

The logo for Voltaia, featuring the word "voltaia" in a white, lowercase, sans-serif font. The letter "o" is replaced by a stylized globe icon with blue, yellow, and green segments. The background of the top left is a dark blue gradient, and the rest of the page is a teal gradient with a faint, repeating pattern of wind turbines and cacti.

voltaia

Mission Report

2021-2022

Editorial

I take great pride in presenting you with Voltalia's first Mission Report.

The French PACTE law provided a great opportunity for us to align our bylaws with our operational reality, and adopting the status of a Mission-driven Company was an obvious choice for us.

As an international player in the renewable energy sector, we have always been a company inspired by our purpose: improving the global environment, fostering local development.

This purpose, which we documented and published more than six years ago, was incorporated into our bylaws in May 2020. Then, in May 2021, the outcome of a process of collaboration and dialogue with all our governance bodies, Voltalia employees worldwide and our external stakeholders was that we incorporated societal and environmental objectives in our bylaws.

I would like to offer my personal thank you to all those who participated in this process, but also to our shareholders, who demonstrated their commitment by voting 99.98% in favour of this Mission.

By becoming a Mission-driven Company, we wanted to enhance and reinforce an existing commitment that we already fulfil, while providing a long-term vision of our contribution to the fight against climate change while fostering local development.

We hope to inspire other companies to join us and to launch a widespread movement of Mission-driven Companies.



Sébastien Clerc
Chief Executive Officer of Voltalia



CONTENTS

Voltalia, an international player in the renewable energy market	04
Our route to become a Mission-driven Company	06
Our Mission	08
Our indicators and results for 2021	09
Our roadmap	10
#1 Act for the production of renewable energy accessible to the many	10
#2 Contribute with local populations to the sustainable development of our territories	13
#3 Make the best of the planet's resources in a sustainable way	16
Our expertise	19
The Mission Committee	20
The Independent Third Party	22

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) aims to encourage companies to take social and environmental issues into account more when shaping their strategy and, more broadly, to redefine the conditions for corporate social acceptability as a whole.

The law proposes that the most socially responsible companies adopt a new "Mission-driven Company" status.² 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.

¹ Law no. 2019-486 of 22 May 2019 on business growth and transformation.
² Defined in Article L.210-10 of the French Commercial Code.

Voltalia, an international player in the renewable energy market

Voltalia is both an independent energy producer that relies on its own wind farms and solar, hydropower, biomass and storage plants, and a provider of services across the value chain.

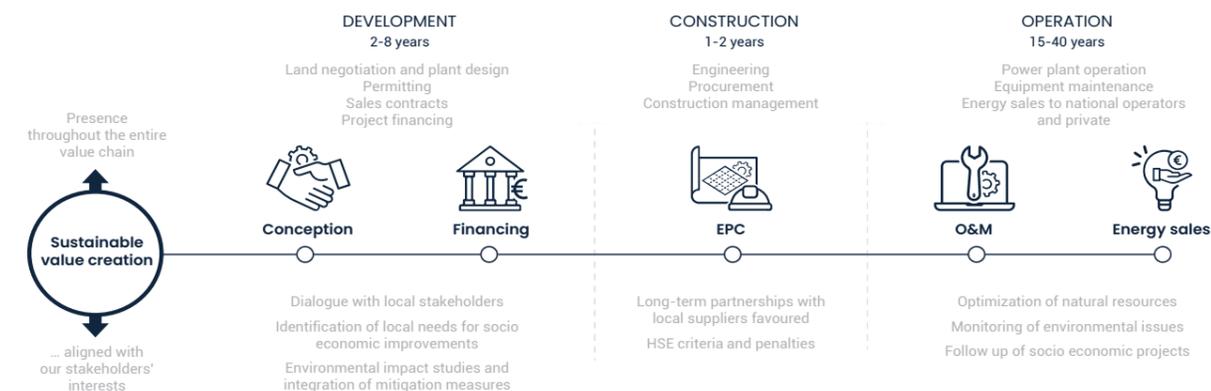
EXPERTISE IN 5 TECHNOLOGIES AND IN SERVICES

 SOLAR Energy is produced through sunlight captured by solar panels. A sharp decline in costs is making solar power increasingly competitive wherever the sun shines.	 WIND 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.	 HYDRO 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.	 BIOMASS Harnessing the heat released by the combustion of plant matter, especially wood, biomass enables continuous electricity production paying particular attention to sustainable resource management.	 STORAGE Energy storage helps to counterbalance the intermittent nature of renewable energy. These days, battery storage is the most common solution.
---	--	--	--	---

