CSR Report

2022

Our commitments to the environment, society and governance.

KallistaEnergy

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Our commitments

*Commitment moved up to 2023 instead of 2024

A word from the Chairman

2022 was marked by new temperature records in Europe and around the world. This increase was particularly pronounced in metropolitan France, which had the hottest year on record since surveys began in 1900. The previous record in France dates back to 2020. The 6th IPCC report suggests that this "sad" record should not last very long. Although it doesn't bear repeating, our future and that of future generations is now playing out. The world we have experienced is no longer.

Although the situation is serious, the IPCC also reminded that we already have solutions that can reverse the curve and move us away from a trajectory of +3° or more. Solar and wind energy are the two solutions, across all categories, with the greatest potential for reducing human-related greenhouse gases. Renewable energies are the essential pillars for the mass electrification of our uses to put an end to fossil fuels, in addition to energy saving and efficiency.

2022 also saw the war return to Europe with Russia's invasion of Ukraine. This war, with dramatic consequences for the Ukrainian people, also had a direct impact on neighbouring countries with an unprecedented surge in electricity prices. In France, this increase was reinforced by the unavailability of several of our nuclear power plants due to restrictive corrosion problems. 2022 showed how urgent it was to strengthen our electricity generation capacity quickly. And as France's Transmission System Operator (RTE) regularly points out, only renewable energies can contribute to our energy resilience by 2035.

Without any doubt, our climate and energy challenges, which are inextricably mixed, must rely on renewable energies.

To help accelerate the deployment of renewable energies, Kallista Energy continues to grow while ensuring that the footprint of its activities is controlled. Our group was thus able to meet its objective of reducing its CO_2-eq emissions per employee between 2017 and 2022 on its office activities by 40% (scopes 1 and 2). I thank all the members of our team because it was their daily efforts that made this result possible.

There is still a long way to go and the fight is far from won. Our group is developing a new roadmap according to the Science-Based Targets Initiative (SBTi) methodology to lead us to Net Zero in 2050. Our carbon targets, currently being audited by SBTi, will incorporate Scope 3, which accounts for most of Kallista Energy's emissions. Our new roadmap will also focus on our information systems as well as more detailed monitoring of our waste management. No effort is superfluous as the challenge is great.

Enjoy your reading!

Frédéric Roche
CEO of the Kallista Energy group

About Kallista Energy

Key figures
in 2022

58
employees in France, Germany and the Netherlands

€ 89M
in turnover for the Kallista Energy group

38 wind and solar farms **/ 438 MW**
installed in France, Germany, and the Netherlands
+40% stake in Windpark Krammer (102 MW) in the Netherlands

1
ultra-fast pilot charging station in Normandy (France)

90
ultra-fast charging stations in service in France between 2025 and 2028

820,000 MWh
produced, equivalent to

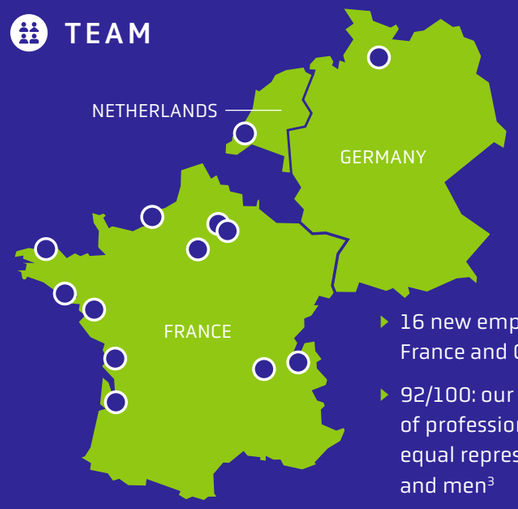
320,000
residents supplied with renewable electricity (with electric heating)

or

5.5 bn
of km travelled by electric car

Some highlights
in 2022

TEAM



- 16 new employees recruited in France and Germany
- 92/100: our score on the index of professional equality and equal representation of women and men[3]

GROWTH

- More than 50 MW to be built
- Commissioning of 2 repowered wind parks in Brittany
- Acquisition of two wind parks in Brittany
- Commissioning of our ultra-fast pilot charging station in Normandy

DISTINCTION

- 1st place in the category “Wind Power Generation | Operation & Maintenance | Europe” in the GRESB ranking
- GRESB 5 stars for the 4th year in a row

GRESB ★★★★★ 2022

ENGAGEMENTS

- Signatory to the United Nations Global Compact
- Fund’s sponsor ONF – Agir pour la forêt
- Commitment vis-à-vis the Science-Based Targets Initiative to define a new carbon roadmap

[3] https://egapro.travail.gouv.fr/

Our values

Belief

Kallista Energy's mission is to develop energy sources that contribute to building a viable future for the next generations. We want to deliver electricity at a competitive price, that is accessible to all, and produced in a way that takes into account the climate emergency. This conviction is reflected in our teams' daily operations by an approach that aims to improve our environmental and societal performance, both for our wind farms and in our offices.

With respect to our stakeholders, this conviction is reflected in:

- Very strict ethics;
- A well-regulated industrial process;
- Risk management policies that are based on professionalism, transparency and a forward-looking approach.

