



ESG Indicators

2026

Voltalia ESG Targets

KPI	Baseline Year	2024	2025	2027 Target	2030 Target
Avoided Emissions (ktCO ₂ e)	1 643 (2023)	1 379	1 529	2 400	-
Carbon Intensity of Solar Power Plants (kgCO ₂ e/kWp)	930 (2022)	830	747	-	-35%
Scope 1 and 2 GHG Emissions (tCO ₂ e)	31 659 (2022)	35 846	48 815	-	-42%
Environmental and Social Impact Assessments aligned with IFC Performance Standards (%)	44 % (2023)	53%	93 %	100 %	-
Solar Capacity in Operation Located on Co-used or Upgraded Land (%)	39 % (2023)	41 %	62 %	50 %	-
Frequency Rate of Work-Related Accidents (Consolidated)	4,63 (2023)	2,79	1,83	2,71*	-
Severity Rate of Work-Related Accidents (Consolidated)	0,05 (2023)	0,04	0,05	0,02*	-

*cible 2026-2028

Renewable Energy Production, Avoided Emissions and Carbon Footprint

Renewable Energy Production

4,9 TWh of renewable electricity produced in 2025, confirming the continued growth of the Group’s assets.

Contribution to the Energy Transition

Voltalia’s facilities enabled the avoidance of **1 529 ktCO₂e** in 2025 through renewable energy production. The Group aims to achieve **2 400 ktCO₂e of avoided emissions by 2027**.

Reduction in the Carbon Intensity of Solar Power Plants

The carbon intensity of solar power plants reached **747 kgCO₂e/kWp** in 2025, reflecting the Group’s decarbonisation efforts and equipment optimisation initiatives. Voltalia has set a target to **reduce the carbon intensity of its solar power plants by 35% by 2030**.

Managing the Carbon Footprint

With **678 ktCO₂e** of total GHG emissions in 2025, **Scope 3 emissions account for nearly 93 % of the Group’s carbon footprint**, illustrating both its role as the main contributor and the primary lever for emissions reduction.

Climate KPI	2023	2024	2025
Renewable Energy Production (TWh)	4,3	4,7	4,9
Avoided Emissions (ktCO ₂ e)	1 643	1 379	1 529
Carbon Intensity of Solar Power Plants (kgCO ₂ e/kWp)	930	830	747
Total GHG Emissions (ktCO ₂ e)	723	516	678
Scope 3 Emissions (ktCO ₂ e)	692	480	629
Scope 1 & 2 GHG Emissions (tCO ₂ e)	34 100	35 846	48 815

Biodiversity Preservation and Co-used Land

Strengthening Biodiversity Integration

In 2025, **93 % of capacity under construction** was covered by **environmental and social impact assessments aligned with IFC performance standards**. Voltaia is progressing towards its target of **100% by 2027**.

Expanding Co-used and Upgraded Land

The share of operating solar capacity located on **co-used or upgraded land** reached **62% in 2025**, already exceeding the **50% target set for 2027**. This approach promotes multiple land uses while limiting land artificialisation.

Biodiversity & Ecosystems KPIs	2023	2024	2025
Capacity under Construction Covered by IFC-Aligned Environmental and Social Impact Assessments (%)	44 %	53 %	93 %
Solar Capacity in Operation Located on Co-used or Upgraded Land (%)	39 %	41 %	62 %

ESRS E4 – Biodiversity and Ecosystems

Circular Economy Practices

Strengthening Circular Economy Practices

In 2025, **62% of the Group’s solar capacity** was covered by a **solar panel recycling contract**, illustrating the gradual integration of circular economy principles into asset lifecycle management.

Circular Economy KPI	2025
Solar Capacity Covered by a Solar Panel Recycling Contract (%)	62 %

ESRS E5 – Circular Economy

Developing Employee Skills and Engagement

Workforce and Diversity

Voltalia had **1,922 employees** in 2025, including **32.3% women**. Women represented **29.4% of top management**.

Training and Skills Development

Employees received **43,929 training hours** in 2025, corresponding to **22.8 training hours per employee**. The decrease compared with 2024 is linked to reduced training budgets under the **SPRING** transformation plan.

Employee Engagement

The participation rate in the employee engagement survey reached **73%** in 2025. The survey recorded **76% positive responses**, reflecting a high level of employee engagement.

Health and Safety

Voltalia monitors health and safety incidents as part of its **"Zero Injury" objective**. In 2025, Voltalia's **frequency rate of work-related accidents** and **severity rate of work-related accidents** were **1.91** and **0.02**, representing decreases of **29.5%** and **33.3%**, respectively, compared with 2024.

Own Workforce KPIs	2023	2024	2025
Total Group Workforce (No.)	1 880	2 055	1 922
Women in the Workforce (%)	33,2 %	33,8 %	32,3 %
Total Training Hours (h)	N/D	61 024	43 929
Average Training Hours per Employee (h)	N/D	40,8	22,8
Frequency Rate of Work-Related Accidents (Voltalia)	3,56	2,71	1,91
Severity Rate of Work-Related Accidents (Voltalia)	0,04	0,03	0,02

Health and Safety of Value Chain Workers

Strengthening Safety Across the Value Chain

The **frequency rate of work-related accidents** reached **1.83** in **2025**. This result exceeded the target set for 2025 (**1.92**) and reflects strengthened prevention practices among subcontractors and value chain workers.

