

The logo for voltaia, featuring a stylized globe icon with blue, green, and yellow segments, followed by the word "voltaia" in a lowercase, sans-serif font.

voltaia

Mission Report

2024

Editorial

Being a Mission-driven company means committing all our teams and activities to a profound and ongoing transformation. Our course is clear: our three Mission objectives, enshrined in our bylaws and aligned with our purpose, guide our day-to-day actions.

Our Mission Roadmap translates these commitments into concrete actions at every level of the company. Every Voltalian actively contributes to it. This ambitious and pragmatic roadmap is regularly monitored.

The year 2025 marks a turning point with the entry into force of the European CSRD (Corporate Sustainability Reporting Directive). For Voltalia, already committed to ESG issues, this new regulation will strengthen our Mission and accelerate the implementation of decisive actions: transition plan and decarbonization strategy, analysis of physical climate risks, diversity and human rights policies, etc. By requiring the publication of detailed information on the management of our environmental, social and governance impacts and risks, the CSRD gives us the opportunity to demonstrate even more rigorously the effectiveness of our actions and our direct contribution to mitigating climate change.

We regularly share our progress and challenges with our Mission Committee, whose critical feedback feeds our continuous improvement approach and strengthens the dialogue with our stakeholders. I sincerely thank them for their commitment. As the mandates of the first members come to an end in 2024, a new composition of the Mission Committee will be announced shortly for the next three years.

I would also like to extend my warmest thanks to the 2,055 Voltalians who bring this Mission to life every day. Their commitment is our greatest strength. Thanks to them, we make progress year after year. This report bears witness to that.



Robert Klein

Chief Executive Officer of Voltalia

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The PACTE law

The Action Plan for Business Growth and Transformation (PACTE)¹ aims to encourage companies to better take social and environmental issues into account in the development of their strategy and, more broadly, to redefine the conditions of social acceptability of businesses as a whole.

To this end, the law proposes that the most socially responsible companies adopt the status of "Mission-driven company"². To do this, a company must:

- Define and integrate its purpose into its bylaws;*
- State in its bylaws one or more social and environmental objectives associated with its reason for being;*
- Establish a Mission committee composed of at least one employee responsible for the proper execution of the Mission and publish an annual Mission report;*
- Appoint an independent third party to check that it is running smoothly the Mission.*

¹ Law No. 2019-486 of 22 May 2019 on the growth and transformation of companies.

² Defined in Article L.210-10 of the French Commercial Code.

Voltalia, an international player in renewable energies

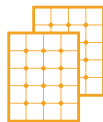
Voltalia is both an independent energy producer from its own power plants and a service provider across the entire value chain.

PRESENT ON 5 TECHNOLOGIES



WIND

The force of the wind makes it possible to produce electricity thanks to wind turbines. This energy has higher load factors than solar, but requires a lot of development time and generally higher investments.



SOLAR

Energy is produced by light of the captured sun by photovoltaic panels. The major drop in costs makes solar energy more and more competitive, wherever there is sun.



HYDRO

Historically, hydropower has been the primary source renewable energy. It also allows for storage. Voltalia specialises in small run-of-river hydro without dams.



BIOMASS

Thanks to the heat released by the combustion of plant materials, especially wood, biomass makes it possible to produce electricity continuously, while paying particular attention to the sustainable management of resources.