Ethics

In accordance with the provisions of Article 17- II, 1° of the French law of 9 December 2016, which is enshrined in our group's policy, even though it is below the thresholds set by the law, employees of Kallista Energy undertake to comply with a code of conduct that defines and illustrates the various types of behaviour, likely to indicate corruption or influence peddling, which are to be avoided. The code of conduct includes the option for any employee to escalate any problems directly to the chairman of Kallista Energy's audit committee, without having to report the issue via the company's management hierarchy. For example, in the framework of our project development, we are particularly vigilant with regard to the following situations: demand for an abnormal lease; dispossession of a family member (farmer, beneficial owner, or bare owner); requests for works or compensation with no link to the project; or demand for rental payments for routes that are normally accessible to the general public. Likewise, verbal undertakings or statements that may be made during meetings must systematically be recorded in written minutes that are sent to the company's senior management.

Kallista Energy would rather pass on a project or lose it than win it by means that are of questionable legality.

A pragmatic approach

Kallista Energy invests in competitively priced energy, which offers the best compromise between the resources available, the return on investment and the environmental impact.
The choice of wind and solar energy, far from being ideological, is based on the reliability of these technologies and their competitiveness, which are only increasing over time. Wind and solar energy are some of the most mature and cheapest renewable energy sources. Kallista Energy employs the same pragmatic approach in analysing opportunities to increase the production capacity of its existing wind farms through repowering operations and the opportunities to invest in other complementary activities.

Sustainability

For Kallista Energy, an energy strategy is only designed for a long period of time. We are currently building a viable electricity generation capacity, over the long term, without subsidies. Once the initial investments have been written off (15 to 20 years), the power plants will offer future generations the possibility of having extremely competitive electricity. Our efficiency approach involves the use of the most up-to-date technologies so that we can maximise the use of the energy potential on each site while reducing maintenance costs. As such, our group has undertaken a systematic repowering programme for wind turbines designed in the 2000's in order to have the best-performing machines with the lowest possible maintenance costs.

Our key contributions to the Sustainable Development Goals (SDG)

7 ÉNERGIE PROPRE ET D'UN COÛT ABORDABLE

320,000 residents supplied with renewable electricity to make our economy resilient and sustainable.

13 MESURES RELATIVES À LA LUTTE CONTRE LES CHANGEMENTS CLIMATIQUES

>87,700 tonnes of CO_2 avoided thanks to our wind turbines/solar farms[3].
91% of electric vehicles (not including hybrids) in our corporate fleet.

3 BONNE SANTÉ ET BIEN-ÊTRE

Training of 5 new employees on the fundamentals of professional conduct.
Occasional remote working accessible to employees.
Flexible working hours for our employees.
Training of 4 additional employees on first aid (and retraining of 8 employees).

11 VILLES ET COMMUNAUTÉS DURABLES

More than €3 million paid in local taxes to local authorities hosting our farms in France to contribute to their vitality.

15 VIE TERRESTRE

100% of our operating and site waste processed by the appropriate specialised sectors.
Selective waste sorting in our offices since 2017 with Cèdre, a company promoting the vocational integration of people with disabilities.

4 ÉDUCATION DE QUALITÉ

Regular interventions at local events to raise the awareness of people on climate change and renewable energies.

[3] According to the emission factors of ADEME in 2022: France – Wind energy: 14.1 gCO_2/kWh / solar PV: 43.9 gCO_2/kWh; French energy mix: 56.9 gCO_2/kWh; Germany: 10.497 gCO_2/kWh; German energy mix: 366 gCO_2/kWh.

Towards a new carbon roadmap to eventually reach Net Zero

2017–2022: target achieved!

Our first carbon roadmap aimed at reducing our CO_2 emissions per employee on our office activities by 40% (see details in our 2019 CSR report).

This target was achieved in 2021, in a context of strong growth in our activities, thanks to the efforts of all our employees.

In 2022, the decrease in our CO_2 emissions per employee was 49% compared to 2017. This decrease can be explained in particular by the electrification of our fleet of vehicles (Commitment #01), the improved efficiency of the heating system at our head office in Paris, as well as by energy saving initiatives (Commitment #04). As a result, gas consumption in our Paris offices has fallen, while our premises almost doubled the surface area compared to 2019. Electricity consumption is increasing due to the growing number of employees in our team.

After 2022, Kallista Energy's activities will continue to grow, which will require an even more ambitious new roadmap to confirm the long-term decline in our CO_2-eq emissions per employee.

