

CSR Report



2024

20⁰⁵
YEARS
25

CORPORATE SOCIAL RESPONSIBILITY REPORT

Our commitments to the environment,
society, and governance.



KallistaEnergy



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About Kallista Energy

A word from the Group CEO & the Managing Director



Frédéric Roche



Johann Tardy

In 2024, our group intentionally took the initiative to strengthen its Corporate Social Responsibility (CSR) approach, drawing on the guidelines of the "European Corporate Sustainability Reporting Directive (CSRD)". Through this decision, we affirm our commitment to take a more comprehensive approach to our activities, in order to fully understand their significant impacts, whether positive or negative.

In a context where reference points are shifting, where truth is blurred with falsehood, and where the essential is diluted by the trivial, the alignment of our activities with the European taxonomy provides a clear point of reference. It highlights our company's positive contributions to the ecological transition and powerfully reinforces that the pursuit of carbon neutrality remains the most critical challenge of our time.

Current geopolitical and economic events may tempt politicians, businesses, and citizens to sideline environmental concerns. But let us not forget: 2024 was the hottest year ever recorded on Earth. We are in a race against time. We cannot afford to wait — every action counts.

Kallista Energy is therefore continuing to strengthen its team to accelerate the deployment of more wind and solar projects, electric vehicle charging stations, and soon, battery energy storage systems (BESS). These activities are essential building blocks of a low-carbon economy. Our team works with the utmost rigour, guided by the 19 commitments that form the foundation of our group's corporate social responsibility.

Enjoy the read,

Frédéric Roche
Group CEO of Kallista Energy

Johann Tardy
Managing Director of Kallista Energy



In a context where reference points are shifting, truth is blurred with falsehood, and the essential is diluted by the trivial, the alignment of our activities with the European taxonomy offers a clear and reliable point of reference.



Our commitments

ENVIRONMENT

#01

Maintain **100% electric vehicles** in our company fleet

#02

Ban **domestic flights** and limit international flights

#03

Avoid, reduce and recycle the waste generated by our activities (office and operation of our infrastructures)

#04

Improve the **energy efficiency** of our equipment

#05

Encourage consideration of **ESG criteria** in activities within our scope 3

#06

Develop the **best projects** with the help of independent experts

#07

Guarantee an **exemplary site** for each of our projects

#08

Ensure the **preservation of biodiversity** around our infrastructures

#09

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

#10

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

SOCIAL

#11

Guarantee the safety of people and our equipment

#12

Create the conditions for our employees' **well-being at work**

#13

Ensure **diversity, equity and inclusion** within our company

#14

Work together with **local stakeholders**

#15

Contribute to the **dynamism of the territories** where we operate

GOVERNANCE

#16

Promote a **collegiate executive body** and **ongoing dialogue with employees**

#17

Prevent **fraud**

#18

Prevent **management risks**

#19

Promote **cybersecurity**

Our mission:

produce electricity at the best economic and environmental cost

Since its creation 20 years ago, Kallista Energy has always pursued the same ambition: to produce electricity at the best cost – both economic and environmental. The electrification of our energy uses, essential to break our societies' dependence on fossil fuels, requires relying on renewable energies that have proven their competitiveness, efficiency and reversibility.

The activities of Kallista Energy include wind power — the group's longstanding core energy source — as well as solar energy, electric vehicle charging, and now battery energy storage systems (BESS). These activities complement one another and contribute to building a low-carbon economy. The group operates in France, the Netherlands, and Germany.

The Kallista Energy team, which brings together specialists from diverse backgrounds, is involved in every stage of an energy infrastructure project's life cycle – from development and financing to construction, operation, maintenance, decommissioning, and repowering. The group relies on recognised partners for its supply of equipment (wind turbines, solar panels, charging stations, batteries), as well as for the construction, maintenance, decommissioning, and repowering of its infrastructure.

Kallista Energy also engages several independent firms to carry out the studies necessary for its projects.



