



2022

**CSR
REPORT**

greenyellow
SHIFT TO PROFITABLE ENERGY!



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Editorial



ALEXANDRA MANNAÏ
HEAD OF CSR
& TRANSFORMATION

Impulse positive change. At GreenYellow, our CSR motto is a reality embodied in the Plural. Not a day goes by without one of our employees interacting with one of our stakeholders: around technical projects with one of our 650 customers, with children visiting a solar power plant, with university researchers on cutting-edge topics...

This is why I wanted to dedicate this CSR report to our collaborators. Thanks to you, more than 30,000 people have benefited directly from a positive environmental, economic and social impact - and many more by domino effect. Thank you for your commitment, your passion and your collective contribution to the fight against global warming!

2022 grows our CSR strategy and confirms its deep roots in our daily life

Our CSR commitments have been supported by a voluntary roadmap that allows us to anticipate future changes in European regulations (CSRD, materiality, etc.). Firstly, on climate change, with the deployment of the *Climate Fresk* among our clients and investors, the raising of awareness of environmental issues among 1,000 children and the submission of a first questionnaire to the CDP*. We also launched a vast HSE programme to harmonise our standards and reporting methods, including improved reporting and increased on-site inspections. Internally, we also initiated our Diversity and Inclusion approach, through workshops in all our entities and the launch of an e-learning program. Finally, we have strengthened our CSR governance

with appointments of CSR ambassadors in each entity, regular steering committees, and implementation of the CSR roadmap and objectives in each entity.

Shine, light and greatness

This year, we continue our collaboration with Léa Morichon, a French artist and illustrator. She shares with GreenYellow the instinct to go "beyond" and explore the limits of artistic beauty. No longer a small format artist, she now paints on large canvases. In 2022, she decided to explore the shores of Greece; captivated by this vibrant energy, her latest creations express a luminous vision full of life.

How can we not see this as a metaphor for the year 2022 for GreenYellow? The arrival of a new majority shareholder, Ardian, has marked the end of several months of collective effort and nearly 15 years of intrapreneurial history. And it opens the door to a new era: one of even more ambitious growth, geographical expansion, particularly in Europe, an in-depth transformation of our practices as the emancipation of our former parent company proceeds, and long-term financial partnerships to deploy our full potential as a Green IPP**.

I have chosen to open this report on the warm notes of an exotic landscape, and invite you to join our adventure alongside our teams.

*CDP = association formerly known as the Carbon Disclosure Project

**Green IPP = infrastructure player in the renewable energy sector

Impulse

POSITIVE CHANGE

We are the ally of companies and communities in their energy performance and solar energy production.

As an international player, our expertise and our fully financed offerings provide our customers with concrete, immediate and profitable solutions to help them in their decarbonisation targets. Our core business contributes directly to the crucial objectives defined by the Paris Climate Agreement.

Since 2022, GreenYellow is a participant of the United Nations Global Compact (UN Global Compact), and is officially committed to the 10 principles and the 17 Sustainable Development Goals (SDG).

OUR DNA

GreenYellow is a pioneer company, launched in France in 2007 and supported by Ardian who acquired a majority stake in GreenYellow through its infrastructure fund in 2022. We support our clients, companies and local authorities in the fight against global warming.

We invest in their projects by activating all the levers of the energy transition - environmental, technological and financial.

Our expertise is concrete and efficient in order to offer our clients and our teams the highest level of quality. Our ambition leads us to go beyond established models and beyond borders (new markets, new solutions for our clients, new systems, etc.) with method, rigour, vision and boldness.

We invest with conviction and give our best in everything we do with a long-term perspective.

We carry out our actions with a focus on the collective success of the Group across all its components, geographies and businesses, sharing the same values, to achieve common goals.



in figures

Our activities and impact

720 MWp

currently installed since the creation of GreenYellow (including our joint ventures)

1+ TWh

of saved and provided energy volume at our clients*

Over 3,500 EEA

(Energy Efficiency Agreement)

650+ clients

500,000 tons

of CO₂e avoided emissions

Direct impact on sustainable development goals



**Includes all GreenYellow projects since its inception, in operation or installed as of 31/12/2022*

Shift

TO PROFITABLE ENERGY!

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



#SHIFT EFFICIENCY

Energy efficiency (EE) and Utilities-as-a-Service (UaaS)

Tapping into potential savings - every penny counts!
We identify sources of energy waste in our customers' facilities and reduce their consumption and bills by up to 40% in the first year of operation. We also provide optimised cooling or heating volumes for our customers. We are committed to maintaining this performance over the duration of our contracts.



#SHIFT ENERGYSERVICES

Energy services

Optimising consumption
In order to respond to a complete energy strategy, we support our clients in optimising, managing and controlling their energy contracts on all their sites. We closely monitor energy consumption, review purchase contracts and can implement load shedding strategies, which will lead to the full optimisation of our clients' energy bills.



#SHIFT PRODUCTION

Photovoltaics (PV)

Producing green, local and affordable energy
We invest in our clients' sites (rooftops, car parks, etc.) to enhance them, reduce their energy load and offer them visibility on their energy expenses, thanks to decentralised solar production projects. Our business model includes financing the installations and operating the sites for our clients.



#SHIFT MOBILITY

Electric Vehicle Charging Infrastructure (IRVE)

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, autonomous charging stations, power mix, etc.



OTMANE HAJJI
FOUNDER & PRESIDENT
OF GREENYELLOW

Building a sustainable business, an ambition illustrated by our client-oriented motto: "Consume better and consume less"

How did it all start?

The answer is: the client. It's always the client! In 2007, it was the Casino Group which wanted to equip its stores with solar panels. We are now supporting more than 650 clients around the world in their energy and ecological transition. We provide them with relevant and innovative offers, to which we are committed in the long term, operationally and financially. But none of this would have happened without the commitment and passion of a team that now has nearly 700 employees around the world. More than ever, I am committed to maintaining the mobilization of our teams so that each and every one of us feels like an ambassador and a player in the energy transition with our customers. This is the key to our past and future success!

And sustainable development in all this?

Should I say it is a "no brainer"? Our core business contributes directly to the fight against global warming. We must work together and in a sustainable way to maintain our trajectory and strengthen our positive impact around us. The social components and the necessary governance are an integral part of our so-called "Green IPP" corporate strategy. There is no Corporate strategy on one side and CSR strategy on the other : at GreenYellow, they are One.

Our client charter

At GreenYellow, our clients are our priority!

Our Customer Charter expresses our mindset and our desire to bring excellence to our projects and our services at all times. It revolves around concrete commitments that we make in order to bring the best level of satisfaction to our clients and excellence to our services.

Expertise. Energy is a profession and it has been GreenYellow's for more than 16 years. Our experts work to build targeted technical and financial solutions that take into account the specificities and requirements of our clients.

Proactivity. Our One face customer approach allows us to offer a privileged contact to each client This contact at all times, as well as all GreenYellow's experts, undertake to provide a rapid (within 24 hours) and quality response, by telephone or in writing throughout the project period, from the study phase, to operational monitoring of your project.

Transparency. We are committed to adopting clear and regular communication, in total transparency on the solutions used and on the progress of each project. We ensure strict respect for the confidentiality of each client's information.

Agility. Our teams are always attentive to our clients to offer them tailor-made offers, adapted to each context. It also means improving and adapting our operating methods to ensure the performance of each project.

Innovation. We use state-of-the-art tools and materials to make every project a success. We integrate innovation into our value chain to optimise these technical and technological choices.

Ally. GreenYellow is a true energy ally, which engages with each client in a long-term relationship of trust. All the company's employees are mobilized on a daily basis to make the energy transition of each client a success.

In 2022, our clients showed us their satisfaction by awarding prizes.

For example in Colombia, Exito gave us the prize for the best "Provider of goods and services" among 600 participants. This award celebrates our long-standing partnership with more than 360 energy efficiency projects, 15 solar energy projects and 59 energy service projects."

Our 6 commitments to our clients

- 1 **PROACTIVITY**
- 2 **EXPERTISE**
- 3 **AGILITY**
- 4 **INNOVATION**
- 5 **TRANSPARENCY**
- 6 **ALLY**



A presence

ON FOUR CONTINENTS

The climate emergency is a reality that concerns the entire planet, and the energy transition has become everyone's business.

For GreenYellow, being an ally of our stakeholders is above all based on a strong local integration.

Our local entities are made up of multidisciplinary teams, in order to design solutions adapted to local regulations, sectoral issues, and the specific expectations of companies, institutions and local populations. They are supported by corporate teams that lead the business lines and harmonise practices between the entities.