ON THE WAY TO NET ZERO WITH SCIENCE-BASED TARGETS

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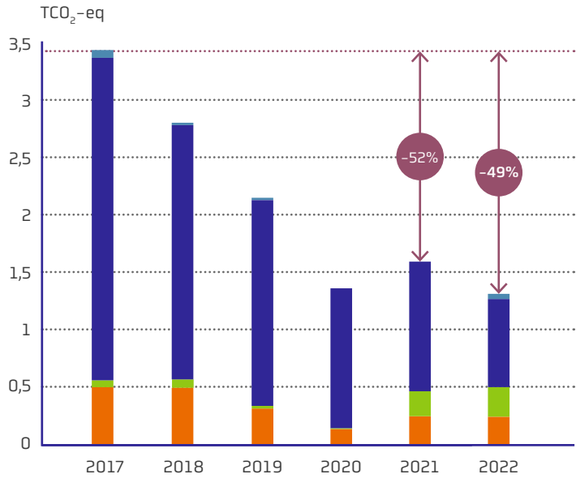
Kallista Energy has begun to define a new, even more ambitious roadmap, which now integrates its Scope 3.
Our group used the Science-Based Carbone Initiative (SBTi) methodology to set new targets. The latter are being audited by the SBTi.
Our new roadmap will encompass Scopes 1, 2 and 3 and will cover the period from 2023 to 2030. It will allow Kallista Energy to follow a path to Net Zero by 2050. Our group has not yet made a quantified Net-Zero commitment due to the ongoing diversification of its activities. Medium- and long-term commitments will be defined once the scope of our new activities have been specified.

Kallista Energy uses the advice of agency 21-22 to develop its carbon targets based on the SBTi methodology. We also benefit from the support of PwC to bring the added value of an expert and external perspective as part of the GRESB assessment.

CO_2-eq emissions per employee on our office activities



[1] Emissions of CO_2-eq per employee on our office activities (heating, electricity, car-train-air travel, etc.)

[2] Gas and electricity consumptions in our head office in Paris are estimates because the meters are pooled with all the tenants in the building we occupy.

Our commitments to the environment

Reducing our environmental impact

Commitment #01

Electrify 100% of our vehicle fleet by 2023

The electrification of its vehicle fleet is a major step for Kallista Energy to reduce its carbon footprint. In addition, the switch to electromobility is an obvious factor in driving our plan to deploy a network of 90 ultra-fast charging stations across France.

Thus, the electrification target for our fleet of vehicles was advanced from 2024 to 2023, on the one hand, to maintain our trajectory of -40% CO_2 per employee in a context of strong growth in our business and, on the other hand, to respond to the enthusiasm generated by electric mobility within our team. Everyone agrees that once you have driven an electric car, there's no turning back!

REDUCING THE CARBON FOOTPRINT OF OUR TRAVEL AS WELL AS THAT OF OTHER MOTORISTS!

Kallista Energy launched its pilot charging station in September 2022 in Normandy. This station and our future charging stations will be supplied with renewable electricity. They will therefore enable motorists to further reduce the carbon footprint of their travel!

Official inauguration of our pilot charging station in Normandy with representatives of Seine Normandie Agglomération and ABB.

Results

2021

- 94% electric and hybrid vehicles in our fleet

Achievements

2022

- 91% electric vehicles (not including hybrids)

The initial target was 95% but the delivery times of cars forced us to postpone our schedule

Goals

2023

- 100% of electric vehicles

Commitment #02

Ban domestic flights and limit international flights

Since 2018, no domestic flights have been taken by the Kallista Energy team. These trips are mainly taken by car or train.

The geographical distance between our Paris head office and our office in Hamburg forces us to use air travel (~16 hours for a return journey by train) to reconcile the times when our employees are away from their families. These trips, which are occasional, are necessary to maintain good relations between our teams, in addition to video-conferencing. They are systematically accompanied by the purchase of carbon offsets or, when the service is offered, the booking of flights with "sustainable aviation fuel" (SAF).

Results

2021

- No flight

Achievements

2022

- Kallista Energy prefers purchasing plane tickets from airlines committed to SBTi (Science-Based Targets). Likewise, whenever possible, each ticket was purchased with the Sustainable Aviation Fuel (SAF) option to promote the development of alternative fuels, or has been subject to a compensation action
- Systematic provision of a video-conferencing kit for newcomers
- 7 return flights in Europe

Goals

2023

- Strengthen our monitoring of train trips to better identify their impact
- Identify actions to offset CO_2 emitted by flights that are unavoidable for the proper functioning of the company
- Give priority to companies that offer SAF
- Test the route Paris ◆ Hamburg by night train
- Less than 25 return flights in Europe
- The growth of our team in Germany as well as exchanges with suppliers in Europe will require more travel to ensure the cohesion of our teams and the proper operation of our projects

Commitment #03

Avoid, reduce, and recycle waste from our offices

Our head office in Paris and our regional offices (shared workspaces) are all equipped with selective sorting bins. Regular awareness-raising is carried out on the right sorting actions among our employees.

In addition to waste in our offices, we have reviewed our approach to corporate gifts. We only offer a very limited range of products that are essentially useful (pencils, notebooks, umbrellas, etc.). In addition, we select, as much as possible, products that incorporate an environmental approach (recycled plastic, water consumption control, organic or biodegradable, etc.) or that are manufactured in France or Europe.

Results

2021

- Installation of a micro-filtered water fountain at the Paris head office
- 0 plastic bottle purchased by Kallista Energy for its offices
- 8 sorting bins made available at the Paris head office
- Configuration of printers for default double-sided printing

Achievements

2022

- Raising the awareness of the need to reduce our waste (use of reusable containers at lunchtime, reduction of printing, etc)
- Using reusable cutlery at all our events
- Maintaining our partnership with Cèdre

Goals

2023

- Extend existing actions
- Implement new actions to raise awareness among our teams on Kallista Energy's environmental approach

WASTE SORTING IN OUR OFFICES IN A FEW KEY FIGURES

370 kg of CO_2 avoided through the recycling of our waste

20,160 L of water saved

2,688 kWh of unused energy

1 cycle frame manufactured with sorted cans

215 new reams of paper produced through paper recycling, i.e. the equivalent to 11 uncut trees

640 bottles produced from used plastics

Source: Cèdre – Estimates from recyclable waste excluding household waste (paper, cardboard, plastic bottles, cans, WEEE) for our head office in Paris.

