver®—enable safe, efficient, and environmentally responsible solar tracker installations across a wide range of soil conditions. These technologies are designed to reduce project risk, accelerate installation timelines, and minimize environmental disturbance, all while contributing to a lower carbon footprint for utility-scale solar systems. Deploying a lower material foundation product also adds to lower overall carbon footprint of the tracker system.

### *NX Anchor*

NX Anchor is engineered for soft, expansive, frost-heave, and mixed soil types. Its patented blade pile and A-frame design allow for shallow embedment and potentially cuts steel use[4] compared to conventional driven piles—thus lowering embedded carbon. The system also reduces ground disturbance and limits equipment passes, enhancing worker safety and supporting habitat preservation.

Employing innovative, patented blade piles combined with an efficient A-frame design that connects seamlessly with the NX Horizon tracker, the NX Anchor foundation offers the following key benefits:

- Cost and time efficiency
- Precision and speed
- Adaptability and project risk reduction
- Environmental benefits

### *NX Earth Truss*

The NX Earth Truss system is tailored for rocky and hard soils, employing a unique drill-and-drive method that eliminates the need for pre-drilling while minimizing site disturbance. This technique protects vegetation, topsoil, and natural waterways, avoiding the environmental impacts of grading. Its one-touch installation improves safety by reducing manual labor and operator fatigue, while also streamlining deployment and reducing rework. Earth Truss supports responsible land use and expands solar development into ecologically sensitive areas.



### *NX Truss Driver*

The NX Truss Driver is a semi-automated, GPS-guided installation machine purpose-built for the Earth Truss system. It delivers high precision with reduced noise and dust, lowering the impact on surrounding environments. By minimizing human-machine interaction, it enhances on-site safety and ergonomics. The system also improves construction efficiency, supports better resource utilization, and is lighter on the land, contributing to positive sustainability outcomes.



[4] *Project dependent*

### AGRIVOLTAICS

At Nextracker, we want to support the agricultural community and regenerative farming practices so farmers can retain their land for generations while creating an additional stable income stream. That is why Nextracker specifically designed its solar tracker to work for agrivoltaics applications, enhance agricultural practices, and preserve biodiversity.

Nextracker offers a suite of AgriPV solutions, demonstrating that solar and farming can work together. Over the last several years, our dedicated research and development team at Nextracker Brazil's Center for Solar Excellence has conducted controlled AgriPV experiments to optimize the application across a range of crops. Our AgriPV offerings empower landowners to find multiple uses for their land, including grazing, ranching, pollinators, orchard crops, and arable farming.

The dual land use supported by AgriPV brings together utility-scale solar and agriculture on the same land for greater benefits all around. While cattle grazing provides a natural, economic way to maintain vegetation, agriculture improves solar performance by generating less dust on a cooler project site. Solar arrays also help reduce wind and protect crops from late afternoon scalding. Our tracker's independent-row architecture enables easier harvesting, grazing, and other farming operations and maintenance. Nextracker systems also offer flexible tracker heights, terrain-following capabilities, and wide pitch widths to accommodate diverse farming needs.

AgriPV also extends growing seasons primarily by modifying the microclimate around crops through strategic shading and environmental management:

**1. Shading crops**, reducing extreme heat during summer by shading crops from direct sunlight, minimizing plant stress and retaining warmth during cooler nights by reducing heat loss

**2. Providing partial shade**, preserving soil moisture with lower evaporation rates

Coupled with NX Horizon-XTR™, we eliminate cut-and-fill earthwork, helping maintain hearty vegetation and soil health. Our customers benefit from solutions that preserve local habitats and topsoil while delivering strong reliability, performance, and return on investment (ROI). Integrating solar and farming in rural areas creates jobs and generates additional revenue for farmers.

Benefits of Agrivoltaics

- Enables dual land use and land reclamation
- Preserves topsoil
- Requires minimal maintenance
- Highly configurable
- Extend growing seasons

For additional information, visit AgriPV | The Next Frontier for Solar and Agriculture.

### NX NAVIGATOR

NX Navigator™ is an application that assists solar power generation facility owners and operators in monitoring, controlling, and protecting their solar projects. It serves as a single point of plant control that allows mitigating extreme weather risk, maximizing generation and simplifying operations.

An intuitive dashboard helps plant managers visualize real-time operational data at the site, subfield, and individual tracker levels. In addition, NX Navigator's safety features include single-click Hail, Hurricane/Typhoon Stow and Automated Hail Stow modes, which quickly command solar trackers to rotate to optimal tilt positions toward user-selected stow direction in response to inclement weather. This feature significantly reduces the risk of damage to the solar panels, thus also reducing the overall operations and maintenance costs.

For additional information, visit NX Navigator.



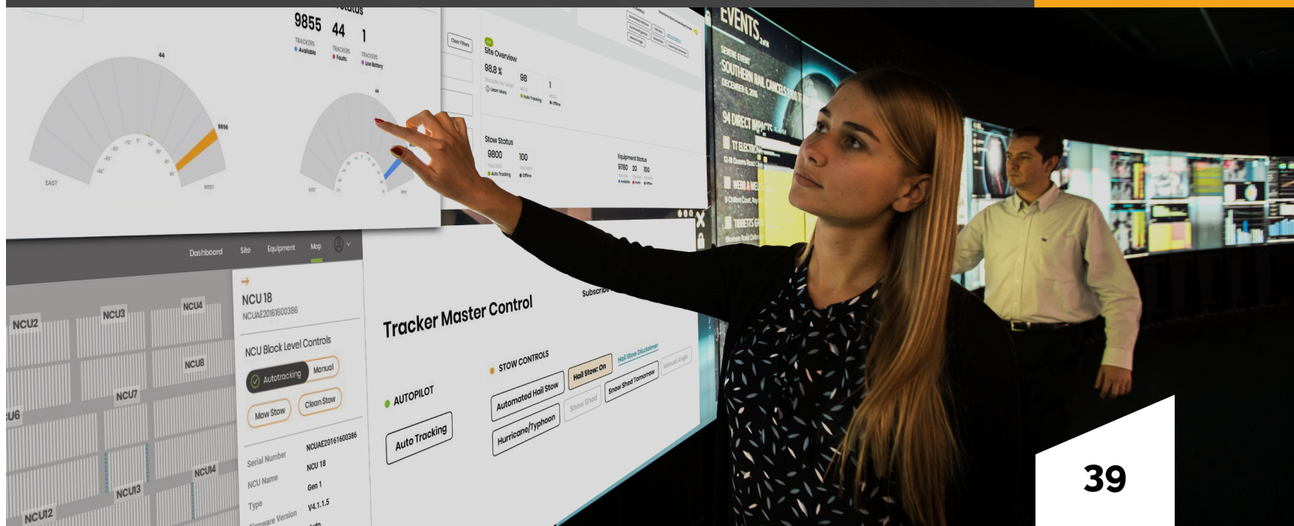
## PRODUCT DESIGN AND INNOVATION

Sustainable innovation is at the heart of everything we do at Nextracker. From the earliest days of our Company, our product innovation approach has focused on doing more with less—from less steel in our products without sacrificing performance to our independent-row approach that optimizes energy production and reduces the need for terrain disturbance. We pioneered smart solar tracking technology and continue to lead the industry with meticulous design and engineering.

Some of our major strides in design innovation include leveraging more carbon-friendly materials such as bio-based plastics for controller enclosures and replacing plastic end caps with metal end caps. We also worked on reducing PFAS chemical use and developing new higher-efficiency electronic controllers with lower power requirements. Our additional foundation solutions require lower steel content while maintaining structural integrity.

We approach tracking with a holistic and forward-thinking view that prioritizes increasing solar power plant energy production levels while decreasing operating and maintenance costs. Our trackers provide high levels of performance and operability, and our separately licensed TrueCapture® and NX Navigator solutions enable them to improve over time. We see trackers as not only a physical platform for solar panels, but also a nexus of intelligent control for the entire solar plant. Our innovative approach provides the following significant competitive advantages:

- Next-generation architecture
- TrueCapture capabilities
- NX Navigator operability and weather mitigation capabilities
- Ease of deployment
- Future upgradability
- Superior production for bifacial solar panels






## CENTERS FOR SOLAR EXCELLENCE

We operate state-of-the-art product testing facilities to conduct functional and reliability testing for individual components and complete system architectures. Our three Centers for Solar Excellence in California, Brazil and India—serve as collaborative technology showcases and research facilities. The Centers enable our engineering teams and technology partners to develop, test, and commercialize proprietary technologies in a real-world power plant setting. Our Fremont facility additionally engages our core engineering personnel and allows us to accelerate time-to-market for new products.

### NEXTRACKER INDIA'S RESEARCH AND DEVELOPMENT CENTER FOR SOLAR EXCELLENCE IN HYDERABAD

In October 2024, Nextracker inaugurated India's first Center for Solar Excellence in Hyderabad, India. Spanning 13 acres, this facility serves to advance solar tracker technology, further accelerating the region's energy transition. The Hyderabad Center features a 30,000 square foot, state-of-the-art lab, a comprehensive solar tracker installation, and training facilities encompassing the entire project life cycle. Working closely with supply chain partners, customers, and third-party laboratories, Nextracker's cross-functional team of experts are developing, testing, and commercializing proprietary technologies.

### BRAZIL CENTER FOR SOLAR EXCELLENCE HOSTS OPEN HOUSE

In November 2024, Nextracker's Brazil Center for Solar Excellence hosted customers, partners, and media for an open house event. We educated attendees about the many advancements at the Center's Research and Development and Test Lab and spotlighted new products and solutions.

The event features speaker presentations showcasing Nextracker's position as a leader in solar tracker research, development and innovation. Guests also toured the solar lab to observe various Nextracker products, including AgriPV, NX Horizon XTR™, and NX Horizon Hail Pro™ in action.




## PRODUCT LIFE CYCLE

Nextracker considers a product's life cycle for every component—from structural, mechanical, and electrical design to construction, operation, and maintenance. We target a 30-year design lifespan for all structural components, depending on the corrosion levels and other environmental factors associated with a project location. We also provide a 10-year warranty on all structural components and a 5-year warranty on electrical components, such as network control units, self-powered controller and weather stations, and other sensors. We test components for extreme weather conditions and meticulous operation in an effort to extend the lifespan of our products and reduce waste.

## QUALITY MANAGEMENT SYSTEMS

Product safety and quality are non-negotiable at Nextracker. We certify our products in accordance with industry standards by implementing best practices across our Company and throughout our value chain.

Our Quality Management System establishes guidelines and limitations for quality control at all levels. Nextracker is certified ISO 9001:2015, a globally recognized quality management standard, for India, Brazil, and U.S. facilities. Our certification proves that our ongoing commitment to reliability, quality assurance, the environment, and safety are priorities that we demonstrate every day.

Nextracker leverages the Six Sigma approach for thorough business process improvements and defect reduction. Several team members have completed the requirements for Six Sigma Green and Black Belt certification, with additional staff training implemented throughout the year.



## RESPONSIBLE SUPPLY CHAIN MANAGEMENT

We recognize that providing high-performing, reliable solar tracking systems is a collaborative effort. Our value chain is an essential part of our business, and we proactively challenge our partners to improve their own sustainability efforts. Through responsible procurement, we ourselves act as ethical partners, making significant contributions to enrich the communities where our products are used.

As of March 31, 2025, Nextracker works with more than 85 strategic suppliers located in 19 different countries across 5 continents to serve our key global customer markets. We have developed unique strategies with each of our suppliers to optimize costs and lower risks. We intend to keep expanding our supplier manufacturing footprint to source more local materials in every market we serve.