BATTERY ENERGY STORAGE SYSTEMS (BESS)

In 2024, Kallista Energy initiated the development of several battery energy storage systems (BESS). This diversification strengthens the group's objective to help accelerate the electrification of our energy uses. High-capacity storage technologies make it possible to increase the share of renewable energies in our energy mix without risking the stability of the power grid. Thus, batteries recharge when renewable electricity is abundant and can be called upon to help manage demand peaks. They are also used to support the power grid by providing frequency regulation services — known as 'system services' — to transmission system operators (like RTE in France).



Battery storage project under development in Saleux (Hauts de France)
Photomontage.

Our value chain

Projects carried out in close collaboration with stakeholders

The group works in collaboration with the municipalities where its projects and facilities are located to develop the best possible project for the area while taking into account the climate emergency. Projects are carried out in accordance with regulatory recommendations, with a commitment to transparency towards local residents through the organisation of information sessions, the provision of communication tools and spaces for dialogue with our team.

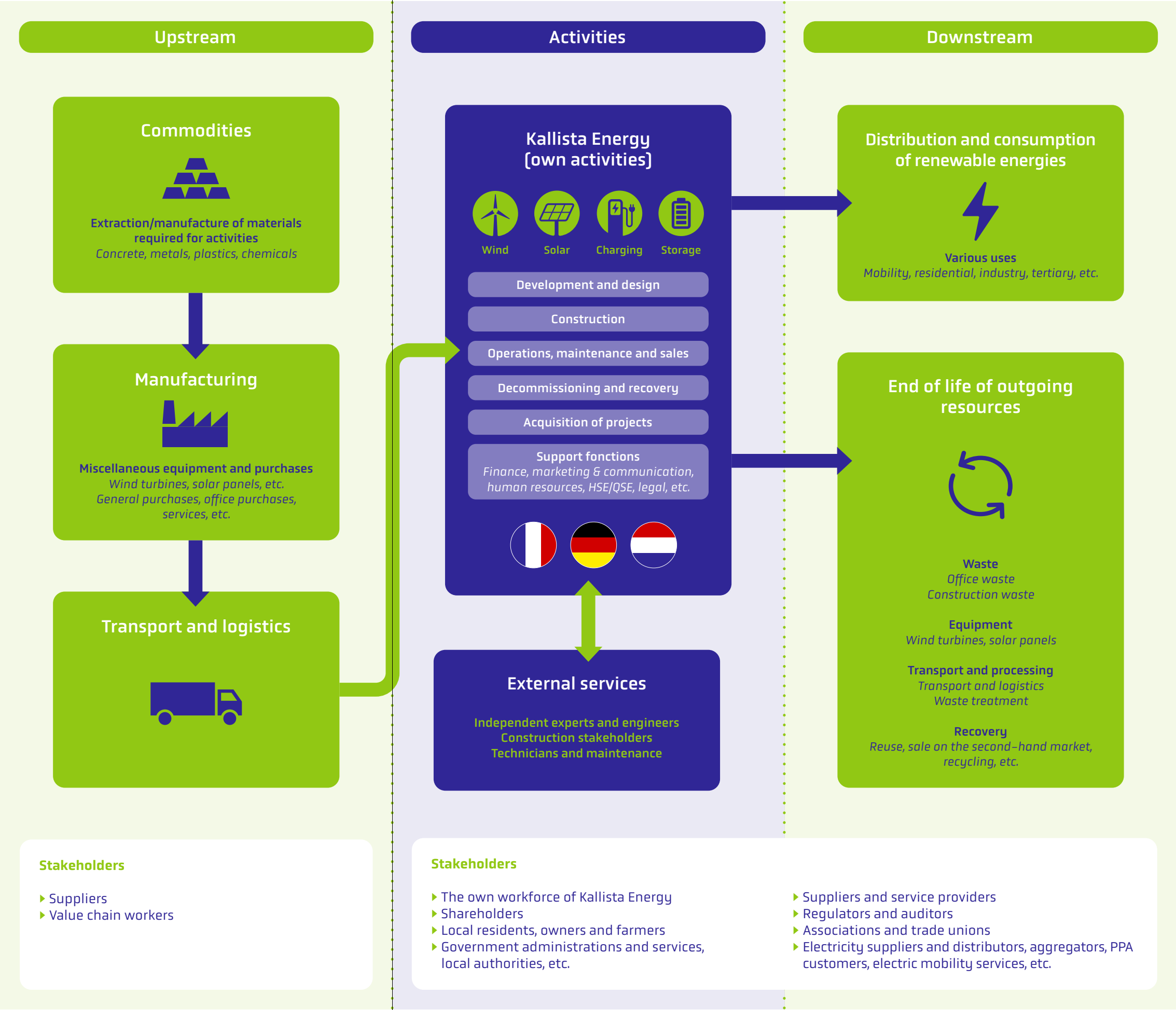
Kallista Energy puts its social responsibility into practice by positioning itself as a committed local stakeholder — for example, by supporting cultural and sports associations, as well as forest restoration and biodiversity conservation projects through its partnership with the French National Forest Office [Office National de France (ONF)] .

