



2021

**CSR
ANNUAL
REPORT**

greenyellow
SHIFT TO PROFITABLE ENERGY!

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Editorial



ALEXANDRA MANNAÏ
CTO & CSR DIRECTOR



JULIE DOREL
MARKET & COMM' DIRECTOR

2021 marks a first step in GreenYellow's CSR history. A look back at a year full of challenges and solutions

Merely two years after launching its CSR policy, GreenYellow confirms its position at the forefront of social responsibility management. We would like to thank all GreenYellow's employees, who work alongside our stakeholders every single day and contribute actively to the fight against global warming. Thanks to them, more than 470 customers have benefited from a positive environmental, economic and social impact. The 2021 CSR roadmap has led to several significant advances across all dimensions. Firstly, in terms of responsible purchasing, with the creation of a global Procurement Code shared with all our suppliers, supplemented by multiple CSR audits and CSR surveys. Secondly, we have witnessed an increase in women among our teams, particularly in Asia and Brazil. At the same time, several initiatives to support reforestation were launched in Colombia, Vietnam and France, doubling down on the deployment of the Climate Fresk to more than 250 employees around the world. Finally, a CSR programme aimed at improving living conditions (health, education, gender equality, etc.) was launched

for the benefit of the populations living around the Nagréongo solar power plant (Burkina Faso). This ongoing commitment was recognised and rewarded with an EcoVadis 2021 Gold Medal, highlighting especially our CSR management system maturity on environmental issues as well as on social and human rights issues.

The Travel Notebook, a symbol of openness and adaptation

We decided to work with a French painter, Léa Morichon, to illustrate the third edition of our CSR report. The five works selected punctuate the report like a travel notebook and resonate with the exploration of new horizons: the move of GreenYellow's headquarters to modern and bright offices, the creation of activities in Mauritania, Bulgaria and Poland, the strategic partnership with Schneider Electric, ... This theme communicates our dynamism and resonates with the resilience of GreenYellow's teams. To meet the changing and complex challenges of our ecosystem, they have mobilised collectively in the face of uncertainty, deploying an unparalleled capacity for adaptation and openness.

We therefore dedicate this report to them with pride and gratitude.

Impulse

POSITIVE CHANGE

GreenYellow's raison d'être: to be the energy ally of companies and populations and ensure the success of their energy transition. Our core business participates to the key objectives defined by the Paris Climate Agreements and the UN's Sustainable Development Goals (SDGs).

OUR DNA

GreenYellow is an entrepreneurial project launched within the Casino group in 2007 and supported by the Tikehau Capital and bpifrance funds since 2018. We support our clients in the fight against global warming by investing in their projects. We are solidly positioned in the market, and we maintain our agile and innovative spirit and mobilize all the levers of energy transition—whether environmental, technological or financial—to benefit our stakeholders.

in figures

Our activities and impact

486 MWp
installed solar capacity
(including Reservoir Sun)*

+900 GWh
of installed or avoided volume
at our clients'*

Over 4,000 EEA
(Energy Efficiency Agreement)

476 clients

334,000 tons
of CO₂e avoided emissions

Direct impact on sustainable development goals



*Includes all GreenYellow projects since its creation and in operation or installed by 31/12/2021.

Shift

TO PROFITABLE ENERGY!

Our unique global platform of complementary offers is entirely dedicated to our clients' energy transition to reduce their energy bills and carbon footprint by consuming less, better and locally.



Solar (PV)

Producing green, local and cheap energy

We add value to our clients' facilities (roofs, car parks, etc.) by investing in equipment to reduce their energy burden and provide a comprehensive view of their energy expenditure through self-consumption projects. Our business model integrates financing of the facilities as well as revenue-sharing of proceeds from realized savings.



Electric mobility

Facilitating the development of green mobility

We enable our clients to increase their attractiveness by installing charging stations for electric vehicles on their sites. Our installations are equipped with a digital control system and cover all configurations: traditional infrastructures, ultra-fast charging, stand-alone charging stations, power mixing, etc ...



Energy efficiency (EE)

Tapping into potential savings - every penny counts!

We identify sources of energy waste in our clients' facilities and reduce their consumption and expenses by up to 40% in the first year of operation. We are committed to maintaining this performance over the duration of our contracts.



Energy services

Managing one's consumption

To address the full scope of energy strategies, we help our clients analyse, optimise and manage their energy contract on all of their sites. We closely monitor their energy consumption, revise purchasing contracts and implement demand-response strategies to fully optimise our clients' energy bill.



Our client charter

At GreenYellow, our clients are our priority.
Our Client Charter expresses our mindset and our commitment to deliver excellence in our projects and services at all times.



