

The logo for voltaia, featuring the word "voltaia" in a lowercase, sans-serif font. The letter "o" is replaced by a circular icon containing three curved segments in blue, green, and yellow, resembling a stylized globe or a leaf. The background of the entire page is a photograph of a field of tall, brown, spiky plants, possibly a type of grass or reed, with a blurred wind turbine visible in the upper left corner under a clear sky.

voltaia

Mission Report

2022-2023

Editorial

The publication of this new report represents an important milestone: Voltalia is celebrating its second year as a Mission-Driven Company.

We made significant progress in 2022 and launched key projects to secure our future, which we will share with you in this report.

First and foremost, we invested a great deal of effort and resources in strengthening and improving the transparency of our tools and methods for reporting and managing our CSR performance, an essential step in preparing for our future regulatory obligations and, more specifically, the forthcoming CSRD¹. Our objective is to develop robust, reliable social and environmental indicators that are aligned with international standards and integrated into our financial performance.

We also developed core competencies in-house so that we can more regularly and accurately measure CO₂ emissions related to our activities as well as accurately estimate the carbon footprint of our power plants right from their development phase. This helps us to better identify the most appropriate corrective measures to reduce our environmental impact and maximise our contribution to protecting the climate.

In addition to improving our methods, we also decided to make optimising land use and co-using land a key part of our Mission, to limit land-use change and the ground surface of our solar power plants and to support local farming.

We now use the IFC² Performance Standards as the reference framework for the integrated management of social and environmental risks, and are continuing the active roll-out of our specific policies and procedures, in particular for our biodiversity impact studies.

Lastly, we are working to ensure that all Voltalians take ownership of the objectives included in our bylaws thanks to dedicated workshops organised for collaborators in all geographies. These workshops focus on the importance of contributing to our Mission on a daily basis and are a place where future commitments are discussed.

This report documents all of these actions and the progress made by Voltalia. All teams at all levels of the company will continue to play an active role in Voltalia's progress in 2023.

I would like to take this opportunity to once again thank all of my teams for their commitment and involvement.



Sébastien Clerc
Chief Executive Officer of Voltalia



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The French PACTE Law

The French action plan for business growth and transformation (Plan d'Action pour la Croissance et la Transformation des entreprises, or PACTE)³ aims to encourage companies to take greater account of social and environmental issues when shaping their strategy and, more broadly, to redefine the conditions for corporate social acceptability as a whole.

To this end, the law proposes that the most socially responsible companies adopt the "Mission-Driven Company" status⁴. To do so, a company must:

- Define and incorporate its purpose into its bylaws;
- Set out one or more social and environmental objectives associated with its purpose in its bylaws;
- Establish a Mission Committee made up of at least one employee responsible for the proper performance of the Mission and publish an annual Mission Report;
- Appoint an independent third party (ITP) to verify the proper performance of the Mission.

Solar Serra do Mel 1&2, Brazil

¹ From 2024, Voltalia will be subject to the new European Corporate Sustainability Reporting Directive.

² IFC: International Financial Corporation. The IFC Performance Standards are the most widely used international benchmark standards for identifying and managing environmental and social risks. Indicators only cover non-designated countries as defined by the Equator Principles Association.

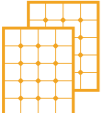




³ Law no. 2019-486 of 22 May 2019 on business growth and transformation.

⁴ Defined in Article L.210-10 of the French Commercial Code.

Voltalia, an international player in the renewable energy market

Voltalia is both a producer of renewable energy and a service provider in the development, construction and maintenance of renewable power plants owned by third-party customers.

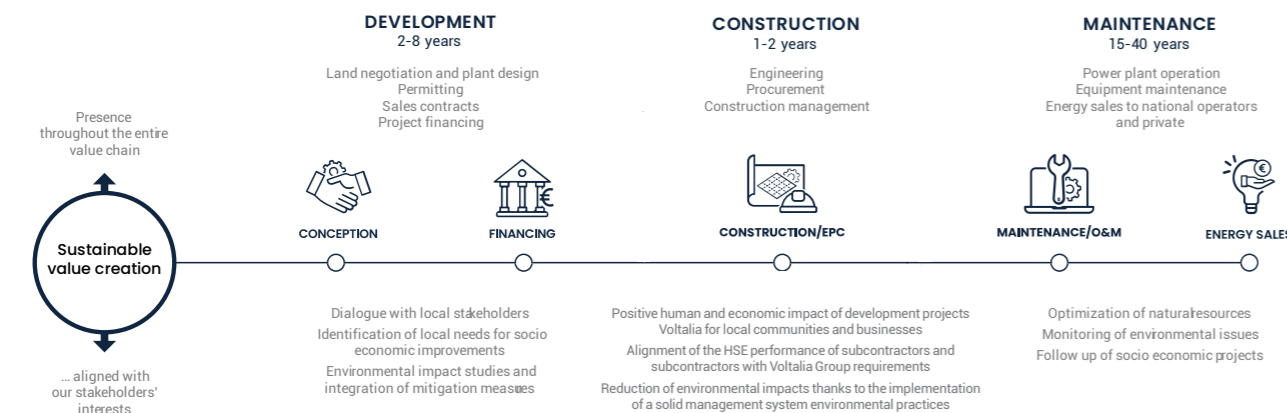
EXPERTISE IN 5 TECHNOLOGIES AND SERVICES

 SOLAR	 WIND	 HYDRO	 BIOMASS	 STORAGE
<p>Energy is produced through sunlight captured by solar panels. A sharp decline in costs is making solar power increasingly competitive wherever the sun shines.</p>	<p>Wind power is used to generate electricity in wind turbines. This energy has higher capacity factors than solar, but it generally requires longer development time and greater investment.</p>	<p>Hydropower has historically been the largest source of renewable energy. It is also conducive to storage. Voltalia specialises in small run-of-the-river hydropower stations, without dams.</p>	<p>Harnessing the heat released by the combustion of plant matter, especially wood, biomass enables continuous electricity production, paying particular attention to sustainable resource management.</p>	<p>Energy storage helps to counterbalance the intermittent nature of renewable energy. These days, battery storage is the most common solution.</p>