Although Kallista Energy has very little influence on its upstream value chain, the group is attentive to the CSR commitments made by its partners (see our Commitment #05).

A CSR approach supported by C-Level executives and institutional shareholders

Kallista Energy's commitments, within the framework of its corporate social responsibility, are directly upheld by the Group CEO and the Managing Director. For example, they have a variable portion of their salary based on the group's ESG performance (according to the GRESB ranking). The implementation of an ambitious CSR roadmap for a group the size of Kallista Energy is possible thanks to the involvement of its institutional shareholders, who drive a dynamic of continuous improvement (GRESB, European Taxonomy, SBTi, etc.) and the daily commitment of each of its employees.

Kallista Energy's CSR report takes into account the group's entire geographical scope: France, Germany and the Netherlands. The Group's policies regarding its approach to the environment, society and governance are implemented in the form of 19 commitments presented in this report.



Our stakeholders

Kallista Energy aims to build long-term trust-based relationships with its various stakeholders. The group's 19 commitments set out the main actions implemented by Kallista Energy to reconcile stakeholder expectations, the regulatory framework and the need to electrify our uses to move away from our dependence on fossil fuels.



Our values

Belief



Kallista Energy is committed to developing sustainable energy sources for a viable future that is accessible to future generations. Our goal is to provide competitive and accessible electricity for all, while addressing the climate emergency. This vision guides our teams on a daily basis in a drive to improve our environmental and societal performance, both in our sites and in our offices. With respect to our stakeholders, this conviction is reflected in:

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

Even though Kallista Energy's activities are intrinsically part of the energy transition, our group, despite its size, is determined to fully play its part in the fight against climate change. For example, the group has set climate targets validated by the Science Based Targets initiative (SBTi) to prepare, in the long term, the path towards Net Zero Emissions.

Kallista Energy's institutional shareholders, APG and Ardian, pay particular attention to the social and environmental impact of their investments and encourage Kallista Energy in its continuous improvement approach, notably through an annual assessment by GRESB.

Ethics

Although below the thresholds of the law of 9 December 2016, Kallista Energy applies a strict Code of Conduct, inspired by this law, in order to prevent corruption and influence peddling. This code explains the behaviours to be prohibited and allows employees to report alerts directly to the Chairman of the Supervisory Board, in complete confidentiality.

In developing its projects, Kallista Energy is particularly vigilant regarding situations such as abnormal rents, family dispossessions and unjustified requests for works or compensation. Furthermore, any promise or verbal statement made during a meeting is systematically formalised in a written report sent to management. Kallista Energy would rather abandon a project than risk compromising its integrity. Kallista Energy also places great importance on respecting the safety of all its stakeholders, whether employees, workers on our sites or local communities.