We have chosen to combine the power of an international group with the proximity of local teams, experts and immediately operational. By 2022, we were present in some twenty countries on four continents.

Our expansion strategy aims to strengthen our presence mainly around Europe as well as in Latin America and South East Asia.



KEY DATES

- 2007**
 - Creation of GreenYellow
 - First photovoltaic installations
- 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 our JV with ENGIE
 - Tikehau Capital and Bpifrance are new shareholders
- 2019**
 - Partnership with Meridiam & Allego for the development of our #SHIFTMOBILITY offer
 - Deployment of electric charging stations

- 2020**
 - New facilities in Vietnam & South Africa
 - Rollout of the Utility-as-a-Service offer
- 2021**
 - Creation of GreenYellow Europe
 - Strategic partnership with Schneider Electric

- 2022**
 - Ardian becomes the majority shareholder of GreenYellow
 - New offices opened in Poland and Spain



**ROMANE V.
GLOBAL IMPACT
MANAGER**

My mission? Ensure that all our teams are committed to having a positive impact with their stakeholders. I have a very clear guide for this, our CSR policy, and our annual roadmap. No two days are alike because I have many contacts in all our entities, and each has their own challenges. It's also what drives me and why I can say without hesitation that I love my job!

For 3 years now, our CSR performance has been recognised by obtaining the EcoVadis gold medal; for a small company like GreenYellow, it is a real source of pride because this evaluation places us in the TOP 5% of companies evaluated! This medal confirms our real collective commitment to all our stakeholders, and in particular to our customers.

Together let's positive impulse change!



A CSR philosophy

ANCHORED AT ALL LEVELS

PEOPLE

CSR is a key element of the Group's corporate culture. It is aligned with the corporate strategy and is embodied at the highest level of governance, both by the two co-founders and by a dedicated CSR team.

This CSR team is made up of 4 people (Head of CSR, Global Impact manager, Junior CSR analyst and the global Carbon & Climate Manager).

Locally, each entity has identified its CSR ambassador, who can be either a person dedicated to CSR if the entity is large, or a person from the local management committee who takes on

this responsibility alongside their main function. In total, nearly 10% of the teams are directly involved.

PROCESS

The CSR cycle is divided into three stages: the first quarter of each year is dedicated to the "CSR campaign", a phase for collecting the results of the past year, in a quantitative and qualitative way. Then comes the definition of the roadmap and objectives for the current year, validated by the executive committee and reviewed during the ESG* Committee. Each GreenYellow entity is informed of its targets at the end of the first quarter.

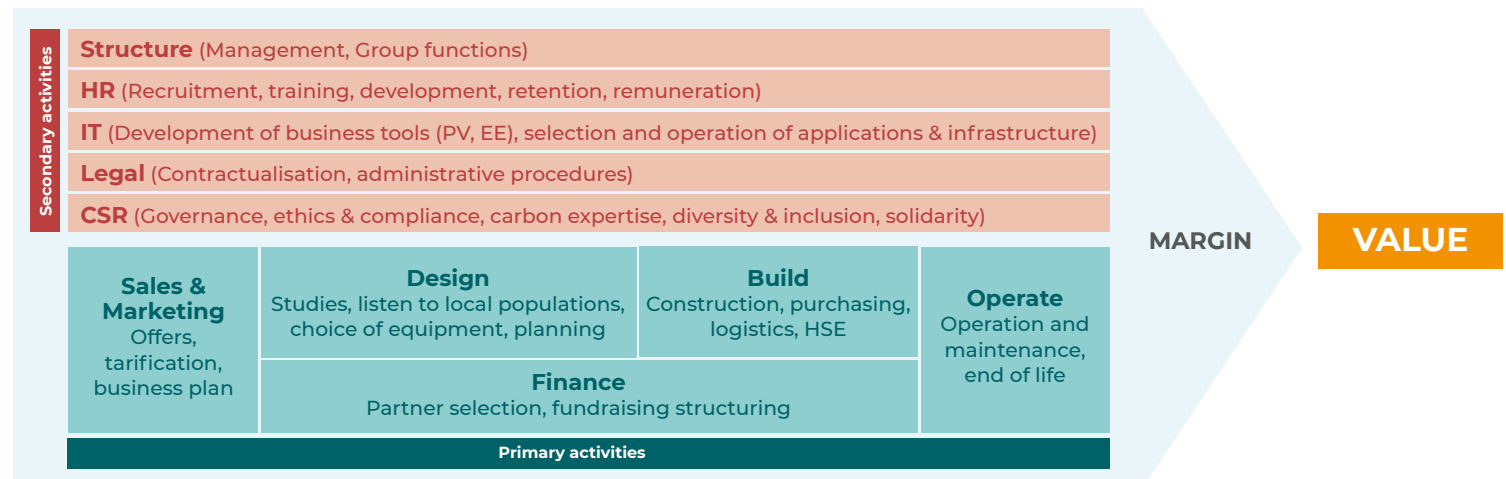
From April to September, the action plans are then coordinated regularly by the Global Impact Manager, with both "top-down" actions common to all BUs and above all local actions. Finally, the last quarter is devoted to reviewing the platform settings and preparing for the next campaign (communication, "last estimate" of certain key indicators, etc.).

TOOLS

In order to monitor action plans and nearly 250 indicators across more than 15 countries, GreenYellow has set up a dedicated and shared platform: Tennaxia.

*ESG = Environmental, Social & Governance

OUR VALUE CHAIN



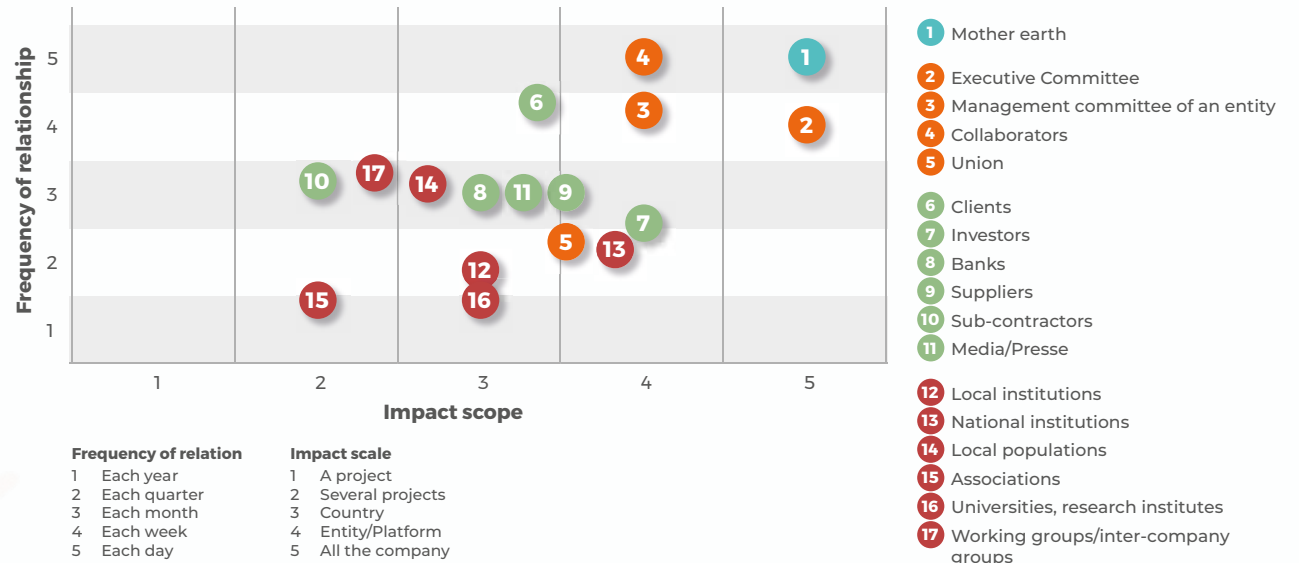
Impact

ON OUR ECOSYSTEM

GreenYellow has developed a close relationship with all its stakeholders and integrates them into the value creation of its activities. We have an open and constructive dialogue with our ecosystem, developing and co-creating projects in close collaboration with our partners.

In 2022, we updated our stakeholder mapping, classifying them according to 2 dimensions (impact scope vs. frequency of relationship).