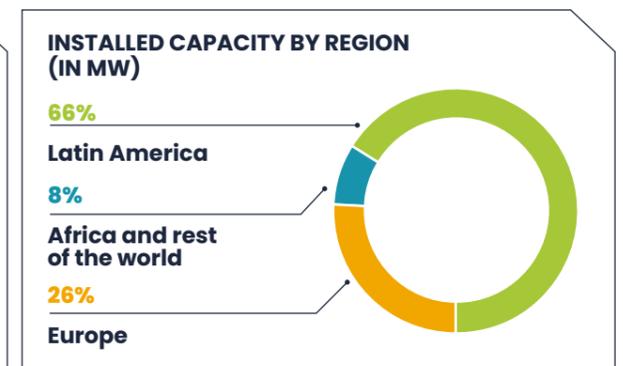
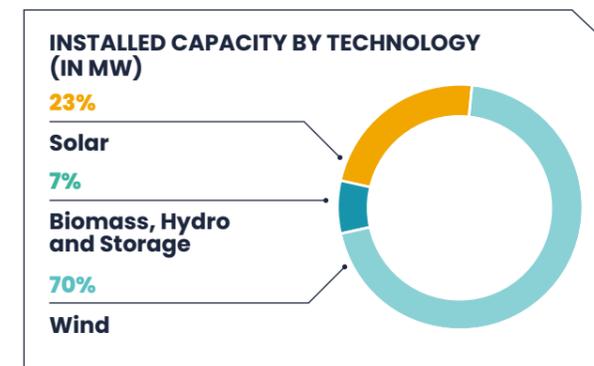
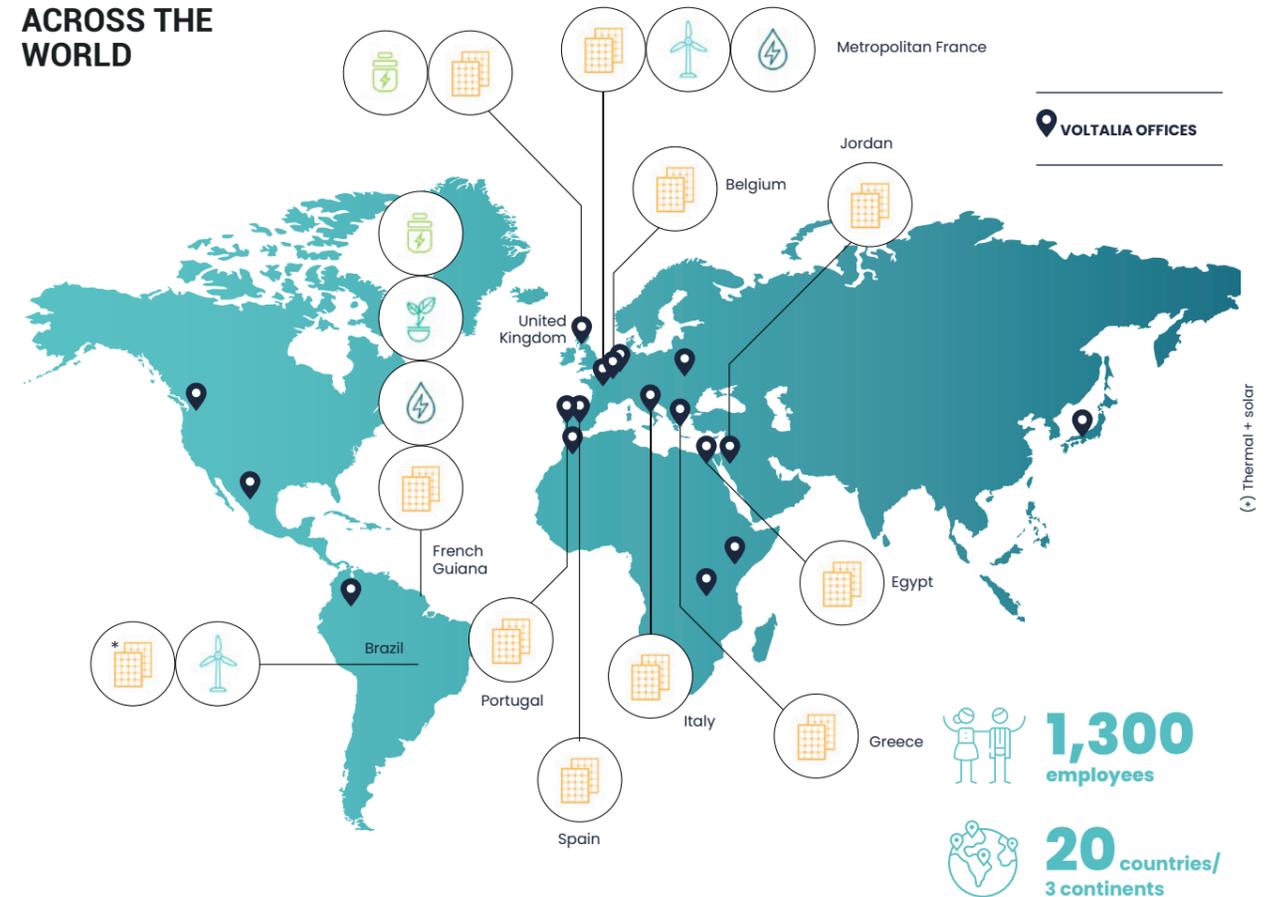
SERVICES