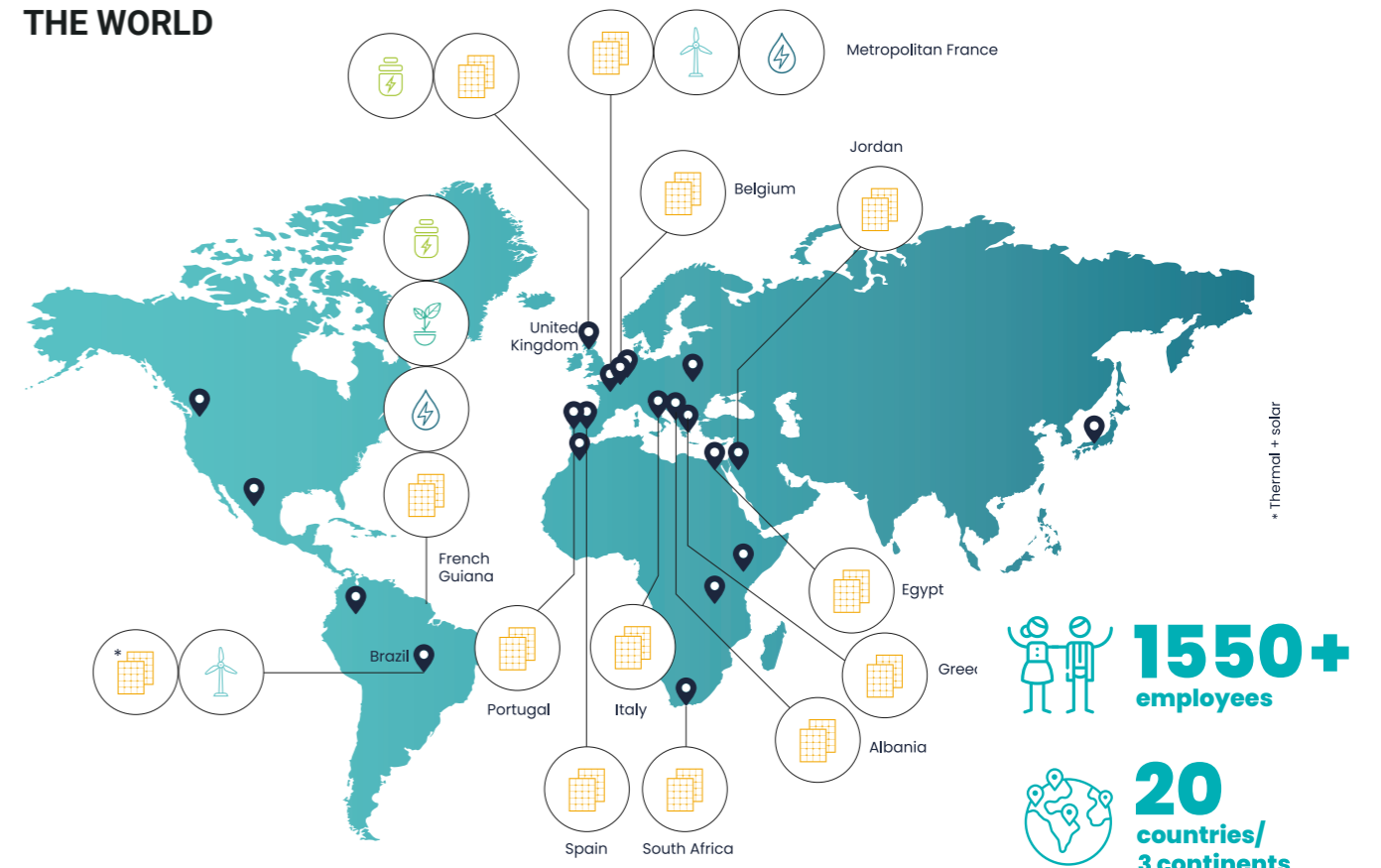
SERVICES

Voltalia develops and offers services along the entire value chain of a renewable energy project, from Development to Operations & Maintenance, including Equipment Procurement and Construction. Voltalia performs these services on its own behalf and on behalf of third-party customers.

PRESENT ACROSS THE ENTIRE VALUE CHAIN



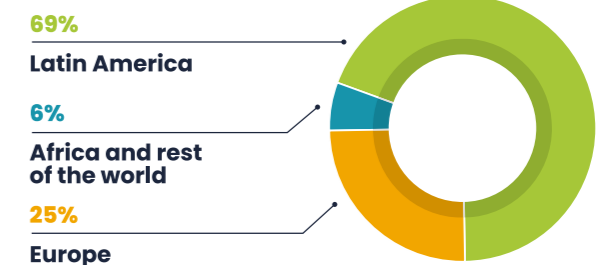
AND AROUND THE WORLD





INSTALLED CAPACITY BY TECHNOLOGY (IN MW)



INSTALLED CAPACITY BY REGION (IN MW)



MAJOR NEW MILESTONES ACHIEVED IN 2022

 2.6 GW in operation and under construction	 4.4 GW of assets under management for Voltalia and third parties	 14.2 GW pipeline of projects
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Our route to becoming a Mission-Driven Company

Since Voltalia was founded in 2005, we have been committed to actively participating in the fight against climate change and ensuring that the energy transition benefits socio-economic development in the countries in which we operate.



