

Appendix 1: GRI Content

GRI Content Index			
GRI Standard	Disclosure	Page number and/or URL	
General Disclosures			
GRI 2: General disclosures	The organisation and its reporting practices		
	2-1	Organisational details	5, 7
	2-2	Entities included in the organization's sustainability reporting	5
	2-3	Reporting period, frequency, and contact point	5
	2-4	Restatements of Information	5, 31, 70, 71
	2-5	External Assurance	5
	Activities and Workers		
	2-6	Activities, value chain and other business relationships	5
	2-7	Employees	80 <i>Note that employee data has been captured using the headcount methodology and is accurate as of the end of the reporting period (31st Dec)</i>
	2-8	Workers who are not employees	45
	Governance		
	2-9	Governance structure and composition	10, 94, 96 <i>More information on Maxeon's Board members, including each individual's relevant competencies and other significant positions and commitments, can be found on our website at https://www.maxeon.com.</i>
	2-10	Nomination and selection of the highest governance body	94, 95
	2-11	Chair of the highest governance body	94
	2-12	Role of the highest governance body in overseeing the management of impacts	10
	2-13	Delegation of responsibility for managing impacts	10
	2-14	Role of the highest governance body in sustainability reporting	10
	2-15	Conflicts of Interest	95
2-16	Communication of critical concerns	96, 98	
2-17	Collective knowledge of the highest governance body	10	
2-18	Evaluation of the performance of the	95	

		highest governance body	
	2-19	Remuneration policies	95
	2-20	Process to determine remuneration	94, 95
	2-21	Annual total compensation ratio	<i>Due to confidentiality constraints, we have omitted disclosing further details pertaining to our remuneration practices this financial year and we are working to disclose them as appropriate in the future.</i>
Strategy, policies, and practices			
	2-22	Statement on sustainable development strategy	3
	2-23	Policy commitments	47, 48, 49
	2-24	Embedding policy commitments	47, 48, 49
	2-25	Processes to remediate negative impacts	47, 48, 49, 98
	2-26	Mechanisms for seeking advice and raising concerns	98
	2-27	Compliance with laws and regulations	99
	2-28	Membership associations	5
Stakeholder engagement			
	2-29	Approach to stakeholder engagement	11
	2-30	Collective bargaining agreements	<i>All employees have the right to collective bargaining as per our Global Human Rights Policy. No employees have chosen to be covered by collective bargaining agreements.</i>
Disclosures on Material Topics			
GRI 3: Material Topics 2021	3-1	Process to determine material topics	12
	3-2	List of material topics	12
	3-3	Management of material topics	<i>Please refer to respective material topics, "Management Approach"</i>
Material Topics			
Emissions & Energy			
GRI 3: Material Topics 2021	3-3	Management of material topics	21
GRI 302: Energy (2016)	302-1	Energy consumption within the organisation	30
	302-2	Energy consumption outside of the organisation	Maxeon has no energy consumption outside of the organisation
	302-3	Energy intensity	30
	302-4	Reduction of energy consumption	20
GRI 305:	305-1	Direct (Scope 1) GHG emissions	20, 30

Emissions (2016)	305-2	Energy indirect (Scope 2) GHG emissions	20, 30
	305-3	Other indirect (Scope 3) GHG emissions	20, 30
	305-4	GHG emissions intensity	20, 30
	305-5	Reduction of GHG emissions	20, 30
	305-6	Emissions of ozone-depleting substances (ODS)	Not currently tracked by Maxeon
	305-7	Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	Please refer to Appendix 4: Additional data
Water management			
GRI 3: Material Topics 2021	3-3	Management of material topics	21
GRI 303: Water and effluents (2018)	303-1	Interactions with water as a shared resource	22, 32
	303-2	Management of water discharge-related impacts	23, 32
	303-3	Water withdrawal	32
	303-4	Water discharge	32
	303-5	Water consumption	32
Waste			
GRI 3: Material Topics 2021	3-3	Management of material topics	24
GRI 303: Waste (2020)	306-1	Waste generation and significant waste-related impacts	26, 33
	306-2	Management of significant waste-related impacts	26, 33
	306-3	Waste generated	33
	306-4	Waste diverted from disposal	33
	306-5	Waste directed to disposal	33
Occupational health and safety			
GRI 3: Material Topics 2021	3-3	Management of material topics	39
GRI 403: Occupational health and safety (2018)	403-1	Occupational health and safety management system	39,40
	403-2	Hazard identification, risk assessment, and incident investigation	40,41
	403-3	Occupational health services	41
	403-4	Worker participation, consultation and communication on occupational health and safety	41
	403-5	Worker training on occupational health and safety	41
	403-6	Promotion of worker health	57
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	40
	403-8	Workers covered by an occupational health and safety management system	43, 44,45,46

	403-9	Work-related injuries	43, 44,45,46
	403-10	Work-related ill health	40
Employee engagement			
GRI 3: Material Topics 2021	3-3	Management of material topics	53
GRI 401: Employment (2016)	401-1	New employee hires and employee turnover	59
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	79
	401-3	Parental leave	79
Learning and development			
GRI 3: Material Topics 2021	3-3	Management of material topics	53
GRI 404: Training and education (2016)	404-1	Average hours of training per year per employee	61
	404-2	Programs for upgrading employee skills and transition assistance programs	54
	404-3	Percentage of employees receiving regular performance and career development reviews	72
GRI 405: Diversity and equal opportunity (2016)	405-1	Diversity of governance bodies and employees	75,76
	405-2	Ratio of basic salary and remuneration of women to men	<i>Due to confidentiality constraints, we have omitted disclosing further details pertaining to our remuneration practices this financial year.</i>
Fair labour and human rights			
GRI 3: Material Topics 2021	3-3	Management of material topics	45
GRI 406: Non-discrimination (2016)	406-1	Incidents of discrimination and corrective actions taken	47, 60
GRI 408: Child labour (2016)	408-1	Operations and suppliers at significant risk for incidents of child labour	46, 48
GRI 409: Forced or compulsory labour (2016)	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	46, 48
GRI 419: Socio-economic compliance	419-1	Non-compliance with laws and regulations in the social and economic area	15, 48
Community investment			
GRI 3: Material Topics 2021	3-3	Management of material topics	81
GRI 413: Local communities (2016)	413-1	Operations with local community engagement, impact assessments, and development programs	82, 83, 84, 85, 86, 87