Commitment #04

Improve the energy efficiency of our equipment

In 2022, Kallista Energy was able to significantly reduce its energy consumption compared to 2020. The 2021 readings are not relevant due to the relocation of our head office and COVID-19 pandemic restrictions.
This decrease can be explained by the improved efficiency of our offices in 2022 compared to 2020: insulation, more accurate temperature management, etc.

In addition, Kallista Energy complied with French Government's recommended heating instructions during the winter of 2022 to limit the supply risks generated by the low availability of nuclear plants and Russia's invasion of Ukraine.

Temperature instructions were set at 19° in winter and 27° in summer (before switching on air conditioning).

In 2023, Kallista Energy will have to relocate its Paris head office. New energy consumption targets will be set once the specificities of the new premises are known.

Results

2021

- Approximately 16,600 kWh over 6 months

Achievements

2022

- 26,081 kWh

Heating is supplied by the Compagnie Parisienne de Chauffage Urbain (CPCU) heating network*

Goals

2023

- The target will be defined once the specificities of our new head office are known (move during the summer of 2023)

*45% of the heat supplied by the CPCU is recovered from units that recover household waste from the Île-de-France region. In addition, the CPCU has boilers that produce heat from various fuels such as gas and biogas, coal and wood pellets, and liquid biofuels. In total, more than half of the energy sources used by the CPCU to produce its heat is renewable or recovered. Source: https://www.cpcu.fr/reseau-de-chaleur/

Energy consumption per employee in the Paris office serves as a basis for calculating consumption of all our employees in the regions and outside France because they work in shared spaces or their homes, making their consumption difficult to assess.

Commitment #05

Encourage consideration of ESG criteria in activities within our scope 3

Kallista Energy's Scope 3 emissions (purchase of wind turbines and solar panels, construction of farms, etc.) make up most of its emissions (99%). These are also emissions where our group has no direct influence due to the size of manufacturers, market constraints and the time needed to transform industrial tools.

Our new carbon roadmap based on the Science-Based Targets Initiative aims to integrate our Scope 3 in order to give priority to suppliers which are also committed to an approach that is compatible with our climate challenges.

Results

2021

- A contract including a commitment to the 10 principles of the United Nations Global Compact signed with a strategic partner

Achievements

2022

- Maintaining the United Nations Value Commitment Charter in our contracts with our most important suppliers

Goals

2023

- Create a code of conduct for our suppliers/ commercial partners
- As soon as the SBTi validates our carbon objectives, implement an approach raising awareness of Net Zero among our suppliers and partners
- Gradually implement a criterion for selecting suppliers based on their commitment to science-based targets

Protecting biodiversity and natural habitats

Commitment #06

Develop the best projects with the help of independent experts

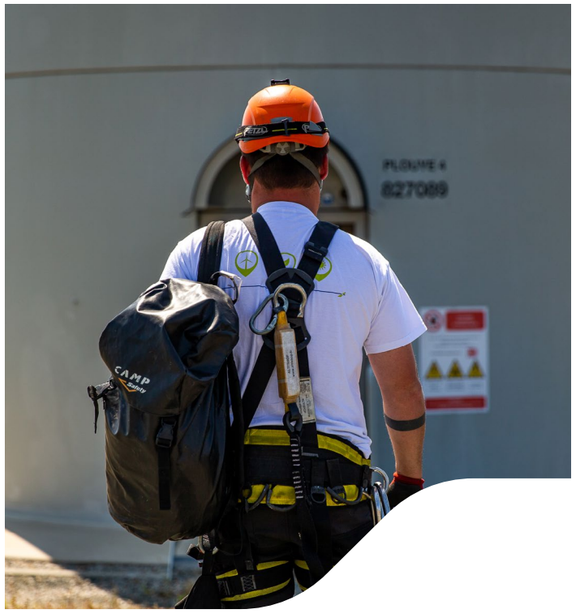
In 2022, more than forty independent engineering offices were contacted by our teams to guarantee the quality and objectivity of our projects.

Our team was also able to experiment with two innovative tools to minimise the impact of wind turbines on birds and bats: DTBird and ProBat.
After testing the SafeWind tool in 2021, our team rolled out the DTBird solution developed by the firm Liquen. DTBird combines surveillance cameras and speakers installed on a wind turbine with artificial intelligence capable of detecting approaching birds. Video streams are analysed in real time. If a bird approaches within 150 metres from a wind turbine on a path that may indicate a collision, a deterrent signal is emitted to keep the bird away. If the bird does not change its trajectory, the device completely stops the wind turbine.

Kallista Energy deployed this device on its Oostflakkee farm in the Netherlands following the nesting, less than 2 km from the site in 2021, of a pair of white-tail eagle, a bird of prey threatened in the country. To date, there is no collision for this species and DTBird has also reduced the mortality of other bird species below the thresholds defined by the Dutch environmental administration.