Reducing Accident Severity

The **severity rate of work-related accidents** stood at **0.05** in **2025**. Although it remained stable compared with previous years, the Group continues its efforts to achieve its target of **0.02**, set both for 2025 and for the 2026–2028 period.

Strengthening Prevention

The health and safety of value chain workers remain a priority for Voltalia, with the objective of continuously reducing the frequency and severity of accidents through enhanced HSE systems and a stronger safety culture on construction sites. The Group notably provides **HSE training** to employees and subcontractors, conducts **regular site audits and inspections**, and periodically assesses the **HSE performance of its subcontractors** to ensure compliance with Group requirements.

Health & Safety KPIs	2023	2024	2025
Frequency Rate of Work-Related Accidents			
Voltalia	3,56	2,71	1,91
Subcontractors	5,16	2,84	1,78
Consolidated	4,63	2,79	1,83
Severity Rate of Work-Related Accidents			
Voltalia	0,04	0,03	0,02
Subcontractors	0,06	0,04	0,06
Consolidated	0,05	0,04	0,05

Local Employment and Management of Social Impacts

Supporting Local Economic Development

In 2025, **40% of workers hired during the construction phase were local workers** in non-designated countries, illustrating Voltalia’s commitment to local employment.

Strengthening Stakeholder Engagement

In 2025, **93% of capacity under construction** was covered by a **Stakeholder Engagement Plan aligned with IFC performance standards**. The Group aims to reach **100% by 2027** to strengthen engagement with local communities.

Harmonising and Facilitating Grievance Management

In 2025, Voltalia continued the deployment of the **Engage** platform dedicated to stakeholder and grievance management. Accessible through multiple channels (website, WhatsApp, paper forms and physical contact points), it ensures the transparent and traceable handling of complaints from local communities. A total of **1,054 grievances were recorded in 2025 and 100% were addressed**.

Supporting Local Communities

In 2025, Voltalia invested **BRL 996,740 (equivalent to 154,872 euros)** in social investments in Brazil to support local initiatives and contribute to regional development.

Affected Communities KPIs	2023	2024	2025
Share of Local Workers Hired During the Construction Phase (%)	48 %	45 %	40 %
Capacity under Construction Covered by a Stakeholder Engagement Plan Aligned with IFC Performance Standards (%)	44 %	53 %	93 %
Countries Covered by a Grievance Management System	4	11	12
Social Investments in Brazil (BRL)	629 790	1 260 230	996 740

Prevention of Corruption and Third-Party Assessment

Strengthening the Culture of Ethics and Compliance

In 2025, **287 suppliers and subcontractors** were assessed through the **KYTP (Know Your Third Party) procedure** to strengthen the management of risks related to the Group's supply chain and business partners.

Raising Employee Awareness of Corruption Risks

90.4 % of employees most exposed to corruption risks completed the dedicated compliance e-learning training, contributing to a stronger culture of integrity across the Group.

Preventing and Detecting Risk Situations

In 2025, **27 cases were confirmed** following internal investigations, including 23 HR-related cases and 2 corruption-fraud cases. These situations led to corrective measures and demonstrate the effective operation of the Group's control and whistleblowing mechanisms.

Zero Tolerance Policy on Corruption

Voltalia maintains its **zero-tolerance policy on corruption**. In 2025, the Group recorded **no convictions** and **no fines** for non-compliance with anti-corruption or anti-bribery laws.

Business Conduct KPIs	2023	2024	2025
Suppliers and Subcontractors Assessed Through the KYTP Procedure (No.)	302	341	287
Employees Most Exposed to Corruption Risks Who Completed Compliance E-learning (%)	N/D	N/D	90,4 %
Convictions for Non-Compliance with Anti-Corruption or Anti-Bribery Laws (No.)	0	0	0
Fines for Non-Compliance with Anti-Corruption or Anti-Bribery Laws (No.)	0	0	0
Alerts Received Through the Dedicated Platform (No.)	37	48	159
Confirmed Cases (No.)	N/A	14	27

Rapport de Durabilité 2025



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For more information, please consult Voltalia's Sustainability Report 2025.

Key sections:

3.2 – ESRS E1: Climate Change

- Transition plan for climate change mitigation
- Avoided emissions
- Targets related to climate change mitigation and adaptation
- Energy consumption and mix
- Gross Scopes 1, 2, 3 and Total GHG Emissions

3.5 – ESRS S1: Own Workforce

- Training and skills development metrics
- Health and safety metrics
- Diversity metrics

3.7 – ESRS S3: Affected Communities

- Processes for engaging with affected communities
- Stakeholder Engagement Plans
- Grievance management system

3.8 – ESRS G1: Business Conduct

- Prevention and detection of corruption and bribery
- Know Your Third Party (KYTP)
- Professional whistleblowing system