2005

Voltalia is founded by Robert Dardanne



2014

Definition of our purpose: improving the global environment, fostering local development. Voltalians define their values:



2015

Definition of Voltalia's first Corporate Social Responsibility (CSR) strategy



22 may 2019

Introduction of the PACTE Law



13 may 2020

Incorporation of the purpose into Voltalia's bylaws and decision to commit to the route towards becoming a Mission-driven Company

19 may 2021

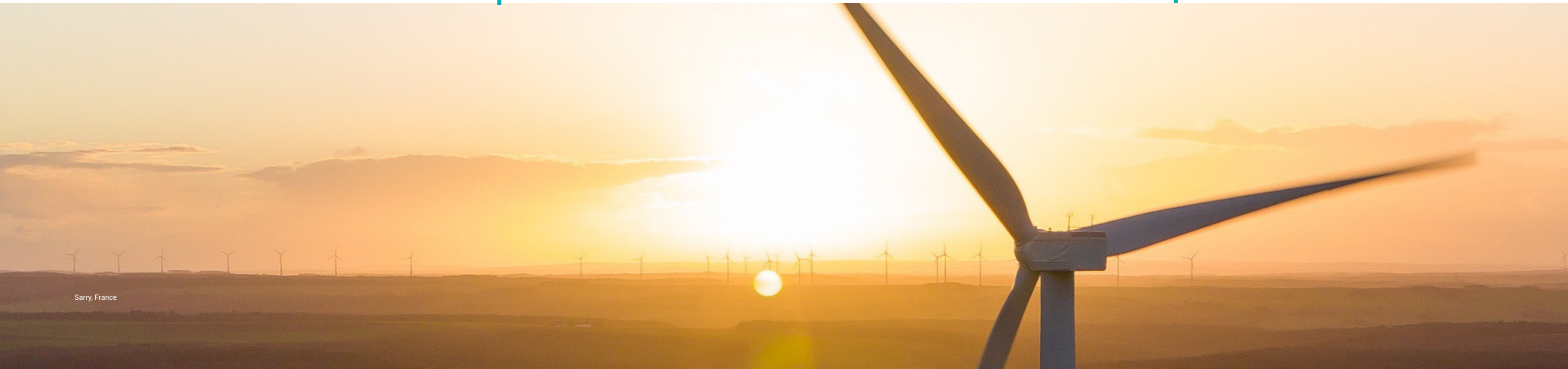
Voted in by 99.98% of the shareholders at the General Meeting of Shareholders, Voltalia became the first company in its sector and the third company listed on the Euronext regulated market to become a "Mission-Driven Company"



2022

Publication of the first Mission Report and verification by an external independent auditor

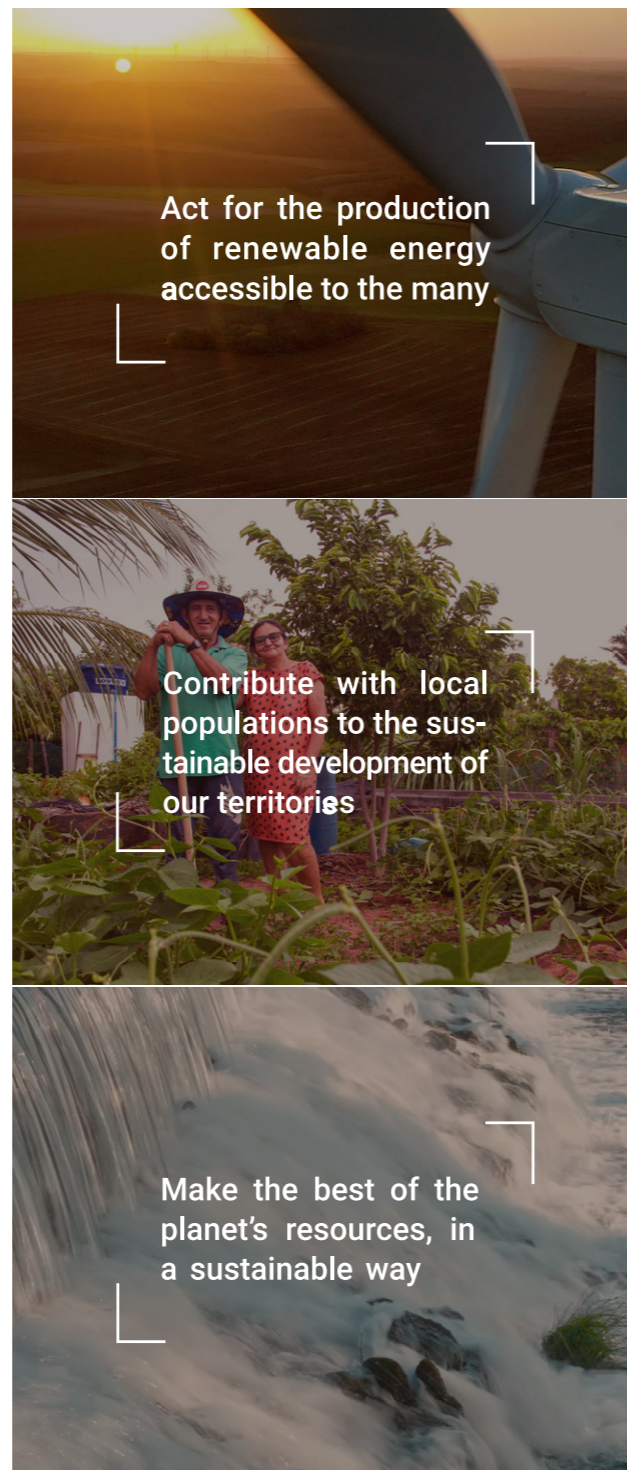
Voltalia set itself a new objective: avoiding 4 million tonnes of CO₂ by 2027



Our Mission

In connection with our purpose – Improving the global environment, fostering local development – we have defined three social and environmental objectives and made it our mission to pursue these in the conduct of our business:

The three objectives enshrined in our bylaws represent what we have always worked for and strengthen our commitment for the future. They shape Voltalia’s strategy, translating the Mission into action at every level of the company. Using a clear roadmap, we are documenting our commitments, prioritising the action we take and thus breathing life into our Mission.