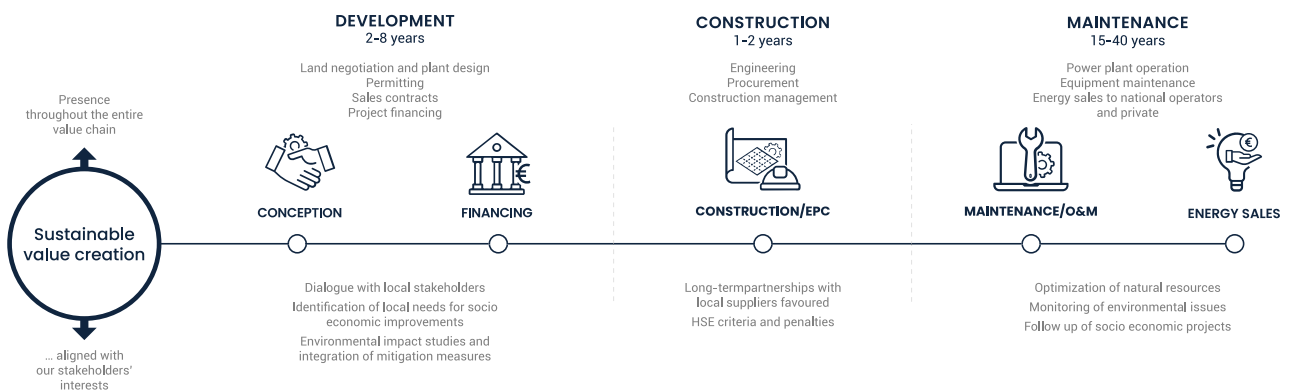
STORAGE

Energy storage makes it possible to compensate for the intermittent nature of certain renewable energies. Today, battery storage is the most commonly used solution.