STAKEHOLDER MAPPING



MATERIALITY ANALYSIS: OUR 20 IDENTIFIED CSR ISSUES

Environment

- Use resources responsibly for our projects (including recycled materials) and ensure the sustainability of the infrastructure we manage
- Produce green photovoltaic energy, deploy energy efficiency programmes & install charging stations for electric vehicles
- Preserve biodiversity, water and the environment on and around our installations (especially ground-mounted photovoltaic)
- Reduce the carbon footprint of our office activities and projects (procurement, installation, operation & maintenance)
- Ensure environmental compliance of our facilities (permits, authorisations, etc.) in accordance with local regulations

Economy

- Improve access to affordable and low-carbon energy
- Help to build an environmentally and socially responsible supply chain

Product/services liability

- Develop our offering to include carbon measurement and increase our low-carbon impact with customers
- Ensure data protection and cyber security

Society

- Consult and involve local people in the initial phases of our projects to maximise our socio-economic and environmental impact
- Ensure ethical business conduct and integrity through the prevention and fight against corruption
- Establish a collaborative and educational dialogue with local authorities and public institutions

Human rights

- Work for the respect of human and labour rights in the supply chain

Employment practice and decent work

- Attract and retain employees by enabling them to develop to their full potential, for example by supporting their commitment to solidarity
- Ensure the health and safety of employees and contractors
- Develop the skills and employability of employees
- Promote and facilitate respect for diversity, inclusion and equal treatment

Governance

- Operate with transparency and balance through responsible governance
- Anticipate the adaptation actions needed to face climate risks
- Commit to the public good through solidarity and philanthropy



Our planet

ACT RESPONSIBLY TOWARDS THE ENVIRONMENT

- Support the fight against global warming
- Contribute to the preservation of natural resources and biodiversity
- Foster and encourage environmental consciousness



Local populations & Institutions

SUPPORT THE DEVELOPMENT OF LOCAL INSTITUTIONS AND POPULATIONS

- Collaborate with local and national institutions
- Integrate to support local development
- Develop partnerships for local solidarity



Impulse

POSITIVE CHANGE & IMPACT



Our business partners ESTABLISH SUSTAINABLE ETHICAL AND TRANSPARENT PARTNERSHIPS

- Strengthen ethics and compliance across our value chain
- Encourage responsible energy use
- Become an actor and ambassador of a responsible supply chain
- Inform our stakeholders of our CSR roadmap and results



Our people DEVELOP AND VALUE OUR TEAMS WHILE ENSURING THEIR HEALTH AND SAFETY

- Foster cohesion and promote diversity
- Provide our employees with dynamic career opportunities
- Foster a health & safety based work atmosphere
- Nurture our human capital





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 CO-FOUNDER & GENERAL MANAGER IN CHARGE OF OPERATIONS

The fight against global warming and the preservation of natural resources are at the heart of our business.

For 16 years, we have been working to decarbonise the energy mix and reduce our clients' energy consumption.

We provide them with concrete, tailored and innovative offers, for which we make a long-term, operational and financial commitment. At the end of 2022, we had a total of 1,170 MWp of solar capacity installed and under construction, of which 720 MWp have been installed since the creation of GreenYellow (including our joint ventures). On the energy efficiency side, we enabled our customers to reduce their annual consumption by more than 1,070 GWh of energy savings and the electric mobility activity accelerated reaching a total of more than 500 charging stations installed by the end of 2022.

More than ever, GreenYellow confirms its position as a committed player in the energy transition for businesses and communities.



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.

SUPPORT THE FIGHT AGAINST GLOBAL WARMING

GreenYellow actively participates towards 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 photovoltaic projects also represents one of the most sustainable alternatives to carbon-based energy. We are strengthening our core business by developing innovative businesses and complementary solutions to accelerate the energy transition for each of our clients.

« In Thailand, we pursued our expansion of floating PV. This solution makes it possible to utilize artificial water surfaces owned by our clients, to avoid the technical interference associated with rooftop solar, and achieve high energy yields by constantly cooling the panels in the water. »

JÉROME A.
DIRECTOR OF OPERATIONS
THAILAND

Our impact

338 ktCO₂e

avoided emissions
from our PV sites
installed since 2007

163 ktCO₂e

avoided emissions
from our EE/UaaS sites
installed since 2007

13

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

Direct impact on sustainable development goals



in figures



CONTRIBUTE TO THE PRESERVATION OF NATURAL RESOURCES AND BIODIVERSITY

The majority of GreenYellow's activities take place either inside buildings (energy efficiency) or on existing infrastructure (roofs, parking lots, etc.). For ground-mounted and floating solar power plants, we are especially careful to preserve the surrounding ecosystems. We carry out environmental impact studies from the development phase onwards in order to minimize the potential effects on the fauna and flora.

FLORA

We minimize the environmental impact of our projects by choosing judicious and non-cultivable lands (industrial wastelands, industrial basins).

In the case where vegetation must be removed, we apply compensation measures, in accordance with local regulations, by replanting on a neighbouring plot or by financing certified reforestation projects.

FAUNA

Following the impact analyses, several measures can be implemented at different stages of the project:

- **In the design phase:** avoidance measures (implementation of buffer strips, maintenance of undeveloped plots) and compensation measures (creation of new similar plots).
- **During the construction phase:** measures to reduce nuisance by limiting activity during nesting periods, for example.

WATER & WASTE

Our photovoltaic activity is certified ISO 14001 in France for the entire value chain, from design to operation. We are committed to good management of water and waste in our sites under construction and in operation, in accordance with local regulations in different countries.

Regardless of the location, GreenYellow is committed to cleaning its solar panels with clean water, thus preserving the quality of the underlying soil.

Finally, GreenYellow has launched a process to identify recycling channels for used or end-of-life solar panels. In France, we are a member of the eco-organization Soren; in Brazil and Burkina Faso, we rely on local private companies which offer circular economy opportunities (reuse of panels).



« In Brazil, finding quality land is a strategic asset for our solar business. I assess the environmental sustainability of the land and obtain all the necessary licenses - not always easy as the regulations are specific to the 27 Brazilian regions! »

PATRICIA B.
ENVIRONMENT ANALYST
BRAZIL

in figures

Our impact

0%
of detergent used in the cleaning water of solar panels

766
tons of waste generated on our solar project sites*

*Based on an extrapolation with a ratio in kg/kWp for ground-mounted installations (detailed volume of waste reported for 80 MWp)



Carbon footprint

Decarbonisation is an integral part of our mission as a contributor to the energy transition. Whether it is through our solar installations, our energy efficiency projects or our electric vehicle charging stations, we are everyday actively participating in avoiding greenhouse gas emissions (GHG). We are at the same time working toward reducing the emissions induced by our activity, and in particular those emitted by our direct activities.

INDUCED EMISSIONS

For the past 4 years, GreenYellow has been evaluating its carbon footprint, which is reviewed each year by an expert firm through the supervision of Tikehau. This carbon footprint covers all the Scopes 1, 2 and 3. It is elaborated at the scale of each project, covering all our operations geographies, and integrating the activities of all our offices.

Methodology

The carbon footprint of our offices is calculated based on detailed information gathered by 100% of our entities: electricity consumed, business trips (distance and mode, by individual), home-office commuting and the cost of office supplies. Only waste generated by offices is

partially collected and extrapolated to the entire perimeter (based on data from 62% of the workforce).

As for the emissions induced by our projects (solar, EE, etc.), we consider all the projects put into operation during the year. Each year, we carry out a detailed measurement on a representative sample of our newly installed facilities (63% of the installed capacity), based on our internally developed carbon calculator (and aligned with the GHG protocol methodology). This measurement allows us to evaluate a ratio in tCO₂e/kWh for each type of project, which then allows us to extrapolate the calculation to the rest of the projects. The emission factors used are taken from ADEME databases and have been updated for 2022.

Results

The table below presents the detailed carbon footprint of GreenYellow.

GHG reduction and capture actions

- **Green electricity:** We now cover an increasing part of our office electricity with guarantees of origin or equivalent: in France since August 2022, in Vietnam and in Brazil for the whole year.
- **Business travel:** GreenYellow has defined a group-wide travel policy, that aims to reduce GHG emissions by allowing the collaborators to choose the optimal means of transportation.
- **Reforestation:** GreenYellow has initiated several reforestation projects with reliable organizations (Label Bas-Carbone, VCS, etc.) recognising that part of its carbon footprint cannot be reduced in the end. At this stage, reforestation projects cover 30% of the company's direct carbon footprint.