Pragmatism



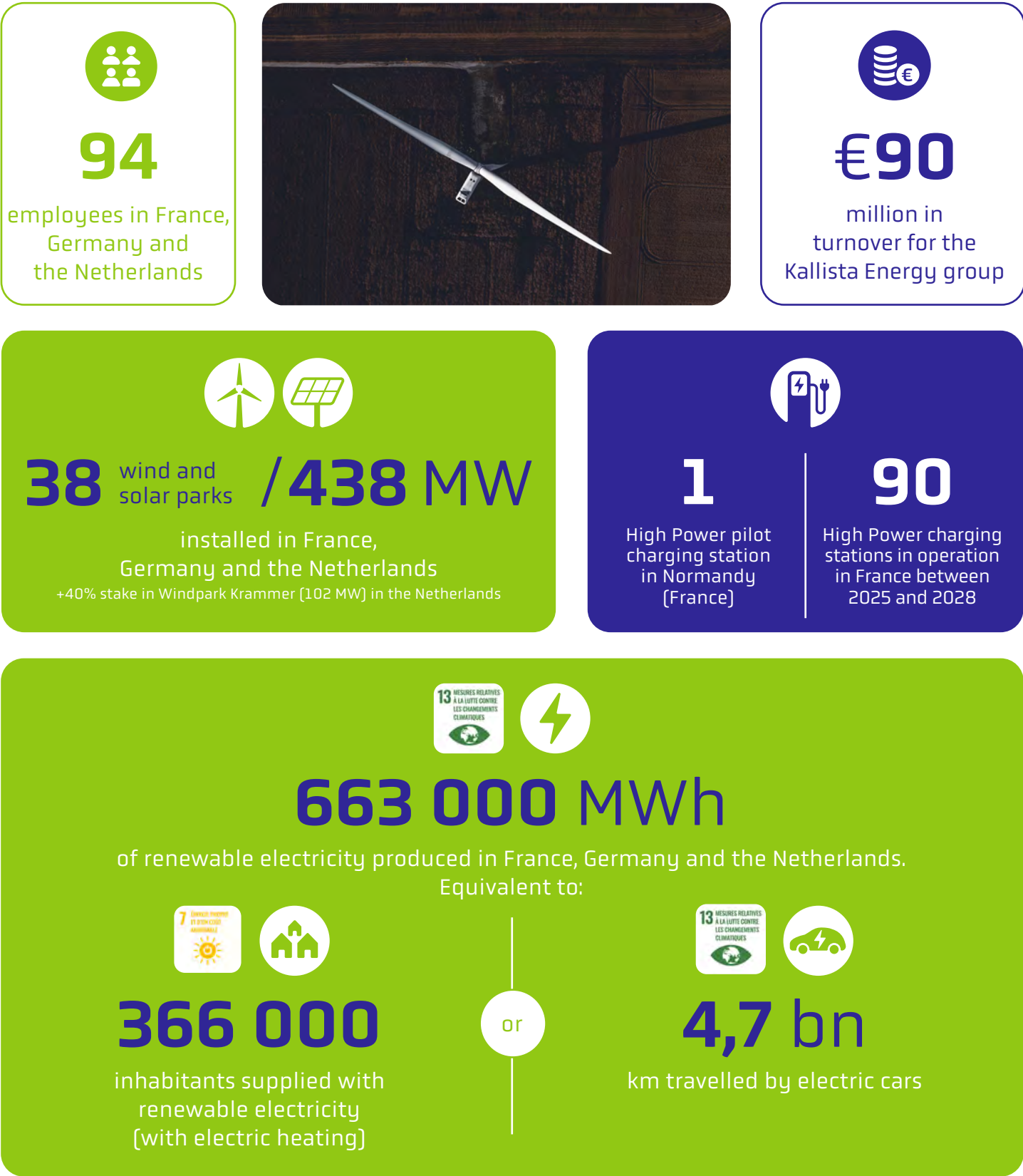
Kallista Energy invests thoughtfully, focusing on energy projects that offer the best balance between available resources, their performance and environmental impact. The choice of wind and solar, far from being ideological, is a decision based on the reliability and cost advantage of these mature renewable technologies. With the same pragmatic approach, Kallista Energy analyses the possibility of increasing the output of its existing portfolio through repowering and is considering developing new future-oriented activities such as electric mobility and energy storage.