OUR DIFFERENCE

Since 2007, we have supported each client in a realistic and efficient energy transition through:

- A strong entrepreneurial culture
- A global and adaptable offer
- A pioneering spirit to continuously innovate
- Transparent corporate governance
- A highly diverse and international presence

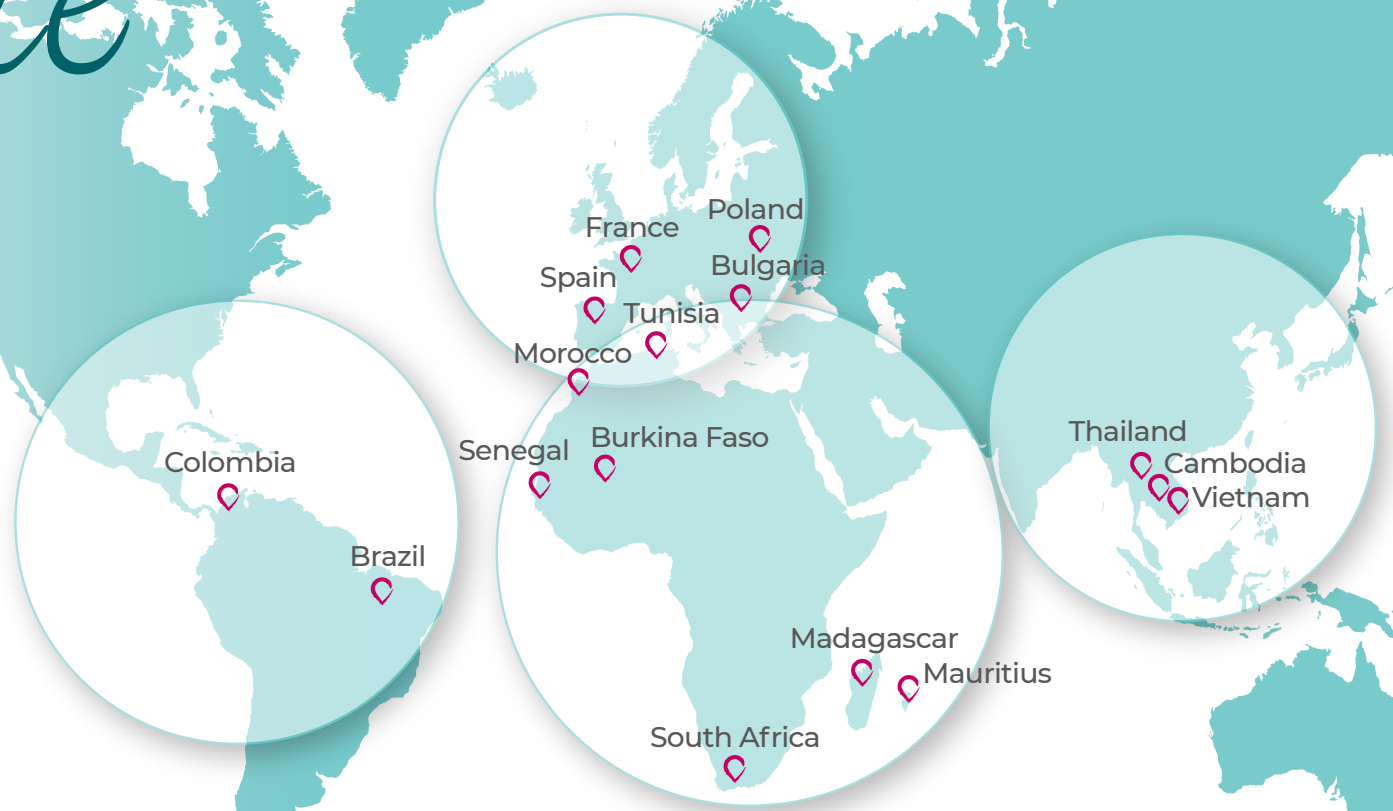
In 2021, GreenYellow was awarded with an EcoVadis Gold Medal. This first assessment reflects the true commitment of all our employees to all our stakeholders, and in particular to our clients.



A presence

ON FOUR CONTINENTS

Because climate change is a global issue, energy transition is everyone's concern. We have deployed our activities in 4 continents and we operate in 16 countries. For GreenYellow, being the ally of our stakeholders relies above all on strong local integration. Our experts design tailor-made solutions, adapted to local regulations, industry issues and the specific expectations of companies, institutions and local populations.



KEY DATES

2007
Creation of GreenYellow

2011
Expansion of our services to include Energy Efficiency

2012
Creation of GreenYellow Colombia

2014
Creation of GreenYellow Brazil & GreenYellow Thailand

2015
Creation of GreenYellow Indian Ocean

2017
New offices opened in Morocco & Senegal

2018
Launch of Reservoir Sun Capital opened up to Tikehau Capital and bpfrance

2019
Partnership with Meridiam & Allego to deploy electrical recharging stations

2020
New facilities in Vietnam & South Africa Rollout of the Utility-as-a-Service offer

A proximity player
We have chosen to combine the power of an international group with locally based and immediately operational teams of experts.

2021
Creation of GreenYellow Europe Strategic partnership with Schneider Electric

The impact

ON OUR ECOSYSTEM

HOW TO BUILD A SUSTAINABLE BUSINESS IN A GLOBAL ECOSYSTEM

How did it all start?

The answer is: with the client. Always the client! In 2007, it was the Casino group that wanted to equip its retail park with solar panels. Today, we support more than 470 clients around the world in their energy and ecological transition. We offer them relevant and innovative solutions, and engage in long-term operational and financial commitments. None of this would have happened without the commitment and passion of our team that now counts over 600 members worldwide. Today, even more than ever, I am committed to maintaining our teams fully mobilised so that each and every one of us feels like an ambassador and an actor in the energy transition with our clients. This is the key to our past and future success!