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 THROUGHOUT THE VALUE CHAIN



ACROSS THE WORLD



MAJOR NEW MILESTONES ACHIEVED IN 2021

 1.7 GW in operation and under construction	 3.5 GW of assets under management for Voltalia and third parties	 11.1 GW Pipeline of projects
---	---	---

Our route to become a Mission-driven Company

Since our foundation 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



2021

January-February
Widespread consultation with internal and external stakeholders to identify the CSR issues with the most significance for Voltalia



March
Approval of our Mission objectives by the Board of Directors

May
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"

June
First meeting of the Mission Committee and discussions on the draft Mission Roadmap



2022

Publication of the first Mission Report and verification by the appointed ITP



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 are the core pillars of Voltalia's strategy, translating the Mission into action at every level of the company. With this roadmap, we are documenting our commitments, prioritising the action we take and thus breathing life into our Mission, making Voltalia's commitment to sustainable development ever stronger.



Our indicators and results in 2021

As part of the monitoring of our mission execution, we have identified the key performance indicators presented in the table below. These indicators will be progressively strengthened and improved in order to make the calculation methodology more reliable, wherever we are present, and to better value the contribution of our activities to our Mission.



OBJECTIVES

Actively participate in the fight against climate change

Increase access to competitive energy



RESULTS 2021

4.1 TWh of renewable energy, avoiding 1,421 kilotonnes of CO₂ equivalent

88% of production is competitive

Foster dialogue with stakeholders

Contribute to local human development

Public consultations were led for 100% of projects under construction

40% of the staff recruited during the construction phase in Brazil are local employees

Reduce the environmental impact of our activities

Commit to the preservation of biodiversity

624 kilotonnes of CO₂ equivalent emitted of which only 36.3 kilotonnes (5%) were direct emissions

100% of projects under construction covered by an Environmental Impact Assessment study

Objective #1: Act for the production of renewable energy accessible to the many

Voltalia is actively involved in the fight against climate change, both as a producer of affordable and competitive renewable electricity and as a service provider in the development, construction and operation of electricity power plants for third-party customers.



PARTICIPATE IN THE FIGHT AGAINST CLIMATE CHANGE

Our drivers

Voltalia's business is a direct lever for climate action. The renewable energy produced by the power plants that we develop, construct or operate, for ourselves or on behalf of our customers, avoids the use of carbon-based energies (coal, gas, fuel oil). Voltalia's involvement in the decarbonisation of

energy directly avoids many tonnes of CO₂ being released into the atmosphere.

Voltalia also diversifies its activities in order to complement its services and support its customers in their efforts to reduce their environmental impact. Whether supporting

the energy transition (Helexia), 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.



The actions we took in 2021

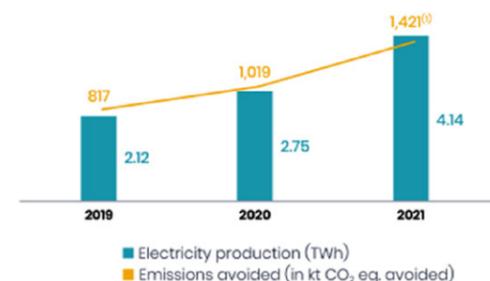
Voltalia's priority plan of action for this first year was to carry out a significant piece of work to harmonise the methodology used Group-wide to calculate its avoided emissions and ensure it is reliable. The baseline scenario and technology-specific emissions factors have been refined, amplified and updated to increase the robustness and accuracy of the calculations, particularly for the production of wind energy in Brazil, which

represents 85% of avoided emissions. Based on the information available, we use the Clean Development Mechanism (CDM) methodology of the United Nations Framework Convention on Climate Change (UNFCCC) to calculate the baseline emissions of countries. This methodology reflects the merit order, i.e., the priority of generation



given to low-cost and low-CO₂ emissions technologies on the grid. We were therefore able to create an internal tool to automatically calculate the estimated avoided emissions of projects under development. Available to all Voltalia's teams, it allows us to measure the direct contribution of all our future or existing power plants to the fight against climate change, and therefore to our Mission.