Scopes 1, 2 and 3 induced emissions (tCO₂e)

Offices	Scope 1&2	Scope 3	Projects	Scope 3
Energy	89	14	PV	316 224
Business travels	0	1 984	EE & UaaS	17 269
Home - work commuting and company cars	190	590	ESS	11 950
Supplies and waste	0	172	IRVE	759



AVOIDED EMISSIONS

GreenYellow's actions are fully in line with the fight against climate change, and our projects are supported by the emergence of national policies in favour of renewable energy.

We are committed to supporting our clients, both private and public, in their low-carbon trajectory.

The development, ownership and operation of solar farms and energy efficiency infrastructures are indeed accelerating the pace of the energy transition.

METHODOLOGY

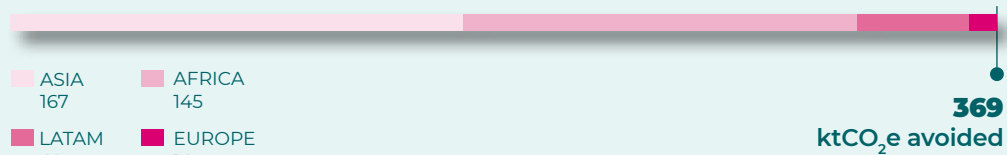
For PV installations, we take into account the total amount of electricity produced during the year, which we multiply by the emission factor of the country's energy mix. For energy efficiency and UaaS installations, we accounted the total amount of electricity saved compared to the customer's baseline year. This volume is multiplied by the emission factor of the country's energy mix.

For UaaS facilities, we also estimate the carbon impact of annual refrigerant gas leaks quantity. This impact is avoided (reduced or eliminated) by replacing it with lower Global Warming Power (GWP) refrigerant gases or by replacing it with new carbon or propane based equipment (zero GWP).

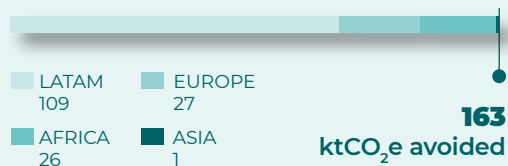
Results

The graph below shows our avoided emissions by activity and by country.

Avoided emissions by PV Projects installed Since 2007 (in ktCO₂e)



Emissions avoided by EE/UAAS projects installed since 2007 (in ktCO₂e)



in figures

Our impact

4 803
trees under the
Label Bas-Carbone
program

717
tCO₂e captured
by the planted
trees



NATHALIA MILLAN
HEAD OF ESG FOR
PRIVATE EQUITY AT
TIKEHAU CAPITAL

At Tikehau, we make strong commitments to contribute to the climate emergency through our investments in favour of the energy transition. This includes controlling the carbon emissions of our investments. I have worked hand in hand with GreenYellow and the carbon consultancy ERM, to confirm their methodology for accounting for induced and avoided emissions. This cooperation is essential to monitor the impact of our investment.



« I was very interested in coordinating a large scale sensitisation initiative. So I launched this action with 680 school children! In collaboration with the National Youth Network for the Environment of Bogotá (RNJA), we organized playful workshops for children to alert them about climate challenges. »

MARIA PAULA C.
COMMUNICATION & MARKETING
COORDINATOR COLOMBIA

in figures

Our impact

16
Climate Fresk
facilitators
in 7 countries in 2022

599
GreenYellow employees
sensitised via *the Climate Fresk* since 2020

136
external participants
in *Climate Fresks* animated
by GreenYellow

1 000
children/students
benefited from educational
actions on the environment



FOSTER AND ENCOURAGE ENVIRONMENTAL CONSCIOUSNESS

INTERNALLY

As a company with a direct impact on the climate, GreenYellow ensures that all employees are aware of global warming and that they take action at their level.

Since 2020, our employees have been actively participating in the *Climate Fresk* and, every year, GreenYellow trains about ten internal *Climate Fresk* facilitators.

We have deployed this workshop across all our geographies and at all levels of the organization, including the executive committee and local management. As a result of this serious game session, each participant leaves with their individual carbon footprint card (estimated via our internal simulation tool) and a suggested list of impactful actions to take.

In parallel, GreenYellow implements several initiatives throughout the year:

- Online training on global warming
- Celebration of the World Climate Day on December 8th
- Newsletter on current issues and eco-gestures
- And depending on the offices: sorting waste, reusable cutlery, encouraging soft mobility, carpooling, etc.

EXTERNALLY

GreenYellow is actively engaged with its external stakeholders, encouraging their awareness of the climate emergency. This is demonstrated by several successful initiatives throughout 2022:

- *Climate Fresk* workshops for our investors (Tikehau Capital) and clients in Brazil and the Indian Ocean

- In Mauritius, 100 students from the "Ecole du Nord" had the opportunity to visit the Solitude solar power plant and participate in the Junior *Climate Fresk*

- In Martinique, within the framework of "Elles Bougent pour l'Orientation", 60 young women were introduced to the jobs in the energy transition sector and more widely to the world of engineers in the field of renewable energies

- In Vietnam, more than 50 school-children discovered in a playful way how renewable energy works via two scaled models of solar and wind power installations





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

GreenYellow is above all an ally of companies and collectivities to accelerate their energy transition. To do this, we need to understand the ecosystem in which our clients operate: national decarbonisation policies, energy efficiency regulations, public appreciation and acceptance...

In 2022, we continued our expansion in Europe, an area that is conducive to our Green Deal regulatory activities. At the same time, we are asserting our presence in South East Asia, which has defined ambitious decarbonisation objectives, particularly in Vietnam and Thailand. We have been a pioneer in decarbonisation in Colombia for more than two years with our As-a-Service solutions, and in Brazil on green energy consumption. And we are going further: being a leader in decentralised solar energy also means contributing in a very concrete way to the socio-economic development of the populations living in the areas surrounding our projects.



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 are engaged with national public representatives and local authorities on energy transition issues. Through these exchanges, we take the full measure of their low-carbon trajectory, of their support mechanisms for the development of green energy. And we share our experience with them and make them aware of the beneficial impacts of our projects.

GreenYellow also participates in various working groups that allow us to become more integrated into the local ecosystem. For example, in Vietnam we are a member of the European Chamber of Commerce, and in Brazil we participate in a working group of the Chamber of Environment and Climate Change of São Paulo.



« I met with the officials of the Ciénaga Magdalena town hall to study the best ways to accelerate the participation of this municipality in the country's energy transition. We have established a strong alliance because a solar project as in Caiman Cienaguero (14 Mwc) is also a solution that generates local employment, particularly for women. »

RAFAEL P.
PHOTOVOLTAIC DIRECTOR COLOMBIA

Our impact

AWARDS RECEIVED BY GREENYELLOW

MEDEF Business Awards 2022

La Réunion - Virtuous Company Award
Category - 20 employees

Direct impact on sustainable development goals



in figures



OUR ACTIONS

We work hand in hand with local institutions and networks to accelerate the energy transition.



In Brazil

Marcelo Xavier, CEO Brazil, participated in the panel on "New technologies for an energy transition" at the first ACIFB Forum on Bioeconomy and Sustainable Development, organised by the French-Brazilian Chamber of Commerce.



In Asia

Frank Gluck, CEO Asia, participated as a speaker at the "Toward 2065 Thailand Net Carbon Goal" event, jointly organised by the French Embassy in Thailand, Business France and the Franco-Thai Chamber of Commerce.



In Colombia

Felipe Camargo, CEO Colombia, was invited to a meeting with Irene Vélez Torres, Minister of Mines and Energy, and Ser Colombia. All the major players in the sector were present at this meeting to continue to promote the use of renewable energy.



MAYORS AND LOCAL AUTHORITIES NATIONAL FAIR (FRANCE)

This national fair is a key event for GreenYellow's influence throughout France and its overseas territories.

Each year, it brings together more than 50,000 participants: solution providers, local actors, institutional partners and media.

For GreenYellow, it is an opportunity to meet local elected officials and to understand their challenges and ambitions. Unsurprisingly this year, the topics revolved around the spectacular rise in energy prices - confirming the key role of solar photovoltaics as a lever for energy sovereignty.

Mickael Suchanek, Director of Public Sector Development, met with Arnaud Montebourg, former Minister of the Economy, to discuss the complementarity between the preservation of biodiversity and the development of renewable energy. Then he took part in a round-table discussion with mayors from the Somme and trade unions. Together, they spoke about their collaboration and the synergies for the implementation of photovoltaic projects in their territories.

Marion Campagnac, Public Sector Sales Manager, discussed with Jean-Luc Fugit, Member of Parliament for the Rhône region and Secretary of the French National Assembly's Sustainable Development Committee. This was an opportunity to share their point of view and their vision on the energy transition, a key topic at the National Assembly and the Senate, particularly around solar photovoltaic solutions and charging stations for electric vehicles.