Doesn't being an ambassador for the energy transition imply being very close to the territories?

Of course it does! GreenYellow operates in 16 countries, and acts in close concert with national public authorities as well as local decision-makers: our role is to share our expertise and innovative perspectives to respond to their socio-economic challenges related to global warming.

But that's not all. Our decentralised model is closely linked to respect for local practices and customs. This means integrating local leaders from the project design stages and supporting the development of the populations living near our projects.



OTMANE HAJJI
FOUNDER AND PRESIDENT
OF GREENYELLOW

How do you approach the issue of local employment and the supply chain more generally?

The vast majority of our subcontractors are local, whether during the construction, operation or maintenance phases. This year, we wanted to strengthen our operational relationships with our supply chain partners. In refining our responsible purchasing policy, we have discussed with over 100 suppliers and subcontractors on their CSR practices and the importance of ESG standards for GreenYellow. This is about maintaining a strong relationship of trust, which values transparency and business ethics above all.

This transparency is in turn demanded by your investors; how do you address it?

Whether it is our private equity investors or lending institutions, they all fully support GreenYellow's *raison d'être* and appreciate the visibility and transparency we offer them on all ESG and financial criteria. It is clear to us that we need to work together in a sustainable way to maintain our trajectory and strengthen our positive impact around us.





Impulse

POSITIVE CHANGE & IMPACT

Our planet

ACT RESPONSIBLY TOWARDS THE ENVIRONMENT

At GreenYellow, we are inherently committed to environmentally-friendly and sustainable development. Environmental preservation is an integral part of our projects, and we help raise awareness among our stakeholders of the challenges of fighting against global warming.



Local populations

SUPPORT THE DEVELOPMENT OF LOCAL INSTITUTIONS AND POPULATIONS

GreenYellow is actively involved with local institutions and populations. By involving them fully in our projects, GreenYellow ensures that we have a sustainable impact that goes beyond environmental issues: our action contributes to improving people's living conditions and promotes the emergence of sustainable cities.



Our business partners

ESTABLISH SUSTAINABLE, ETHICAL AND TRANSPARENT PARTNERSHIPS

At GreenYellow, we are building a network of sustainable partners to support our long-term growth and implement transparent, ethical and responsible practices.



Our people

DEVELOP AND VALUE OUR EMPLOYEES WHILE ENSURING THEIR HEALTH AND SAFETY

GreenYellow is committed to its entrepreneurial values and to providing teams with balanced working conditions that encourage agility, emulation and collective responsibility.



Governance

Since 2018, GreenYellow has set up a Surveillance Committee whose role is to arbitrate the strategy and the most important investments. It is made up of 8 people (representatives of the Casino group, Tikehau and bpifrance) who meet at least once a month with GreenYellow's executive committee.

GreenYellow's CSR strategy is developed by the CSR department in conjunction with all the business departments. The annual roadmap and objectives are set with GreenYellow's executive committee and shared with the Surveillance Committee each year.

RISK MANAGEMENT

Major risks are identified and dealt with under the responsibility of GreenYellow's executive committee. Each year, we carry out the exercise of risk mapping, associated prevention plan and internal control – all three managed and reviewed by the Global Financial Department of GreenYellow.

EUROPEAN TAXONOMY

The EU Green Taxonomy Regulation is a key element of the European Commission's Action Plan on Sustainable Finance. It lays down the principles of a classification system for environmentally "sustainable" economic activities, responding to the achievement of one of the six objectives set out in Article 9 of Regulation (EU) 2020/852, including the mitigation climate change and adaptation to climate change.

In 2021, GreenYellow, supported by its parent company the Casino group, identified the main economic activities eligible for the Taxonomy:

- Generation of electricity by solar photovoltaic technology (4.1)
- Installation, maintenance and repair of equipment promoting energy efficiency (7.3)
- Installation, maintenance and repair of charging stations for electric vehicles inside buildings (and in parking lots attached to buildings) (7.4)
- Installation, maintenance and repair of renewable energy technologies (7.6).

This first step will allow GreenYellow to support its investors in their financial statements and confirm its position as a sustainable player.





ACT RESPONSIBLY **TOWARDS** **THE ENVIRONMENT**

At GreenYellow, we are inherently committed to environmentally-friendly and sustainable development. Environmental preservation is an integral part of our projects, and we help raise awareness among our stakeholders of the challenges of fighting against global warming.



PHILIPPE HOUINS
CHIEF OPERATIONS OFFICER

15 years ago, Otmane and I embarked on this adventure and challenge of green energy. We have followed a strong growth trajectory, completing our platform of offers to address all of our clients' energy issues. This allows us to accompany them in the effective reduction of their carbon footprint and encourage them to adopt better energy reflexes. An ambition supported by our motto "Consume better and consume less". 2021 is a year rich in a wide range of projects: we have installed nearly 150 MWp of solar photovoltaics and nearly 200 MWp more are being installed. We have also contributed to energy savings of nearly 150 GWh and our new electric mobility business is taking off in France.