**GLOBAL AND DIVERSIFIED SUPPLY CHAIN**




**BECHTEL CORPORATION 2024 SUPPLY CHAIN EXCELLENCE AWARDS**

Nextracker earned recognition from Bechtel Corporation as a top supplier in its 2024 Supply Chain Excellence Awards. This award reflects our overall performance, ability to deliver quality services, and commitment to exceeding expectations in safety, performance, technical expertise, and environmental compliance, and is a testament to the dedication and hard work of our global team.

## SUPPLY CHAIN MANAGEMENT APPROACH AND OVERSIGHT

Our global supply chain is crucial to our business. We monitor it vigilantly, paying careful attention to set key performance indicators (KPIs). We rely on our internal enterprise resource planning system and have invested in solutions to further enhance real-time tracking tools, providing instant visibility into KPIs.

Our Senior Vice President of Supply Chain oversees our global vendor network, reporting to the Executive Leadership Team regularly. We take a proactive approach to planning for potential risks and developing strategies to mitigate them. We aim to make the best possible decisions around capacity development and supplier diversification, using a rigorous internal demand forecasting process to expedite action. We maintain global business agreements with all our strategic suppliers, putting terms in place to help ensure high-quality and on-time deliveries.

### NEXTRACKER DELIVERS FIRST 100% DOMESTIC CONTENT SOLAR TRACKERS TO U.S. MARKET

Nextracker champions U.S. manufacturing and jobs, and our latest supply chain localization milestone delivers even more proof of our commitment and industry leadership. In December 2024, Nextracker shipped and delivered the industry's first 100 percent U.S.-manufactured solar trackers in the U.S., under the Inflation Reduction Act. The 570 megawatt solar and 954 megawatt - hour storage project called 'Pelican Jaw', is currently under construction. These efforts ensure operational excellence for our customers and partners and rewarding opportunities for the U.S. manufacturing market.

## NEXTRACKER'S RESPONSIBLE PROCUREMENT PRINCIPLES

Our products are only as good as their materials, so Nextracker commits to purchasing quality materials from qualified and approved suppliers. To meet this commitment, we strive to build a responsible supply chain in compliance with internationally recognized principles and best practices on human rights, environmental management, business integrity, and anti-corruption. These are core elements of our organizational operations and our entire supply chain, all supported by our Responsible Procurement Principles (RPP) program.

In addition, we encourage our suppliers to access our ethics hotline to raise any concerns regarding improper business practices, misconduct by employees, or potential violations by any party conducting business on our behalf. While we do not believe our suppliers present a risk of forced, compulsory, or child labor, our risk assessments and audits seek to ensure that they do not engage in these practices.

### NEXTRACKER RESPONSIBLE PROCUREMENT PRINCIPLES PROGRAM

Our RPP program plays an instrumental role in driving sustainability within the solar industry and raising the bar across social, environmental, and ethical dimensions.

The RPP is inspired by and based on the Responsible Business Alliance Code of Conduct (RBA Code), United Nations Global Compact Ten Principles, the United Nations Guiding Principles on Business and Human Rights, International Labour Declaration on Fundamental Principles and Rights at Work, United Nations Universal Declaration of Human Rights, and other international standards applicable throughout the industry. We formulated our RPP in reference to the Solar Industry Commitment to Environmental and Social Responsibility Participant Handbook, issued by the Solar Energy Industries Association (SEIA).





Nextracker encourages all our strategic suppliers to implement appropriate and effective policies to ensure compliance with our RPP and all relevant laws and regulations. Our RPP applies to all strategic suppliers who do business with Nextracker, especially those engaged in:

- Manufacturing products, packaging, parts, components, subassemblies, or materials otherwise involved in related manufacturing processes
- Providing services to or on behalf of Nextracker, regardless of type, location, or duration

Following the RBA code, our RPP evaluates global suppliers on five core compliance sections:

- Standards for labor
- Standards for health and safety
- Standards for environment
- Standards for business ethics
- Systems to manage RPP compliance

In FY25, we updated the RPP to request suppliers to provide ISO 14001 and 45001 certifications for their environmental, health, and safety management systems and enhanced our conflict minerals requirements. The RPP also requires suppliers to track, document, and provide a summary of their scope 3 GHG emissions related to the production of Nextracker goods and services.



## SUPPLIER ESG RISK ASSESSMENT

At the foundation of our RPP program, we ensure all Tier 1 suppliers complete an online biannual ESG risk assessment. That scores supplier risk based on various ESG topics, including human rights, child labor, forced labor, fair treatment, non-harassment, environmental compliance, health and safety, ethical business (anti-corruption, bribery), and management systems. In addition, supporting evidence, overall country risk, and any previous audit history and results are also taken into consideration during the risk evaluation. In FY25, we updated the risk assessment to include more comprehensive ESG assessment questions. We evaluated 100 percent of Tier 1[5] suppliers using environmental and social criteria in FY25.

## SUPPLIER AUDITS

Supplier responses to the ESG risk assessment are evaluated and scored to identify potential high-risk suppliers. Any supplier deemed high-risk must complete an on-site RPP ESG audit conducted by a qualified third-party audit firm. Based on audit findings, suppliers must implement a corrective action plan (CAP) defined by the audit firm and sponsored by Nextracker.

## CORRECTIVE ACTION PLANS (CAPs)

If we identify any significant negative environmental or social issues in our supply chain, we collaborate closely with the supplier to resolve the issue. Our RPP program requires CAPs be defined and implemented to ensure both Nextracker and suppliers have actionable and effective improvement steps and actions. During the 12-month CAP period, Nextracker provides one-on-one coaching guidance to the supplier. In addition, if priority findings are identified, a follow-up audit is conducted within one year.

Although we did not have any supplier terminations in FY25 due to negative environmental or social issues, we had a critical audit finding at one of our supplier's factories. We worked closely with that supplier to complete the CAP process and secure third-party validation for these efforts.

## QUARTERLY BUSINESS REVIEWS

Once strategic suppliers are onboarded into our RPP program, Nextracker continues to engage them in a quarterly business review (QBR) process to evaluate their sustainability performance among other metrics. We embed sustainability criteria into our supplier scorecard to enhance due diligence and compliance and identify areas for improvement. QBR sustainability scoring includes the evaluation of suppliers' performance in various ESG areas, such as GHG emissions, water, waste, and overall responsiveness.

## RPP TRAINING

All new suppliers go through several online training courses to familiarize their organizations with our RPP program and the ongoing QBR process. Introductory calls facilitate relationship building between teams and provide a high-level overview of the various stages of the RPP program, including the online ESG assessment, risk ranking, and potential on-site audit and CAP process for high-risk suppliers. In addition, we provide training on other topics such as forced labor, responsible minerals, and the Carbon Border Adjustment Mechanism (CBAM).

*[5] Tier 1 Suppliers include all suppliers that fall within the top 90% of overall Company supply chain spend*





## ADDITIONAL SUPPLY CHAIN ENGAGEMENT

### GLOBAL STEEL CLIMATE COUNCIL MEMBERSHIP

In March 2025, Nextracker became an associate member of the Global Steel Climate Council® (GSCC). As a member of the GSCC, Nextracker commits to aligning with the Council's mission to advance low-emission, transparent, and science-based standards in the global steel industry and contributing to its work through collaboration, advocacy, and the promotion of policies that drive decarbonization across the steel value chain.

### AN INDUSTRY UNITED AGAINST FORCED LABOR

We put our values into action by joining the SEIA pledge against forced labor. Through this pledge, Nextracker united with more than 380 companies across the solar industry to commit to keeping the solar supply chain free of forced labor, raising awareness within the industry on this critical issue, and supporting the development of an industry-led solar supply chain traceability protocol.

### COLLECTIVE PURCHASING TO PROMOTE RESPONSIBLE STEEL

Since 2023, Nextracker has participated in the Sustainable Steel Buyers Platform (created by the Rocky Mountain Institute) to support the advancement and acceleration of steel decarbonization efforts in the industry. The initiative drives investments in technologies that are emitting less carbon, supporting large steel customers in their efforts to reduce their supply chain emissions.

The Sustainable Steel Buyers Platform brings together major companies to encourage buying cleaner, low-emission steel. By working together, these companies effectively create demand for more sustainable steel products, which encourages investment in cleaner steel production methods. The platform also helps companies move from making climate promises to changing how they buy materials, making it easier to reduce emissions across industries like construction, tech, and manufacturing.

### RESPONSIBLE MINERALS

Nextracker takes responsible mineral sourcing seriously and fully commits to complying with all applicable laws and regulations on the use of conflict minerals. Our Responsible Minerals Policy communicates the protocols, standards, and methods regarding conflict minerals in our supply chain, including our due diligence requirements and expectations for suppliers. We encourage our supply chain partners to adopt the Responsible Minerals Initiative framework, the standards of the Organization for Economic Cooperation and Development, EU. Conflict Minerals Regulation, SEC Conflict Minerals Disclosure, and Nextracker's Conflict Minerals Policy, and to follow these due diligence processes when addressing issues related to responsible mineral sourcing.

In FY25, we updated our Responsible Minerals Program to include cobalt in addition to tin, tungsten, tantalum, and gold to the list of conflict minerals as part of our sourcing due diligence process. Nextracker engages regularly with direct and indirect suppliers to help reduce the risk related to the use of conflict minerals and potential human rights abuses in Nextracker's sourcing, including requesting complete and accurate sourcing data from direct strategic suppliers.

Nextracker recently filed our first SEC disclosure on Conflict Minerals, available to download from the SEC website.

# GREENHOUSE GAS EMISSIONS AND RESOURCE EFFICIENCY

## OVERVIEW

As a global industry leader, materials and product impact matter.  We hold ourselves accountable to high standards through data collection and reporting, and we are committed to taking the next step forward by creating near-term science-based targets.

## RELATED UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS




## SECTION CONTENTS


- ENVIRONMENTAL MANAGEMENT
- **CLIMATE AND GREENHOUSE GAS EMISSIONS***
- RESOURCE EFFICIENCY


**Bolded items align to sustainability strategic framework*

# GREENHOUSE GAS EMISSIONS AND RESOURCE EFFICIENCY

## ENVIRONMENTAL MANAGEMENT

As a leading solar tracker and technology company, monitoring and reducing our environmental impact is a business imperative. We commit to transparently reporting our progress to demonstrate how we manage our operations in an environmentally responsible manner.

### ENVIRONMENTAL OVERSIGHT

Our Global Director of Environment, Health, and Safety oversees our environmental management efforts and maintenance of ISO certifications.

In FY25, Nextracker implemented an ISO: 14001 certified Environmental Management System in the U.S., Europe, and India, and maintained ISO 14001 certification in Brazil. This system builds upon our existing Safety Management System, forming an integrated Environmental Health and Safety (EHS) Management System for Nextracker.

Our Environmental Policy guides our actions. The policy covers compliance, pollution prevention, water protection, stakeholder engagement, training, risk assessment and management, and the life cycle of supplier and contractor relationships.

### CLIMATE RISK ASSESSMENT AND TCFD REPORTING

In FY25, we refreshed our climate risk assessment to add the consideration of our acquisitions and to accommodate the impacts of our business growth. The process included evaluations of our physical and transition risks and scenario analyses according to the Intergovernmental Panel on Climate Change. We shared the results with our Environmental Risk Management Team to incorporate in our enterprise risk management (ERM) processes. For more details on the results and application of our climate risk assessment, please see the TCFD Index in the Appendix of this report.



# CLIMATE AND GREENHOUSE GAS EMISSIONS

At Nextracker, reducing our carbon footprint aligns with our business and operational values and is a primary focus for our Company. We maintain a relatively small corporate footprint, working primarily in leased office spaces, which minimizes our scopes 1 and 2 GHG emissions. A vast majority of our emissions are classified as scope 3 emissions, and this emissions category commands the majority of our focus toward improvement.