CSR programmes

INTEGRATE TO SUPPORT LOCAL DEVELOPMENT

GreenYellow supports communities in their energy transition and is committed to fostering socio-economic development. Our goal is to increase the positive impact around our projects. This is achieved primarily through the employment of local suppliers and workers in the construction and operation of our sites. In addition, our large-scale ground-mounted solar power projects (>10 MWp) are complemented by support for local development through CSR programmes. At GreenYellow, most of these programmes are the result of a voluntary approach by our teams.

Key steps in the deployment of a CSR programme

- Creation of the project team and/or monitoring committee.
- Validation of the annual budget.
- Consultation with local populations and collection of needs.
- Selection of key issues to address.
- Definition of the roadmap (partner, budget, planning).
- Monitoring and measuring the impact throughout the project (e.g. satisfaction survey).

Solitude (Mauritius)

Since 2016, GreenYellow has been operating a 16 MWp solar power plant integrated into the local agricultural landscape. It has been certified under the UN CDM (Clean Development Mechanism) certification. In 2022, social development actions were mainly focused on climate awareness and solidarity. In 2023, the CSR programme will take on a more economic dimension to support agricultural practices, particularly for women, and the adaptation of these practices to climate change.



SDG	Action	Beneficiaries
	Raising children's awareness of climate issues via the <i>Climate Fresk</i> & visit to the Solitude power plant	100
	Donation of clothes, toys, books to the Lakaz Lespwar association	60
	Visit to the Oceanarium for underprivileged children	24

Nagréongo (Burkina Faso)

Initiated in 2019, this 30 MWp solar photovoltaic project is accompanied by a significant CSR programme that began during the construction phase and will continue throughout the 25 years of operation.

From the very beginning of the construction phase, a dialogue was established with the local population via the mayors and the women's and youth groups.

Following these consultations, four priorities were identified to build the programme: energy, health, education and economic development.

Each year, 35,000,000 CFA francs (approximately 53,000 euros) are invested in this programme. The actions carried out have been recognised by the Gold Standard certification obtained in 2022. The results of the 2021 actions are very positive, with the following feedback: the solar street lamps are working properly, the children are able to go to school in new classrooms, and a tree nursery is under the supervision of the environmental department, which renews the plants annually after they have been used for regional planting.

In 2023, the IGA (Income Generating Activities) fund will finance more trade and breeding activities for women and youth. Half of the annual CSR budget will be allocated to energy-related installations (e.g. solar street lamps, solar cookers, etc.).



	SDG	Action	000 CFA Francs	Beneficiaries
2021/2022		Donation of school supplies and equipment for teachers	1 000	50
		Creation of a micro-finance fund	30 000	150
		Provision of an ambulance and pharmaceutical products	27 000	12 000
		Construction and furnishing of 5 classrooms	59 000	200
		Installation of 9 solar-powered street lamps around the Nagréongo market, the departmental high school and the health centre	15 000	20 000
		Creation of a tree nursery, a reforestation plan and training of forest guards	2 000	500



MARION M.
CSR & HSE
COORDINATOR
INDIAN OCEAN

After 6 months at GreenYellow's headquarters in Paris, I joined the Indian Ocean BU to create this hybrid HSE / CSR role. On the one hand, I ensure that the local operations teams and subcontractors benefit from the best working conditions on our sites. On the other hand, I identify social development actions around our largest solar power plants and raise awareness of global warming among young people. I am very proud to carry out these missions and to contribute concretely to a positive impact!

Our impact

4 local partnerships with communities

+30 000 people benefiting of our socio-economic development programmes

6 585 people employed locally during the construction and operation phases

in figures



« I feel it is essential to support local associations. I had a lot of pleasure organising a donation for SOS Children's Village Go Vap. On D-Day, it was important for all of us to be present and exchange with the children. »

TRANG T.
MARKETING & COMMUNICATION MANAGER
VIETNAM

DEVELOP PARTNERSHIPS FOR LOCAL SOLIDARITY

Our integration into the local economic network is the result of our active participation in the economic and social development of the territories in which we operate. GreenYellow employees are encouraged to carry out meaningful charitable actions. On Global Positive Impact Day, all GreenYellow employees shut down their computers to dedicate their day to a common cause. In 2021, the environment was in the spotlight with tree planting and waste collection (EcoDay). In 2022, our teams helped improve the living environment of children and teenagers (Life'Day).

BRAZIL

During the construction of the solar power plant in Oura Verde, waste cables were resold and 35 food baskets were donated to the municipality's social solidarity fund.

COLOMBIA

GreenYellow teams accompanied children and young people with illnesses or disabilities, victims of conflicts, as well as vulnerable populations to the interactive museum via the associations:

- Angels & Walking
- Growing in the Arms of Love.

At the end of this very special day, each child received food and hygiene products.

SOUTH AFRICA

The teams supported the Kids Haven association by donating clothes, food and vouchers. This association is dedicated to the care and protection of vulnerable children in order to promote their integration into society.

THAILAND

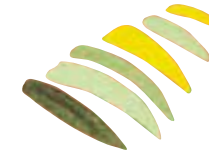
On the occasion of Children's Day, 50 children from Wattaykho school received folders, coloured pencils, kits and paper. It was also a rich moment of exchange where our employees were able to make them aware of the theme of renewable energy.

Our impact

19
donation/sponsorship
campaigns

in figures





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 the group compliance officer, I can testify that ethics is absolutely essential in the governance of GreenYellow, at all levels of our value chain. It is a strong commitment, and my role is to promote ethical behaviour in all our relationships with all our stakeholders. Whether it be in interactions between colleagues or in our business relations with third parties, acting transparently and ethically 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 customers what is best for THEM, for THEIR issues in terms of ecological transition.

This is the foundation on which our trust is built and which allows us to accompany them over the long run.

STRENGTHEN ETHICS AND COMPLIANCE ACROSS OUR VALUE CHAIN

All around the world, our activities are conducted in compliance with the Sapin II law, and in addition to that, we have deployed a compliance program for the company.

GreenYellow has zero tolerance for unethical behavior within the Group and particularly corruption and influence peddling.

The rules prescribed in our Ethics Charter and other compliance procedures apply to everyone.

Respecting these rules is a priority for each of us and guarantees the integrity of our actions in preventing and fighting corruption and influence peddling.

RISK PREVENTION

The identification and treatment of major risks is the responsibility of GreenYellow's Executive Committee.

Each year we carry out a risk mapping exercise, an associated prevention plan and an internal control exercise - all of which are managed and reviewed by GreenYellow's Group Legal Department. This analysis allows us to identify the main risk factors related to the Group's sectors and activities, related to the Group's projects, facilities and services, related to counterparties, etc.

TRAINING AND COMMUNICATION

We ensure that all our employees are aware of best practices in ethics, integrity and the fight against corruption.

Our Code of Ethics and Code of Business Conduct reflect our commitment to integrity and compliance with local laws and regulations, and are regularly reviewed by our Ethics Officer. They are signed upon joining the Group and are recalled each year on the United Nations' World Anti-Corruption Day (December 9th).

This reference framework is completed by the Responsible Purchasing Code, which is included in the contracts of our suppliers and subcontractors, as well as more specific policies (gift policy, sponsorship, etc.).

Employees can find all policies at any time and contact the Compliance team via the Group's intranet platform.



Direct impact on sustainable development goals



in figures

ENCOURAGE RESPONSIBLE ENERGY USE

We demonstrate to our clients that we are their perfect ally in managing their energy, by combining operational efficiency, CSR and sustainable energy. Our role is also to raise their awareness and support them in their decarbonization journey.

MODERNIZE & INNOVATE

We make sure that our clients always benefit from the best technology to help them reduce their energy consumption as much as possible. GreenYellow's culture of innovation is driven by challenges and reinforced by a deep technology watch. In 2022, we have implemented 12 POC* in storage, sustainable mobility and energy efficiency.

MANAGING ENERGY CONSUMPTION

As an infrastructure operator, GreenYellow operates and maintains its facilities to deliver optimal performance. That is why we have developed EasyVision, an in-house software that allows us to monitor in real time the energy performance of all our sites and to deploy corrective actions immediately.

TRACKING ENERGY PRODUCTION

We facilitate the traceability of local and green energy production through guarantee of origin systems. We provide our clients with this quality proof even in areas where regulated certifications are not yet developed, such as in Vietnam and Brazil, where we ensure traceability via private labels (such as iRECs).