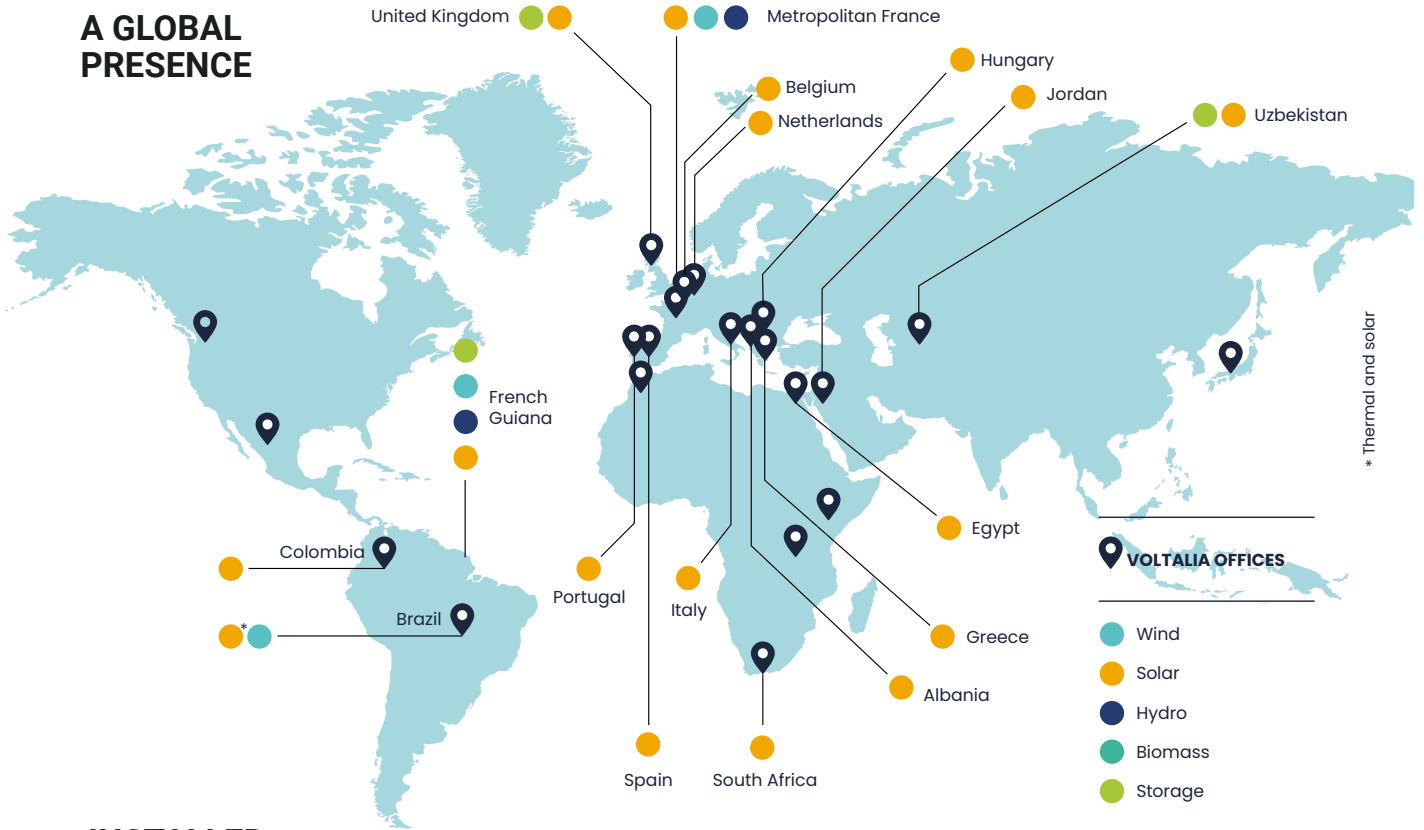
AND IN SERVICES

Voltalia develops and offers services across the entire value chain of a renewable energy project, from development to operation and maintenance, including equipment supply and construction. These services are provided by Voltalia on its own behalf and on behalf of third-party customers.

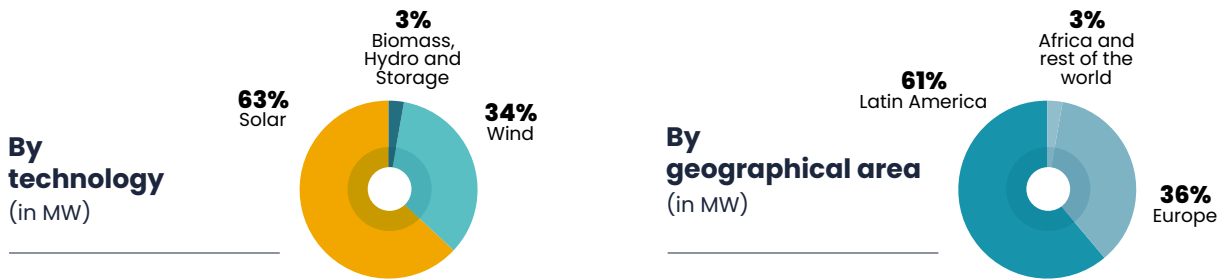
PRESENT ACROSS THE ENTIRE VALUE CHAIN



A GLOBAL PRESENCE



INSTALLED CAPACITY



20+
countries / 3 continents



2055
employees

NEW MAJOR MILESTONES REACHED IN 2024



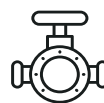
3.3 GW

in operation and under construction



9 GW

assets under management for Voltalia and on behalf of third parties



17.4 GW

portfolio of projects under development

Our journey to become a Mission-driven company

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



2005

Creation of Voltalia by Robert Dardanne

2014

Definition of our purpose: improve global environment, foster local development.



Definition of our purpose:



2018

Creation of a team entirely dedicated to managing Corporate Social Responsibility (CSR)

2019

Promulgation of the PACTE law. Publication of Voltalia's first sustainability policy





May 13 2020

Inclusion of the purpose in Voltalia's statutes and decision to embark on the path of becoming a Mission-driven company

May 19 2021

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



2022

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



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

2023

More than 750 Voltalians participate in Mission workshops organized in 7 countries.

Voltalia carries out its first double materiality analysis in preparation for the CSRD*



2024

Inclusion of a Mission-related objective in employees' annual bonuses

*Corporate Sustainability Reporting Directive

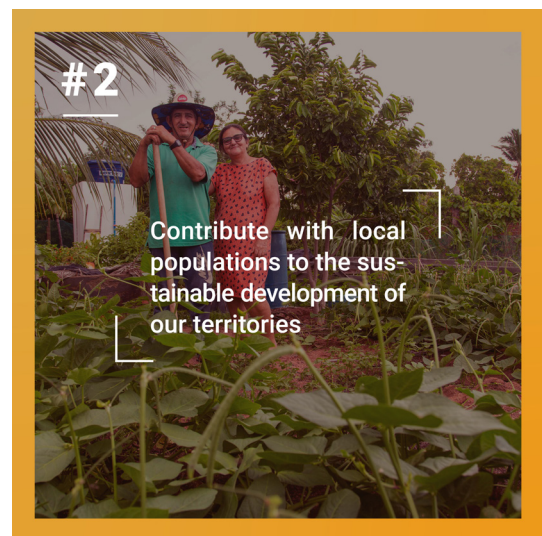
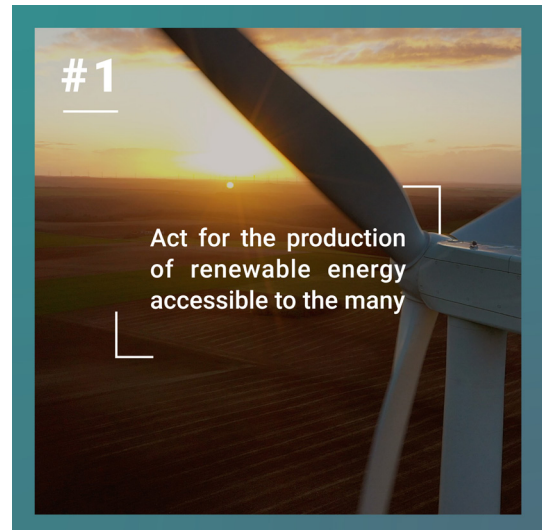