"In the Antilles, our PV approach combines the protection of livestock with the energy transition. Thanks to our solar hangars, which are self-financed by the sale of electricity to the grid operator, we are helping the farming community to play an active role in the fight against global warming."

TIPHANIE M.
PV DEVELOPER ANTILLES

New energies harbour economic and technological opportunities, but it would be too simplistic to view them solely through this lens. GreenYellow contributes to shifting our relationship with energy: by choosing to reduce and improve our energy consumption, we ensure that the impact of our projects is beneficial to the environment as well as to society at large.

SUPPORTING THE FIGHT AGAINST CLIMATE CHANGE

GreenYellow actively participates in the reduction of greenhouse gas (GHG) emissions. Our energy efficiency programs show that it is possible to consume less while improving our clients' competitiveness. The deployment of solar projects also represents one of the most sustainable alternatives to carbon energy. We are strengthening our core business by developing innovative activities and complementary offers to accelerate the energy transition for each of our clients.



Our impact

195,000 tCO₂e
avoided emissions –
PV projects in operation

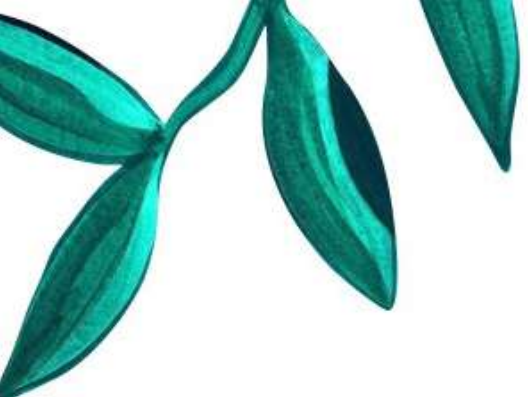
139,000 tCO₂e
avoided emissions –
EE projects in operation

9
installations carbon-certified
(CDM, VERRA, Cercabono...)

in figures

Direct impact on sustainable development goals

<p>7 AFFORDABLE AND CLEAN ENERGY</p>	<p>11 SUSTAINABLE CITIES AND COMMUNITIES</p>
<p>13 CLIMATE ACTION</p>	<p>15 LIFE ON LAND</p>



CONTRIBUTING TO THE PRESERVATION OF NATURAL RESOURCES AND BIODIVERSITY

ISO 14 001 certified in France across the entire value chain, from design to operation. We are committed to properly managing the waste generated by our projects under construction and operation, in accordance with local regulations in the various countries where we operate. For our solar projects, we carry out impact studies right from the development phase to minimise potential effects on flora and fauna. In addition, our membership of the French eco-organisation Soren covers the collection and recycling of photovoltaic panels at the end of their life. We also ensure efficient use of water. We preserve its quality as much as possible during the operation of our installations and clean the solar panels with clear water.

"Raising awareness among new generations is a priority for us. It was a real pleasure to set up a workshop with the schools and children of Retiro in Planeta Rica Córdoba, around the planting of trees and the protection of pollinating insects!"

DIANA A.
MARKET & COMM' COLOMBIA



Carbon footprint

GreenYellow is committed to a long term approach to neutralize its Scopes 1 and 2 emissions.

For the past 3 years, GreenYellow has been measuring its carbon footprint in all its subsidiaries. In 2021, the French teams have decided to support reforestation projects. They picked 2 projects with the Low-Carbon* label in the Val d'Oise and the Loiret. The teams themselves have planted trees which will be maintained by local foresters. These projects ensure the preservation of soil and the creation of habitats for biodiversity.

**Label created by the French Ministry of Ecological Transition.*

AVOIDED EMISSIONS

PV Projects
195 ktCO₂e
EE Projects
135 ktCO₂e

INDUCED EMISSIONS

Projets
132 ktCO₂e
Offices
2.1 ktCO₂e



Offices (ktCO₂e)

Business travel	1.4
Commuting to work	0.3
Company cars	0.2
Energy	0.1
Materials, waste, ...	0.1

Our impact

0%
detergent used in the cleaning water of solar panels

6,978
trees planted of which **1,378** covered by the Low-Carbon label

in figures



"I once met a client who didn't believe in renewable energy. He had a poor image of solar photovoltaic projects. After several talks, he eventually perceived the ecological and financial interest and I convinced him to sign a 700 kWp project."

ASMA P.
BUSINESS DEVELOPER
INDIAN OCEAN

in figures

Our impact

272
employees sensitised
since the beginning
of the Climate Fresk

737
children/students
benefiting from educational
actions related to
the environment



FOSTER AND ENCOURAGE ENVIRONMENTAL CONSCIOUSNESS

Since 2020, our employees have been sensitised to global warming via the Climate Fresk. We have rolled out this serious game in all our geographies. GreenYellow also encourages its employees to take action through individual carbon footprint calculations, challenges such as Plant Your Feet or dedicated "for the planet days" like EcoDay.

Raising awareness among the younger generation gives them the keys to understanding global warming and encourages them to work in the energy transition sector. In 2021, a visit to the Solitude power plant in Mauritius by students took place, as well as presentations to students and schools in Reunion, Morocco and Colombia. Colombia has also organised the creation of the first "GreenYellow Tree Nursery" in Colombia, in collaboration with local children and students.