Nextracker calculates emissions according to the globally accepted Greenhouse Gas Protocol's Corporate Accounting and Reporting Standard. Nextracker additionally responds annually to the CDP climate change questionnaire, providing more detailed information.

## SCOPES 1 AND 2 EMISSIONS

In FY25, the sources of scopes 1 and 2 GHG emissions across our operations include:

- Direct, stationary, and mobile consumption of fuel, including boilers, and gasoline consumption from vehicle fleet.
- Fugitive emissions from the purchase of refrigerants
- Emissions from purchased electricity

Most of the scopes 1 and 2 emissions generated from our small footprint come from electricity consumption. Six of our office buildings also consume alternate fuels for heating, such as natural gas.

### SBTI TARGET SETTING

In November 2024, Nextracker committed to set GHG reduction targets through the SBTi. Nextracker is currently in the process of developing targets to reduce our scopes 1, 2, and 3 emissions in the near term. We intend to submit these targets to SBTi for validation and publicly communicate the targets following approval.

In FY25, we achieved a reduction of 371 metric tons of $CO_2$ equivalent ($tCO_2e$) in our Scope 2 emissions, primarily driven by increased use of renewable electricity. In alignment with our Science Based Targets initiative (SBTi) commitment, we will continue to pursue opportunities to further reduce our operational footprint. These efforts will help lay the foundation for a formal emissions reduction roadmap, to be established following the validation of our SBTi targets.



**PHOTO:** SILICON RANCH, MILLINGTON SOLAR FARM, TENNESSEE



## SCOPES 1 AND 2 DATA

| SCOPE | ACTIVITY TYPE | FY25*** EMISSIONS (MT $CO_2e$) |
|---|---|---|
| Scope 1* | | 293 |
| Scope 2* | Purchased electricity – location-based | 1,090 |
| | Purchased electricity – market-based** | 719 |
| **Total Scopes 1 and 2**** **(location-based)** | | **1,382** |
| **Total Scopes 1 and 2 **** (market-based)** | | **1,011** |

**Nextracker gained limited assurance for scopes 1 and 2 emissions for FY25.*

*** Market-based emissions calculations assume 100 percent renewable electricity is purchased from utility providers at Fremont; Brazil and Shanghai are purchased through REC. Sixty percent of renewable electricity is purchased from utility providers at all Ojjo facilities, and our Madrid, Spain, office purchased 4 months of 100 percent renewable electricity from its utility provider.*

****CY22 and CY23 scope 1 and 2 data can be found in the 2024 Sustainability Report.*

*****Due to rounding, totals may not be exact.*

## SCOPE 3 DATA*

| ACTIVITY TYPE** | FY25*** EMISSIONS (MT $CO_2e$) |
|---|---|
| Category 1: Purchased goods and services | 2,019,409 |
| Category 4: Upstream transportation and distribution | 182,767 |
| Category 11: Use of sold products | 71,676 |
| Category 12: End-of-life treatment of sold products | 103,053 |
| **Scope 3 Total****** | **2,376,904** |

**Scope 3 data has not been assured.*

***Categories omitted:*

- *Not applicable or relevant: upstream leased assets, downstream transportation and distribution, processing of sold products, downstream leased assets, franchises, and investments*
- *Less than 1 percent of scope 3 total: capital goods, fuel- and energy-related activities, waste generated in operations, business travel, and employee commuting*

****CY23 scope 3 data can be found in the 2024 Sustainability Report.*

*****Due to rounding, totals may not be exact.*



**REDUCED EMISSIONS TRANSPORTATION PILOT**

Nextracker pursues carbon emissions reduction through solar energy projects and sustainable manufacturing and logistics practices. To address emissions from the transportation of solar components, Nextracker partnered with Forum Mobility, Hight Logistics, Ryder, and rPlus Energies to implement zero-emission transportation solutions. This collaboration led to the avoidance of 2,288 gallons of diesel fuel and a reduction of 37,000 kilograms of $CO_2$ emissions across 12,584 miles of emissions-free transport. For example, at the Green River Energy Center in Utah, U.S., 60 percent of the 755 shipping containers utilized zero-emissions transportation. These efforts demonstrate Nextracker's commitment to decarbonizing the solar supply chain and advancing sustainable energy infrastructure.

## RESOURCE EFFICIENCY

Nextracker is committed to improving the energy efficiency of its facilities through a combination of energy efficiency efforts (where feasible), renewable energy procurement, and on-site generation.

### RENEWABLE ENERGY IN OUR OFFICES

- In FY25, our Fremont, U.S.; Madrid, Spain; São Paulo, Brazil; and Shanghai, China, facilities used 100 percent renewable electricity from a combination of on-site generation, renewable energy credits, and purchased electricity. The market-based emissions reflect our decision to purchase 100 percent renewable electricity at these locations.
  - Our Fremont, U.S., site installed solar power to generate renewable energy, providing 38 percent of site electricity through on-site solar power generation
  - Our Ojjo offices reported 60 percent renewable electricity
  - Our Madrid, Spain, office used 100 percent renewable electricity for 4 months in FY25
- In total, we used 54 percent renewable electricity in our global operations

### ENERGY USE*

| ENERGY CONSUMPTION (GJ) | FY25** |
|---|---|
| **Energy Source** | **Direct Energy Consumption** |
| Fuel (Gasoline, Kerosene, Diesel) | 1,389 |
| Natural Gas | 2,631 |
| Liquid Propane | 0 |
| | **Indirect Energy Consumption** |
| Purchased Electricity | 8,067 |
| **Total Energy Consumption (GJ)*** ** | **12,088** |
| *% from Grid Electricity* | *67%* |
| *% from Natural Gas* | *22%* |
| *% from Fuel* | *11%* |

**Includes energy use associated with Nextracker offices and facilities.*
***CY23 energy data can be found in the 2024 Sustainability Report.*
****Due to rounding, totals may not be exact*



## WASTE MANAGEMENT

We use, handle, generate, store, discharge, and dispose of hazardous materials, chemicals, and waste in connection with our maintenance, research and product development, and testing activities at select Nextracker facilities. We carefully control the use and disposal of hazardous materials, chemicals, or wastes to comply with local and federal Environmental Protection Agency (EPA) requirements. A qualified vendor manages our hazardous waste disposal. We will continue to collect waste data from each of our offices and facilities to more closely monitor our waste production and identify additional waste reduction or recycling opportunities.

For Nextracker owned operations, most of our discarded test product samples are recycled. In FY25, we published our first Packaging & Product End-of-Life Guide to help owners make the most sustainable decisions regarding the disposal of packaging and Nextracker products.



## HAZARDOUS WASTE

A small proportion of our waste is considered hazardous. However, we have worked with qualified vendors to handle hazardous waste properly to eliminate its negative impact on the environment according to local and federal hazardous waste disposal regulations and guidance.

## WASTE BY COMPOSITION*

| WASTE BY COMPOSITION (LBS) | FY25** |
|---|---|
| **Hazardous Waste** | |
| Waste Generated | 1,477 |
| Waste Diverted from Disposal | 0 |
| Waste Directed to Disposal | 1,477 |
| **Non-Hazardous Waste** | |
| Waste Generated | 304,545 |
| Waste Diverted from Disposal | 147,898 |
| Waste Directed to Disposal | 156,648 |
| **Total Waste** | |
| Waste Generated | 306,022 |
| **Total Waste Diverted from Disposal** | **147,898** |
| **Total Waste Directed to Disposal** | **158,124** |

**Please note, the data shared above does not represent our global footprint and excludes the following locations: Australia, Mexico, Shanghai, and Spain. We are improving upon the current processes to better capture the global footprint in the years to come.*

**Due to rounding, totals may not be exact.*

***CY23 waste data can be found in the 2024 Sustainability Report.*



## RECYCLING

Many of our steel suppliers use recycled materials in their manufacturing processes. Where possible, we use electric arc furnace (EAF) steel instead of Basic Oxygen Furnace–produced steel. EAFs use recycled scrap steel as the primary material source, which is a more sustainable approach than using raw materials and contributes to the circular economy while reducing waste.

## WATER

We use water primarily for sanitation, drinking, and general office cleaning. We currently track water usage at the following locations:

- Fremont, California, U.S. (headquarters)
- Hyderabad, India
- Chennai, India
- Shanghai, China
- Sorocaba, Brazil

We are working toward enhancing our water usage tracking so we can better identify opportunities to reduce water consumption in the future.

**TOTAL WATER WITHDRAWAL*: 1.95 MEGALITERS**

** From facilities listed above*




## RESOURCE EFFICIENCY EFFORTS

### RETURNABLE PACKAGING PILOT

Nextracker has completed large-scale trials of its returnable packaging system, advancing its commitment to environmental responsibility, operational efficiency, and supply chain innovation. These trials demonstrated the viability of using more durable, reusable packaging materials (specifically recycled plastic bins and pallets) for transporting solar tracker components. This approach significantly reduces reliance on single-use materials and minimizes waste that accumulates at solar sites during installation. The new packaging designs are easier to assemble and break down, offering labor-saving benefits and streamlining on-site operations, in comparison to traditional packaging solutions that often require more time and effort to handle. As this initiative is launched at scale, significant $CO_2$ reductions will be achieved, further underscoring Nextracker's proactive approach to environmental stewardship. These achievements reinforce Nextracker's leadership in sustainability within the renewable energy sector.

### DRAGON WINGS PILOT

Nextracker is encouraging customers to utilize battery-powered tools. Battery-powered tools have allowed EPCs to move away from using heavy hydraulic power rigs and long hydraulic hoses to install tracker components. In addition, battery-powered tools eliminate the need for fuel to run the equipment, contain fewer consumable components, and gain efficiency during installation.

To support this change, Nextracker has established a unique, full-service, on-site tool support program. EPCs have an option to purchase and maintain battery-powered tools themselves, or they can opt to participate in Nextracker's full-service on-site tool support program. With the full-service program, an on-site tool trailer houses tools, chargers, batteries, and consumables and provides a temperature-controlled office and workspace. Nextracker leases tools and related equipment to the EPCs and provides an on-site tool mechanic to complete the daily maintenance and charging to ensure minimal downtime.

The Luna Valley Project in Luna Valley, California, U.S., piloted a solar-powered generator called Dragon Wings to power the tool trailer, which is typically powered by diesel generators. Dragon Wings is set up on a mobile trailer that enables it to be pulled around the jobsite following the installation crews, and it captures the energy from the sun during the day to power the tool trailer throughout the day and overnight.

From September to May, Dragon Wings has saved over 3,250 gallons of fuel, avoiding 29 metric tons $CO_2$ emissions needed to power the tool trailer for Luna Valley.

# PEOPLE AND CULTURE

## OVERVIEW

Our values drive a culture that nurtures the best and brightest minds in the industry. Belonging is a priority, and we work mindfully to create an inclusive work environment, enabling the well-being and growth of our employees and ensuring we can all meaningfully contribute to a sustainable future.

## RELATED UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS




## SECTION CONTENTS


- NEXTRACKER CULTURE
- WORKING AT NEXTRACKER
- **EMPLOYEE HEALTH AND SAFETY***
- COMMUNITY ENGAGEMENT


**Bolded items align to sustainability strategic framework*




## NEXTRACKER CULTURE

A great culture does not manifest itself by chance. It takes commitment to foster a culture that values global perspectives, meritocracy, collaboration, and inclusion while offering autonomy and flexibility and engaging employees intellectually through camaraderie and team building. Our strength lies in the talent, dedication, and unique viewpoints of every employee.