CO₂ EMISSIONS AVOIDED BY VOLTALIA SINCE 2019 (in ktCO₂ eq)



Our results
4.1 terawatt hours of green energy produced in 2021 by Voltalia-owned power plants (up by 51% compared to 2020), avoided 1,421 kilotonnes of CO₂ equivalent.

INCREASE ACCESS TO COMPETITIVE ENERGY

Our drivers

Our aim is to improve access to competitive renewable energy throughout the world. The renewable energy produced by the power plants developed, built or operated by Voltalia, on its own behalf or on behalf of its customers, provides end consumers (individuals, companies or public administrations), in both developed and emerging countries, with

access to electricity that is often cheaper than traditional sources (coal, gas, fuel oil, nuclear)³.

Voltalia is also the leading French provider of Corporate PPAs⁴, long-term contracts that directly link a company to an electricity producer, which will then develop a

renewable power plant specifically for that end customer. With contracts for more than 600 MW signed since 2019, we are making it possible for our customers to obtain renewable and competitive electricity at fixed prices and to reduce their emissions and their energy bills.

The actions we took in 2021

Voltalia launched the construction of the South Farm solar power plant in the United Kingdom, which will provide the City of London with electricity that is both green and affordable under a Corporate PPA. With a capacity of 49.9 MW, the energy required to power approximately 15,000 homes, this power plant will provide more than half of the electricity needs of the prestigious business district of the city.

In 2021, Helexia launched the construction of 17 decentralised photovoltaic units with a

total capacity of 87 MW. These solar power units will make it possible to supply the local facilities of Telefonica, the Brazilian market leader, with affordable green electricity.

In Brazil, we launched the construction of a hydropower plant (7.5 MW) near our hybrid power plant in Oiapoque, close to the border with French Guiana. The latter already combined a 4 MW solar unit with a 12 MW thermal unit, which will fall to 4.5 MW, with the aim of increasing the renewable share from 25% to 75%. This

unique hybrid power plant provides 100% of the electricity for a town of more than 28,000 inhabitants disconnected from the national grid with cleaner and cheaper energy than that produced by the diesel generators used by the municipality until now. In addition to contributing to local socio-economic development by enhancing the reliability of the electric grid (education, health and security), this power plant gives the local populations purchasing power and small local businesses a competitive edge.

Our results
88% of our production is competitive

³ With the sale price per MWh of electricity being less expensive than that of a new thermal power plant built on the same date, operating on the same electric grid using the fuel most commonly used by power plants in the country concerned (fuel oil, gas, coal, nuclear).

⁴ Corporate Power Purchase Agreement.



⇒ OUTLOOK AND NEXT STEPS

Sustainable financing for energy transition

Building on our conviction that non-financial performance is a powerful tool for guiding responsible investments – essential for financing the transition to a sustainable, low-carbon economy – we are continuing to develop responsible financing solutions (responsible syndicated credit facilities, green bonds) and to actively participate in assessments by the most

demanding ESG rating agencies. In 2021, 89% of our revenue was eligible for the European Taxonomy, as our activities make a major contribution to the European Union's objective to mitigate climate change.

We are also continuing our efforts to structure our internal procedures for managing environmental and social risks

in order to meet the most demanding international standards and secure funding from international donors, particularly for our projects in emerging countries. In 2021, 67% of MW under development were in non-OECD⁵ countries, proof that this international funding is crucial to Voltalia's growth.

Calculating the number of people connected to the grid

The priority action plan for 2022 will be to enhance the methodology for calculating the number of people connected thanks to the electricity generated by our renewable energy plants. The aim is to improve the robustness and accuracy of the calculations by country and to better measure our contribution to improving access to energy throughout the world.