Sustainability

At Kallista Energy, we firmly believe that energy strategy must be sustainable over the long term. Today, we are building a sustainable electricity generation portfolio that will eventually operate without subsidies. Once the initial investments have been amortised (over 15 to 20 years), our parks will provide future generations with extremely competitive electricity. Our quest for efficiency drives us to adopt the most advanced technologies, thereby maximising each site's energy potential while reducing maintenance costs. This is why we launched an ambitious programme to systematically repower wind turbines designed in the 2000s. Our goal is to have the most efficient and cost-effective machines in terms of maintenance.



Our key figures at 31 December 2024



Changes to our CSR report in 2024

The CSRD [Corporate Sustainability Reporting Directive] is a European directive that aims to regulate the non-financial reporting of large companies, i.e. how companies publish information on their consideration of environmental, social and governance [ESG] issues. Even though Kallista Energy was not subject to this regulation in 2024 and may not be subject to this regulation in the future [a proposal is under review to include only companies with more than 1,000 employees within the scope of the regulation], the company has decided to voluntarily adopt this regulation as a guideline [therefore in a simplified framework, without, in particular, an audit].

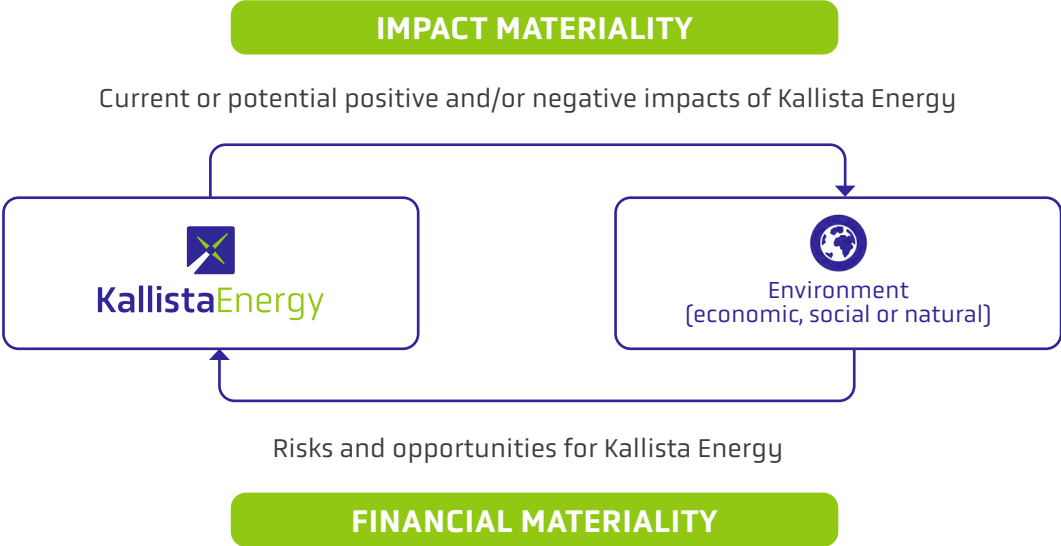
In 2024, Kallista Energy carried out a double materiality analysis, an exercise governed by the CSRD that aims to identify, firstly, its positive and negative impacts on the environment and society, and secondly, the risks and opportunities related to these issues. This study, which took place over a six-month period, involved many functions of Kallista Energy [General Management, Finance, Project Development, Operations, Construction, Human Resources, Legal, CSR, Communication, etc.] and made it possible to explore the most important issues for Kallista Energy. The group drew on the expertise of an independent firm to carry out this double materiality analysis. This was based not only on the experience of Kallista Energy employees, who

have an excellent understanding of the issues with various stakeholders, but also on extensive bibliographic research, recommendations from rating agencies [MSCi, SASB, S&P Global, etc.] and resources from international databases [SHDB, Encore, etc.].