Our Mission

In line with our purpose – Improve global environment, foster local development – we have defined three social and environmental objectives that we have set ourselves the mission of pursuing in the conduct of our activities:

The three goals integrated in our bylaws represent what we have always worked for and reinforce our commitment for the future. They shape our strategy, translating our Mission into action at all levels of the company. With the help of a clear roadmap, we formalize our commitments, prioritize the actions we carry out and thus bring our Mission to life.

As part of our Mission, we contribute actively to the achievement of the United Nations Sustainable Development Goals (SDGs) since our Mission objectives have been conceived, drafted and integrated into our bylaws so that our activity ensures sustainable development on a global scale.



Our indicators and results in 2024

For our three objectives, we have identified key performance indicators presented in the table below. These indicators will be progressively expanded, strengthened and improved in order to better value the contribution of our activities to our Mission.



ROADMAP



2024 RESULTS

We accelerate energy transition

4.7 TWh of renewable energy produced, avoiding 1,379 kilotonnes of CO₂ equivalent

We reduce our emissions

Carbon intensity of solar capacity under construction reduced by more than 10% (CO₂ /MW) compared with 2022

We nurture dialogue with our stakeholders

53% of MW under construction with a Stakeholder Engagement Plan (SEP), aligned with IFC³ performance standards

We contribute to local human development

45% on average of local staff recruited in the construction phase³

We are committed to the preservation of biodiversity

53% of MW under construction with an Environmental and Social Impact Assessment (ESIA) aligned with IFC³ performance standards

41% of solar MW installed on co-used or upgraded land

³ IFC: International Finance Corporation. The IFC's performance standards are the most widely used international benchmark standards for identifying and managing environmental and social risks. The indicators only cover non-designated countries as defined by the Association of Equator Principles. The legislation in force in the designated countries is considered sufficient for social and environmental management.

The Mission Committee in 2024

THE DUTIES OF THE COMMITTEE

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

The Committee publishes an annual Mission Report to the Annual General Meeting of Shareholders. As part of the preparation of this report, the Committee follows the key performance indicators associated with the objectives and action plans set out in the Mission Roadmap. In accordance with the PACTE law, the Committee may carry out any checks it deems useful and obtain any documents necessary for the exercise of its functions.

The members of the Mission Committee review the internal analysis carried out by our teams in the development and implementation of the Mission's roadmap, drawing on their varied and complementary expertise and providing constructive criticism. They also act as ambassadors for the Mission outside the organization.

COMPOSITION OF THE COMMITTEE

The 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,

Director Latin America and North Africa at Voltalia

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

"The development of renewable energy contributes directly to the fight against climate change, but it must also benefit the economic, social and human development of local communities. It's our purpose"

Robert Klein

Pierre Ducret,

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

Pierre Ducret has devoted most of his professional life to sustainable cities and green finance. Former Climate Advisor of the Caisse des Dépôts Group and founder of the Institute for Climate Economics – I4CE – he is also co-founder of Finance For Tomorrow (F4T) and remains a special advisor of the President. He is a member of the high-level expert group behind the European Commission's action plan for sustainable finance, and is also co-author of "Climate: a challenge for finance"⁴ and the report entitled "For a French Green Finance Strategy", submitted to the French government in November 2017.

"I am proud and happy to be part of this adventure alongside the Voltalians and, as an external expert, to bring everything I know about the issues related to climate change and the energy transition."

Pierre Ducret



⁴ By Marie Scolan and Pierre Ducret, Editions Les Petits Matins (2016).