Our indicators and results for 2022

We identified key performance indicators for our three objectives, which are set out in the table below. These indicators will be gradually expanded, strengthened and improved in order to better measure the contribution of our activities to our Mission.

ROADMAP	2022 RESULTS
We actively participate in the fight against climate change	3.7 TWh of renewable energy produced, avoiding 1,436 kilotonnes of CO ₂ equivalent
We increase access to competitive green energy	Over 83% competitive energy
We nurture dialogue with our stakeholders	98% of MW under construction covered by the grievance management tool, aligned with IFC ⁵ standards
We contribute to local human development	45% of staff recruited locally during the construction phase in Brazil
We reduce the environmental impact of our activities	564 kilotonnes of CO ₂ equivalent, including 36 kilotonnes (6%) of direct emissions
We commit to the preservation of biodiversity	35% of MW under construction accompanied by environmental impact studies aligned with IFC ⁵ standards

⁵ IFC: International Financial Corporation. The IFC Performance Standards are the most widely used international benchmark standards for identifying and managing environmental and social risks. Indicators only cover non-designated countries as defined by the Equator Principles Association. The legislation in force in designated countries is considered sufficient for social and environmental management.

We actively participate in the fight against climate change

Our 2022 roadmap

Continuing our growth

With more than 1,550 employees dedicated to the energy transition, Voltalia's business is a direct lever for climate action. The renewable energy produced by the power plants that we develop, construct or operate avoids the use of carbon-based forms of energy (coal, gas, fuel oil). Voltalia's involvement in the decarbonisation of energy directly

avoids tonnes of CO₂ being released into the atmosphere.

We continued to grow in 2022, with a 39% increase in our installed capacity, i.e. nearly 1.6 GW of renewable power plants owned by Voltalia in 20 countries. We also achieved our installed capacity and construction objective of 2.6 GW one year ahead of

schedule (initially scheduled for 2023). Our objective is to exceed 5 GW in 2027.

Our power plants produced 3.7 terawatt hours of green energy in 2022, avoiding the emission of 1,436 kilotonnes of CO₂ equivalent.

Supporting our clients in their energy transition

Voltalia also diversifies its activities in order to complement its services and support its customers in their efforts to reduce their environmental impact. Whether managing wind and solar assets (Greensolver),

recovering submerged forests (Triton) or extending the useful life of turbines (MyWindParts), we are benefiting the climate by continuously strengthening our expertise in renewable energies.

Our subsidiary Helexia specialises in quick-to-install solar roofs for

buildings and in customised energy efficiency and optimisation solutions (analysis, consumption optimisation and management, continuous improvement, CSR reporting, etc.), and supports companies in terms of their strategy to reduce their carbon footprint.



Improving the way we measure our impact on the climate

To calculate more accurately and reliably the emissions avoided thanks to our green energy production, as well as to estimate emissions from our future power plants under development, we are improving how we measure our performance indicators.

In France, we therefore developed an internal tool for calculating avoided emissions, which was reviewed and certified by ekodev, an independent third party. Our methodology is based on the Clean Development Mechanism (CDM) of the United Nations Framework Convention on Climate Change (UNFCCC), as

well as on emission factors that are specific to Voltalia's power plants.

In 2022, Voltalia set itself an environmental objective for the first time: avoiding over 4 million tonnes of CO₂ by 2027.

We are convinced that non-financial performance is a powerful tool for guiding responsible investments, which play a key role in financing the transition to a sustainable, low-carbon economy. At the end of 2022, we signed a new responsible syndicated loan of €250 million, the cost of which will be linked



to achieving non-financial targets. We are also continuing to improve our ESG reporting in order to meet the expectations of investors and rating agencies.

Voltalia's activities are more than 78% aligned with the EU Taxonomy regulations and contribute in their entirety to the climate change mitigation objective⁶.

We increase access to competitive green energy

Our 2022 roadmap

Producing cheaper electricity

Already a key weapon in the fight against global warming, renewable electricity has become the least expensive energy ever produced while at the same time meeting the energy security challenges of both countries and companies. Thanks to a differentiating strategy focused on non-subsidised markets (tenders and purchase contracts

without subsidies), we are increasing access to high-quality renewable energy.

83% of the electricity produced by Voltalia in 2022 was competitive⁷.

We also want to contribute to improving the capacity and reliability of production

in countries where the energy grid is not sufficiently developed and in remote areas not currently served by an existing grid.

In 2022, 75% of MW under development were in non-OECD countries⁸ (an increase of 8% compared to 2021).

Remaining a leader in corporate PPA⁹

In the current context of energy shortages and cost inflation, companies need to both move down the energy transition path and also ensure their energy supply is sustainable. Our role is to support them by offering them

competitive, fixed-price renewable electricity, particularly through the signing of Corporate PPAs (CPPAs).

CPPAs are long-term contracts that directly tie a company to an electricity producer, such as Voltalia. As part of these contracts, the electricity producer will develop a

renewable power plant specifically for the end consumer at attractive, stable long-term price conditions.

A total of 1.1 GW of contracts were signed in 2022, 75% of which were CPPAs, consolidating our position as one of the leaders in our field.

⁶ Percentage of 2022 revenue out of total revenue of €501,707,666, including the sale of power plants under development. For more information, visit www.voltalia.com.

⁷ This indicator is calculated based on a comparison of the sale price of electricity from power plants with the LCOE of the thermal technology (nuclear, fossil) most widely used in the countries in which the power plants are located.

⁸ OECD: Organisation for Economic Co-operation and Development.

⁹ Power Purchase Agreement.