Access to energy in developing countries

We want to provide solutions offering access to energy in regions where the energy grid is not sufficiently developed and in remote areas not currently served by an existing grid. With our hybrid offering for isolated sites, we can guarantee access to energy for public or private industrial customers not connected to the grid through an energy mix that

maximises the share of renewable energy while guaranteeing cost reduction as well as the stability and quality of the electricity supplied. "Mini-grid" projects are also being developed in Africa and are expected to go ahead in 2022.

COMMENTS FROM THE MISSION COMMITTEE

Members of the Committee congratulated Voltalia's teams for the progress made in making the method used to calculate avoided emissions more reliable, a key indicator of our Mission. This same detailed work must be carried out to standardise the calculation of the number of people connected as well as the affordable share of Voltalia's energy mix.

The Mission Committee suggests updating the key performance indicator relating to avoided emissions when each newly constructed power plant is commissioned. An estimate of the "carbon payback" of projects, i.e. the number of months or years required to offset the CO₂ emissions released during the construction of the power plant, could be incorporated into Voltalia's in-house calculation methodology.

However, the Committee stressed that it will be difficult for Voltalia to set itself a target for this key performance indicator, which will decrease as the share of renewable energy in the electricity mix of the countries in which Voltalia operates increases.

⁵ OECD: Organisation for Economic Co-operation and Development

Objective #2: Contribute with local populations to the sustainable development of our territories

Wherever it operates, Voltalia is committed to building long-term relationships with all its stakeholders in order to continually contribute to local socio-economic development.



FOSTER DIALOGUE WITH STAKEHOLDERS

Our drivers

Voltalia attaches the utmost importance to sustainable local integration in the regions in which it builds its power plants. Regular dialogue with stakeholders, through the implementation of consultation mechanisms, is a systematic and voluntary approach by Voltalia to ensure optimal 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 Voltalia 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.

We now use the International Finance Corporation's (IFC)⁶ Performance Standards as a reference framework for engaging with our stakeholders about our activities for developing, constructing and operating our own power plants, when the national regulations in force are insufficient.

The actions we took in 2021

Our priority in 2021 was to develop a complaints management tool that was in line with the performance standards of the IFC. This centralised Group-wide tool makes it possible to monitor grievance response times

and to document and consolidate the types of grievances received about projects and the solutions proposed. 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. It will be rolled out gradually to projects under construction in all countries during 2022, with the aim of covering all projects from the development phase in 2023.



Our results

In 2021, 100% of the projects under construction on our own behalf were accompanied by public consultations.



⁶ The IFC (International Finance Corporation) Performance Standards are the reference standards most used internationally to identify and manage environmental and social risks.

CONTRIBUTE TO LOCAL HUMAN DEVELOPMENT

Our drivers

We strive to employ local workers wherever possible during the construction and the operation and maintenance phases of our projects. In 2021, we were able to measure the positive impact we had on direct local employment for all our power plants in Brazil.

Voltalia runs a volunteering scheme, which develops social and environmental initiatives and projects close to its Brazilian

power plants. In keeping 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 and shared value.

A social team is dedicated to dialogue

with local stakeholders and to the implementation of these social and environmental projects in Brazil. A specific budget is allocated for all projects, proof of the socially responsible approach inherent in our company's culture. Since 2014, a total of BRL 13,822,225 (€2,190,781) has been invested in 121 initiatives and social projects in Brazil.

The actions we took in 2021

"Transformando com Energia" is a unique Voltalia programme in Brazil. It aims to support the skills development of the local workforce by funding free training for people

in the regions where the company operates. 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. The training courses offered are certified and pay particular attention to health and safety.



Our results

On average, 40% of the staff recruited during the construction phase in Brazil are local employees, from the same town or municipality in the vicinity of the power plant.

OUTLOOK AND NEXT STEPS

Stakeholder Engagement Plan

In order to strengthen stakeholder participation in Voltalia's decision-making process, a systematic approach to consulting those impacted by the projects will be implemented in 2022. It will involve establishing consultation

guidelines for the development, construction and operation teams in order to best support them in their interactions with Voltalia's project stakeholders. In keeping with the standards of the IFC, it will also

involve developing and formalising a Stakeholder Engagement Plan and training Voltalia's operational teams in best practice with regard to stakeholder communication and consultation.

Social Return on Investment (SROI)

In 2022, we will launch a major piece of work to define a methodology for calculating the "social return on investment", or the SROI, of our projects. The aim is to measure the positive social impact on local communities of each euro invested by Voltalia: indirect job creation, skills development, payment of local taxes, investment in social

projects, construction of infrastructure, GDP growth, etc. By improving access to energy in emerging countries, the company is also contributing to better access to education, safety (public lighting) and health (vaccine storage).