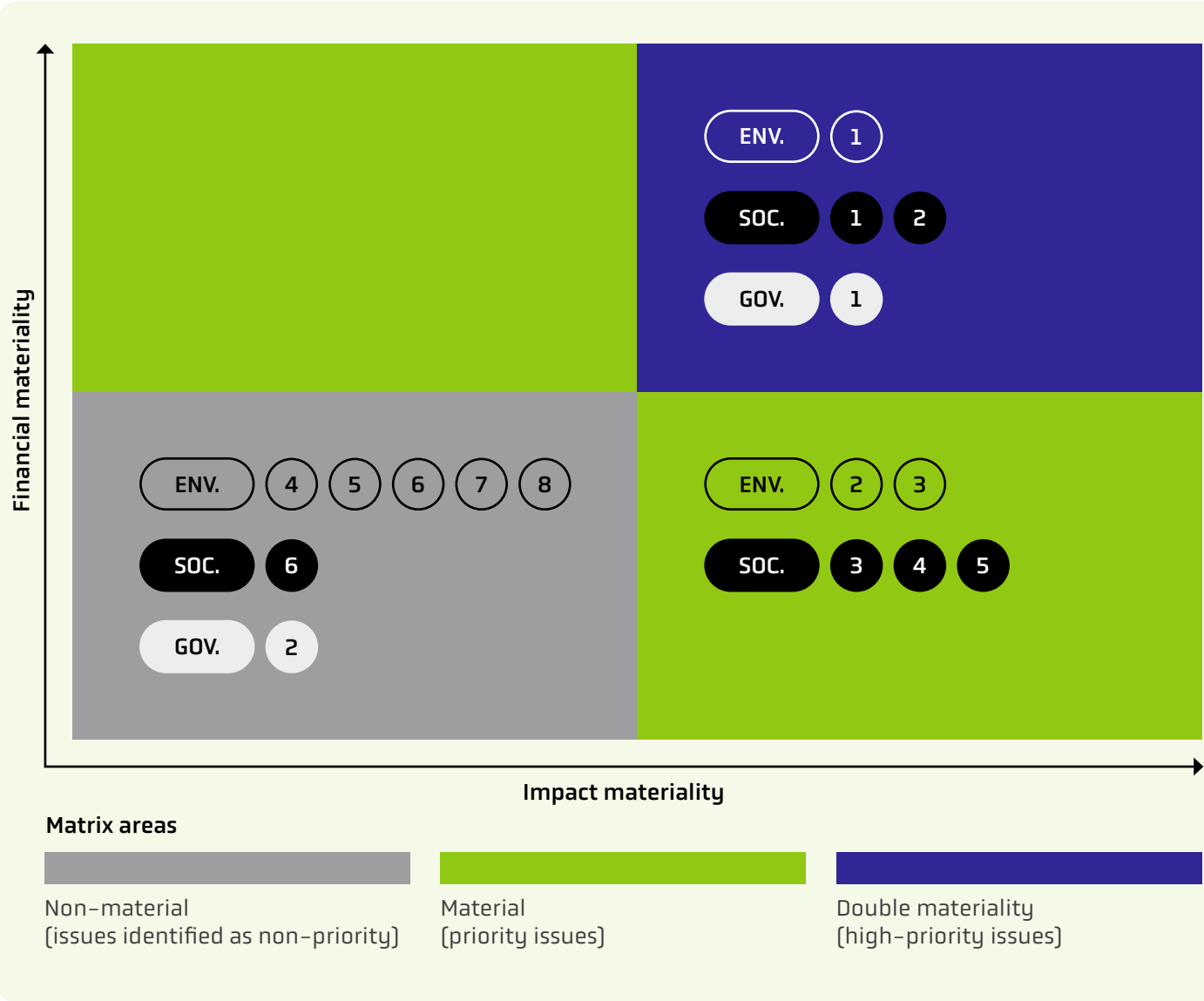
Following this double materiality analysis, Kallista Energy studied the indicators required as part of the CSRD to identify areas for improvement in its CSR policy. This year, Kallista Energy also decided to freely draw inspiration from the CSRD report structure to enhance the presentation of its CSR report.