Furthermore, Kallista Energy continued its efforts to reduce the risk of collision for bats thanks to the use of the ProBat algorithm developed by OekoFor with the support of the Bundesamt für Naturschutz (Federal Agency for Nature Conservation in Germany). The use of this software for the determination of shutdown parameters is recommended or required in 11 Länder and scientifically approved.

Rather than applying standard shutdown, ProBat allows the criteria for stopping machines (maximum wind speed, minimum temperature and precipitation) to be defined very precisely (per month and per tenth of the night duration) by cross-checking the data collected following the first year of monitoring of the activity using a nacelle (bat activities, weather data). Thus, the stoppage of machines is configured to cover bat activity more precisely and further reduce the risk of collision, while reducing the loss of productivity.



Goals

2023

- Continue to call on independent specialists to define the outline of our projects as well as the most appropriate ERC (Eviter, Réduire et Compenser i.e. Avoid, Reduce and Offset) actions
- Identify other innovative solutions to be tested to further minimise the impact of our projects on biodiversity

Commitment #07

Guarantee an exemplary site for each of our projects

The last stages of the repowering projects of our Trébry and Lanfains wind farms in Brittany were completed in 2022. The management of our waste was closely monitored by Guyot Environnement, a Breton recycler. All waste (ferrous metals, non-ferrous metals, blades, oils, SF6, etc.) and their destination are listed in a tracking register.
With regard to the former foundations, bailiffs' findings were made to confirm that they were completely removed and that the land has been rehabilitated with topsoil.

Strict compliance with the rules governing the dismantling of a wind farm

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The dismantling of our wind farms in the Trébry and Lanfains municipalities was inspected by the DREAL* to confirm compliance with regulations. For each site, the DREAL has established the following points in its report:

- The wind turbines and the delivery station were completely dismantled and their structures and equipment were recycled or re-employed.
- All the foundations of the wind turbines were removed. The foundation backfill was created with the land extracted during the construction of the new wind farm.
- The electrical cables were removed on a radius of 10 m around each wind turbine foundation.
- The site has been rehabilitated for agricultural use.
- The works carried out by Kallista Energy comply with the regulatory requirements applicable to the dismantling of wind farms.

Discover the stages of repowering of a wind farm ▸

Achievements

2022

- No new project

(Dismantling of the Trébry and Lanfains foundations but works already underway at the end of 2021)

Goals

2023

For our upcoming projects:

- Formalise our requirements for new projects in "a green construction site charter". This charter will cover, among other things,
  - Compliance with regulations
  - Information for local residents
  - Information for site staff
  - Waste management
  - Air pollution (including dust lift)
  - Noise disturbances during the construction phase
- Continue to take into account nesting periods...

*French regional directorates for the environment, planning and housing

Commitment #08

Ensure the environment is protected and noise disturbances are limited around our wind farms

In addition to the strict rules governing the development of wind and solar projects, Kallista Energy is constantly seeking to limit the impact of its projects on the biodiversity and local residents of its farms.

It is with this in mind that we work with independent experts and experiment with tools that offer, for example, a more accurate consideration of the activity of birds and bats, beyond regulatory requirements (see Commitment #06).

We also continue to support initiatives led by the French Office National des Forêts (National Forestry Office) to contribute to the resilience of ecosystems, beyond the scope of our farms and projects.

Achievements

2022

- Post-installation monitoring (bat activity and bird and bat mortality) in the Hauts de France, Brittany, Pays de La Loire, Normandy and the Centre: installation of 11 BATmode devices
- Experimentation of the “DT-bird” device on the Oostflakkee farm (see commitment #06)
- Support for the French National Forestry Office with the development of bunkers located in the Fouesnant Forest (Finistère) into bat shelters (see Commitment #15)

Goals

2023

- Extend the environmental monitoring at our wind farm in Oostflakkee in the Netherlands to verify the efficiency of reduction measures: installation of a BATmode device using a nacelle and of an SM4 Bat 30 m high on the mast to improve our knowledge of the local activity of bats and better protect them
- Experiment with the ProBat algorithm to implement an even more accurate bat shutdown in Oostflakkee
- Carry out post-installation monitoring on our farms in Brittany, Hauts de France, Normandy and Pays de La Loire (listening to bats with the installation of 10 BatMode devices + monitoring of the mortality of bats and birds)
- Implement a "green construction site charter" (see commitment #07)
- Extend our agreement in Normandy with the Groupe Ornithologique Normand and in Beauce with Eure-et-Loir Nature and Loiret Nature Environnement for the implementation of measures to protect buzzards
- Implement an environmental monitoring of the repowering projects carried out jointly by our environmental coordinator (raising the awareness of teams, drafting of worksheets) and an independent design office to certify compliance with the measures set out in the prefectoral decrees
- Continue the noise monitoring of our farms
- Set up agreements with local partners to identify any anomalies in the farms in real time

Commitment #09

Invest in the repowering of our ageing wind farms to optimise renewable electricity generation

Kallista Energy has already repowered three wind farms in France since 2017. Each repowering was accompanied by a gain in renewable electricity generation. For example, in Trébry (Brittany), electricity production increased by around 30% with the same number of wind turbines installed.