Voltalia supplies the City of London with electricity for the first time following the commissioning of its South Farm solar power plant in the UK

In 2020, the City of London Corporation signed a CPPA with Voltalia, whereby the governing body of the Square Mile agreed to buy all the electricity generated by the new South Farm solar power plant for a period of 15 years.

The agreement is the first of its kind in the UK to be signed directly between a renewable energy producer and a public authority, and will help the City of London Corporation to provide a sustainable electricity supply at a low cost, protected from energy market price volatility.

Voltalia completed the construction of the South Farm solar power plant at the end of 2022. The plant has a total capacity of 49.9 MW and will cover more than half of the electricity needs of the City of London Corporation, supplying historic buildings such as Guildhall, three wholesale markets and the Barbican Arts Centre.



South Farm, UK

Measuring our contribution

We strengthened the methodology for calculating the consumption equivalence (in terms of population) of the electricity production of our renewable energy power plants. We improved the robustness and

accuracy of the calculation of the indicator measuring our contribution to access to energy, taking into account the specific features of each country and recognised international sources.

In 2022, we generated electricity equivalent to the consumption of 4.8 million people worldwide.

Comments from the Mission Committee and next steps

The Mission Committee welcomed the ambitious objective set in 2022 of avoiding 4 million tonnes of CO₂ by 2027.

The emissions avoided by Voltalia in 2022 were the same as in 2021, despite significant growth in business activity. This was due to an 11% drop in production in 2022 linked to the sale of the VSM 2 and VSM 4 wind power plants in Brazil (which produced 0.6 TWh in 2021) and a reduction in wind and solar resources in Brazil, France and Egypt compared with 2021. However, this was partially offset by new capacities added mainly in countries that are more reliant on carbon than average.

The Mission Committee therefore highlighted the following areas for improvement in measuring this indicator with a view to regular, accurate and transparent reporting on its progress towards this new objective:

- Take into account all of Voltalia's activities: the measured indicator does not currently include the emissions avoided by the production of power plants developed, built or operated by Voltalia on behalf of third-party customers, or by the energy efficiency services offered by Helexia;
- Identify a new indicator in the long term: as time goes on, the more electric grids reduce their carbon emissions and the less Voltalia will be able to avoid emissions from its activities.

The members of the Committee noted that Voltalia therefore also has a key role to play in helping companies and local authorities use less electricity and make their energy transitions more efficient. To achieve this, the synergies between Voltalia and Helexia need to be strengthened and support must be provided for the growing demand for energy efficiency services.

We nurture dialogue with our stakeholders

Our 2022 roadmap

Understanding local needs and expectations

Regular dialogue with local stakeholders, through the implementation of consultation mechanisms, is a systematic and voluntary approach by Voltalia to ensure optimal, lasting integration of projects in the territories. Community liaison officers are present in Brazil, France, Kenya and Albania. Their Mission is to monitor and steer the local consultation process and to establish Voltalia as a key player in the region.

During the development phase, consultation enables us to identify, meet and involve local stakeholders in the project. It is a matter of sharing information, but also of listening, to understand stakeholders' needs and integrate their expectations into project designs: public meetings, campaigns to consult local populations, information sessions to speak with citizens

and answer their questions or themed workshops to share knowledge.

By 2025, 80% of Voltalia's projects under construction will meet the IFC's Performance Standards¹⁰ for stakeholder engagement.

Meet Luciana Araujo, Social Communication Specialist in Brazil

« My role is to define an overarching approach to local consultation that is tailored to each of our territories in Brazil. To achieve this, from the prospecting phase onwards, we use a comprehensive social diagnosis to identify what local communities want and need. This stage also enables us to define the appropriate mitigation measures, which will be implemented during the construction and operations phase, to reduce the potential negative impacts of our projects on communities. I am also responsible for coordinating complaints monitoring and resolution at every stage of our projects. I support all the development, construction and operations teams in order to build regular dialogue and a relationship of trust with our stakeholders. These are key components of success for our projects. »



Managing grievances effectively

Good grievance and complaints management is important to support the smooth running of a project. In 2022, Voltalia developed a single, centralised grievance management tool applicable to projects. The tool makes it possible to monitor

grievance response times and to document and consolidate the types of grievances received and the solutions proposed.

Our grievance management tool is aligned with the performance standards of the IFC and covered 98% of the MW under construction in 2022.

The aim is to strengthen the sharing of best practices and to improve social risk management and dialogue with local communities in a sustainable way. This mechanism will be extended to all Group projects and countries by 2025.

We contribute to local human development

Our 2022 roadmap

Creating local jobs

We strive to employ local workers wherever possible during the construction and the operations & maintenance phases of our projects. In Brazil, we are continuing with the rollout of the "Transformado com Energia" programme, which aims to support the skills development of the local workforce by funding free certificated training for people in the regions where the company operates.

Through this programme, 251 people have been trained since 2020.

This initiative helps to increase the long-term employment prospects of local communities, not only during the construction phase of our projects, but also for other opportunities in the sector. We measure the positive impact on local

direct employment of all our power plants in Brazil, i.e. 62% of the Group's capacity under construction in 2022¹¹.

On average, 45% of the staff recruited during the construction phase in Brazil in 2022 are local employees, from the same town or municipality in the vicinity of the power plant.

Developing high-impact social projects

Since 2014, we have run a volunteering scheme to develop social and environmental initiatives and projects close to our Brazilian power plants. Aligned with the United Nations Sustainable

Development Goals (SDGs), these projects are designed with the needs of local communities in mind, in terms of access to employment, skills development, health, education, the environment or access to water, to create sustainable shared value.

Since 2014, more than BRL 15.4 million¹² have been invested in 155 initiatives and social projects in Brazil, benefiting more than 277,000 people.