Our Chief Human Resources Officer oversees our people strategy, reporting regularly to our Board's Compensation and People Committee about our progress on our strategy, including corporate culture, inclusion and belonging, employee engagement, pay, opportunity equity, social initiatives and results, talent attraction, training and development, and retention programs and results. Our Global Head of Talent Management reports to our Chief Human Resources Officer to lead employee growth and engagement strategies.

| GENERAL EMPLOYEE INFORMATION* | PERCENTAGE |
|---|---|
| Employees in the U.S. | 44% |
| Employees in other international offices | 56% |

**Data excludes contractors.*

## WORKING AT NEXTRACKER

### CODE OF CONDUCT

Employees are the foundation of our success. When we treat our people well, Nextracker thrives. That is why we are committed to fostering a positive, inclusive work environment and ensuring fair, equitable, and respectful working conditions across all our locations. We uphold all applicable labor laws and promote strong employee relations to make Nextracker a great place to work. We also respect the rights of all employees to freely associate, join labor unions, or seek representation in accordance with local laws and regulations.

Our Code of Business Conduct and Ethics (the Code) reflects our core values and promotes honest and ethical conduct. The Code covers topics including:

- Whistleblower reporting
- Fair labor and employment practices
- Data privacy
- Conflicts of interest
- Gift and entertainment policy
- Anti-money laundering
- Responsible sales and marketing practices




## ETHICS AND COMPLIANCE TRAINING

To support a culture of integrity and accountability, all employees must complete our annual ethics and compliance e-learning courses, covering the following topics:

- Code of Conduct
- Insider trading
- Conflicts of interest
- Anti-harassment and discrimination
- Foreign Corrupt Practices Act
- Data privacy, confidentiality, and information security

We require additional training on anti-bribery and corruption for our employees in roles that may be more likely to encounter such risk. In compliance with California law, all U.S.-based employees are also required to complete annual training on workplace violence prevention. Nextracker identifies incidents of corruption or potential conflicts of interest through our risk assessments, audits, hotline reports, and employee outreach to the Ethics and Compliance Team. Upon identifying any incident, the Ethics and Compliance Team conducts a full review to pinpoint potential gaps in prevention practices and implement remedial actions as needed.

In FY25, Nextracker reported no confirmed incidents of corruption or bribery.

At Nextracker, we recognize the rights of our workers to associate freely and believe that open communication and direct engagement between workers and management is the most effective way to resolve workplace issues. Our employees in Spain and Brazil—approximately 15 percent of our workforce—are covered by local collective bargaining agreements.

## EMPLOYEE ENGAGEMENT

We are committed to fostering open communication and creating meaningful opportunities for employees to engage with leadership. We value employee feedback as a critical driver for continuous improvement and enhancing the overall employee experience.

Opportunities include:

- **Global All-Hands Meetings –** Our Executive Leadership Team holds this quarterly forum to provide business updates, share and celebrate successes, reinforce our culture, and provide an opportunity for employees to directly connect with leaders through question-and-answer sessions.
- **Employee Survey –** We regularly ask our employees to weigh in on their experience at Nextracker. Individual teams or sites conduct their own surveys, and we plan to launch a Global Employee Engagement Survey in the next fiscal year.
- **Open Door Policy –** We encourage employees to provide feedback and express any concerns, anytime and anywhere they arise.

## COMPENSATION

We believe in meritocracy, where employees are recognized and rewarded based on their contributions, performance, and potential. This principle guides our approach to talent management and supports our pay-for-performance philosophy. Meritocracy helps ensure that decisions around compensation, promotions, and development are rooted in fairness, consistency, and objective performance data. This principle fosters trust in our processes and motivates employees to grow, perform, and contribute meaningfully to our collective success.

## BENEFITS[6]

At Nextracker, we are committed to supporting the overall well-being of our employees by creating a culture that values both personal fulfillment and professional growth. We design our total rewards packages to be competitive in the markets in which we operate, and we link total rewards to Company results and employee performance. Benefits include:

- Full health benefits
- Retirement plans, with employer funding
- Electric Vehicle Reimbursement program
- U.S. commuter benefits
- Comprehensive family support programs, regardless of family structure or needs
- Wellness program
  - Fitness and gym facilities for employees
  - Yoga, massages, and health coaching
  - Hot lunch provided on Tuesdays and Thursdays

[6] Our benefits offerings primarily relate to full-time U.S. employees, though we offer similar competitive benefits to employees outside of the U.S. according to local laws and regulations in each jurisdiction.

### INTRODUCING NEXTRACKER TO THE NEXT GENERATION OF ENGINEERS: CITY OF FREMONT MANUFACTURING WEEK

We're passionate about introducing the next generation of engineers to the field of renewable energy and the many ways to apply their skills and knowledge to climate stewardship. As part of the City of Fremont's Manufacturing Week, Nextracker hosted a group of Ohlone College engineering students for a tour of our Center for Solar Excellence and a talk with our Chief Technology Officer, Alexander Au. Our staff engineer-led tours gave students an opportunity to ask career and technical questions on a more personal level.

## EMPLOYEE GROWTH AND DEVELOPMENT

We want our people to grow with our business, and we view ongoing engagement and growth for employees as key components to our success. We help foster this growth through educational opportunities, dynamic work assignments, and leadership development. We conduct annual performance reviews for all employees to manage their career development and identify opportunities for growth. Managers facilitate career development through regular check-ins and feedback sessions with their direct reports.

## TUITION REIMBURSEMENT

We encourage employees to seek professional development and education to enhance their skills. To make it easier to access job-related training and learning opportunities, we offer tuition reimbursement for eligible employees in the U.S., Canada, and other international locations.

## TRAINING AND DEVELOPMENT

We require all employees to participate in inclusivity training as part of the onboarding process. Existing employees complete an annual refresher on this course, provided through our global learning management system.



## EMPLOYEE RESOURCE GROUP

Our employee-led global resource group, REACH (which stands for stands for Representation, Education, Advocacy, Community, and Hope), plays a vital role in advancing inclusion and fostering a sense of belonging at Nextracker. Open to all employees, REACH helps build community through inclusive programming, employee-led events, and meaningful engagement opportunities.

REACH leads Nextracker's EPIC (Every Person Influences Culture) Conversation Series, bringing together employees and executives to engage in dialogue that shapes our culture. In addition, REACH organizes both in-person and virtual training and development sessions, supports community outreach efforts, and actively contributes to the success of Nextracker's internship program.

## ACTIVITIES

Our global employee base offers a unique advantage for our business that we wholeheartedly embrace. We organize office-wide events to share and learn from colleagues and celebrate our international culture.

Activities include:

- Black History Month
- Chinese Lunar Year
- Juneteenth
- Persian New Year
- Diwali
- Pride Month Events

## INDUSTRIES

We strongly believe that collaboration can extend the success of the solar industry. We are proud to work with many industry organizations to help build a more inclusive solar industry:

- Renewables Forward
- Philadelphia Energy Authority Bright Solar Futures
- Clean Energy Leadership Institute
- GRID Alternatives
- The Hidden Genius Project
- Little Sun
- Green Empowerment
- Revolusolar
- Solar Energy Industries Association (SEIA)
- Vote Solar

## EMPLOYEE HEALTH AND SAFETY

One of our core values is providing a safe environment for our employees to thrive. We promote a safety culture through our Workplace Health and Safety Policy and an Environmental Health and Safety (EHS) Management System that implements a data-driven and risk-based approach to monitoring and reporting EHS performance regularly.

CERTIFIED ISO 45001 BUREAU VERITAS

Our global EHS initiative and management system is in line with ISO 45001 - Occupational Health and Safety with current certifications in the U.S., Australia, and Brazil. We are currently seeking certifications for the remaining regions of our operations.

We aim to prevent injuries and minimize operational risks by promoting incident reporting and analysis. We developed a standardized process across the business designed to provide consistent identification, evaluation, and control of existing and potential workplace hazards. For reported incidents, we use an incident analysis process to determine the root causes of injuries, implement corrective actions, prevent recurrences, and provide improved data analytics and lessons learned.

We maintain a series of programs to promote health and safety throughout our operations:

- **HazCom Program** – Controls hazardous substances in the workplace
- **Heat Illness Prevention Plan** – Provides updated precautions to prevent heat-related illnesses
- **Workplace Violence Prevention** – Promotes safety among colleagues at work
- **Global Workplace Health and Safety Policy** – Establishes the right and responsibility to stop work when an unacceptable safety risk exists
- **Emergency Action Plans** – Documents emergency response procedures for each of our facilities

## HEALTH AND SAFETY GOALS

| GOAL | CY25 STATUS |
|---|---|
| Less than 1.2 total recordable incident rate (TRIR) annually (U.S. operations only) | **ACHIEVED** 0.61 |
| 90% training and competence compliance | **ACHIEVED** 91% of employees completed health and safety training |





### HEALTH AND SAFETY TRAINING

We build awareness and share specific safety information with our global employees through a number of pathways. Our staff are trained to do their jobs safely, and we offer extensive safety training for those who need additional protocols.

We offer a range of internal and external safety training, from basic safety onboarding training for all staff to highly specialized technical safety training for certain roles, such as electrical safety or hazardous materials handling.

Occupational health and safety training topics include:

- EHS policies and processes
- EHS responsibilities
- EHS platform
- Accident and injury reporting
- Hazard and risk control, competency, and training
- Emergency Action Plans
- Hazard communication
- ISO 14001 specifics




## ISO CERTIFICATIONS

Nextracker has achieved ISO certifications in Australia, Brazil/Latin America, and the U.S. We are currently seeking certification in additional regions including India, and our new factories in Saudi Arabia and Brazil.

We are working toward ISO 45001 - Occupational Health and Safety and 14001 - Environmental Management System in India for CY25 at the following locations:

- Hyderabad office building
- Chennai office
- Centre for Solar Excellence yard



## HAZARD AND RISK IDENTIFICATION

We conduct hazard identifications by inspecting areas, developing a Job Hazard Analysis, conducting machine and plant risk assessments for new products, and consulting and coordinating with teams. For hazard control, we implement a hierarchy of controls to eliminate hazards or to reduce hazards or risks to acceptable levels.

Nextracker requires an incident report to be completed for all accidents or incidents that occur in areas under the Company's control and promptly investigates accidents, injuries, or incidents. Following the investigation, the EHS team develops and implements appropriate strategies to eliminate or reduce the likelihood of future occurrences.

## HEALTH AND SAFETY RESPONSIBILITIES

Health and safety are a shared responsibility at Nextracker. We require staff members to immediately report any accidents, incidents, or injuries to a supervisor, Manager, or Project Manager and to lodge an incident report within 24 hours of the incident.

*Managers and Supervisors must*:

- Promptly investigate all reported accidents, incidents, and injuries, opening an investigation within 48 hours of receiving the report
- Ensure that corrective action is taken to prevent recurrence
- Report to and work with the EHS Manager and EHS Working Group as required
- Report to customer Project Site Safety Officer as required

*EHS Manager or Environmental Manager (as appropriate) must*:

- Review all incident and accident reports and ensure appropriate investigations
- Provide feedback, advice, and support to managers and supervisors
- Monitor the investigation process and implemented control strategies
- Work with the EHS Working Group on any needed controls and process amendments
- Ensure compliance with regulatory reporting requirements

*EHS Working Groups must*:

- Bring together management and workers to consult and collaborate on the design, development, implementation, review, and continuous improvement of the EHS Management System
- Ensure workers are consulted and have the opportunity to contribute to:
  - Helping management understand EHS needs and responsibilities
  - Reviewing and making suggestions for key EHS policy and processes
  - Establishing EHS goals, targets, and plans to achieve them
  - Determining what we measure and monitor from a safety perspective
  - Continually improving our EHS Management System



## SUPPLIER HEALTH AND SAFETY

We require our strategic suppliers to implement EHS Management Systems equivalent to ISO 14001 - Environmental Management System (EMS) and ISO 45001 - Occupational Health and Safety (OHS), or certify their operations to ISO 14001 - EMS, ISO 9001 - Quality Management System, and ISO 45001 - OHS standards to ensure our suppliers' quality and EHS practices meet our expectations.