Alexis Goybet,

Country Manager of Voltalia Greece

Alexis Goybet holds a Master's degree in Business Engineering from the Solvay Brussels School of Economics and Management and has more than 20 years of experience in the development of renewable energy projects, with a particular focus on hydropower. He then dedicated himself to the development of innovative hybrid systems to improve access to energy in countries where the energy grid is not sufficiently developed. He is now Country Director for Greece.

"Voltalia works all over the world to produce green, affordable energy that is accessible to as many people as possible, including in emerging countries. We are convinced that this is what is needed to effectively combat climate change."

Alexis Goybet

Marine Jacquier,

Director of Sustainable Development at Voltalia

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



"By setting clear and ambitious social and environmental objectives, we are making a strong commitment: to strengthen our CSR initiatives in order to bring this Mission to life on a daily basis, to a true transformation of the company"

Marine Jacquier

THE COMMITTEE'S ACTIONS IN 2024

During the 2024 financial year, the Mission Committee met twice. These meetings were an opportunity for its members to provide a critical perspective on the Group's decarbonization strategy and, more broadly, on the reliability and reinforcement of the various Mission indicators. In preparation for the new regulations on sustainability reporting (CSRD), the Committee also reviewed the first physical risk analyses carried out and updated the double materiality analysis.

With the terms of office of the first members of the Mission Committee coming to an end in 2024, a new composition will be announced in the coming months for the next three years.



All the information published in this report reflects a desire for continuous improvement in the transparency, clarity, and reliability of Voltalia data and the performance of our CSR strategy. The definitions and data collection methods relating to social, environmental, and societal indicators published in this report are presented in the Voltalia's Sustainability report methodological note, published in the Group's 2024 Universal Registration Document.

In accordance with article L210-10 4° of the French Commercial Code, a company adopting the status of Mission-driven Company must mandate an Independent Third-Party Organization to verify the execution of the Mission objectives as presented in this report. The statement of non-financial performance as well as the Third-Party Organization report on this document are available online at www.voltalia.com.

Our public targets

2027 Targets

More than 4 million tonnes of CO₂eq emissions avoided thanks to Voltalia's activity

1.37 million tonnes in 2024

4 million

Share of capacity under construction with a Stakeholder Engagement Plan aligned with IFC standards

53% in 2024

100%

Share of held solar capacity located on co-used or upgraded land

41% in 2024

50%

2030 Target

Reduction in emissions from solar projects built on behalf of Voltalia

(in carbon intensity compared with 2022)

-10.7% in 2024

-35%

Mission objective 1

Act for the production of renewable energy accessible to the many

We accelerate energy transition

Voltaia's activities contribute to the mitigation of climate change. As an independent producer and service provider for the production of renewable energy, we play an active role in accelerating the energy transition for countries and companies, and help to avoid the emission of tons of CO₂ into the atmosphere.

The electricity generated by our power plants - developed, built or operated on our behalf or that of our customers - offers end consumers (individuals, businesses, public bodies) access to more competitive energy. We are also working to improve access to electricity in areas where networks are still underdeveloped.

Our key actions in 2024

Continued expansion of the Group and a stronger presence in countries undergoing an energy transition

In 2024, we continued our expansion by increasing our capacity under construction and in operation by 15%, representing nearly 3.3 GW of renewable power plants owned in 20 countries, equivalent to the consumption of 5.4 million people. 62% of the megawatts developed by the group are located in non-OECD countries and 93% of the energy produced by Voltaia's power plants is competitive, illustrating our commitment to the decarbonization of energy mixes and access to energy.

This expansion strategy not only meets countries' growing energy needs, but also maximizes the CO₂ emissions avoided worldwide. By reducing these countries' dependence on fossil fuels and helping them to develop local renewable energy sources such as solar and wind power, we are actively contributing to the fight against climate change.

Thanks to these initiatives, we are strengthening our role in the global energy transition and supporting the long-term reduction of greenhouse gas emissions.



Bolobedu power plant in South Africa, whose annual output should enable to avoid over 237,000 tonnes of CO₂ emissions.

Our results and targets

	2024 performance	2027 target
Renewable energy production (TWh)	4.7 TWh	N.A.
Avoided emissions (CO ₂ eq)	1.37 million tonnes	> 4 million tonnes
Share of competitive energy produced	93 %	N.A.