DEVELOPING PARTNERSHIPS

Through selected and complementary partners, we are accelerating our growth and our impact on the energy transition.

- In 2018, the Reservoir Sun joint venture was born from the alliance between ENGIE and GreenYellow. This company has become the leading player in solar self-consumption in France with over 1,000,000 m² of solar panels installed.
- In 2022, GreenYellow and the Banque des Territoires have joined forces through the Lemonwatt platform. It will enable equity financing of investments in electric charging stations throughout France.
- GreenYellow participated in the Ardian Infra CEO Workshop in 2022 which brings together CEOs and operating partners to collaborate on specific topics and share presentations.

*POC = Proof Of Concept



BRUNO M.
IT PROJECT MANAGER
FOR B2B FRANCE

EasyVision is a "100% in-house" platform that allows us to monitor the energy performance of our customers. All our sites are monitored in real time, and we can share this information with our customers. I've been working on it since 2019 and I'm very proud to contribute to the digitalization of the energy transition.

Our impact

100%
of employees
signed the ethics code
of conduct

8 933
i-REC generated

12
innovative ideas under
test/POC (incubation)

in figures





Responsible supply chain



PARADEE S.
ENGINEERING &
PROCUREMENT
MANAGER
THAILAND

My role contributes directly to building a sustainable supply chain. I regularly interact with my suppliers and encourage them to act in a more sustainable way. This includes requesting information about their own suppliers, to get better traceability of our products.

BECOME AN ACTOR AND AMBASSADOR OF A RESPONSIBLE SUPPLY CHAIN

At GreenYellow, we pay close attention to building and maintaining sustainable partnerships with our suppliers and subcontractors. Since 2021, this is reflected in the deployment of our Responsible Purchasing" approach within all our entities. This approach is aligned with the ISO 20400 guidelines and involves integrating societal and environmental considerations and standards into the traditional purchasing process.

"Know your supplier"

Prior to any business relationship with a supplier or subcontractor, we conduct a compliance check of these third parties. Our referencing process includes, in addition to a basic information questionnaire, the signing of our integrity statement as well as the GreenYellow Responsible Purchasing Code, as well as a financial diligence and an ESG maturity analysis for our strategic suppliers.

ESG maturity

In 2021 we have built a detailed ESG survey with 100 questions that address all dimensions of ISO 20400. An annual campaign is launched to collect a precise assessment from our Top 200 suppliers and subcontractors, which enriches our exchanges and allows them to improve their maturity.

Our impact

53%
of our Top 20 suppliers
with an environmental
policy (ISO 14001 type)

17
supplier social
audits over 36 months

50%
of our TOP200 suppliers
respondant to the
ESG survey

in figures

DUTY OF CARE THROUGHOUT THE SUPPLY CHAIN

Although not subject to regulatory constraints in 2022, GreenYellow is adopting a voluntary approach to better identify and mitigate human rights, environmental and corruption risks among its suppliers.

Vigilance plan

In France, Law No. 2017-399 of 27 March 2017 aims to "identify the risks and prevent serious violations of human rights and fundamental freedoms, the health and safety of individuals and the environment, resulting from the company's activities". It thus reinforces the social responsibility of large French companies by instituting a "probity reflex". In practice, GreenYellow has structured a vigilance plan comprising various measures:

- A supplier risk map based on 4 dimensions (spend year N-1, business line, origin, duration of the relationship)
- A regular evaluation procedure of the value chain via the ESG survey
- Adapted risk mitigation or prevention actions through social audits (including a minimum rating system to be referenced), the supplier referencing

process and the implementation of framework contracts with preferred suppliers

- A "Responsible Purchasing" action plan reviewed every quarter

Traceability and mapping of the upstream supply chain

Knowing our supply chain is an essential element for analysing and remedying risks.

Since 2021, we have launched an annual campaign of social audits targeting suppliers thanks to our supply chain risk analysis. These audits serve both to get to know our suppliers better, to make them aware of our standards and challenges, particularly in terms of human rights, and also to obtain information on their own suppliers. This continuous improvement exercise contributes to completing our mapping of tier 2 suppliers. These actions are complemented by a contribution to various working groups (edh, La Plateforme Verte, France Territoire Solaire) in order to pool our efforts at national level.



Our 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 **Compliance with environmental standards and climate change mitigators**
- 4 **Respect for ethics, compliance and transparency**
- 5 **Fair business practice**



GORKA T. WHITE CERTIFICATES MANAGER FRANCE

GreenYellow is part of the French White Certificates scheme (CEE). This allows us to offer "energy bonuses" to our clients, to encourage them to carry out more energy efficiency work. We have built an ecosystem of partners who use our bonuses as a deduction from the offers they make to their customers in order to highlight the achievement of energy savings. I take great pride in ensuring the quality and reliability of these intermediaries so as to keep GreenYellow's reputation intact.



BENOÎT GILLOCHET
 ARDIAN CO-DIRECTOR
 INFRASTRUCTURE EUROPE
 & MEMBER OF THE BOARD
 OF GREENYELLOW

Ardian is the largest shareholder of GreenYellow since October 2022 and we are very proud and delighted to start this new adventure! GreenYellow is now starting a new chapter in its history with Ardián. Decentralized photovoltaic and energy efficiency, two pillars of GreenYellow's activities, make a lot of sense in the context of the energy transition. GreenYellow is a pioneer in these markets and its development has been spectacular. The vision, expansion and ambitious goals convinced us to invest in the company.

ARDIAN

Why Ardián chose
GreenYellow?



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

At GreenYellow, integrity and transparency are found at all levels. We have voluntarily published our CSR report every year since 2020 to share our results and roadmap with all our stakeholders. The report is available online on our website and on our social networks. Our investors pay particular attention to ESG criteria as well as to our contribution to the challenges of the European taxonomy. Through its annual CSR campaign, GreenYellow provides them with a clear vision that is complemented by more detailed reporting at their request. This is the case for example for the specific dashboards on gender diversity in the case of financing in Asia, the monitoring of our carbon footprint with our corporate investors or the social impact analyses for development banks in Africa. More generally, we share our methodologies, procedures and policies with all our investors.

« Communication on extra-financial topics is essential at GreenYellow. We inform all our stakeholders, and in particular our shareholders and investors, taking care to share reliable, clear and measured information. For me, this is an integral part of our duty and respect for our ecosystem. And of course, it is also a powerful lever to promote our company! »

AURÉLIA E.
 MARKETING & COMMUNICATION
 DEPUTY DIRECTOR
 CORPORATE





**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.



PASCAL KERTOUBI
CHIEF HUMAN RESOURCES
OFFICER

Our foundation and driving force at GreenYellow is our people. We are delighted to welcome and develop passionate employees who are committed to the fight against global warming. Attracting and retaining talent is a real challenge in a growing industry: that's why at GreenYellow, we place people at the heart of everything. Our HR policies are rooted in strong values of cohesion, equality and diversity. They promote international mobility and intercultural exchanges, in order to encourage openness and the sharing of skills. Our highly operational businesses require constant attention to ensure the health and safety of our teams, both internal and subcontractors. Through a network of expert ambassadors, our HSE* culture is omnipresent to maintain our "Zero accident" objective.

*HSE = Health, Safety & Environment



We are helping to find solutions to the climate emergency. Many people have joined GreenYellow to be part of this great adventure, eager to commit to the energy transition within a company with strong values. And GreenYellow wants to offer them a stimulating, caring and responsible working environment.

**FOSTER COHESION
AND PROMOTE DIVERSITY**

Since its creation, GreenYellow has maintained the essential values embodied by its founders and relayed by all its teams. In 2021, through a survey of all our teams, we have identified 4 D&I areas to focus on: gender equality, disability, intergenerational mix and cultural and religious diversity. A training programme was launched in 2022 and is available in our 6 languages. Each year, each subsidiary voluntarily calculates its professional equality index to assess themselves and make progress on this issue.

« For the DuoDay (welcoming a disabled person over 1 day), I had the pleasure of welcoming Rachel and I was able to give her an overview of my job at GreenYellow. This experience made me realise that diversity is a real source of enrichment at all levels. »

CHLOÉ H.
MARKETING & COMMUNICATION
COORDINATOR REUNION



Our impact

35.9 %
of women employees

34 years
average age
of employees

30+
nationalities

**Direct impact
on sustainable
development goals**



in figures

PROVIDE OUR EMPLOYEES WITH DYNAMIC CAREER OPPORTUNITIES

While GreenYellow takes great care in onboarding 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 to open opportunities.