Initial discussions about this methodology were led by the teams in Brazil from 2020

onwards, and the methodology will be strengthened in 2022 and subsequently replicated in other countries in order to enhance the contribution made by Voltalia's activities to local socio-economic development, which is directly connected to its purpose.

COMMENTS FROM THE MISSION COMMITTEE

The Mission Committee reiterated the importance of this objective and the key role local development has in Voltalia's Mission. By investing in education and skills development at the local level, Voltalia is revitalising regions that are particularly poor, such as Brazil, and avoiding a rural exodus towards the favelas of the major conurbations. It has high expectations for our SROI methodology.

It also welcomed the extensive work Voltalia has carried out to document a structured approach to Group-wide stakeholder dialogue, to enhance the social acceptability of projects and their integration at the local level. However, progress has yet to be made on providing reporting tools and publishing more robust performance indicators for this Mission objective.



Objective #3: Make the best of the planet's resources in a sustainable way

In addition to the benefits Voltalia's activities have for the climate, we are committed to protecting the environment in the countries in which we operate and remain aware of the impact of our projects on local biodiversity and to optimising our use of natural resources.



REDUCE THE ENVIRONMENTAL IMPACT OF OUR ACTIVITIES

Our drivers

Voltalia has an in-house Centre of Expertise responsible for project engineering and optimising the carbon intensity of the power plants under development. Our teams have developed multi-energy Carbon Footprint tools to estimate the environmental impact of

all power plants, regardless of the technology they use.

These tools enable the Centre of Expertise to monitor the environmental indicators of assets in operation, but also to advise other

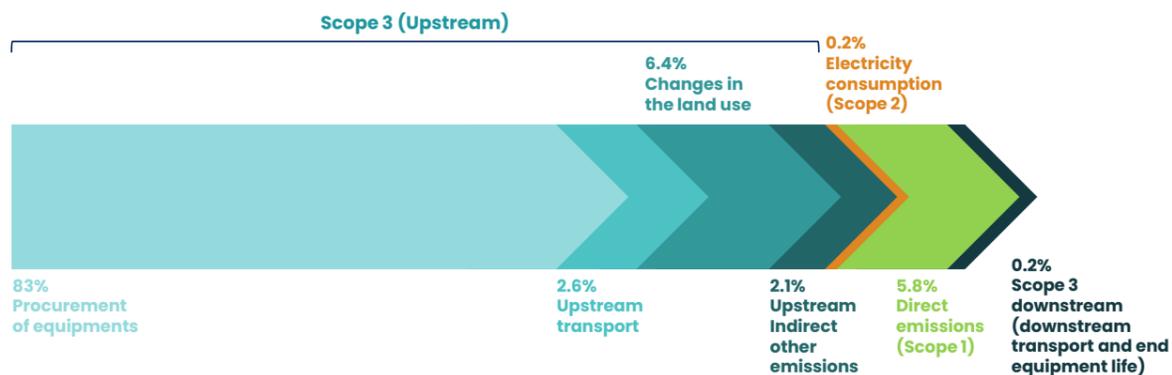
Voltalia departments on the environmental merit of projects, and to guide decisions on the procurement of raw materials or the choice of certain equipment.

The actions we took in 2021

In 2021, we carried out our first full assessment of the Carbon Footprint of all the Group's countries and activities⁷ in order to identify our most significant emissions

and implement appropriate measures. The vast majority (94%) of Voltalia's emissions are Scope 3. The main emissions item is the purchase of goods and services, in

particular large equipment such as wind turbines and solar panels (83%). Change in land use is the second highest source of emissions (6.4%).



Our results

In 2020, the Group's greenhouse gas emissions were the equivalent of 623.9 kilotonnes of CO₂, which included just 36.2 kilotonnes of CO₂ (5.8%) from direct (Scope 1) emissions. Our activities therefore helped to avoid 127% more CO₂ emissions than they produced.

⁷ Excluding acquisitions

COMMIT TO THE PRESERVATION OF BIODIVERSITY

Our drivers

In order to preserve the natural environment and local biodiversity, we are very careful to comply with the regulations and/or procedures recommended by the applicable international standards, and to do so from the project design phase. Specific studies on the natural environment are therefore conducted as an integral part of the project validation process.