## NEXTRACKER HEALTH AND SAFETY DATA

We report and investigate health and safety incidents to identify causes and improve our processes.

| METRIC | CY23 DATA (U.S. ONLY) | CY24 DATA (U.S. ONLY) |
|---|---|---|
| Number of cases of recordable work-related ill health | 3* | 4 |
| Number of fatalities as a result of work-related ill health | 0 | 0 |
| Number and rate of fatalities as a result of work-related injury | 0 | 0 |
| Number of hours worked** | 1,606,920 | 1,318,720 |
| TRIR-non-fatal injuries related to operations (recordable injuries per 200,000 hours worked) | 0.37* | 0.61 |
| EHS training and competence compliance | 83% | 91% |

**This includes restated data, updated following a review of key metrics.*
***Hours include Nextracker employees only, excluding contractors.*

## HUMAN RIGHTS STATEMENT AND PRACTICES

Our Human Rights Statement outlines our commitment to respecting and upholding internationally recognized human rights standards across our global workforce and supply chain. We maintain robust protocols around employee welfare, including grievance mechanisms, anti-retaliation protections, and clear expectations in our Code of Conduct. Our Human Rights Statement emphasizes transparency and accountability, and we incorporate human rights principles into our RPP program, due diligence efforts, and business conduct policies.

Employees at our facilities and throughout our value chain deserve a safe and respectful working environment, and we make every effort to ensure our culture meets these expectations.

The Nominating, Governance, and Public Responsibility Committee (NGPRC) of our Board of Directors oversees sustainability policies and programs and considers matters including human rights, social issues, and environmental risks and opportunities.

We do not tolerate child, forced, indentured, or bonded labor, and we maintain a minimum age requirement for employment. We join our industry as signatories to the Solar Industry Forced Labor Prevention Pledge created by SEIA.



## COMMUNITY ENGAGEMENT

We believe that our Company plays a significant role in driving an equitable, global transition to renewable energy. Nextracker is committed to being an ethical partner and enriching the communities where we live and work. Our community engagement strategy focuses our activities in three primary areas:

**Leadership** – Building the next generation of clean energy leaders with skills and mentoring, among other tactics

**Energy Equity** – Creating environments for underserved communities to learn about career paths in solar

**Training** – Training across the entire project life cycle to reach our global renewable energy targets

- Creating technical opportunities and providing skills training through programs such as our global PowerworX™ programs and Half the Sun educational scholarships
- Providing monetary support to organizations that will increase their impact
- Encouraging employees to engage with these programs and additional efforts locally



## COMMUNITY ENGAGEMENT PROJECTS

### NEXTRACKER AND UNIVERSITY OF CALIFORNIA, BERKELEY ENGINEERING – CAL-NEXT CENTER FOR SOLAR ENERGY RESEARCH

Nextracker and the University of California, Berkeley Engineering (UC Berkeley) partnered to establish the CAL-NEXT Center for Solar Energy Research that will include a leading-edge research program and a state-of-the-art solar test field. Nextracker contributed a $6.5 million gift to support the initiative. The center plans to integrate cutting-edge solar technologies into UC Berkeley's engineering and environmental science programs and curricula, providing students with hands-on learning experiences and access to industry-leading tools and real-world applications.

### UNITED WAY OF HYDERABAD – HIGH-DENSITY RURAL FOREST PROJECT

Our India team collaborated with the United Way of Hyderabad (UWH) on a Rural Forestry Project, combining reforestation and water conservation with education to inform the community on the importance of reforestation. More than 60 Nextracker employees helped by planting saplings, constructing rainwater harvesting pits, and installing a solar-powered bore well to ensure reliable and sustainable irrigation. In addition to our initial $45,000 donation, we are also committed to supporting the cost of maintenance of the forest for three years.

Together with the team from UWH, we planted a total of 4,425 saplings, which included a diverse mix of fruit-bearing, flowering, medicinal, and native tree species tailored to the ecological needs of the region. Every tree planted contributes to cleaner air, restored ecosystems, and a brighter future for generations to come.

### LOS ANGELES WILDFIRES COMMUNITY ENGAGEMENT

Many communities in Los Angeles, California, U.S., have been deeply affected by recent fires. As part of our ongoing commitment to community support, Nextracker made a $25,000 donation to aid victims and provide relief to those in need in the Los Angeles area. To further encourage our collective efforts, we matched employee donations, dollar-for-dollar, up to an additional $25,000 to 501(c)(3) nonprofits supporting Los Angeles Fire recovery efforts, including World Central Kitchen, American Red Cross of Greater Los Angeles, and Los Angeles Fire Department Foundation.

### SUPPORTING COMMUNITIES IMPACTED BY HURRICANE HELENE

At Nextracker, supporting the communities where we live and operate is a fundamental part of who we are, particularly in times of crisis. The devastation caused by Hurricane Helene has been immense, with widespread flooding and thousands of people left without essentials like food, electricity, and clean water. In addition to ensuring the safety of our employees in the impacted region, Nextracker is partnering with nonprofit organizations, customers, and employees to provide critical support to the communities, families, and facilities hit by the storm.

To further assist recovery efforts, Nextracker donated $20,000 to the American Red Cross and United Way to help those affected. We encouraged employees to further support these communities and suggested organizations to offer donations or volunteers, such as Salvation Army, World Central Kitchen, and Mercy Chefs.







## CLEAN ENERGY LEADERSHIP INSTITUTE

The Clean Energy Leadership Institute (CELI) is a national nonprofit focused on developing the next generation of informed and collaborative leaders driving the clean energy transition. Through its flagship Fellowship Program and broader leadership development initiatives, CELI equips early to mid-career professionals with technical fluency, systems thinking, policy knowledge, and a justice-centered leadership approach. With a growing network of over 1,200 alumni, CELI plays a catalytic role in shaping the human capital powering America's energy transformation.

Nextracker is proud to support the CELI Fellowship, an eight-month-long program to study clean energy technology, policy, and energy production market dynamics. Through the program, more than 200 fellows gain access to CELI mentorship and leadership training early on in their careers. Over the last four years, Nextracker has donated $80,000 to the initiative.

Three Nextracker team members were awarded full scholarships to participate in the prestigious CELI Fellowship. This intensive program sharpened their expertise in energy markets, policy, equity, and leadership through 85 sessions led by 83 guest speakers across topics like decarbonization, adaptive leadership, and grid modernization. Fellows concluded the experience by completing capstone projects designed to drive real-world energy impact, with 98 percent of the national cohort successfully graduating.

The Fellowship's value extended far beyond curriculum. Participants reported significant increases in both subject matter knowledge and communication-leadership skills, including public speaking and business case development. As CELI fellow Victor Chu reflected, "The connections that I built are so valuable." This sentiment reinforces the program's success not only in skill-building, but in cultivating a vibrant, cross-sector network of clean energy professionals working toward a just and sustainable transition.

Nextracker also hosted CELI's 2024 Bay Area curated event—an on-site learning forum at our Center for Solar Excellence in Fremont, California, featuring a utility-scale solar panel, small-group site tours, and a networking reception. President Howard Wenger joined other clean energy leaders in a lively discussion on electrification and solar's evolving role in the grid.



## POWERING CLEAN ENERGY CAREERS: CITY OF FREMONT PARTNERSHIP WITH NEXTRACKER

Nextracker partnered with the City of Fremont and local educational institutions to revitalize local manufacturing by building a pipeline of skilled workers for the clean energy sector as part of a citywide workforce development initiative. Through training and apprenticeship programs, Nextracker is creating career pathways in solar manufacturing for young people and underserved communities.

This effort not only provides residents of Fremont—where Nextracker is headquartered—with valuable skills and employment opportunities but also supports the local economy by ensuring that manufacturers have access to a skilled workforce. The program serves as a model for how communities can proactively address workforce challenges in the evolving landscape of modern manufacturing. For more information, see our spotlight on CBS.

### SUSTAINABLE FUTURE OUTDOOR ACADEMY

In December 2024, Nextracker hosted a group of middle school students from the Sustainable Future Outdoor Academy, an organization with the mission to educate youth across the country about sustainable living and green careers. The students spent a morning touring Nextracker's Center for Solar Excellence, a mechanical engineering lab, and test facilities, pictured to the right.



## CAL POLY SAN LUIS OBISPO CONSTRUCTION MANAGEMENT STUDENT VISIT

In January 2025, we hosted a group of students from the Cal Poly San Luis Obispo construction management program. The students experienced the many facets of Nextracker, from battery-powered tools to testing labs, and learned about the journey from classroom to Nextracker from Cal Poly alumni and Lead Automation Engineer Rachel Chandler Sr., Electrical Product Development Engineer David Sylvester, and Chief Technology Officer Alexander Au.

# ACCOUNTABLE CORPORATE CITIZENSHIP

## OVERVIEW

As a global industry leader, materials and product impact matter.  We hold ourselves accountable to high standards through data collection and reporting, and we are committed to taking the next step forward by creating near-term science-based targets.

## RELATED UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS




## SECTION CONTENTS


- ESG GOVERNANCE
- BOARD OF DIRECTORS
- **BUSINESS ETHICS***
- ENTERPRISE RISK MANAGEMENT
- **CYBERSECURITY***


**Bolded items align to sustainability strategic framework*

## ESG GOVERNANCE

The Nominating, Governance, and Public Responsibility Committee of our Board of Directors oversees the Company's environmental, social, and corporate governance guidelines, policies, and procedures. The committee's charter outlines key responsibilities, including:

- Review and make recommendations to the Board regarding, and approve Company disclosures concerning, the corporate governance guidelines, policies, and procedures of the Company
- Review and make recommendations to the Board regarding the Company's corporate responsibility and sustainability policies and programs, considering such matters as human rights, social issues, and environmental risks and opportunities
- Review and assess current and emerging environmental, social, and corporate governance issues, trends, regulatory developments, and best practices
- Monitor assessments of the Company's corporate governance program and applicable proxy advisory services policies and reports
- Review the Company's annual sustainability report
- Oversee the Company's policies and practices regarding political expenditures, including an annual review of the Company's corporate political contributions, lobbying activities, and trade association dues and payments

Our Director, ESG Strategy and Reporting, is directly responsible for executing our sustainability strategy. Sustainability is a group effort, and the ESG Team collaborates with leaders from operations, customer account management, and other regional departments. The team is responsible for developing and implementing corporate standards and tools, monitoring performance, capturing, and addressing sustainability strategy and initiatives.

Nextracker maintains an Executive Council and an ESG Steering Committee to drive progress on our sustainability strategy and initiatives. Our ESG Team meets every quarter with the Executive Leadership Team, Executive Council, and the working group to review progress on sustainability programs.

- Board of Directors; Oversight; Nominating, Governance, and Public Responsibility Committee
- ESG Executive Council; Executive Sponsor; General Counsel
- ESG Steering Committee; Chair; Director, ESG Strategy and Reporting; Participation from Cross-Functional Teams







## BOARD OF DIRECTORS

The Company seeks to achieve a broad range of knowledge, experience, and capabilities with respect to the directors serving on the Board. The Board considers each candidate's ability to contribute to the Board's representation of experience, viewpoints, and backgrounds.

### BOARD COMMITTEES

The Nextracker Board of Directors conducts its business with three committees, each with responsibilities related to our sustainable strategy.

Nextracker maintains its committee charters on the Governance website page.