CLÉMENT S.
BUYER FRANCE

Plant your Feet, a 100% GreenYellow programme : collaborative, sportsy and with a positive impact on the environment. During 3 weeks, I had the chance, along with 70 collaborators, to walk, run and cycle to build the "GreenYellow forest"! In total, we covered more than 3,300 km which were converted into 600 trees.





SUPPORT THE DEVELOPMENT OF LOCAL INSTITUTIONS AND POPULATIONS

GreenYellow is actively involved with local institutions and populations. By involving them fully in our projects, GreenYellow ensures that we have a sustainable impact that goes beyond environmental issues: our action contributes to improving people's living conditions and promotes the emergence of sustainable cities.



GINO GAUTHIER CHIEF COMMERCIAL OFFICER

Our mission is to support countries in their energy transition. To do this, we need to understand our clients and the environment in which they operate, driven in part by government and regulatory institutions and by the needs of the population. Listening is the key to getting closer to clients. This is the case for South Africa, where we created our subsidiary in 2020 to support the country's roadmap around decarbonisation challenges. GreenYellow must also proactively influence and educate the institutions of today and tomorrow. In a very concrete and pragmatic way, by supporting the socio-economic development of the populations around our projects.

"Through our communication actions, I set forth the beneficial impacts of our projects. These messages serve to educate decision-makers in our country so that future regulatory choices increasingly align with the SDGs."

MARILIA B.
INNOVATION/MARKET & COMM' MANAGER BRAZIL



COLLABORATE WITH LOCAL AND NATIONAL INSTITUTIONS

It is our responsibility to share our experience and to inform decisions at both local and national levels. We engage regularly with national public representatives and communities on energy transition issues. Through these meetings, we share our views and perspectives with them, pointing out the beneficial dimensions of our projects. For example, in Burkina Faso, about 30 people from the ministries in charge of energy, the environment, Sonabel* and local authorities were made aware of the environmental and social issues of a solar photovoltaic project by our local teams.

**National electricity company of Burkina Faso.*



Our impact

AWARDS RECEIVED BY GREENYELLOW

Energy Leaders Award 2021
Brazil - Energy Leader Award in the category Energy Efficiency

GreenSolutions Awards - Sustainable Infrastructure Grand Prix

France - Solarisation project of Saint-Étienne Métropole

Direct impact on sustainable development goals



in figures



OUR ACTIONS

We work hand in hand with local institutions to favour new energies.



France

Otmane Hajji, President of GreenYellow, participated in the round table on the ecological transition of the colloquium at the Council of State of December 10th, 2021 alongside Odile Renaud-Basso, Jérôme Brouillet and Anne Lauvergeon. He confirmed GreenYellow's ability to support the energy transition through its global and unique offering platform.



Africa

Robinson Alazraki, GM GreenYellow Africa, participated in the MEDEF International in Abidjan: an opportunity to discuss the challenges of the sustainable city with Mr. Souleymane Diarrassouba, Minister of Trade, Industry, Handicrafts and Promotion of SMEs.



Indian Ocean

Alexandra Mannai, CTO & CSR director, met Renganaden Padayachy, Minister of Finance, Planning and Economic Development of Mauritius during his visit to Paris. He presented the ambitious 2030 objectives for the production of renewable electricity in Mauritius to which GreenYellow holds many answers.

HOW THE PRIVATE SECTOR CAN SUPPORT A COUNTRY'S ENERGY TRANSITION ?

In December 2021, Sébastien Prioux, GreenYellow Vietnam Director, joined a conference organized by the Ministry of Planning and Investment (MPI) in Hanoi on "Removing bottlenecks of renewable energy development in Vietnam".

He brought forward the solutions that the private sector - and GreenYellow more specifically - can offer to support the local energy network and manage the massive increase of renewable energy installations. Indeed, adding renewables in the power mix generates many challenges such as power grid overload, provincial curtailment and electricity supply security. Solutions include better production forecasts and on-site distributed electricity storage solutions, both of which GreenYellow can help with.

The Vietnamese government has set ambitious goals to reach Net Zero GHG emissions by 2050, in part enhancing the penetration of renewable energy in the country's energy mix. We therefore believe that our suggestions are likely to impact the definition of the Power Master Plan VIII to be implemented within 2022.





VALUE AND PRESERVE LOCAL CULTURE AND HERITAGE

GreenYellow supports cities in their energy transition but also in their socio-economic development. Our major ground-mounted solar plant projects are supplemented by local development programmes. As an example, the Nagreongo CSR programme in Burkina Faso focuses on 3 main impacts: health, education and income-generating activities. In Madagascar, near the Ambatolampy solar farm, agriculture is the main source of income for the local population. Water is therefore an essential resource for populations, which makes it a priority addressed in the local CSR roadmap.

"In our Mauritian culture, it is natural to share our luck with the least favoured. It was important for me to be present on the site during the food distribution."

USHA K.
ASSISTANT MAURITIUS



DRIVE LOCAL SOLIDARITY PARTNERSHIPS

Our integration into the local economic fabric is the result of our active participation in the economic and social development in areas in which we operate. GreenYellow employees are encouraged to carry out meaningful charitable actions such as:

- Our Mauritian team brought its support for the Lakaz Lesparw Solitude association by distributing food parcels to 50 families.
- In Brazil, our teams donated 70 healthcare and food kits to the SOMAR institute, helping socially vulnerable populations.