We reduce our emissions

Voltalia defined in 2024 a decarbonization strategy covering its entire value chain and thus commits to reducing greenhouse gas emissions per MW installed by 35% compared to 2022, by lowering the carbon intensity of its solar power plants by 2030. In parallel, we set two additional targets aligned with a 1.5 °C pathway in line with the Paris Agreement on Climate.

Our key actions in 2024

Reduction of scopes 1 and 2 emissions

We are aiming for a 42% reduction in our Scope 1 and 2 greenhouse gas emissions by 2030, compared with 2022. Most Scope 1 emissions come from the Oiapoque thermal power plant in Brazil, the Group's only fossil-fired plant. This 12 MW facility supplies an isolated town of over 28,000 inhabitants, which is not connected to the national grid. Since 2021, it has been partially coupled with a 4 MW solar unit, reducing the carbon footprint and production costs.

At the same time, we are gradually increasing the share of renewable energies in the local mix, improving the efficiency of generators and stepping up the use of alternative fuels such as biodiesel. In 2024, the commissioning of the Cafesoca hydroelectric plant (7.5 MW) marked an important milestone. This new capacity will increase the renewable share from 25% to 75%, and reduce the site's fossil fuel production by 90%.

We are also taking action on our other sources of emissions by replacing our fleet of thermal vehicles with hybrid or electric models, and increasing the proportion of renewable electricity consumed internally. The residual emissions required for Oiapoque's pilot production are included in the Group's decarbonization trajectory.



Cafesoca hydroelectric plant

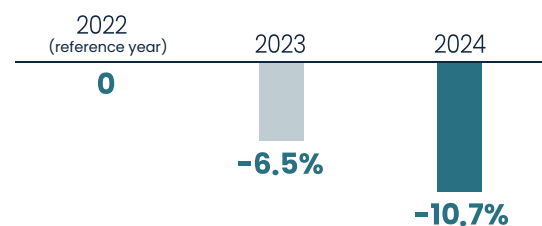
Scope 3 carbon intensity reduction

We are committed to reducing the carbon intensity (in kgCO₂/kW) of our own solar projects by 35% by 2030, compared with 2022. This trajectory is based primarily on the installation of low-carbon photovoltaic modules, with panels accounting for an average of 83% of emissions over the entire lifecycle of a solar power plant.

To structure this approach, in 2024 we updated our Group purchasing procedure to strengthen the integration of environmental criteria in the selection of solar equipment, such as modules, inverters, cables and structures. This procedure includes the systematic collection of certified Life Cycle Analyses (LCAs) for priority equipment, more rigorous monitoring of emissions factors, and strengthened relationships with strategic suppliers.

The aim is to gradually increase the proportion of low-carbon equipment purchased, including for wind power projects, while targeting 82% of main suppliers committed to a decarbonization trajectory aligned with the criteria of the Science Based Targets initiative (SBTi).

Share of reduction in carbon intensity of solar projects built on behalf of Voltalia (in carbon intensity)



Our results and targets

	2024 performance	2030 targets
Emissions reduction scope 1 and 2 in absolute terms (compared with 2022)	+ 14 %	-42 %
Reduction in carbon intensity of solar capacity under construction (CO ₂ /MW compared with 2022)	-10.7 %	-35 %

Comments from the Mission Committee

Voltalia achieved a major breakthrough in 2024 by defining a Scope 1, 2 and 3 decarbonization strategy to 2030 and a transition plan contributing to the Paris Agreements.

As a producer and service provider in renewable energies, Voltalia's business model is considered sustainable in the sense of activities aligned with the European taxonomy and directly contributing to climate change mitigation and the Paris Agreements. In order to support the energy transition of countries and companies in the countries where it operates, Voltalia must therefore pursue its growth and continue to increase its installed energy capacity each year. The company plans to increase by nearly 70% its installed capacity by 2027.

The mitigation efforts detailed in Voltalia's decarbonization plan and emissions reduction targets are published in carbon intensity and not in absolute value, as the company prioritizes its contribution to climate change mitigation and its growth targets to 2030.

The Mission Committee therefore underlines the ambition and pragmatism of the actions undertaken by Voltalia to reduce its emissions while maximizing its avoided emissions and remaining aligned with its Mission. Its very significant and encouraging progress will need to be extended to all the Group's activities and technologies by 2025.