In addition, the use of state-of-the-art wind turbines allows to further minimise the impact of wind turbines, for example through more accurate management of noise reduction.
Kallista Energy is preparing for the repowering of several other wind farms across France to replace its oldest farms.

Our team will explore the possibility of finding a new use for dismantled wind turbines. These wind turbines are still usable but are no longer optimal for our sites because of technological advances. Due to the lack of accessible spaces, particularly in France, for the installation of new wind turbines, it is necessary to optimise the production of wind power at the sites which are the windiest or which are already hosting wind turbines. Old generation wind turbines can have a second life in emerging markets where there is still plenty of accessible space. This could, for example, allow some countries to accelerate the development of wind farms by having access to wind turbines 2 to 3 times cheaper than the price of new ones. It will then be possible to further reduce the carbon footprint of wind turbines by extending their service life.

Results

2021

For the repowering of our Trébry and Lanfains (Brittany) wind farms:

- Work with a local recycler for the dismantling with complete monitoring of waste
- Optimisation of the design of the project’s facilities for personnel to limit CO_2 emissions
- At Lanfains, connection to public electricity and water networks (no use of electric generators or water tanks)
- Removal of all foundation blocks in accordance with the law

Achievements

2022

- No new projects in 2022

Goals

2023

Continue our plan to repower our oldest wind farms

- Give priority to CEM II concrete instead of CEM III concrete when it is technically possible
    - This solution will be implemented for the repowering of our Brachy wind farm in Normandy. The objective will be to reduce the carbon footprint of each foundation by around 50 tonnes of CO_2 (according to the emission values given by our service provider)
- Optimise our geotechnical studies to reduce the size of foundations when possible (for our Brachy farm, the goal is a reduction of around 60 tonnes of CO_2 per foundation)
- Find a new use for all or part of dismantled wind turbines (reuse as it is in emerging markets or sale of spare parts)

Commitment #10

Recover the blades of dismantled wind turbines and contribute to searching for solutions adapted to future volumes

The dismantling of our wind farms in Trébry and Lanfains in Brittany in 2021 confirmed that it was entirely possible to recover wind turbine blades. Guyot Environnement, a Breton recycler, has the skills and the industrial tool to absorb blades in its recovery units. In the case of our Trébry and Lanfains farms, the blades were recovered as Solid Recovered Fuel (SRF), which can be used for example in cement plants.

For its future dismantling projects, Kallista Energy will also explore the possibility of reusing dismantled wind turbines as is in other markets or spare parts to extend their service life and thus further reduce their environmental footprint.

We are also paying attention to the initiatives of manufacturers, such as Vestas, which have initiated research to enable the recycling of glass fibre blades, including those of old models. Vestas' objective is to work on the industrialisation of processing, which will allow raw materials to be reconstructed to include them in the manufacture of new blades.

Discover the stages of recycling and recovery of a wind turbine

▾ watch the video

Results

2021

- Complete recovery of the dismantled wind turbine blades in the municipalities of Trébry and Lanfains in Brittany:
  - Wood has been recovered for reuse
  - Composite items were recovered as Solid Recovered Fuel

Achievements

2022

- No dismantling

Goals

2023

- Study various avenues to recover the blades of our next dismantling projects:
  - Reuse of wind turbines as is
  - Transformation into Solid Recovered Fuel (SRF)
  - Collaboration with suppliers offering a 100% blade recycling solution

Our social commitments

Commitment #11

Guarantee the safety of people and our equipment

Kallista Energy is now ISO45001 (Security) and ISO14001 (Environment) certified for all its activities and ISO9001 (Quality) certified for its Operations department. These certifications reflect the rigour we apply in our procedures and monitoring to ensure the safety of our employees and the preservation of the environment. They commit us to a process of continuous improvement to maintain our safety requirements at the highest level.

Achievements

2022

- Recruitment of a QHSE manager
- In line with the ISO 45001 certification, compliance with:
  - The French Labour Code
  - The ICPE (registered environmental facility) regulations to which wind farms are subject
  - The rapidly evolving legislation on health, safety at work, and environmental protection
- Integration of security issues related to charging infrastructure

Goals

2023

- Improve our management of industrial risk
- Continue compliance by adapting our procedures to changes in the legislation and feedback
- Continue the collaboration with firefighters (SDIS) for their wind turbine intervention exercises
- Integrate climate risk into our environmental analyses and op-portunities/threats
- Ensure compliance with the fire risk on our solar farms
- Improve fire safety training, evacuation of our operators through internships in addition to training
- Continue to develop a safety and environmental culture throughout the Group
- Finalise our business continuity plan and crisis management plan

Commitment #12

Create the conditions for our employees well-being at work

Kallista Energy's workforce has more than doubled in 4 years. The integration of each employee is a priority for our group. A personalised induction programme is set up for each newcomer so that they can become familiar with the tasks of all departments and thus have a general overview of the group's activities.

Furthermore, in a context of strong growth, Kallista Energy attaches great importance to the cohesion of its teams. Meetings with all our employees are held at least twice a year: annual team seminar and end-of-year cocktail. The members of our team also have the opportunity to be involved in the actions we carry out, for example with the French National Forestry Office (see Commitment #15).

