

MAXEON'S LONG TERM TARGETS FOR ESG

2025 / 2030

The Maxeon logo is displayed in a white rounded rectangular box. The word "maxeon" is written in a bold, lowercase, blue sans-serif font.

ENVIRONMENTAL



Material Topic	Metric	2020	2025	2030	Narrative Description
Energy and Emissions	Energy intensity (<i>MWh consumed / MW produced</i>)	254	10% improvement by 2025	20% by 2030	<ul style="list-style-type: none"> ○ Lead the global transition to clean energy by enabling our customers to achieve their GHG / net zero targets ○ Maximize Maxeon’s use of renewables (on site / virtual PPAs)
	Emission intensity (<i>tCO2e / MW produced</i>)	160	10% improvement by 2025	20% by 2030	<ul style="list-style-type: none"> ○ Improve Maxeon’s own energy intensity per site / product line ○ Improve Maxeon’s own emissions intensity by per site / product line ○ Maxeon’s sites will continue to report Scopes 1, 2, 3 and 4 emissions

ENVIRONMENTAL



Material Topic	Metric	2020	2025	2030	Narrative description
Water Management	Water intensity (<i>m3 used per MWh produced</i>)	3,874	2.5% improvement from 2020	5% from 2020	<ul style="list-style-type: none"> ○ Maxeon is committed to being at the forefront of creating a circular economy in the solar industry, as evidenced by: <ul style="list-style-type: none"> ❖ First in the industry Cradle-to-Cradle certification ❖ NSF no landfill certification ❖ Declare label ○ Maxeon will continue to be a leader in conservation and will better its water intensity and recycling of waste figures every year, achieving 5% improvement in water intensity and 10% in Waste recycling by 2030 ○ Maxeon will estimate its Carbon Footprint (g CO2/kW) and Energy Payback Time (years (or fractions thereof)) to make Maxeon's environmental impact more accessible to the public
Waste	Waste Recycling	80%	5% improvement by 2025	10% from 2020	
Circular Economy	Cradle to Cradle (for Maxeon products)	Bronze	Silver	Gold	

SOCIAL



Material Topic	Metric	Benchmark (2020)	2025	2030
Occupational Health and Safety	TRIR (total recordable incidence rate)	0.63	Maintain industry leading position of TRIR of 0.63	10% reduction from 2020 number
Fair Labour and Human Rights	Incidents / Traceability	Zero cases of verified non-compliance with human rights laws	Traceability of supply on blockchain such that information is available within 4 hrs	Maintain zero cases of verified non-compliance with human rights laws with enhanced traceability
Diversity and Inclusion	% of people leaders that identify as female	32%	34%	37%
Community Investment	MAXN volunteering days	N/A	5,000	7,500

SOCIAL



Material Topic	Metric	Benchmark (2020)	2025	2030
Employee Engagement	We strive for an engaged workforce, where people have meaning in their work and can learn and grow	<ul style="list-style-type: none"> A. No leadership development program B. No career and development planning framework C. Performance reviews occur twice yearly, feedback ad-hoc 	<ul style="list-style-type: none"> A. 90% of eligible employees passed through the leadership development program B. 70% of employees had a career and development discussion with their leader C. Structured feedback is incorporated into our performance review process, tied to our leadership capabilities and company values 	<ul style="list-style-type: none"> A. 95% of eligible employees passed through the leadership development program B. 80% of employees had a career and development discussion with their leader C. A continuous feedback culture exists amongst our workforce, driving learning and growth

GOVERNANCE



Metric	Metric	Benchmark (2020)	2025	2030
Consumer Engagement and Satisfaction	Net Promoter Scores (NPS) for Customer health	54 (EMEA only)	62 (Global)	70 (Global)
	NPS for Partner health	76 (EMEA only)	70 (Global)	80 (Global)
Product Quality, Reliability and Safety	Maximum number of defective parts per million in sales contracts (DPPM)	2000 DPPM	30% reduction from 2020	50% reduction from 2020
Sustainable Innovation	Warranty and efficiency (one can calculate Carbon Positivity with this # and Energy Payback Time)	25 years	40 years @24% efficiency	40 years @25% efficiency
Business Integrity and Ethics	Incidents of corruption (defined as bribery of a public official)	Zero substantiated incidents	Maintain performance and enhance controls	Maintain performance and enhance controls

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