Comments from the Mission Committee and next steps

The Mission Committee welcomed the progress Voltalia has made towards aligning its public consultation measures with the IFC standards, by continually developing and documenting the Stakeholder Participation Plan, which includes the grievance management tool, as well as training its teams in good communication and stakeholder consultation practices. Voltalia is thus strengthening its management of social risks and the social acceptability of its projects.

The Committee also reiterated the key role of local development in Voltalia's Mission. However, it stressed that, for the time being, the majority of measures implemented by Voltalia promote local socio-economic development in Brazil. Its recommendations are as follows:

- *Expand social initiatives to all areas in which Voltalia operates, both in developed and emerging countries, depending on the local social context and community needs;*
- *Define a methodology for measuring Voltalia's positive impact on local socio-economic development (indirect job creation, skills development, revenue redistribution, social projects, etc.), in order to check that initiatives are effective and strengthen the company's social impact.*

This methodology is in the process of being defined in 2023.

¹¹ Installed MW covering the SSM 1-2, SSM 3-6, Canudos, Arinos and Cafesoca power plants.

¹² Equivalent to more than €2.7 million. Exchange rate as of 31 December 2021. Source: xe.convert.



We reduce the environmental impact of our activities

Our 2022 roadmap

Measuring and limiting our emissions

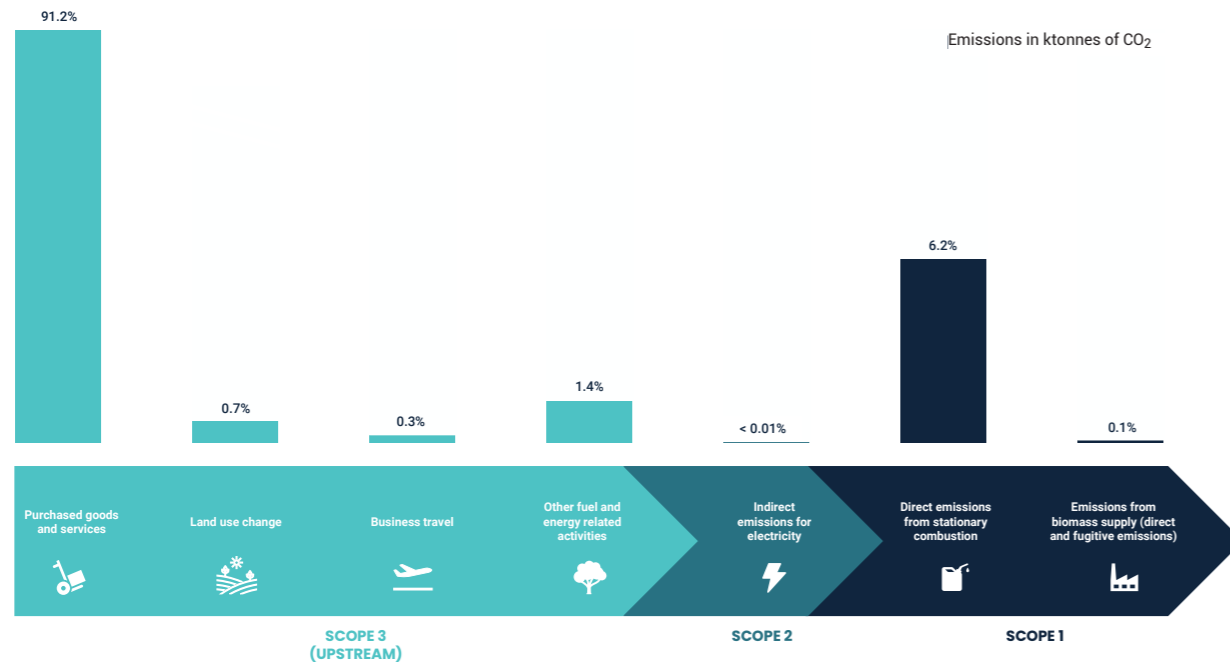
In 2022, we calculated the Carbon Footprint of our activities across our entire value chain (Scope 1, 2 and 3) as an in-house exercise,¹³ which our teams will now conduct on an annual basis. Developing this skill and the associated measurement tools enables us to better monitor our emissions, identify the most

significant components and implement the appropriate corrective measures. We are also preparing to meet new regulatory expectations in terms of environmental reporting (CSRD).

The vast majority (94%) of Voltalia's emissions are Scope 3 and relate, in particular, to the purchase of large items of equipment such as wind turbines and solar panels (82%). In light of this, in 2022 we launched a responsible purchasing process with our suppliers to

identify equipment or solutions with lower carbon footprints. This approach will be structured and strengthened in 2023 in order to set a target for reducing our CO₂ emissions.

In 2022, the Group's greenhouse gas emissions were the equivalent of 564 kilotonnes of CO₂, which included just 36 kilotonnes of CO₂ (6%) from direct (Scope 1) emissions.



¹³ In 2022, Voltalia calculated its own carbon footprint internally for the first time. This was conducted based on the full carbon footprint for all the Group's countries and activities (excluding acquisitions) for 2020

Optimising the carbon intensity of our power plants

In 2021, our in-house Centre of Expertise developed a tool for calculating the carbon footprint of solar, wind, hydro and biomass power plants to accurately estimate the specific emission factor of the plants, right

from the development phase. Maintaining this skill in-house means that Voltalia's Centre of Expertise can measure the emission factors of power plant assets under development, in order to identify possible reductions in their carbon intensity and steer internal decisions on the choice of certain equipment.

Launched in France, this tool will gradually be rolled out in all areas where Voltalia operates, and tailored to the specific emission factors of each country. Our goal is to calculate the carbon footprint of all our power plants under development and in operation by 2024.

Promoting the circular economy

Although our operating sites are new and therefore still away off the decommissioning phase, we are already committed to planning the end of life of our power plants in the medium and long term. Our aim is to extend the life of our facilities as much as possible, thanks in particular to technological

innovation and active collaboration with our suppliers, but also to systematically identify solutions for recycling or recovering our equipment at the end of its life.