	413-2	Operations with significant actual and potential negative impacts on local communities	89
Business integrity and ethics			
GRI 3: Material Topics 2021	3-3	Management of material topics	97
GRI 205: Anti-corruption (2016)	205-1	Operations assessed for risks related to corruption	100
	205-2	Communication and training about anti-corruption policies and procedures	100, 101, 102
	205-3	Confirmed incidents of corruption and actions taken	99
GRI 206: Anti-competitive behaviour (2016)	206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	102
Product quality, reliability and safety			
GRI 3: Material Topics 2021	3-3	Management of material topics	105
GRI 308: Supplier environmental assessment	308-1	New suppliers that were screened using environmental criteria	103
	308-1	Negative environmental impacts in the supply chain and actions taken	103
GRI 414: Supplier social assessment	414-1	New suppliers that were screened using social criteria	103
	414-2	Negative social impacts in the supply chain and actions taken	103
Customer engagement and satisfaction			
GRI 3: Material Topics 2021	3-3	Management of material topics	110
GRI 416: Customer health and safety (2016)	416-1	Assessment of the health and safety impacts of product and service categories	N/A
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	106
GRI 418: Customer privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<i>Maxeon has not received any substantiated complaints concerning breaches of customer privacy.</i>

Appendix 2: SASB Content Index

Topic	Accounting metric	SASB Code	Page reference
Energy management in manufacturing	Total energy consumed	RR-FC-130a.1	30
	Percentage grid electricity		30
	Percentage renewable		30
Water	Total water withdrawn	RR-ST-140a.1	32

management in manufacturing	Total water consumed		32
	Percentage of each in regions of High or Extremely High Baseline Water Stress		32
	Description of water management risks and discussion of strategies and practices to mitigate those risks	RR-ST-140a.2	21
Hazardous waste management	(1) Amount of hazardous waste generated (2) Percentage recycled	RR-ST-150a.1	33
	(1) Number and aggregate quantity of reportable spills (2) Quantity recovered	RR-ST-150a.2	23, 1 waste effluent spill
Ecological impacts of project development	Number and duration of project delays related to ecological impacts	RR-ST-160a.1	Zero
	Description of efforts in solar energy system project development to address community and ecological impacts	RR-ST-160a.2	84, 85, 86, 87
Management of Energy Infrastructure Integration & Related Regulations	Description of risks associated with integration of solar energy into existing energy infrastructure and discussion of efforts to manage those risks	RR-ST-410a.1	39, 40
	Description of risks and opportunities associated with energy policy and its impact on the integration of solar energy into existing energy infrastructure	RR-ST-410a.2	18, 98
Product end-of-life management	Percentage of products sold that are recyclable or reusable	RR-ST-410b.1	NA
	(1) Weight of end-of-life material recovered (2) Percentage recycled	RR-ST-410b.2	34

	Percentage of products by revenue that contain IEC 62474 declarable substances, arsenic compounds, antimony compounds, or beryllium compounds	RR-ST-410b.3	NA
	Description of approach and strategies to design products for high-value recycling	RR-ST-410b.4	105
Materials sourcing	Description of the management of risks associated with the use of critical materials	RR-ST-440a.1	105
	Description of the management of environmental risks associated with the polysilicon supply chain	RR-ST-440a.2	NA

Appendix 3: UNGC Content Index

Topic	Disclosure	Page reference
Human Rights	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and	47-52
	Principle 2: make sure that they are not complicit in human rights abuses.	47-52
Labour	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	47
	Principle 4: the elimination of all forms of forced and compulsory labour;	47-52
	Principle 5: the effective abolition of child labour; and	47-52
	Principle 6: the elimination of discrimination in respect of employment and occupation	74-80
Environment	Principle 7: Businesses should support a precautionary approach to environmental challenges	12
	Principle 8: undertake initiatives to promote greater environmental responsibility; and	17-29
	Principle 9: encourage the development and diffusion of environmentally friendly technologies	93, 106-108
Anti-corruption	Principle 10: Businesses should work against corruption in all	96-103

	its forms, including extortion and bribery.	
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Appendix 4: Additional data

GRI 305-7: Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions

Metric	Malaysia (FAB 3)	Philippines (FAB 4)	Mexico (SPMX1)	Mexico (SPMX2)	Total FY2023
NOX (Kg/m3)	736 mg/m3 0.000736 kg/m3	NA	NA	NA	NA
SOX (kg or multiples)	NA	NA	NA	NA	NA
Persistent organic pollutants (POP)	NA	NA	NA	NA	NA
Volatile organic compounds (VOC) (Kg/m3)	78.20 mg/m3 0.0000782 kg/m3	NA	NA	NA	NA
Hazardous air pollutants (HAP) (Kg/m3)	4.62 mg/m3 0.00000462 kg/m3	NA	NA	NA	NA
Particulate matter (PM) (Kg/m3)	111.8 mg/m3 0.0001118 kg/m3	NA	NA	NA	NA

Due to limitations in data availability, only our Malaysia, FAB 3, facility has comprehensive data on NOx, SOx and other significant air emissions. Maxeon is looking forward to building data in the coming years.