LOCAL POPULATIONS

Our impact

9
donation/sponsorship
campaigns

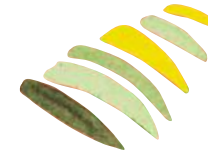
in figures

SDG	Action	'000 CFA Francs	Beneficiaries
2 ZERO HUNGER	Creation of a micro-financing fund	30,000	300
3 GOOD HEALTH AND WELL-BEING	Ambulance and pharmaceutical products	27,000	12,000
4 QUALITY EDUCATION	Building and furnishing of 5 school rooms	59,000	200
7 AFFORDABLE AND CLEAN ENERGY	Installation of 13 solar street lamps around the Nagreongo market, department high school and central dispensary	15,000	20,000
13 CLIMATE ACTION	Creation of a tree nursery, a reforestation plan and training of foresters	2,000	500



SAYOUBA N.
BUSINESS DEVELOPMENT BURKINA FASO

Before any action is taken here in Burkina, we must always ensure that the local ecosystem is favourable. So I spoke to the various village chiefs and institutions to ensure that customs were respected: we made an offering to the crocodiles of the Sacred River before starting the construction of the Nagréongo power plant!



ESTABLISH SUSTAINABLE ETHICAL AND TRANSPARENT PARTNERSHIPS

At GreenYellow, we are building a network of sustainable partners to support our long-term growth and implement transparent, ethical and responsible practices.



KARINE ANNE HUBERFELD
GENERAL SECRETARY
& GENERAL COUNSEL

As GreenYellow's Ethics Officer, I can testify that ethics is absolutely essential in the expression of our values, at all levels. Whether it's interactions between colleagues or business relationships that we have with third parties, acting with transparency and ethics is a form of respect for others, of "cleanliness". These are rules and habits that must govern us both individually and collectively. Acting ethically also means offering our clients what is best for THEM, for their challenges in terms of ecological transition. It is up to us to find the best levers to support them with confidence.

ENCOURAGING RESPONSIBLE ENERGY USE

We showcase to our clients that we are their energy management partner, capable of balancing operational efficiency, CSR and sustainable energy. We make sure our clients always benefit from the best technology available to help them reduce their energy consumption as much as possible. We facilitate the traceability of local and green energy production through guarantee of origin mechanisms, including in areas where such certificate markets are not yet developed, such as in Brazil or Vietnam, where i-RECs make it possible to ensure this traceability. In 2021, we reinforced our electricity sourcing strategy in France, by offering local guarantees of origin "100% made in France."

OUR CLIENTS

Schneider Electric international partnership to accelerate the low-carbon trajectory for large companies GreenYellow and Schneider Electric offer their international customers energy efficiency programmes and technologies fully financed, and regardless of their geographic location.

Valeo GreenYellow Thailand is proud to support Valeo in its successful energy, economic and ecological transition. The local teams were honoured to receive the low carbon award for the 2MWp rooftop plant.

Our impact

14 201
i-REC generated

9
innovative ideas under test/POC (incubation)

Direct impact on sustainable development goals

7 AFFORDABLE AND CLEAN ENERGY

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

17 PARTNERSHIPS FOR THE GOALS

in figures



BERTRAND R.
SALES DIRECTOR
EUROPE

In 2021, we opened up new horizons in Eastern Europe with a first solar project for our client Solvay. I was particularly attentive to ensuring that our client and our local partners respected our standards in terms of the fight against corruption and proper business conduct.



BECOME AN ACTOR AND AMBASSADOR OF A RESPONSIBLE SUPPLY CHAIN

At GreenYellow, we attach great importance to building lasting partnerships with our suppliers and subcontractors, in compliance with the standards described in our supplier charter.

An approach based on ISO 20400

In 2021, we wanted to strengthen the sustainable dimension of our supply chain. We have deployed a global Responsible Purchasing approach, based on the main guidelines of ISO 20 400. It consists of fully integrating economic, societal and environmental issues into the purchasing process. A complete roadmap has been drawn up with the objective of being aligned with ISO 20 400 in less than 2 years.

A network of well-trained ambassadors

All GreenYellow buyers and logisticians participated in the Responsible supply chain process and received trainings in order to complete their knowledge on the subject: workshops around ISO 20 400, Climate Fresk, Sapin II risks, etc.

Focus on traceability and transparency

Knowing our supply chain is essential. To move towards this objective, we have launched a campaign of CSR audits at our major suppliers. At the same time, we conduct an ESG survey every year with our Top 100 suppliers and subcontractors to assess their maturity. These assessments enrich the supplier selection process. These actions are supplemented by a participation in various working groups (edh, La Plateforme Verte, France Territoire Solaire) which aim to carry out collective actions in favor of the SDGs.



ROMANE V.
GLOBAL CSR
COORDINATOR

I worked hand in hand with the purchasing teams of all our entities, to integrate social responsibility into their purchasing processes. We have made a real change of mindset. There is no longer purchasing on one side and CSR on the other: buyers have become responsible buyers.



