



## Becoming a Mission-Driven Company: Reflecting on Three Years of Structuring

Since the enactment of the PACTE<sup>1</sup> law in 2019, companies have had the opportunity to adopt the status of a Mission-Driven Company. This status commits the company to go beyond profitability and create social and environmental value. In 2014, employees defined Voltalia's purpose: "Improving the global environment, fostering local development," which was incorporated into our bylaws in May 2020.

### Mission-Driven Company

This Mission-Driven Company status ensures that Voltalia continues its efforts with a commitment to continuous improvement in its practices and consideration of the impact of its activities. Since 2021, [numerous initiatives](#) have been implemented to ensure this continuous improvement, thanks particularly to the main contributors to this Mission: the Voltalians.

In 2023, the sustainable development team has organized about fifty Mission workshops in eight countries for 800 employees. These participatory workshops presented key Mission information and identified the direct impacts of their activities on the Mission objectives. Roadmaps were established to structure social and environmental commitments with projects that the teams commit to implementing.

### From Purpose to 3 Mission objectives: creation of a mission-driven company



**These roadmaps have helped define annual Mission objectives assigned to each team, which are considered in the calculation of variable compensation.**

*This reflection allowed us to reaffirm our commitment and formulate new, more ambitious Group objectives:*

- By 2027: Over 4 million tons of CO2 equivalent avoided thanks to the activity of our plants.
- By 2027: 100% of the capacities under construction will have a stakeholder engagement plan aligned with IFC (International Finance Corporation) standards, compared to 44% at the end of 2023.
- By 2027: 50% of the solar MW in operation will be located on co-used <sup>2</sup> or repurposed land <sup>3</sup> (compared to 39% at the end of 2023) .
- By 2030 : a loss of 35% of carbon intensity for our solar plants operating, compared to 2022.

<sup>1</sup> **PACTE Law:** The Action Plan for Business Growth and Transformation. This law, enacted on May 22, 2019, allows French companies that wish to do so to adopt a "Purpose" and include social and environmental objectives in their bylaws to become a "Mission-Driven Company."

<sup>2</sup> **Co-used land:** Agrivoltaics, eco-grazing, the roof of a building or parking lot (solar canopy).

<sup>3</sup> **Repurposed land:** Land without agricultural or economic potential (deserts, industrial wastelands, quarries) where Voltalia's activity has not caused disturbance or land use change.

**For more informations about our activity as Mission Driven-Company:**

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