During annual interviews, our managers listen to their team's wishes in terms of development, training, etc. A People Review process contributes to the review of talent (9-box tool). Each year, dozens of fresh graduates join the ranks of GreenYellow. They bring new perspectives and a committed enthusiasm to support our offerings to clients.

Internal mobility is a major lever in employee upskilling and in particular enables rapid access to managerial roles, early on in one's career. 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.

In all its geographies, GreenYellow favours permanent contracts (note: except in Vietnam where the local norm is different) to ensure a stable working environment for its employees. GreenYellow continuously develops the skills of its employees. Training, both in person and remotely, is a key part of our approach. This is evidenced in particular by:

- access for all employees to an online training platform,
- the implementation of a world training programme on change management,
- the renewal of the training programme for managers in France, with training on sports and public speaking, among other things.



BEATRIZ M.
ENERGY EFFICIENCY
MANAGER BRAZIL



I was honoured to participate in the first edition of the Congress of Women in Energy. During a round table discussion, I was able to present the evolution of the needs in terms of consumption and the way we work with our customers. It was an enriching event and brought visibility to women in the energy sector.

« After 4 years at GreenYellow Brazil in the energy efficiency department, I took the opportunity of an international mobility. In the Vietnamese subsidiary, I have a position of higher responsibility and I am discovering a completely different culture. A challenge that is as enriching from a professional as well as a personal point of view! »

RODRIGO M.
MANAGER OF EE PROJECT
DEVELOPMENT VIETNAM



NTHABISENG N.
HR MANAGER
SOUTH AFRICA

Our company is still young and growing, which is why I pay particular attention to the integration process of our new recruits. A warm welcome is the basis for building a solid team in the long term!

Our impact

in figures

67
people under 26 years old recruited

21
apprentices integrated continuously into the teams

580
employees benefited from a training session

23
hours of training and awareness on average per employee



Health & Safety at Work

FOSTER A HEALTH & SAFETY BASED WORK ATMOSPHERE

The protection of our employees and stakeholders throughout our organisation is essential.

HSE Management System (ESMS)

The Group has set itself a target of "Zero accident" and has put in place a comprehensive framework over time to achieve and maintain its performance. GreenYellow's occupational health and safety policy is aligned with international standards such as those of the IFC. The dashboard is monitored at the level of each entity, on a monthly basis, and is discussed during the steering committees with the General Management. Employees who have to work on site (design engineers, works engineers, etc.) receive specific HSE training. More generally, all people working on site, both GreenYellow employees and subcontractors, receive daily reminders of the HSE rules, and have the possibility at any time to raise an alert.

HSE organisation and governance

To ensure day-to-day monitoring locally, GreenYellow has a global community of HSE managers or ambassadors in all its entities. They are responsible for implementing the ESMS standards and ensuring that operations are carried out in accordance with local regulations. For example, in Brazil, an Internal Accident Prevention Commission (CIPA) has been set up.

The main objectives of the committee are to prevent accidents at work and to develop actions and events that will contribute to promoting health and safety in the workplace.

In 2022, the Group decided to strengthen its HSE organisation with the recruitment of an HSE Manager at corporate level. The latter leads the international HSE community through individual follow-ups and monthly group meetings. He uses a complete dashboard to evaluate HSE performance. Incident reporting is carried out through several information collection channels: Salesforce form, Excel or paper reports. Initially measured on the internal perimeter, GreenYellow is extending this monitoring to subcontractors in a more systematic way since 2022.

Our impact

TRIR: 2.31

Total Recordable Incident Rate

LTIR: 1.54

Lost Time Incident Rate

SIR: 0.02

Severity Incident Rate

100%

of employees benefit healthcare coverage

in figures

IDENTIFICATION OF THE MAIN HSE RISKS

GreenYellow is fully aware of the risks associated with its activities and has identified the 4 most risky situations in our business:

- Working at height,
- Working with electrical equipment,
- Lifting operations,
- Vehicles and traffic.

Risk assessment procedures

A process for identifying, assessing and managing HSE risks has been put in place and is shared with employees during HSE training. The following chart illustrates the risk assessment procedure for working at height.

Risk assessment

1. Identification of fall hazard
2. Risk assessment of identified hazards
3. Determination of elimination of control measures

HSE standards throughout the value chain

GreenYellow has formalised HSE Golden Rules that apply to all activities and stakeholders, from employees to contractors. They include a list of do's and don'ts for each topic (see image on the right). At GreenYellow, contracts with contractors include a dedicated HSE clause, which refers to the Golden Rules.

Local HSE managers and construction managers are responsible for sharing these Golden Rules with subcontractors and ensuring that they sign them. To ensure that subcontractors comply with GreenYellow's HSE standards, the Group conducts safety policy reviews and unannounced on-site audits.



Our "Zero Accident" culture by Philippe Houins

Emergency process

Emergency or rescue procedures should be discussed and planned before the operation begins

Worker monitoring

1. Mandatory work permit
2. Approval of safety measures
3. Daily control of PPE
4. Daily reminders of OHS rules



MICHAEL F.
GLOBAL HSE MANAGER
CORPORATE

My goal? To make the "Zero accident" culture a standard for every employee and contractor. I lead an international community of HSE experts to ensure that our health and safety standards are respected at all our sites. This involves harmonisation of our ESMS, of our monthly reporting, of our alert system and incident monitoring, and of site inspections with operational staff.



JEAN-CLAUDE TUYISHIME BUSINESS DEVELOPMENT AFRICA

The first seminar of our Africa BU was incredible! Many of us were seeing each other for the first time, and the activities helped to strengthen the bonds between us.

NURTURE OUR HUMAN CAPITAL

GreenYellow fosters a climate of social well-being, directly impacting the commitment and motivation of our employees on a daily basis.

CONVIVIALITY

Most of our offices have an Activity Committee which organises on average 1 event per month.

- **France:** 2 GreenYellow teams took part in the football tournament that brings together renewable energy companies every year; 21 employees ran in the Ekiden relay in Paris; theatre initiations were offered as part of the sponsorship of the En Chair et En Notes theatre company.
- **Thailand:** 23 employees represented GreenYellow in the Bangkok half-marathon.
- **Vietnam:** on the occasion of a seminar, the local teams were able to take benefit from team building workshops. The programme included team games in the open air and good mood!
- **In December,** all the Management Committees and a large part of the Corporate teams met for a three-day seminar: between strategic presentations, brainstorming sessions and teambuilding activities, strong links were forged and enabled our decentralised organisation to grow together.



SOCIAL DIALOGUE

The development of employees also depends on a fluent and transparent dialogue with the company's management.

This communication is ensured by a Social and Economic Committee (CSE) in France and by a Conviviality Committee in Colombia. These committees take place every one to two months and are made up of members of the management, including HR, and employee representatives who volunteer and are elected for the CSE.

Our impact

— in figures —

7 offices with an Activity Committee across our our different geographies





JEAN-BAPTISTE JUERY
CHIEF FINANCIAL OFFICER

Our ambitious growth plan as an infrastructure operator is supported by an ecosystem of committed investors who actively contribute to the governance of GreenYellow.

This is the case of Ardian and Tikehau funds, which we meet with several times a year during the ESG committees, or the green bond issuances in Brazil, structured by Itaú BBA and Santander.

This is also the case with local financial partners who help to finance our projects. These partners are very interested in our CSR policy and encourage us to set high ESG standards.

I am firmly convinced that the complementarity between CSR and finance is a sustainable source of value creation for our company.

Governance

Since 2018, GreenYellow has set up a Surveillance Committee, composed of 11 people (representatives of Ardian, the Casino group, Tikehau Capital and Bpifrance). In 2022, 5 sub-committees have been created : Strategic Committee, Investment Committee, Audit and Risk Committee, Nomination and Remuneration Committee and ESG Committee.

ZOOM ON ESG COMMITTEE

The CSR strategy is defined by the ESG Committee. The annual roadmap and objectives are set by the CSR department in collaboration with all the departments of the company.

There are validated by the GreenYellow Executive Committee first, then by the ESG Committee and shared with the Surveillance Committee each year.

RISK MANAGEMENT

The identification and treatment of major risks is the responsibility of the GreenYellow Executive Committee. Each year, we carry out the risk mapping exercise, of the associated prevention plan and internal control. They are managed and reviewed by the Group Finance Department and the Legal 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 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.