Mission objective 2

Contribute with local populations to the sustainable development of our territories

We nurture dialogue with our stakeholders

Voltalia is committed to going beyond the simple production of renewable energy by building long-term relationships with local stakeholders and contributing to the human development of the regions where it operates. From the prospecting phase, we establish a regular and open dialogue with local actors to identify and meet them, and to involve them in the project design and implementation, taking into account

their expectations and needs (job creation, support for local initiatives, training). Voltalia is committed to applying the highest international standards in stakeholder engagement and dialogue. The company relies on the standards of the International Finance Corporation (IFC) as a reference framework to structure its stakeholder engagement through Stakeholder Engagement Plans.

From the prospecting phase, these plans are developed for each project and tailored to each stage (development, construction, operation). They aim to ensure a consistent and coordinated approach that involves all relevant stakeholders and better anticipates the project's potential social risks and related mitigation measures, which will be implemented throughout the project lifecycle.

Our key actions in 2024

Deployment of the stakeholder management tool  Engage

To strengthen grievance management, in 2024 we launched Engage, a tool for mapping the stakeholders and communities affected by each project. Engage facilitates the collection, management and consolidation of information relating to dialogue and consultation. Stakeholders can submit complaints and questions, anonymously or not, via a portal managed by community liaison officers or project teams. Alternatives such as physical meetings and paper forms are planned for areas without Internet access. In line with SFI standards, provides a transparent communication channel, accessible to all local communities. Engage was deployed in 2024 in 11 priority countries, particularly those where projects are under construction, in accordance with the Equator Principles.



Public consultation for our Sarimay project in Uzbekistan

Our results and targets

	2024 performance	2027 target
Share of capacity under construction with a Stakeholder Engagement Plan (SEP) aligned with IFC performance standards	53%	100%

We contribute to local human development

We co-develop our projects with local communities in order to create real shared value around our renewable energy development activities. Mainly present in non-OECD countries, we contribute concretely to local human development by facilitating access to low-carbon energy, creating sustainable jobs, supporting vocational training, and strengthening basic social infrastructure.

Our key actions in 2024



Promoting local employment

We are implementing initiatives aimed at offering the inhabitants of the areas affected by our projects, particularly during the construction phase, employment opportunities and skills development that they can use throughout their professional careers. For example, Voltalia favours local employment in countries not designated under the Equator Principles⁵ where it operates, such as South Africa, Albania, Brazil and Uzbekistan. This approach contributes not only to supporting local economies, but also to strengthening the sustainable professional integration of local communities.

Graduation ceremony for our Transformando com energia program, which offers free, certified vocational training to local communities, especially women and young people, to enhance their skills and employability in our business regions.

Our results and objectives

	2024 performance	2027 targets
Percentage of local workers recruited during the construction phase	45 %	N.A.
Share of MW located in non-OECD countries	62 %	N.A.

⁵ Non-designated countries are those considered to lack strong environmental and social governance, legislative systems and institutional capacities designed to protect their people and the natural environment.



Comments from the Mission Committee

Voltalia takes into account the interests and opinions of local communities impacted by its projects through local consultation measures and, above all, the implementation of Stakeholder Engagement Plans aligned with the highest international standards.

The Mission Committee underlines the support of community liaison officers and social advisors in the concrete implementation of these actions. Thanks to their knowledge of the characteristics and issues specific to each territory and project, they monitor and guide the local consultation process through grievance management mechanisms, inform communities of the principles Voltalia is committed to respecting, and enable better integration of the project into the territory.

Voltalia will need to continue its efforts in 2025 to measure and monitor its positive impact on local socio-economic development, beyond local jobs during the construction phase and social investments in Brazil.



Mission objective 3

Make the best of the planet's resources in a sustainable way

We commit to the preservation of biodiversity

We act to limit the environmental footprint of our activities by preserving biodiversity, reducing the consumption of natural resources and adopting sustainable practices, particularly in terms of responsible land use. Our commitment goes beyond compliance with national legislation: we implement a voluntary approach aligned with the performance standards of the International Finance Corporation (IFC), the benchmark for managing environmental and social risks. As early as the design phase of our projects, specific environmental studies are carried out to assess our impacts on ecosystems and define appropriate measures, with the

aim of preserving natural environments throughout the life cycle of our facilities.