### AUDIT COMMITTEE

- Periodically reviews risk assessments from management with respect to cybersecurity, including the overall threat landscape and related strategies and investments
- Reviews and oversees the global ethics and compliance program

### COMPENSATION AND PEOPLE COMMITTEE

- Oversees the Company's human capital management strategy, including corporate culture; inclusion; employee engagement, pay, and opportunity equity; social initiatives and results; and talent attraction, training, development, and retention programs and results
- Receives human capital updates at least twice annually

### NOMINATING, GOVERNANCE, AND PUBLIC RESPONSIBILITY COMMITTEE (NGPRC)

- Maintains primary responsibility for the application of the Company's environmental, social, and corporate governance guidelines, policies, and procedures. For a a complete list of the NGPRC's responsibilities, please see pg. 84 of this report.



## BUSINESS ETHICS

Our Code of Business Conduct and Ethics (the Code) reflects our core values and is designed to identify and prevent violations of our Code, policies, and applicable laws.

Every Nextracker employee, officer, and director must know, understand, and comply with the Code and its procedures and related policies. All employees and the Board complete mandatory annual training on the Code and must certify their understanding. Our Head of Internal Audit periodically conducts enterprise risk assessments.

The Responsible Supply Chain Management section of this report describes how we hold our suppliers accountable to our ethical standards.

- More than 98% of our employees completed the annual compliance training
- 100% of employees, governance body members, and business partners are informed of Nextracker's anti-corruption policies

### WHISTLEBLOWER REPORTING

We expect and encourage our employees to speak up, ask questions, or report their concerns. Nextracker maintains an Ethics Hotline to allow employees, officers, directors, and business partners to voice their concerns without fear of retaliation. The Ethics Hotline is available 24 hours a day, 7 days a week, by phone, website, and app, with translation services available. Reporters may remain anonymous.

Nextracker takes all allegations seriously and reviews and investigates each matter as appropriate. Our Chief Ethics and Compliance Officer (CECO) oversees our compliance program and supports Nextracker's compliance with our Code, our internal Whistleblower Policy, all applicable laws, and our own policies and procedures. The CECO reports periodically to the Audit Committee on the compliance program and significant related matters.

Additional information on the Ethics Hotline can be found in Nextracker's Code of Business Conduct and Ethics.

## ENTERPRISE RISK MANAGEMENT

Enterprise risk management (ERM) encompasses all levels of the organization. Our Board of Directors has oversight responsibility for our overall ERM, and our Head of Internal Audit leads our ERM process and facilitates a team of cross-functional leaders representing the full organization.

Each of these functional leaders is considered a risk owner. Collectively, risk owners meet quarterly to discuss and assess potential changes in corporate risks. The team analyzes and maps each newly identified or changing risk according to Nextracker's risk threshold. Risk owners oversee functional leaders and policy owners, process owners, and control operators to manage the risks within their functional purview. The team shares the results of each quarterly ERM review with the Audit Committee of the Board of Directors.



## CYBERSECURITY

At Nextracker, protecting our information systems, data, and digital infrastructure is essential to delivering secure and resilient clean energy solutions. We maintain a multi-layered information security program built to reduce enterprise risk, maintain stakeholder trust, and ensure business continuity across our global operations. In 2025, this program continued to evolve to address a rapidly shifting threat landscape, rising regulatory expectations, and growing stakeholder interest in digital resilience and artificial intelligence (AI) governance.

### GOVERNANCE AND OVERSIGHT

Cybersecurity oversight resides with the Audit Committee of our Board of Directors, which reviews internal risk assessments and reports material risks to the full Board. In FY25, Nextracker appointed a Chief Information Security Officer (CISO) to lead our cybersecurity and data privacy programs. The CISO chairs the Cybersecurity Council and reports regularly to executive management and the Audit Committee, ensuring alignment of cybersecurity strategy with enterprise priorities and regulatory developments.

### RISK MANAGEMENT AND STRATEGY

Nextracker's cybersecurity strategy follows a risk-based, data-centric model aligned with the National Institute of Standards and Technology (NIST) Cybersecurity Framework and Center for Internet Security (CIS) Critical Security Controls. We operate a 24/7 monitoring environment with real-time threat intelligence, conduct annual third-party penetration testing, and maintain tested incident response playbooks.

In FY25, we enhanced several core practices:

- Improved employee onboarding to embed security awareness from day one.
- Strengthened incident reporting and phishing response processes.
- Refined vendor risk assessments to evaluate third-party security more effectively.
- Advanced enterprise-wide alignment between Cybersecurity, IT, Legal, and Engineering teams to improve accountability and execution.

These improvements support a more structured, integrated approach to cybersecurity across both enterprise and product environments, laying the foundation for formal security certification.

## EMPLOYEE AWARENESS AND TRAINING

Nextracker conducts mandatory onboarding and annual security awareness training for all employees, supported by targeted phishing simulations and internal campaigns. In FY25, we expanded content to cover social engineering, secure collaboration tools, and foundational data protection practices. Contractors receive the same baseline training. We are working to enhance visibility into participation and effectiveness metrics.

## THIRD-PARTY CYBERSECURITY RISK MANAGEMENT

We recognize that third-party risk is an increasingly critical component of enterprise security. As such, we conduct security due diligence during vendor onboarding and enforce contractual requirements related to breach notification, data handling, and incident response. In addition, the increased use of AI by both attackers and defenders has prompted us to invest in enhanced threat detection capabilities. We are actively monitoring the rise of AI-driven attacks, including the use of synthetic identities, deepfake content, and automated phishing, and are implementing controls to counter these emerging threats.

In FY25, Nextracker continued to assess third-party vendors for alignment with our privacy and data protection standards as part of our broader vendor risk management process. While we do not publicly disclose the number of audits conducted, our evaluations included reviews of data handling practices, breach notification protocols, and contractual compliance with relevant laws and regulations.

## DATA PRIVACY

We value the privacy, security, and confidentiality of team members' and customers' information. Oversight of our privacy practices is led by Nextracker's Data Privacy Officer, who guides our ongoing alignment with major global data protection frameworks, including the EU General Data Protection Regulation (GDPR) and the California Consumer Privacy Act (CCPA). While we collect minimal personal information, we are actively maturing our privacy program by developing policies and controls that support the principles of data minimization, purpose limitation, and security by design.

Looking ahead, we are focused on advancing our enterprise AI governance framework, enhancing supply chain security, and increasing Board visibility into resilience and recovery planning. We are also reassessing our cyber insurance coverage to ensure alignment with today's threat landscape and regulatory expectations.

Nextracker did not experience a cybersecurity event that materially affected operations or financial performance in FY25. We remain committed to transparency and continuous improvement in our approach to cybersecurity. For further details, refer to the cybersecurity disclosures in our most recent Form 10-K.



# APPENDIX

## SECTION CONTENTS

- POLICIES AND REFERENCE DOCUMENTS
- SASB & GRI INDEX
- TCFD DISCLOSURE
- GHG METHODOLOGY
- GHG SCOPES 1 AND 2 LIMITED ASSURANCE STATEMENT
- PRECAUTIONARY PRINCIPLE
- CONTACT INFORMATION

# APPENDIX

## POLICIES AND REFERENCE DOCUMENTS

Audit Committee Charter

Code of Business Conduct and Ethics

Compensation and People Committee Charter

Corporate Governance Guidelines

Environmental Policy

Human Rights Statement

Nominating, Governance, and Public Responsibility Committee Charter

Responsible Minerals Policy

Workplace Health and Safety Policy

2024 Sustainability Report

2025 Annual Report

2025 Proxy Statement

Q4 FY25 Shareholder Letter





# GRI & SASB INDEX

We report in reference to the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB) standards for the Electrical & Electronic Equipment industry.

| DESCRIPTION | NEXTRACKER'S RESPONSE | GRI | SASB |
|---|---|---|---|
| **GENERAL DISCLOSURES** | | | |
| **Organizational details** | *About Nextracker*<br><br>Nextracker Inc. (NASDAQ: NXT) is publicly traded and an incorporated entity.<br><br>Nextracker, Inc.<br>Corporate Headquarters<br>6200 Paseo Padre Parkway,<br>Fremont, California, U.S. 94555 | 2-1 | |
| **Reporting period, frequency, and contact point** | *About this Report*<br>*Contact Information*<br><br>Nextracker Inc.'s fiscal year 2025 is from April 1, 2024 to March 31, 2025.<br><br>Mansi Sehgal, Director, ESG Strategy and Reporting<br><br>ESG@nextracker.com | 2-3 | |
| **Restatements of information** | Health and Safety data from calendar year 2023 was restated following a detailed review of key metrics. | 2-4 | |
| **External assurance** | *Greenhouse Gas Assurance Statement*<br><br>Nextracker's inventory of Greenhouse Gas emissions (Scope 1 and 2 only) for fiscal year 2025 has been verified in accordance with ISO 14064-3:2019 as meeting the requirements of the GHG Protocol's A Corporate Accounting and Reporting Standard.<br><br>The level of assurance agreed for the assignment is a limited level of assurance. | 2-5 | |



| DESCRIPTION | NEXTRACKER'S RESPONSE | GRI | SASB |
|---|---|---|---|
| **GENERAL DISCLOSURES** | | | |
| **Activities, value chain, and other business relationships** | *Additional Supply Chain Engagement* | 2-6 | |
| **Employees** | Total Employees: 1,304<br>(Excludes contractors, interns)<br>International Workforce: 56% | 2-7 | RT-EE-000.B |
| **Governance structure and composition** | *Board of Directors* | 2-9 | |
| **Nomination and selection of the highest governance body** | *2025 Proxy Report* | 2-10 | |
| **Role of the highest governance body in sustainability reporting** | *ESG Governance* | 2-14 | |
| **Communication of critical concerns** | *ESG Governance* | 2-16 | |
| **Evaluation of the performance of the highest governance body** | *2025 Proxy Report* | 2-18 | |
| **Annual total compensation ratio** | *2025 Proxy Report* | 2-21 | |
| **Policy commitments** | *Policies and Reference Documents* | 2-23 | |
| **Compliance with laws and regulations** | *About This Report* | 2-27 | |
| **Collective bargaining agreements** | *Ethics and Compliance Training* | 2-30 | |

## GRO & SASB INDEX, CONT.

| DESCRIPTION | NEXTRACKER'S RESPONSE | GRI | SASB |
|---|---|---|---|
| **GENERAL DISCLOSURES** | | | |
| **MATERIAL TOPICS** | | | |
| Process to determine material topics | *Materiality Assessment* | 3-1 | |
| List of material topics | *Materiality Assessment* | 3-2 | |
| Management of material topics | *Sustainability Strategic Approach* | 3-3 | |
| **ECONOMIC TOPICS** | | | |
| **ECONOMIC PERFORMANCE** | | | |
| Management of material topic | *FY25 10-K* | 3-3 | |
| Direct economic value generated and distributed | *Nextracker by the Numbers* | 201-1 | |
| Financial implications and other risks and opportunities due to climate change | *TCFD Index* | 201-2 | |
| Defined benefit plan obligations and other retirement plans | *Benefits* | 201-3 | |
| **PRODUCT INFORMATION** | | | |
| Total amount of monetary losses as a result of legal proceedings associated with product safety | As part of our obligations as a publicly traded company, all material financial losses as a result of legal proceedings associated with product safety are available in our public filings with the U.S. SEC. | | RT-EE-250a.2 |
| Revenue from renewable energy-related and energy efficiency-related products | 100% | | RT-EE-410a.3a |
| Description of the management of risks associated with the use of critical materials | As part of our obligations as a publicly traded company, we report risk within our public filings with the U.S. SEC. | | RT-EE-440a.1 |