"As GreenYellow's PV Category Manager, I make it a point to get to know the supply chain of my solar panel suppliers; I encourage them to be transparent and to aspire to international human rights norms in order to establish long-term relationships."

TIPHAINE L.
GLOBAL PV CATEGORY
MANAGER

in figures

Our impact

60%
of the Top 20 suppliers have an environmental policy (such as ISO 14 001)

11
QHSE audits per year (past 36 months average)

48%
Average score of the Top 100 suppliers to the GreenYellow ESG survey

A responsible procurement code in 5 axes

- 1 **Promotion of and respect for internationally recognised human rights**
- 2 **Respect for health and safety at work**
- 3 **Respect of environmental standards and climate change mitigators**
- 4 **Respect for ethics, compliance and transparency**
- 5 **Fair business practice**



Our impact

100%
of employees
signed the ethics
code of conduct



**STRENGTHEN ETHICS AND COMPLIANCE
ACROSS ALL OUR VALUE CHAIN**

Throughout the world, our activities are carried out in compliance with the Sapin II law, and we have deployed a compliance programme for the company (code of conduct, internal alert system, risk mapping, training, etc.). We ensure that all our employees are made aware of best practices in terms of ethics, integrity and the fight against corruption. Our ethics charter and our code of business conduct reflect our commitments to integrity and compliance with local laws and regulations. They are supplemented by the Responsible Purchasing Code integrated into our contracts with our suppliers and subcontractors, and regularly reviewed by our Ethics Officer.

**INFORM OUR STAKEHOLDERS
OF OUR CSR ROADMAP AND RESULTS**

GreenYellow maintains integrity and transparency at all levels. We chose to publish our CSR report to share our results and our roadmap with all our stakeholders. Our investors pay particular attention to ESG criteria as well as our contribution to the challenges of the European taxonomy. Through our annual CSR campaign, GreenYellow provides them with a clear vision of its non-financial performance and its environmental impacts.



MATHIEU B.
CO-HEAD
T2 FUND
TIKEHAU CAPITAL

GreenYellow is a pioneer in the decentralised energy transition and the fight against climate change. Its commitment confirms our conviction that ESG performance and economic performance go hand in hand. Tikehau Capital is proud to support the growth of Green Yellow, since 2018, whose strong growth over the last few years has enabled it to accelerate its contribution to the fight against global warming.





**DEVELOP
AND VALUE
OUR TEAMS
WHILE ENSURING
THEIR HEALTH
AND SAFETY**

GreenYellow is committed to its entrepreneurial values and to providing teams with balanced working conditions that encourage agility, emulation and collective responsibility.



VIRGINIE LANIER
CHIEF HR OFFICER

GreenYellow is above all a group of people who are committed and passionate about what they do. They are the ones who contribute to the development of GreenYellow every day. My mission is simple: above all, I want to establish a meaningful corporate culture rooted in cohesion, equality and diversity. I also want to promote international mobility and intercultural exchanges, in order to encourage openness and the sharing of skills. This group inspires me: it is so rich in opportunities to come and create!

AGILE • CONCRETE • RESPONSIBLE



We are participating in finding concrete solutions to the climate emergency. Many of us joined GreenYellow to be actors in this great adventure, eager to commit to the energy transition within a company with strong values. In return, GreenYellow wants to offer them an inspiring, caring and responsible work environment.

FOSTER COHESION AND PROMOTE DIVERSITY

Since its inception, GreenYellow has maintained essential values embodied by its founders and relayed by all the teams. To reinforce our teams' sense of belonging, GreenYellow has launched Welcome on board! its first global integration program and highlighted talents from several entities through a series of Sharing Live webinars, seminars, ... GreenYellow is convinced that diversity is a richness and contributes to the quality and creativity of our teams. Together, our employees have identified 4 priorities on which to focus: gender equality in the workplace, disability, the intergenerational mix and cultural and religious diversity.

"Less than a year after I arrived, Gino organised a 4-day seminar in Paris. It was a real chance to meet up with all my peers to share and consolidate our business practices!"

MIKE I.
SALES DIRECTOR SOUTH AFRICA

Our impact

34.3%
of women

100%
of employees benefit healthcare coverage

34 years
old average employee age

Direct impact on sustainable development goals

<p>4 QUALITY EDUCATION</p>	<p>5 GENDER EQUALITY</p>
<p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<p>10 REDUCED INEQUALITIES</p>

in figures



PROVIDE OUR EMPLOYEES WITH DYNAMIC CAREER OPPORTUNITIES

While GreenYellow takes great care in on-boarding new recruits, there is no standard and ready-made career path. Our agile and entrepreneurial culture empowers each employee and encourages them to adapt their career path according to their individual objectives and open opportunities.

Each year, dozens of young women and men out of school join the ranks of GreenYellow. They bring fresh perspectives and a committed enthusiasm to support our offerings to clients. Their passionate and curious attitude echoes that of the founders and perpetuates the growth dynamic of the company.

Internal mobility is a major factor employee upskilling and in particular enables rapid access to managerial roles. At the same time, GreenYellow strives to develop its employees on an international scale: they enrich themselves culturally and humanly while contributing their know-how and technical expertise. GreenYellow favors permanent contracts (more than 99% of the workforce) in order to ensure a stable working environment for its employees.