Thanks to these upstream studies, Voltalia applies the principles of the "Avoid, Reduce, Compensate" (ARC) approach. Actions taken to avoid and reduce the impacts on the natural environment and measures to offset residual effects are analysed and implemented in the construction and operation phases, in partnership with the main stakeholders, notably in terms of the project, site, species

and ecosystems concerned.

We now use the International Finance Corporation's (IFC) Performance Standards as a reference framework for the environmental analysis of our activities of developing, constructing and operating our own power plants, when the national regulations in force are insufficient.

The actions we took in 2021

In 2021, we continued to expand our agrivoltaic projects in France. This innovative and experimental approach consists of combining agricultural production and energy generation by sharing use of the same land. In France in 2020, we commissioned our first open-field agrivoltaic solution (AgriPV),

in Cabanon (Bouches-du-Rhône). Solar panels equipped with trackers are mounted on structures that are high enough to follow the course of the sun without interfering with farming practices.

Voltalia also operates projects covering 221 hectares that are available for eco-

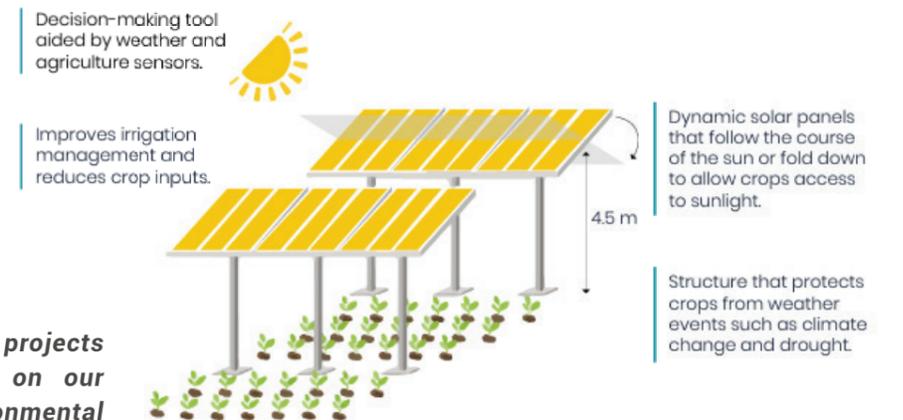
grazing in France and Portugal.

Furthermore, as a specialist in solar canopies and roofs for buildings and car parks, our subsidiary Helexia offers its customers innovative energy solutions on existing properties, thus avoiding land artificialization.



Our results

In 2021, 100% of the projects under construction on our own behalf had environmental impact studies.



⇒ OUTLOOK AND NEXT STEPS

Biodiversity

A procedure for managing biodiversity will be published in 2022, documenting Voltalia's commitment to biodiversity and best practice to be implemented in projects, based on the results of environmental impact studies.

Our in-house Centre of Expertise has also started a piece of work to better understand the impact land use change and its specific characteristics in different regions of the world have on the carbon footprint of our projects. This

analysis must be supplemented by clear key performance indicators to measure the impact of activities on biodiversity, particularly in terms of the urbanisation of agricultural land.

Recycling and the circular economy

Despite the fact that our operating sites are new and therefore still a long way from the decommissioning phase, we are already planning for the end of life of our power plants in the medium and long term. Voltalia aims to extend the life of its facilities as much as possible, in particular

through technological innovation and active collaboration with suppliers, but also to achieve 100% recycling and recovery of its equipment. Work will be carried out in 2022 to document a Group-wide circular economy approach and to define the associated action plans.

The activities of our subsidiary MyWindParts are also integral to this approach. Indeed, by giving a second life to wind turbines in their entirety or by selling reconditioned spare parts, the company reduces the production of waste and new components, the production of which generates greenhouse gases.