Furthermore, to enable our employees to better reconcile their professional and personal lives, a remote working procedure has been put in place, in addition to the flexibility of working hours. Our group continues to offer long weekends (next to a public holiday) to all employees

Results

2021

- Taking into account employees' comments in the layout of the new Paris head office
- Organisation of a "Climate Collage" for all employees in order to raise their awareness of climate issues and support them in their individual carbon trajectory (Collage hosted by the "Planète Urgence" organisation)
- Partnership with "Trust Society" to give our employees special rates. Trust Society is an online sales platform that offers French products to replace all everyday products with sustainable alternatives
- Implementation of an ad hoc remote work procedure for the entire team

Achievements

2022

- Opening of an office in Hamburg, Germany. The location was chosen by our German team
- Organisation of two highlights with the entire team (France, Germany and the Netherlands): seminar in March and end-of-year cocktail in December
- Participation of several team members in a workshop with the French National Forestry Office to turn bunkers into shelters for bats in Brittany

Goals

2023

- Strengthen our programme to welcome new employees
- Carry out a new employee satisfaction survey
- Continue our partnership with Trust Society to offer ecological day-to-day products to our employees at advantageous prices
- Take into account employee feedback in the development of our new offices in Paris

Commitment #13

Ensure diversity, equity and inclusion within our company

The growth of Kallista Energy's activities is accompanied by a strengthening of the team. Our recruitment policy remains to build on the potential of candidates and to enhance experience even if the employee does not have a degree. In addition, we support giving more responsibility or internal transfers in teams that are expanding or the deployment of our new activities to give our employees new perspectives.

In 2022, our team had 30% women, which is close to the proportion of women working in the renewable energy sector in Europe, according to the International Renewable Energy Agency (IRENA). In keeping with its convictions, Kallista Energy does not apply any discrimination policy to hiring, even positive, and gives priority to hard and soft skills only.

92/100

Our 2022 index of professional equality between women and men*

* https://egapro.travail.gouv.fr/

Goals

2023

Diversity

- Maintain our recruitment process involving several team members to avoid any discrimination, even unconscious
- Maintain a consistent gender distribution in our company in line with the distribution in the renewable energy sector in Europe*, while focusing primarily on skills before any other consideration (objective "non-gendered" skills assessment)

Equity

- Maintain a score above 85/100 on the gender professional equality index

Inclusion

- See the objectives of our commitment #12

*32% according to a study by the International Renewable Energy Agency (IRENA)

Commitment #14
Work together with local stakeholders

Kallista Energy's aim is to build a long-term relationship with stakeholders in the regions where the group operates. We are setting up a dialogue and consultation tools from the start of our projects so that elected representatives and residents can discuss with our teams.

The repowering of our Trébry and Lanfains wind farms in Brittany was an opportunity to appreciate the emotional attachment of residents to "their" wind farm.

THAT'S REALLY WHAT WE SHOULD DO

The first [wind] project never received any opposition, it had remarkable acceptability. As with the second project! People quickly adopted the wind turbines.

This project is an example of what we should do: broad consultation, local acceptability, good efficiency and a relationship with the Kallista Energy team which is, just like the weather today, clear blue skies.

Didier Yon, *Department Councillor in Côtes d'Armor, Mayor of Trébry from 2008 to 2020*

Achievements

2022

- Improvement of our digital information portal to make the tool more efficient and user-friendly for the local residents of our projects
- Organisation of open days of our wind farms in Trébry and Lanfains following their repowering: approximately 200 residents attended each event
- Systematic organisation of one or more information sessions to inform residents of the municipalities where we are developing projects
- Renewing our partnership with the ONF-Agir pour la forêt fund (see Commitment #15)

Goals

2023

- Maintain existing actions
- Organise an open day for one of our farms as part of the International Wind Day in order to continue to raise awareness of the need to electrify our uses to exit fossil fuels and the interest of developing renewable energies
- Enable members of our team to present, on their working hours, the challenges and professions of renewable energies to students

The municipality of Trébry has been hosting a wind farm since 2008. This farm was repowered by Kallista Energy in 2021. Residents and elected officials tell us about these 15 years spent next to wind turbines.

watch the video

Commitment #15

Contribute to the dynamism of the territories where we operate

In 2022, Kallista Energy paid more than 3 million euros in taxes to the local authorities hosting its wind and solar farms in France.

Our group also supports several sports and cultural associations in these municipalities. Our support focuses on actions aimed at raising awareness of the need for an energy transition and energy saving, collective sport activities or which promote soft mobility (trails, cycling races, sports clubs, etc.). Rather than sponsoring a national media event, we give priority to support for small local associations that contribute in practical terms to the vitality of the regions.

We offer long-term support to associations in order to give them visibility to bring their activities to life.

As such, Kallista Energy has sponsored the Trail Nocturne du Pain chaud, which passes close to our Lanfains wind turbines, since 2019.

In addition, we are continuing the partnership initiated since 2020 with the endowment fund of the French 'Office National des Forêts – Agir pour la forêt' to contribute to the resilience of ecosystems and the preservation of biodiversity.