| DESCRIPTION | NEXTRACKER'S RESPONSE | GRI | SASB |
|---|---|---|---|
| **ECONOMIC TOPICS** | | | |
| **PROCUREMENT PRACTICES** | | | |
| Management of material topic | *Responsible Supply Chain Management* | 3-3 | |
| Proportion of spending on local suppliers | *Supply Chain Management Approach and Oversight* | 204-1 | |
| **ANTI-CORRUPTION** | | | |
| Management of material topic | *Nextracker's Responsible Procurement Principles and Supplier Audits*<br>*Responsible Sourcing*<br>*Working at Nextracker*<br><br>Nextracker includes both corruption and bribery prohibitions and anti-competitive behavior as part of our Code of Business Conduct and Ethics and our Anti-Corruption Policy. | 3-3 | RT-EE-510a.1a |
| Operations assessed for risks related to corruption | *Supplier ESG Risk Assessment* | 205-1 | |
| Communication and training about anti-corruption policies and procedures | *Ethics and Compliance Training*<br>*Responsible Sourcing*<br>*Working at Nextracker*<br><br>100% of employees, business partners, and governance body members received communication on anti-corruption policies<br><br>98% of employees trained on anti-corruption<br><br>Code of Business Conduct and Ethics<br>Anti-Corruption Policy | 205-2 | RT-EE-510a.1b |
| Confirmed incidents of corruption and actions taken | *Ethics and Compliance Training*<br><br>0 incidents of corruption in FY25<br><br>As part of our obligations as a publicly traded company, all material financial losses as a result of legal proceedings associated with anti-competitive behaviour, bribery, or corruption are available in our public filings with the U.S. SEC. | 205-3 | RT-EE-510a.2a |

| DESCRIPTION | NEXTRACKER'S RESPONSE | GRI | SASB |
|---|---|---|---|
| **ENVIRONMENTAL TOPICS** | | | |
| **ENERGY** | | | |
| **Management of material topic** | *Environmental Oversight* | 3-3 | |
| **Energy consumption within the organization:**<br>**(1) total fuel consumption from renewable sources**<br>**(2) total electricity consumption**<br>**(3) total heating consumption**<br>**(4) total energy consumption** | *Resource Efficiency*<br>(1) 6,520.56 GJ<br>(2) 8,067.16 GJ<br>(3) 2,631.43 GJ<br>(4) 12,088 GJ | 302-1 | RT-EE-250a.2 |
| **Energy consumption outside of the organization** | *Scope 3 Emissions* | 302-2 | |
| **Reduction of energy consumption** | *Renewable Energy in our Offices* | 302-4 | |
| **Reductions in energy requirements of products and services** | *Responsible Products*<br>*Efficiency Efforts in Our Operations* | 302-5 | |
| **Percentage of total energy consumed that is grid electricity** | *Resource Efficiency*<br>18 % | | RT-EE-130a.1b |
| **Percentage of total energy consumed that is renewable** | 54 % | | RT-EE-130a.1c |
| **WATER AND EFFLUENTS** | | | |
| **Management of material topic** | *Water* | 3-3 | |
| **Interactions with water as a shared resource** | *Water* | 303-1 | |
| **Water withdrawal** | Total water withdrawal from all areas: 1.95 ML | 303-3 | |



| DESCRIPTION | NEXTRACKER'S RESPONSE | GRI | SASB |
|---|---|---|---|
| **ENVIRONMENTAL TOPICS** | | | |
| **WASTE** | | | |
| **Amount of hazardous waste** | *Waste Management*<br>0.67 metric tonnes | | RT-EE-510a.1a |
| **Percentage of hazardous waste that is recycled** | 0% | | RT-EE-510a.1b |
| **EMMISSIONS** | | | |
| **Management of material topic** | *Environmental Management* | 3-3 | |
| **Operations assessed for Direct (Scope 1) GHG emissions** | 293 MTCO2e | 305-1 | |
| **Energy indirect (Scope 2) GHG emissions** | 719 MTCO2e (market based) | 305-2 | |
| **Other indirect (Scope 3) GHG emissions** | 2,376,904 MTCO2e | 305-3 | |
| **Reduction of GHG emissions** | *Renewable Energy in our Offices*<br>*Climate and Greenhouse Gas Emissions*<br><br>Reduced scope 2 emissions by 371 MTCO2e due to the use of renewable electricity and the purchase of renewable energy credits. | 305-3 | |
| **SUPPLIER ENVIRONMENTAL ASSESSMENT** | | | |
| **Management of material topic** | *Supply Chain Management Approach and Oversight* | 3-3 | |
| **New suppliers that were screened using environmental criteria** | 100% of all new Tier 1 suppliers (suppliers that fall within the top 90% of overall Company supply chain spend) were screened using environmental criteria in FY25. | 308-1 | |
| **Negative environmental impacts in the supply chain and actions taken** | *Corrective Action Plans* | 308-2 | |

## GRO & SASB INDEX, CONT.

| DESCRIPTION | NEXTRACKER'S RESPONSE | GRI | SASB |
|---|---|---|---|
| **SOCIAL TOPICS** | | | |
| **OCCUPATIONAL HEALTH AND SAFETY** | | | |
| **Management of material topic** | *Health and Safety Responsibilities* | 3-3 | |
| **Occupational health and safety management system** | *Employee Health and Safety*<br><br>We implemented a global Environmental Health and Safety initiative and management system in line with ISO 45001. We have ISO 45001 certification in the U.S., Australia, and Brazil. All employees of Nextracker and our subsidiaries are covered by the Environmental Health and Safety (EHS) Management System, including:<br>• Full-time and part-time employees and contract, temporary workers, subcontractors, and visitors.<br>• Activities covered under the safety management system include all functions and operations that could influence occupational health and safety.<br><br>Workplaces include sites and locations where organizational activities are conducted or managed, including corporate offices and regional branches, project sites and client locations, and research and development sites | 403-1 | |
| **Hazard identification, risk assessment, and incident investigation** | *Employee Health and Safety*<br>*Hazard and Risk Identification*<br><br>Hazard identification processes include:<br>• Onboarding training specific to employees and contractors<br>• Conducting site EHS inspections of projects sites and Safety Areas and noting any hazards<br>• Reviewing incident and accident register and reports<br>• Developing Job Hazard Analyses for new jobs and new processes<br>• Performing risk assessments of new products and machinery<br>• Developing SOPs for work areas<br><br>For hazard control, we implement hierarchy of controls to eliminate hazards, or reduce the hazards/risk enough to an acceptable levels. | 403-2 | |
| **Worker participation, consultation, and communication on occupational health and safety** | *Health and Safety Responsibilities* | 403-4 | |

| DESCRIPTION | NEXTRACKER'S RESPONSE | GRI | SASB |
|---|---|---|---|
| **SOCIAL TOPICS** | | | |
| **OCCUPATIONAL HEALTH AND SAFETY** | | | |
| **Worker training on occupational health and safety** | *Health and Safety Training*<br><br>The EHS conducted a Training Needs Assessment in consultation with the EHS Working Group and managers. The group has identified all roles and position descriptions within Nextracker, and considered the type of work, responsibilities, hazards and risks, and characteristics of the workers in each role. | 403-5 | |
| **Promotion of worker health** | *Health and Safety Training*<br>*Benefits* | 403-6 | |
| **Work-related injuries**<br>**(1) Fatalities as a result of work-related injury (U.S.)**<br>**(2) Rate of fatalities as a result of work-related injury (U.S.)**<br>**(3) Hours worked (U.S.)**<br>**(4) work-related hazards that pose a risk of high-consequence injury** | (1) 0 fatalities<br>(2) 0 fatality rate<br>(3) 1,318,720 U.S. hours worked<br><br>Nextracker conducts a specific Risk Assessment for any work classified as High Risk (or high consequence), or work that requires a Permit to Work or a High-risk License produced in advance. Managers must ensure that personnel undertaking the work are properly qualified, experienced, and supervised, and that the work is done in accordance with the controls identified in the Risk Assessment. | 403-9 | |
| **Work-related ill health** | 0 recordable cases of work-related ill health | 403-10 | |
| **TRAINING AND EDUCATION** | | | |
| **Management of material topic** | *Employee Growth and Development* | 3-3 | |
| **Programs for upgrading employee skills and transition assistance programs** | *Tuition Reimbursement* | 404-2 | |

## GRO & SASB INDEX, CONT.

| DESCRIPTION | NEXTRACKER'S RESPONSE | GRI | SASB |
|---|---|---|---|
| **ENVIRONMENTAL TOPICS** | | | |
| **CHILD LABOR** | | | |
| **Management of material topic** | *Nextracker Responsible Procurement Principles Program* | 3-3 | |
| **Operations and suppliers at significant risk for incidents of child labor** | *Nextracker's Responsible Procurement Principles and Supplier Audits*<br><br>Annual training provided to all suppliers about NX RPP. | 408-1 | |
| **SUPPLIER SOCIAL ASSESSMENT** | | | |
| **Management of material topic** | *Supplier ESG Risk Assessment* | 3-3 | |
| **New suppliers screened using social criteria** | 100% of all new Tier 1 suppliers (suppliers that fall within the top 90% of overall Company supply chain spend) were screened using social criteria in FY25. | 414-1 | |
| **Negative social impacts in the supply chain and actions taken** | *Corrective Action Plans* | 414-2 | |





## TCFD INDEX

The following index is aligned with the recommendations set forth by the Task Force on Climate-related Financial Disclosure (TCFD) and is organized according to the following focus areas: Governance, Strategy, Risk Management, and Metrics and Targets. This disclosure is compliant with California SB-261 and covers Nextracker's FY2025.

| DISCLOSURE FOCUS AREA | | RESPONSE |
|---|---|---|
| **GOVERNANCE** | **a. Describe the board's oversight of climate-related risks and opportunities.**<br>**b. Describe the board's oversight of climate-related risks and opportunities.**<br><br>**b. Describe management's role in assessing and managing climate-related risks and opportunities.** | The Nominating, Governance and Public Responsibility (NGPR) Committee of Nextracker's Board of Directors oversees climate related risks and opportunities.procedures, including climate-related risks and opportunities.<br><br>Our Chief Legal and Compliance Officer, who sits on our Executive Leadership Team (ELT), informs the NGPR Committee of the ESG/ Sustainability strategy, program, and progress on a regular basis.<br><br>Our Director of ESG Strategy and Reporting manages the day-to-day oversight and implementation of Nextracker's ESG/ Sustainability strategy. This includes identifying and managing the company's climate-related risks and opportunities and coordinating our cross-functional ESG Committee, a group of leaders from functions across the organization working towards implementing the Company's ESG/Sustainability strategy. Progress is reported to the ELT, including the executive sponsor, and periodically reported to the Board of Directors.<br><br>Climate-related risks are drawn into our Enterprise Risk Management (ERM) as appropriate. The ERM program assigns functional and policy owners to each of the key risk categories, and these risks are regularly communicated to the Audit Committee and our CEO. |