Dashboard

PILLAR	KPI	Real 2022	Target 2022	Target 2023
 OUR PLANET	Ratio : avoided emissions from sites in operation / induced emissions by new projects	-	-	>1
	Emissions avoided by projects in operation (tCO2e)	247 k	-	340 k
	Emissions avoided by projects, cumulative basis since 2007 (tCO2e)	500 k	430 k	600 k
	Carbon certified facilities (CDM, Cercarbono, etc.)	13	12	40
	% detergent used in solar panel cleaning water	0 %	0 %	0 %
	Children/students benefiting from educational actions on climate-related topics	1 000	1000	1 000
	Trees planted and covered by a carbon certification	4 803	12 000 (3 000)	5 000
Participants in the <i>Climate Fresk</i>	463	400	550	
 LOCAL POPULATIONS & INSTITUTIONS	Charity/solidarity campaigns	19	15	10
	CSR programs linked to PV plants > 10MWp (voluntary and integrated)	3	-	6
	Direct beneficiaries of CSR programs (voluntary and integrated)	30 000	20 000	35 000
 OUR BUSINESS PARTNERS	% of employees who have signed the code of conduct & ethics	100 %	100 %	100 %
	Suppliers audited (QHSE/CSR) over the year	8	-	10
	% of Top 20 Suppliers with an environmental policy (e.g. ISO 14001)	53 %	80 %	60 %
	% suppliers that are part of the TOP200 and have responded to the CSR survey	50 %	-	75 %
 OUR PEOPLE	% of women in GreenYellow teams (worldwide)	35,9 %	35 %	36 %
	% of employees benefiting from social security coverage	100 %	100 %	100 %
	% employees having had a Career interview (Development Plan)	-	-	50 %
	Employees who have received at least 1 training	84 %	75 %	80 %
	Average training hours per employee	23h	20h	20h
	HSE audits on site, by department, by entity and by year*	5	-	>6
	Fatalities (employees)	0	-	0
Accidents excluding fatalities (employees)	7	-	0	

*example: in Colombia, 2 entities (EE and PV) each with 3 departments, so a total of 36 minimum audits per year

Our 2023 roadmap



Our planet

Carbon

- Recruit the global Carbon & Climate manager
- Elaborate our Climate Transition Plan
- Define and apply our Green IT policy

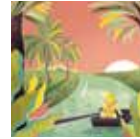
Awareness

- Train new facilitators to the *Climate Fresk* in our entities
- Continue to organise *Climate Fresk* workshops for our external stakeholders: customers, suppliers, investors & youth
- Sensitize young generation to environment (miniature GY PV plant)



Local populations & institutions

- Launching a philanthropic action at group level
- Generalise local CSR programmes for PV sites larger than 10 MWp (consultation stakeholders, validation of a budget, creation of a steering committee, definition of indicators to assess impact). And rely on local associations to develop the selected actions



Our business partners

Suppliers

- Continue our action plan on responsible procurement: mutualisation efforts via an influence group, supervision of the traceability plan through an audit policy and CSR criteria for the selection of suppliers, continuation of the ESG questionnaires, consolidation of the culture through specific training, identification of recycling/dismantling facilities

Ethics

- Continue awareness programmes with the deployment of new specific modules for more exposed populations (e.g. purchasing)



Our people

HSE

- Improve internal reporting and communication HSE with subsidiaries
- Standardise procedures for each type of project
- Strengthen the HSE culture and increase the number of awareness-raising modules

Diversity

- Finalise our D&I code and e-learning deployment
- Provide paternity leave in all countries

Career

- Finalise the Global Mobility Policy

Wellness

- Organise the 3rd edition of the Global Positive Impact Day
- Give an associative day to all our teams
- Launch a global employee wellness survey

SDG correspondence table

PILLAR	SUSTAINABLE DEVELOPMENT GOALS (SDG)	MAINLY IMPACTED SDG TARGETS	OUR COMMITMENTS AND ACTIONS	PAGES
OUR PLANET		7.2 ; 7.3 ; 7.B 11.3 13.1	Support the fight against global warming Direct contribution through our professions. Carrying out our annual carbon assessment (scope 1,2 & 3) since 2019.	6 - 7 14 - 16 - 17
		12.2 15.1 ; 15.2	Contribute to the preservation of natural resources and biodiversity Minimizing our environmental impact (choice of land, environmental impact study, adaptation and compensation measures). Support for certified reforestation projects. Reasonable water management and waste sorting.	15
		13.3	Foster and encourage environmental consciousness Promote and encourage environmental awareness. Raising awareness of global warming among our employees, the younger generation and our business partners via <i>the Climate Fresk</i> . Organization of visits to our solar plants.	18
LOCAL POPULATIONS & INSTITUTIONS		7.B 9.A 11.3	Collaborate with local and national institutions Participation in several national and local events to promote our solutions and assist the different actors in their energy transition.	20 - 21
		2.4 3.D 4.7 ; 4.A 8.3	Integrate to support local development Employment of local workers on the construction sites Implementation of CSR programs to increase the socio-economic impact of our projects. Focus on actions related to health, education, socio-economic development and agriculture.	22 - 23
		2.1 ; 2.3 3.8 4.1 8.3	Develop partnerships for local solidarity Donations to associations: financial support or donations of food, clothing, school materials, pharmaceutical products, etc. Others: sponsorship (museum, theater company), charity gala.	24
OUR BUSINESS PARTNERS		16.5 16.6	Strengthen ethics and compliance across our value chain Anti-corruption policies and mechanisms, respect of fundamental rights, etc. Risk prevention through risk mapping.	26
		9.1 12.1 ; 12.A	Encourage responsible energy use Proposal of a global and unique platform of complementary offers: green energy traceability, energy consumption management, partnership development...	27
		8.7 12.4 16.5	Become an actor and ambassador of a responsible supply chain Responsible purchasing approach: responsible purchasing code, social audits of our suppliers, ESG questionnaire, etc.	28-29
		16.10 17.16	Inform our stakeholders of our CSR roadmap and results Sharing our CSR Report at least once a year with our stakeholders and exchange during ESG committees.	30 - 37
OUR PEOPLE		4.4 ; 4.5 5.1 ; 5.5 ; 5.C 8.5 10.2	Foster cohesion and promote diversity Diversity & Inclusion program (online awareness, calculation of the professional equality index, specific recruitment measures, etc.).	32
		4.3 ; 4.4	Provide our employees with dynamic career opportunities Annual interview, adapted training, hiring of young people via student training and internship contracts, internal and/or international mobility, integration program.	33
		8.8	Foster a health & safety based work atmosphere ESMS system, "Zero accident" goal, Golden Rules.	34 - 35
		3.4	Nurture our human capital Global Positive Impact Day, Activity Committee, organization of events for well-being and cohesion (team building, seminars).	24 - 36

GRI* correspondence table

PILLAR	GRI STANDARD	OUR COMMITMENTS	PAGES
OUR PLANET	2-1 ; 2-2 ; 2-3 ; 2-6 ; 2-22 ; 2-28 ; 2-29 ; 3-2 ; 302-5 ; 305-5	<i>Introduction part</i>	3-12
	305-5	Support the fight against global warming	14
	303-1 ; 306-1 ; 306-3	Contribute to the preservation of natural resources and biodiversity	15
	302-1 ; 305-1 ; 305-2 ; 305-3 ; 305-4 ; 305-5	Carbon footprint	16 ; 17
	2-17	Foster and encourage environmental consciousness	18
LOCAL POPULATIONS & INSTITUTIONS	2-28	Collaborate with local and national institutions	20 ; 21
	413-1	Integrate to support local development	22 ; 23
	413-1	Develop partnerships for local solidarity	24
	2-23 ; 2-24 ; 2-26 ; 205-2	Strengthen ethics and compliance across our value chain	26
OUR BUSINESS PARTNERS		Encourage responsible energy use	27
	2-23 ; 2-28 ; 308-1 ; 308-2 ; 414-2	Become an actor and ambassador of a responsible supply chain	28 ; 29
	2-9	Inform our stakeholders of our CSR roadmap and results	30
	2-7 ; 405-1	Foster cohesion and promote diversity	32
OUR PEOPLE	401-1 ; 401-2 ; 404-1 ; 404-2	Provide our employees with dynamic career opportunities	33
	403-1 ; 403-3 ; 403-5 ; 403-9	Foster a health & safety based work atmosphere	34 ; 35
	2-30	Nurture our human capital	36
	2-9 ; 2-12 ; 2-13 ; 2-14 ; 2-17	<i>Governance</i>	37

*Global Reporting Initiative

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