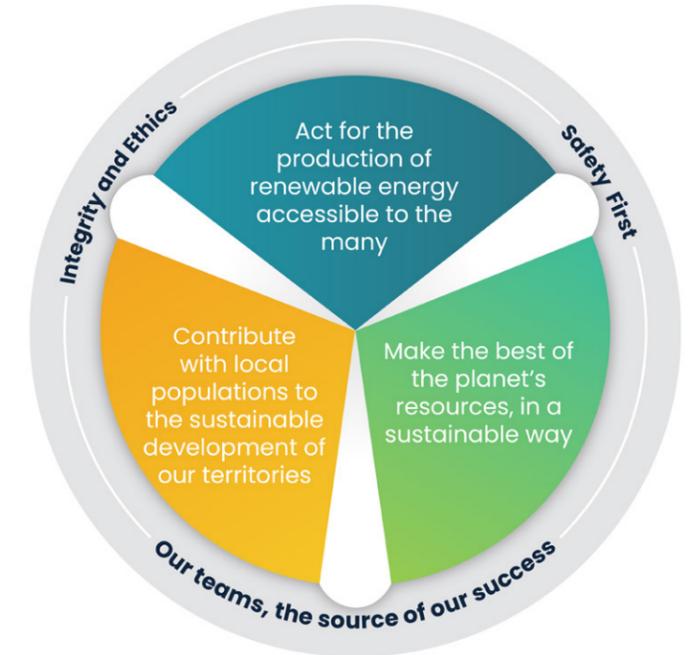
COMMENTS FROM THE MISSION COMMITTEE

The members of the Mission Committee examined with interest the conclusions of Voltalia's first Group-wide Carbon Footprint assessment. Although they were pleased about the low direct emissions (Scope 1) generated by Voltalia's activities, they warned the company that it would be a challenge to reduce emissions related to equipment procurement (Scope 3) while remaining competitive. We should embark on a sector-based approach with suppliers, customers and all players in the renewable energy sector, in order to transform the sector in the long term.

The Committee also stressed the importance of not focusing environmental actions solely on reducing the CO₂ emissions generated by the Group's activities, and to quickly coordinate a process for recycling and equipment recovery, which remains one of civil society's highest expectations.

How we work

We draw on our values and know-how to achieve our Mission, making us a trusted business partner and a responsible employer. These are the fundamentals that allow us to pursue our Mission and implement our statutory objectives.



✓ 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 1,300 employees in 24 countries. 100% of Voltalians received training in 2021.

✓ SAFETY FOR EVERYONE

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 accident" objective for the Group and its subcontractors.

In 2021, 14,322 hours of Health and Safety training were delivered to all employees (2.8 x the volume delivered in 2020). Zero fatalities in 2021.

✓ INTEGRITY

Voltalia's Mission can only be fulfilled if each employee acts in the most ethical and responsible manner possible. 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.

We deliver monthly training sessions to 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 2021, 91.4% 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]⁷ 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.



Alexis Goybet,

Head of Hybrid and Hydro Projects at Voltalia

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.



ROUND-UP OF THE FIRST YEAR

17 June 2021: Discussions on Voltalia's draft new CSR strategy, an operational roadmap for fulfilling the Mission.

20 September 2021: Discussion of the action plans and key performance indicators associated with the Mission objectives, with a view to having them approved by the Board of Directors in November 2021.

19 November 2021: Presentation of the results and conclusions of the first Group-wide Carbon Footprint assessment.

3 March 2022: A review of the progress made and results achieved in 2021 and the preparation of Voltalia's first Mission Report.

⁸ By Marie Scolan and Pierre Ducret, Editions Les Petits Matins (2016).

The Independent Third Party

In accordance with paragraph 4 of Article L.210-10 of the French Commercial Code, a company adopting the status of Mission-Driven Company must, within 18 months of adoption, appoint an Independent Third Party (ITP) and grant the ITP the authority to verify the progress of its Mission.

The firm Mazars was selected for this purpose and performed its initial verification on the results to the end of 2021 in the first quarter of 2022. Mazars has been one of Voltalia's statutory auditors since 20XX and the ITP in charge of verifying the Group's Statement of Non-Financial Performance (DPEF). This initial evaluation involved defining the Mission objectives and the associated roadmap, organising the work of the Mission Committee as well as choosing and calculating the performance indicators.

All of the information published in this report reflects a desire to continuously improve the transparency, clarity and reliability of the 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 2021 Universal Registration Document.

The 2021 Universal Registration Document and Mazars' report on this Mission Report are available online at www.voltalia.com.



Edwige Rey,

Partner, Head of CSR and Sustainable Development at Mazars

"The consideration of social and environmental issues is no longer just a matter of the action taken by the company, but it binds the company at its highest level by requiring it to amend its bylaws and therefore the duty to include this commitment at the heart of its strategy. It is the role of the ITP to ensure that this is integrated and the Mission fulfilled properly".

Edwige Rey

Acknowledgements

We would like to thank all the people involved in producing this first Mission Report, and more specifically the members of the Mission Committee. Their constructive and generous comments enable us to make progress towards defining and fulfilling an ambitious roadmap and measuring the performance indicators associated with the Mission objectives.

Contacts

Address :

84 bd de Sébastopol, 75003 Paris, France

Web :

votalia.com/fr/about/sustainability

Telephone :

+33 1 81 70 37 00