Transformation of bunkers into bat shelters in Brittany with the ONF – Agir pour la forêt fund

One year after the rehabilitation of 5 ha of the Eu Forest in Normandy, the ONF – Agir pour la forêt fund and Kallista Energy are joining forces once again to preserve bats on the Breton coast by giving a new use to bunkers.

Located 15 kilometres south of Quimper, the village of Fouesnant is one of the remarkable areas on the coast of Cornouailles. Fouesnant is bordered by the white sea and the domanial forest of Beg-Meil-Mousterlin, consisting of cypresses, pine trees and a flora typical of dune systems. This forest also houses bunkers, remains of the Atlantic Wall.

The ONF and Kallista Energy have joined forces to give these bunkers a new use by turning them into a long-term winter shelter for the bats that populate this site. A few bats already visit these areas but are very often bothered during their hibernation by visitors. The hibernation of bats usually lasts from November to April, and being woken up during this period can lead to their death. The bunkers have been closed off and fittings have been made to protect bats and accommodate them (including different species) in a larger number.

Kallista Energy and the ONF Agir pour la forêt Fund had already joined forces in 2021 for the rehabilitation of 5 ha of the Eu forest in Seine-Maritime, following the Eleanor storm in 2018. The patronage agreement signed with the ONF-Agir pour la forêt endowment fund reflects Kallista Energy's commitment to preserving biodiversity alongside committed local players.

Participation of several members of our team in the transformation of bunkers into shelters for bats in the forest of Fouesnant in Brittany, alongside ONF agents.

Our commitments to governance

Commitment #16

Promote a collegiate executive body and ongoing dialogue with employees

Since 2021, Kallista Energy's Supervisory Committee has had an independent chairman: Jeroen de Haas. He brings his extensive knowledge of the renewable energy sector to our group and ensures the impartiality of the decisions of the Supervisory Committee.

In January 2023, Ms Marjolaine LOPES, Portfolio Manager at APG, was appointed as a permanent member of our Supervisory Committee.

Results

2021

- Appointment of an independent Chairman for the Supervisory Committee
- Organisation of the first general meeting physically bringing together all shareholders since the opening of the company's capital in 2020 (the first general meeting had to be held remotely due to the COVID-19 pandemic)
- Compliance with the frequency of meetings with the various dialogue bodies:
  - 10 CSE meetings (staff representative council)
  - On average one to two meetings of the Executive Board per month
  - 4 meetings of the Supervisory Committee

Achievements

2022

- Creation of an Executive Committee, in addition to the Executive Board, to integrate the Germany Country Director into the group's decision-making process
- Organisation of a general meeting of shareholders that physically brought together all employee shareholders
- Compliance with the frequency of the CSE (12 per year), Executive Board (4 per year) and Supervisory Committee meetings (4 per year)

Goals

2023

- Propose a new opening of capital to employees, particularly in order to enable employees who arrived after 2020 to invest
- Organise a general meeting of shareholders
- Comply with the frequency of meetings of the CSE (12 per year), the Executive Board (4 per year), and the Supervisory Committee (4 per year).
- Promote one of our female employees on our Executive Board

Commitment #17

Prevent fraud

Very strict operating rules have been defined to prevent all risks of corruption and fraud within the company and in interactions with its stakeholders.

Defined in 2018, the Kallista Energy code of conduct serves as a framework for all the negotiations necessary for the development of our projects, specifying for example prohibited actions when negotiating rents for the installation of our wind turbines.

Local managers ensure that the team is constantly made aware of these rules of conduct.

Achievements

2022

- Zero deviation from the anti-fraud code of conduct

Goals

2023

- Zero deviation from the anti-fraud code of conduct

Commitment #18
Prevent management risks

Kallista Energy has established a documented and systematic internal control of its activity. Our administration and finance team has deployed the management tools necessary to strengthen internal control (commitments, expense reports, etc.). It ensures that all the company's employees comply with the instructions in order to maintain the Group's financial and accounting integrity.

Achievements

2022

- Annual verification by rotating theme of compliance with internal control rules

Goals

2023

- Maintaining the annual verification by rotating theme of compliance with internal control rules

Commitment #19
Promote cybersecurity

Energy infrastructure is a preferred target for cyber-attacks. As such, Kallista Energy constantly strives to strengthen and maintain the security of its information system to ensure the integrity of its equipment and data.

Results

2021

- Security audit of our facilities, not revealing any major flaws
- No serious incidents and no data loss
- Ongoing employee awareness of cyber threats

Achievements

2022

- Implementation of a daily monitoring tool analysing the level of security of all our external assets (website, firewall, messaging, etc.)
- Continuation of our Information Systems Security Plan (ISSP)

Goals

2023

- Deploy the tools necessary for our Business Continuity Plan and our Business Recovery Plan
- Strengthen messaging security (MFA – Multi-factor authentication, etc.)
- Virtualise servers, whenever possible
- Switch to an Internet telephony solution for most employees who have a mobile phone
- Increase awareness of IT risks among employees

2022 CSR Report

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Groupe **Kallista**Energy
26-28 rue de Madrid
75008 Paris

FRANCE - GERMANY - NETHERLANDS

Independent producer of competitive energy
www.KallistaEnergy.com

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