| DISCLOSURE FOCUS AREA | | RESPONSE |
|---|---|---|
| STRATEGY | **a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.**<br><br>**b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning**<br><br>**c. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.** | **PHYSICAL RISKS**<br>Nextracker is exposed to the physical risks of climate change, including extreme weather events, such as droughts, river and coastal flooding, wildfires, ice storms, heat waves, and tornadoes, which may cause potential disruptions in production.<br>Nextracker's operations include mainly leased offices, with most installation of trackers occurring on location at project sites. Severe weather events or natural disasters that may result in the closure of one or more offices would not have a significant effect on Nextracker's overall operations, as employees could continue to work remotely. These offices are also primarily leased, reducing Nextracker's potential liability if any damage or disruptions were to occur. Emergency action plans are maintained at each of Nextracker's facilities, which include operational processes for a range of emergencies including fires, evacuations, earthquakes, and shelter-in-place orders. Each facility oversees, manages, communicates and trains employees on their individual emergency action plans, which include facility diagrams with exit paths and a list of emergency contacts for different types of incidents.<br>Nextracker is pursuing ISO 14001 certification for its operations, which will further improve the organization's resiliency to natural hazards and physical risks.In FY25, Nextracker implemented an ISO 14001 certified Environmental Management System in the U.S., Europe, and India, and maintained ISO 14001 certification in Brazil. ISO 14001 is an international standard that specifies requirements for environmental management system (EMS). The EMS is used to improve resource efficiency, reduce waste, and improve an organization's overall environmental impact. This certification showcases Nextracker's dedication to continually improving its environmental performance and mitigate the impacts of climate-related physical risks.<br>Nextracker's operations are sensitive to supply chain disruptions due to climate change. With offices and suppliers spread across a large geographic range, supply chain disruptions are a material risk for our business. Additionally, the increased severity of droughts, wildfires, and heat waves poses potential risks to Nextracker's operations. Nextracker should consider that even if trackers avoid damage, severe weather events at customer sites may cause damage to the mounted solar panels, which could result in decreased demand for our products, loss of customers and the withdrawal of coverage for solar panels and solar tracking systems by insurance companies.<br>Nextracker has taken strategic steps to improve the resilience of our supply chain and ensure that our suppliers minimize their contributions to climate change. Nextracker is a member of the Sustainable Steel Buyers Platform, joining several major corporations working towards advancing sustainable steel development in the United States. This initiative aims to reduce the emissions of initial materials and add a key market for local availability. The efforts of the Sustainable Steel Buyers Platform increase demand for responsibly produced steel for members of the Platform and beyond. |



| DISCLOSURE FOCUS AREA | | RESPONSE |
|---|---|---|
| STRATEGY, CONT. | **a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.**<br><br>**b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning**<br><br>**c. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.** | In addition to managing physical climate risks, Nextracker maintains a diverse global supply chain. Our decentralized network of suppliers helps increase resiliency by spreading climate-related risks over a wide range of geographies, as opposed to concentrating all suppliers in a region with similar weather patterns.<br><br>Nextracker's Responsible Procurement Program (RPP) sets forth certain requirements for suppliers, including the measurement of scope 1 and 2 greenhouse gas emissions (GHG) and associated reduction goals. The RPP is an important part of establishing baseline requirements for suppliers on a range of sustainability issues, including climate-related risks.<br><br>Our product teams continuously innovate to enable new capabilities, expanding the viability of trackers across a broader range of topographical and climate conditions. One such product, NX Horizon™, our flagship smart solar tracking solution, enhances performance and reliability while minimizing long-term operations and maintenance costs when compared to competitors. Its self-aligning module rails and vibration-proof fasteners enable quick installation, while the decentralized, self-powered architecture allows for early commissioning and is built to withstand high winds and adverse weather.<br><br>We also have dedicated specialists who focus on process improvements to increase our organization's efficiency and reduce waste. These innovative teams are scanning for opportunities to improve and address physical climate risks to ensure our business is well-positioned to withstand extreme weather events and natural hazards.<br><br>**TRANSITION RISKS**<br><br>**Regulatory Risks**<br>Climate-related regulations may increase compliance costs. The sustainability regulatory landscape has been active in recent years. Regulations such as California climate-related laws and the European Union (EU) Corporate Sustainability Reporting Directive (CSRD) require climate-related data disclosure. Compliance is likely to increase costs due to tracking, auditing, and reporting our climate-related data and that of our supply chain. Nextracker is tracking and preparing for upcoming regulatory requirements and will be prepared to report to the required regulations.<br><br>Nextracker's products may also be subject to the Carbon Border Adjustment Mechanism (CBAM), a carbon tariff on products imported into the EU. CBAM will require importing companies to purchase certificates for embedded emissions for imported materials. While the EU has taken measures to simplify CBAM reporting, Nextracker may see an impact on direct costs for certain emissions-heavy materials imported to the EU (e.g., iron and steel). Nextracker is watching regulatory changes and has planned for potential CBAM impacts. |

## TCFD INDEX, CONT.

| DISCLOSURE FOCUS AREA | | RESPONSE |
|---|---|---|
| STRATEGY, CONT. | a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.<br><br>b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning<br><br>c. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario. | **Market Risks and Opportunities**<br>Nextracker purchases product components through arrangements with various suppliers located across the globe and depends on suppliers to source materials and manufacture critical product components. Climate change and resulting weather catastrophes could impact the available supply and demand for these components, impairing Nextracker's ability to deliver products to customers in a timely manner, which could damage Nextracker's reputation and impact demand for Nextracker's products.<br><br>Supply chain disruptions, such as those resulting from severe weather events, pose a risk to Nextracker and its ability to deliver their products in a timely manner. Nextracker's supply chain team is closely engaged with those suppliers manufacturing solar trackers, maintaining close contact to address any supply chain issues. Additionally, Nextracker's Responsible Procurement Program provides insight into the sustainability management of its supply chain, including screening, data collection, and issue management.<br><br>Since Nextracker uses external vendors for manufacturing its product components, the company lacks significant control over climate risk mitigation measures within its supply chain. Therefore, our supply chain could be at a competitive disadvantage, resulting in increased production costs due to climate-related regulations, carbon taxes, and reputational risks. Finally, an increase in tariffs may result in higher costs due to the diversity of Nextracker's global supply chain and supplier locations.<br><br>Sustainability efforts, such as net-zero emission pledges, have fostered private sector investment in solar energy systems in recent years, providing continued opportunity for Nextracker. If these corporate policies are directed away from renewable energy in general or solar energy in particular, the demand for our solar products may be adversely affected.<br><br>**Technology Risks and Opportunities**<br>The success of Nextracker's business depends on the compatibility of the company's solar trackers with the broader solar panel market and any developments, advancements, or changes in current or future solar panel design. Nextracker's recent acquisitions have added a new set of product lines to the business, specifically technologies related to solar tracker foundations. These additional product lines will require continued innovation and development to remain at the forefront of the industry. Failure to adopt new or enhanced technologies or processes, or to react to changes in existing technologies could result in product obsolescence, the loss of competitiveness of our products, decreased revenue, and a loss of market share to competitors.<br><br>**Reputational Risks and Opportunities**<br>As a company that is committed to delivering reliable renewable energy, Nextracker stakeholders have priorities and expectations around addressing climate-related issues. Therefore, Nextracker must meet expectations around disclosing climate-related information, such as direct and indirect GHG emissions, and taking action to reduce GHG emissions through target setting. Failure to do so could discredit Nextracker's reputation as a leader within the renewable energy sector. |



| DISCLOSURE FOCUS AREA | | RESPONSE |
|---|---|---|
| STRATEGY, CONT. | cont. | **Influence of Climate-related Risk on Strategy & Planning**<br>We have committed to setting near-term, science-based targets to reduce our own emissions. Additionally, we are continually looking for ways to improve the climate impact of our trackers, including sharing life cycle analysis (LCA) information with customers to support their sustainability initiatives. We believe the energy transition to a low carbon economy will continue to be a business opportunity for Nextracker. We are also finding opportunities to improve market availability of raw materials with lower emissions, like our collective work with the Sustainable Steel Buyers Platform. Our work with industry partners aims to introduce green steel to the U.S. market. |
| RISK MANAGEMENT | a. Describe the organization's processes for identifying and assessing climate-related risks.<br><br>b. Describe the organization's processes for managing climate-related risks.<br><br>c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management. | Nextracker has conducted a climate risk assessment (CRA) to understand our exposure to climate-related risks and identify potential gaps in current mitigation practices or procedures. The CRA results provide insights as we continue addressing the growing demand to assess, disclose, and manage physical and transition risks across the short-, medium-, and long-term.<br><br>The CRA included consideration of two climate scenarios: no climate action and stringent climate action. The impacts identified in these models, Intergovernmental Panel on Climate Change (IPCC) models RCP8.5 and RCP 2.6 , were used as input for resilience planning in Nextracker's business strategy and risk management processes. The scenario analysis provides a future look at how the physical and transition risks and opportunities arising might impact its business over time, with models considering the period through 2080.<br><br>The Enterprise Risk Management (ERM) function at Nextracker, run by Internal Audit, reviews and draws any climate-related risks that meet the business threshold into its decision-making and mitigation processes. ERM at Nextracker serves to evaluate the risks that management has collectively agreed are the most current and relevant to meeting the business' objectives. The ERM function assigns functional and policy owners to each of the key risk categories, and these risks are regularly communicated to the Audit Committee of Nextracker's Board of Directors and its CEO. The ERM team regularly scans the business landscape to maintain an understanding of current risks.<br><br>Nextracker is also keeping abreast of the current regulatory environment to ensure compliance with all applicable climate-related laws. We regularly review the regulatory landscape and take note of any new legislation that may require action on our part. We will continue to endeavor to incorporate new climate-related disclosure requirements into our existing sustainability reporting process. |

**TCFD INDEX, CONT.**

| DISCLOSURE FOCUS AREA | | RESPONSE |
|---|---|---|
| **METRICS AND TARGETS** | **a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.**<br><br>**b. Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.**<br><br>**c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.** | Nextracker collects and discloses climate-related metrics that align with our business strategy and risk management process.<br><br>Currently, the following metrics are tracked by the company:<br><br>• GHG emissions (scope 1, 2, and 3)<br>• Energy consumption<br>• Renewable energy usage<br>• Waste generated (including hazardous and non-hazardous waste)<br>• Amount of waste recycled<br><br>Nextracker has identified opportunities to reduce our climate impact using on-site renewable enewable electricity generation, grid electricity from renewables, and the procurement of renewable energy credits (RECs). Using the market-based approach for scope 2, we have demonstrated our commitment to sustainability by purchasing 100% renewable electricity at several of our locations (Fremont, U.S.; Madrid, Spain; São Paulo, Brazil; and Shanghai, China, facilities).<br><br>We are working to collect additional environmental- and climate-related metrics so we can continue identifying relevant climate risks and opportunities associated with our operations. Nextracker's GHG emissions for fiscal year 2025 include all emissions associated with our owned and operated facilities:<br><br>• **Scope 1:**<br>  ◦ 293 MT $CO_2e$<br>• **Scope 2:**<br>  ◦ 1,090 MT $CO_2e$ (location-based approach)<br>  ◦ 719 MT $CO_2e$ (market-based approach)<br><br>Additionally, scope 3 emissions have been calculated for all relevant categories; however, we are currently disclosing a selected subset of these categories that are most relevant to our business. Our scope 3 emissions for fiscal year 2025 are:<br><br>• **Scope 3:**<br>  ◦ 2,376,904 MT $CO_2e$<br><br>Nextracker has committed to setting targets aligned with the Science-based Targets Initiative (SBTi). As of August 2025, we have completed our baseline GHG inventory calculations for fiscal year 2025 and are working to develop near-term targets for scopes 1, 2, and 3. We will submit draft targets to SBTi for validation and communicate the targets following SBTi's approval and will report our progress annually. |



## GHG METHODOLOGY

Nextracker calculated and reported our GHG emission estimates for FY25 in accordance with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard. We used emission factors from multiple sources, including the U.S. EPA Center for Corporate Climate Leadership, IEA Emission Factors 2024. We received a third-party limited assurance for scopes 1 and 2 emissions for FY25 data. We calculated scope 3 emissions in total using data from our product LCA as well as a combination of corporate spend data and primary activity data for select scope 3 categories, such as third-party logistics data, waste generation, and employee headcounts. Reported scope 3 emissions omit each category that is below 1 percent of the total scope 3 emissions.

## GHG SCOPES 1 AND 2 LIMITED ASSURANCE STATEMENT

View Statement

## PRECAUTIONARY PRINCIPLE

The Precautionary Principle states that precautionary measures should be taken where there is uncertainty around the probability of the risk and the degree of harm to human health and the environment. We couldn't agree more, and we diligently apply this principle to our business practices.

## CONTACT INFORMATION

Have comments or questions? We want to hear from you, and we value your feedback.

**Please direct any questions or comments to esg@nextracker.com.**

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