Our impact

34
people under 26 years old recruited

23
interns and apprentices integrated continuously into the teams

369
employees benefited from at least 1 training session

15.4
hours of training employees received on average

in figures

Development and training

At GreenYellow, we seek to continuously develop our employees skillset. Training, in face-to-face, digital or seminar form, is a strong focus of our approach. This is evidenced in particular by:

- The launch of Campus, a single digital platform for all subsidiaries giving access to a common core of training;
- The animation of the GY University in Colombia: every Friday it's back to school for the Colombia team! Each service intervenes in turn to present in detail its missions, its current projects, and respond to live Q&A.



I have always been attracted by the international dimension of GreenYellow. In 2021, I was lucky to be assigned on a mission to La Reunion Island to bring my PV works expertise : and that's great, because I love travelling especially where the sun shines!

CHARLY B.
PV PROJECT MANAGER INDIAN OCEAN



ALEJANDRA G.
HR COLOMBIA

In 2021, we were so happy to finally be able to get together! We organised various integration activities to foster warmer relationships and therefore have a positive impact on our employees and their families' well-being.

"I play an active role to support our PV project construction and operations. We have deployed here in Vietnam a full ESMS and are guiding our subcontractors so they align with our global standards and practices."

MINH TU N.
HSE MANAGER VIETNAM



FOSTER A HEALTH & SAFETY BASED WORK ATMOSPHERE

Protecting our people and stakeholders across our organization is paramount. In 2021, GreenYellow launched a process of continuous improvement of its environmental and social management system (ESMS) in line with the requirements of our investors and IFC standards. In particular, we have formalized our Golden Rules by mobilizing the entire community of our HSE managers, to reaffirm our commitments and our requirements especially with our subcontractors.

NURTURE OUR HUMAN CAPITAL

GreenYellow promotes a climate of social well-being, which has a direct impact on the commitment and motivation of our employees on a daily basis. Most of our offices have organised an "activity committee".

In 2021, several activities were carried out:

- **France:** participation of 2 GreenYellow teams in the football tournament which brings together renewable energy players each year.
- **Colombia:** all the employees of the Bogota office took advantage of a "green" day under the sign of good humor! On the program several outdoor games such as the famous sack race.
- **Brazil:** throughout the year, the InteraGYndo community set up challenges such as calculating ones individual carbon footprint, bringing back the most plastic bottle caps for an association...



in figures

Our impact

TRIR: 0

Total Recordable Incident Rate





LTIR: 0

Lost Time Incident Rate

SIR: 0

Severity Incident Rate

2021 Dashboard

PILLAR	INDICATOR	2020	2021	TARGET 2022
 Our planet	tCO ₂ e avoided emissions – PV projects in operation	142,000	195,000	250,000
	tCO ₂ e avoided emissions – EE projects in operation	112,000	139,000	180,000
	installations carbon-certified (CDM, VERRA, Cercarbono...)	2	9	12
	% detergent used in the cleaning water of the solar panels	0%	0%	0%
	number of children/students benefiting from educational actions related to the environment	570	737	+1,000
	trees planted (of which covered by the Low-Carbon label)	650	6,978 (1378)	12,000 (3,000)
	number of participants in the Climate Fresk	20	252	400
 Local populations	donation/sponsorship campaigns	9	9	15
	actions in favour of social development	4	2	4
	beneficiaries of our local CSR programmes	~20,000	17,000	+20,000
 Our business partners	innovative ideas under test/POC (incubation)	8	9	10
	% employees who signed the ethics code of conduct	62	100	100
	% of the Top 20 suppliers that have an environmental policy (such as ISO 14 001)	3	11	20
	number of QHSE audits per year (past 36 months average)	55	60	80
	average score of the Top 100 suppliers to the GreenYellow ESG survey		48%	60%
 Our people	% of women	33.80%	34.30%	>35%
	% of employees that enjoy healthcare coverage	100	100	100
	number of experienced hires (10+ years)	7	5	10
	% of apprentices integrated continuously into the teams	4.6%	4.0%	>5%
	number of employees benefiting from a training session	391 (78%)	64%	75%
	hours of training employees received on average	14.8	15.4	20
	TRIR (Total Recordable Incident Rate)	0	0	0
	LTIR (Lost Time Incident Rate)	0	0	0
	SIR (Severity Incident Rate)	0	0	0

Our 2022 roadmap



Local populations & institutions

- Systematize the definition of a CSR program for PV projects larger than 10 MWp
- Support associations instating local socio-economic impact



Our people

- Reinforce the digitization of our HSE management system
- Index part of the variable compensation to CSR indicators (company-wide)
- Confirm our commitments to inclusion & diversity through a global Code
- Organize a global positive impact day around social impact



Our planet

- Accelerate our support for reforestation projects
- Extend awareness efforts to external stakeholders via the Climate Fresk
- Define travel rules with reduced carbon impact



Our business partners

- Strengthen relationships with our most responsible suppliers
- Accentuate the traceability of our supply chain
- Define our responsible digital policy

ENGAGE IN A LONG-TERM CSR IMPROVEMENT AND CARBON FOOTPRINT MANAGEMENT THROUGH INDEPENDENT ASSESSMENTS





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