All of these commitments and actions are integrated into our Health, Safety, Environment, and Social Plan (HSE), developed for each project. This plan, regularly updated, guarantees the implementation of obligations related to pollution prevention, biodiversity protection, responsible soil management, and the restoration of impacted areas, while ensuring transparent monitoring of environmental performance.

Our key actions in 2024

Promote the co-use and upgrading of land for solar projects and support local agriculture

We limit the land footprint of our solar projects by promoting co-use and upgrading of land. This approach is based on the installation of power plants on already used or degraded areas (rooftops, parking lots, brownfield sites, quarries), but also on the development of solutions that combine energy production and agricultural activity, such as agrivoltaics and eco-grazing. These models support local agriculture while optimizing land use, creating a harmonious balance between energy and agricultural needs.

Through our subsidiary Helexia, Voltalia also leverages built heritage to produce renewable energy without creating new spaces. At the same time, our subsidiary Terravene supports the generational transition in the agricultural sector by acquiring farms and facilitating the establishment of young farmers through sustainable agrivoltaic projects. This model ensures viable agricultural production while supporting the energy transition in the regions.



Poisy Agrivoltaic Demonstrator. This innovative project aims to study the interactions between photovoltaic infrastructure and cattle farming

Our results and targets

	2024 performance	2027 targets
Share of capacity under construction with an Environmental and Social Impact Assessment (ESIA) aligned with IFC performance standards	53%	100%
Share of held solar capacity located on co-used or upgraded land	41% (of which co-used : 63%) (of which upgraded : 27 %)	50%

Comments from the Mission Committee

The Mission Committee regrets that Voltalia currently lacks a target and performance indicator relating to resource use and the circular economy. Aware of its growing importance, gradual work must begin in 2025 to strengthen monitoring and management of this issue and identify, wherever possible, local partners to recover and recycle equipment.

Voltalia must also continue its efforts to formalize its commitments to biodiversity preservation and minimize its presence in or near key biodiversity areas.

In 2024, the company conducted an initial assessment of the biodiversity impacts, risks, and opportunities across the entire Voltalia and Helexia portfolio, as well as the value chain. A more in-depth resilience analysis and a transition plan for the Group's activities must be finalized in 2025.

We develop a culture of commitment, safety and ethics with our employees and partners.

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

We strengthen the commitment and skills of our employees

The growth and diversification of our activities require a wide range of skills and new expertise to support this development. Voltalia strives to provide a work environment conducive to diversity, skills development, and positive working relationships.



To mark International Women's Day, our Albanian colleagues participated in a roundtable discussion entitled "Empowering Women, Inspiring Change", during which discussions focused on leadership, gender equality, and empowerment.

Our results

	2024 performance
Number of employees	2055
Gender pay gap	2.9 %
Average number of training hours per employee	40.8
Share of women in top management	40 %

We protect the health and safety of our employees and subcontractors

With the increasing number of construction sites and operations, Voltalia faces a heightened risk of bodily injury or technical accidents for subcontractors, particularly on high-voltage installations. We adhere to the strictest standards and implement an integrated Group HSE policy and procedures tailored to each work situation to protect the health and safety of our employees and subcontractors.



Our results

	2024 performance
Frequency rate of work-related accidents	2.79
Severity rate of work-related accidents	0.04

We ensure compliance with our ethical requirements throughout our value chain

Voltalia's Mission can only be accomplished if every employee acts ethically. It's also a prerequisite for earning the lasting trust of our partners and local stakeholders, and a decisive long-term competitive advantage. Training sessions help raise awareness among all our employees about the right behaviors and habits to adopt when making ethical choices in difficult situations, particularly in line with the provisions of Voltalia's Ethics Charter and Code of Conduct.

Voltalia implements a standardized prequalification and contractualization process with its suppliers and subcontractors which integrates aspects relating to the protection of human rights in accordance with the International Bill of Human Rights and the Declaration of the International Labor Organization on Fundamental Principles and Rights at Work (Know Your Third Party or KYTP).

Our results

	2024 performance
Number of suppliers and subcontractors assessed by a KYTP analysis	341

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