The life of a photovoltaic panel is around 30 years and more than 80% of the panel mass

(glass, plastics and aluminium) is recyclable and already recycled in existing industrial sectors¹⁴. With an average life of 25 years, an onshore wind turbine is 90% recyclable and its main composite materials (steel, concrete and copper) are already processed in existing sectors¹⁵.

We commit to the preservation of biodiversity

Our 2022 roadmap

Aligning ourselves with the highest standards

Voltalia's activities have a direct impact on the natural environment. Specific environmental studies incorporating a diagnosis of our impact on biodiversity are therefore carried out systematically and as

early as possible in the project development phase. They help us to identify the avoidance, reduction and offsetting measures to be implemented during the construction and operation phases in collaboration with the most competent partners, depending in particular on the project, site, species

and ecosystems affected.

In 2022, 35% of MW under construction were accompanied by environmental impact studies aligned with the IFC Performance Standards¹⁶. Our goal is to achieve 80% by 2025.

¹⁴ Source: Soren.

¹⁵ Source: ADEME (Agence de l'Environnement et de la Maitrise de l'Energie – the French Environment and Energy Management Agency).

¹⁶ IFC: International Financial Corporation. In non-designated countries as defined by the Equator Principles Association. The legislation in force in the countries designated by the Equator Principles Association is considered sufficient for environmental management (e.g. France, Italy, Portugal, the United Kingdom).

An example of the IFC Performance Standards; the The Karavasta solar power plant, Albania

This 140 MW solar power plant, located close to Karavasta National Park in western Albania, was commissioned in 2022. This EBRD-funded project was the subject of a social and environmental impact study in line with IFC standards. In the development phase, a full-year, in-depth study of local biodiversity revealed the presence of the Albanian water frog in two secondary channels in the project area.

Consequently, a dedicated management plan was drawn up and implemented during construction, with monthly monitoring and surveillance of the vegetation and aquatic fauna in the channels within the project boundaries. This management plan will continue during the power plant's operation phase in order to also prevent any impacts outside the project area.



Karavasta, Albania

Limiting land-use change

We are committed to optimising land use right from the prospecting phase, to minimise the plant's environmental footprint and support local farming. We are developing land co-use on our solar power plants, i.e. renewable energy production combined with another activity on the same plot: rooftops of tertiary

buildings and canopies for car parks (Halexia), agricultural or eco-grazing activities.

In 2022, we decided to make land use a key aspect of our third Mission objective. An indicator has been developed to monitor our progress and, in time, to set ourselves an objective.

In 2022, 33% of the Group's installed solar MW were located on co-use land (76% being solar roofs and 24% agrivoltaics and eco-grazing).

Comments from the Mission Committee and next steps

The members of the Mission Committee reiterated that it is essential, especially for a renewable energy company that contributes directly to the fight against climate change, to define a Climate strategy and a goal to reduce emissions throughout the value chain.

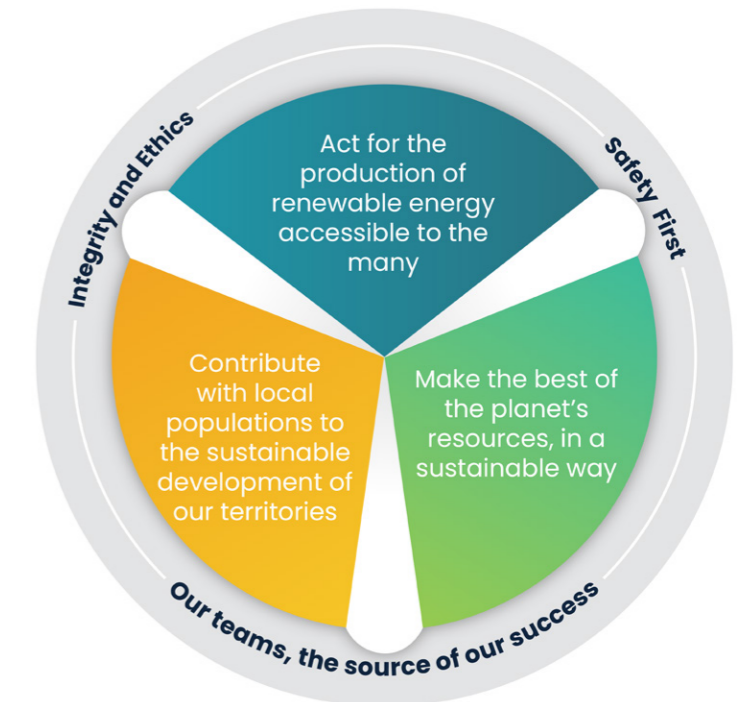
The purchases that represent the vast majority of these emissions, together with the documentation and implementation of a responsible purchasing strategy are priorities for 2023. Active collaboration with suppliers should enable us to monitor and optimise the environmental performance of the equipment, without affecting the company's competitiveness, and to define action plans and specific targets for reducing CO₂ emissions, including when our power plants reach end of life. It will be the responsibility of the teams to ensure proper alignment with the standards of the forthcoming CSRD.

The Committee congratulated Voltalia on its commitment to using the IFC's performance standards, the most stringent international standard, as the reference framework for its environmental studies. A procedure for managing biodiversity is expected to be published in 2023, to document Voltalia's commitment in these areas and the best practice to be adopted in projects, based on the results of environmental impact studies.

More generally, Voltalia needs to work on defining robust indicators and specific objectives in terms of its impact on the environment and biodiversity. Again, the CSRD standards should serve as a reference framework for identifying and managing the risks, impacts and opportunities – of and for the company – in these matters, but also for defining structured governance and an ambitious strategy.

How we work

To achieve our Mission, we rely on our values and on solid and lasting pillars that make us a trusted business partner and a responsible employer.



✓ OUR TEAMS, THE SOURCE OF OUR SUCCESS

The growth and diversification of our activities require a wide range of skills and new expertise to support this development. Voltalia is responsible for uniting its employees around its business plan and offering them a working environment that fosters diversity, skills development and good labour relations.

Voltalia has more than 1,550 employees in 24 countries. 100% of Voltalians received training at least once in 2022.

✓ SAFETY FIRST

We run the risk that personal and technical accidents will increase as a result of the growing volume of construction and operating sites. We comply with the most stringent standards and deploy an integrated Group HSE Policy and procedures adapted to each work situation to protect the health and safety of our employees and contractors.

Since 2015, Voltalia has been implementing a system to monitor the evolution of Health and Safety Incidents, aiming towards the "Zero injury accident" objective for the Group and its subcontractors.

Workplace accident frequency and severity rates reduced by 56% and 85% respectively in 2022. In 2022, 15,525 hours of Health and Safety training were delivered to all employees.

✓ INTEGRITY AND ETHICS

Voltalia's Mission can only be fulfilled if every employee acts ethically. This is also a prerequisite for winning the lasting trust of our partners and local stakeholders and a decisive competitive advantage in the long term.

Training sessions raise awareness among all our employees about the right behaviour and habits to acquire in terms of ethical choices in challenging situations, particularly in relation to the provisions of Voltalia's Ethics Guide and Code of Conduct.

In 2022, 98.8% of employees were trained in Ethics and Compliance.

The Mission Committee

THE DUTIES OF THE COMMITTEE

A Mission Committee was set up in June 2021 to monitor these objectives and ensure compliance with the social and environmental objectives set out in Voltalia's bylaws.

The Committee publishes an annual Mission Report at the General Meeting of Shareholders. In preparing this Report, it may be necessary to check the key performance indicators associated with the objectives and action plans defined in the Mission roadmap. In accordance with the PACTE Law, the Committee may carry out any verifications it deems appropriate and obtain any documents necessary for the performance of its duties.

The members of the Mission Committee also contribute to the internal analysis undertaken by Voltalia's teams in their development and implementation of the Mission roadmap, drawing on their varied and complementary areas of expertise and providing constructive criticism. They also act as ambassadors for the Mission within and outside the organisation.

MEMBERSHIP OF THE COMMITTEE

Members of the Mission Committee are proposed by Voltalia's management and appointed by the Board of Directors for a renewable three-year term. Our Mission Committee is composed of three Voltalia employees and an external expert:



Robert Klein,

Vice President, Latin America at Voltalia

A fan of nature, sustainable development and surfing, Robert Klein has lived in Brazil for more than 15 years. An engineer with a degree from the École Centrale and an MBA in Business Administration from the IAE, he has built up a strong international expertise in renewable energies throughout the whole value chain (development, construction, operations and maintenance) to make Voltalia a major player in the sector in Brazil. Under his leadership, a dedicated team was set up, which has been working for and with local communities since 2014, to develop Voltalia's high-impact social projects and enhance local socio-economic development on a daily basis.

"The development of renewable energies contributes directly to the fight against climate change, but it must also benefit the development of local communities on an economic, social and human level. This is our purpose"

Robert Klein

"I am proud and happy to be part of this journey alongside Voltalians and, in my capacity as an external expert, to contribute everything I know about the challenges associated with climate change and energy transition"

Pierre Ducret

Pierre Ducret,

Director of the Palladio Institute and Chairman of the Supervisory Board of Qivalio

Pierre Ducret has dedicated most of his professional life to sustainable cities and green finance. Formerly Climate Advisor to the Caisse des Dépôts Group and founder of the Institute for Climate Economics – I4CE – he is also a co-founder of Finance For Tomorrow (F4T) and remains a special advisor to the Chairman. A member of the High Level Experts Group behind the European Commission's Sustainable Finance action plan, he is also co-author of "Climat : un défi pour la finance" [Climate: the Financial Challenge]¹⁷ and the report entitled, "Pour une stratégie française de la finance verte" [On a French strategy for green finance], which was submitted to the French government in November 2017.



¹⁷ By Marie Scolan and Pierre Ducret, Editions Les Petits Matins (2016).



Alexis Goybet,

Country Manager, Voltalia Greece

With a Master's degree in Business Engineering from the Solvay Brussels School of Economics and Management, Alexis Goybet has more than 20 years' experience in renewable energy project development, and more specifically in hydropower. He is now absolutely dedicated to developing innovative hybrid systems to improve access to energy in countries where the energy grid is not sufficiently developed and in remote areas not currently served by an existing grid.

"Voltalia is working around the world to produce green energy that is affordable and available to the greatest number of people, including in emerging countries. We are convinced that this is what is required to effectively fight climate change"

Alexis Goybet

"By setting ourselves clear and ambitious social and environmental objectives, we are making a strong commitment: to reinforce our CSR initiatives in order to breathe life into this Mission on a daily basis, for a genuine transformation of the company"

Marine Jacquier

Marine Jacquier,

Head of Sustainable Development

Born in Haute-Savoie and the daughter of a mountain guide, environmental protection has been close to Marine's heart since she was a very young child. A graduate of Sciences Po in Aix-en-Provence and with a Master's degree in Corporate Social Responsibility (CSR) from London, she has held numerous positions in Sustainable Development in the food-processing and nursing homes sectors, before joining Voltalia in 2020 to help the company to define and fulfil its Mission.



All of the information published in this report reflects a desire to continuously improve the transparency, clarity and reliability of Voltalia's data and the performance of our CSR strategy. The definitions and methods used to gather data for the social, environmental and societal indicators published in this report are set out in the methodological note of Voltalia's DPEF, which is published in the Group's 2022 Universal Registration Document, available online at www.voltalia.com.

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