As such, this report:

- Includes four main sections: General information, Environment, Social and Governance as prescribed by the CSRD;
- Draws on the CSRD thematic standards [ESRS] to address each of these sections: major environmental themes, key stakeholder categories, etc.
- For each material issue important to Kallista Energy, it provides: a presentation of the issue and the main results of the double materiality analysis conducted in 2024, followed by key figures, policies/actions and associated commitments.



Double materiality matrix



- | Environmental issues | Social issues | Governance issues |
|---|---|--|
| <ul style="list-style-type: none">1 Climate change mitigation2 Biodiversity and ecosystems3 Waste and outgoing resources4 Adaptation to climate change5 Incoming resources and resource utilisation6 Water consumption and discharge7 Air pollution8 Water and soil pollution, substances of concern and microplastics | <ul style="list-style-type: none">1 Communities and local stakeholders [cultural and socio-economic aspects]2 Safety and working conditions of contractors and visitors on construction sites and facilities3 Working conditions of the Kallista Energy workforce (including occupational health and safety)4 Diversity, equality, training and skills development within the Kallista Energy workforce5 Ethics and working conditions upstream of Kallista Energy's activities [suppliers and their own suppliers]6 Social issues for energy customers and end users (including security) | <ul style="list-style-type: none">1 Ethics and corporate culture [anti-corruption and bribery, whistleblower protection, cybersecurity, etc.]2 Management of supplier relations [payment practices] |

European Taxonomy

In 2024, Kallista Energy voluntarily conducted an analysis of the eligibility and alignment of its activities with the green taxonomy.

All of the group's activities are eligible for the European taxonomy:

Sustainable activities

- ▶ Electricity generation from wind energy
- ▶ Electricity generation using solar photovoltaic technology

Enabling activities

- ▶ Electricity transmission and distribution (charging stations)
- ▶ Battery electricity storage

The analyses carried out with the support of a specialised firm also made it possible to measure the alignment of the group's activities with the European taxonomy.

Criteria for alignment with the European taxonomy

	WIND PARKS			SOLAR PARKS	CHARGING STATIONS	BATTERY ENERGY STORAGE SYSTEM
Kallista Energy activities	France	Germany	Netherlands			
Substantial contribution: mitigation	✓	✓	✓	✓	✓	✓
DNSH Adaptation	✓	✓	✓	✓	✓	✓
DNSH Circular Economy	✓	✓	✓	✓	✓	✓
DNSH Biodiversity	✓	✓	✓	✓	N/A	✓
DNSH Water	N/A	N/A	N/A	N/A	N/A	N/A
DNSH Pollution	N/A	N/A	N/A	N/A	✓	✓
Minimum social guarantees	✓	✓	✓	✓	✓	✓

Alignment rate of Kallista Energy activities in 2024

TURNOVER	CAPEX	OPEX
100%	100 %	100 %



WHY IS THERE A EUROPEAN TAXONOMY?

The European Taxonomy is a classification system developed by the European Union as part of the Green Deal to direct investments towards sustainable activities.

It aims to provide a clear and harmonised definition of what constitutes sustainable economic activity, based on rigorous scientific criteria. The main objectives of the Taxonomy are to support the transition to a low-carbon economy, protect natural resources, promote the circular economy and prevent pollution.

To be considered sustainable under the European Taxonomy, an activity must make a substantial contribution to at least one of the six defined environmental objectives, while not causing significant harm to the others (Do No Significant Harm – DNSH).

These objectives include climate change mitigation, climate change adaptation, sustainable use and protection of aquatic and marine resources, transition to a circular economy, pollution prevention and control, and protection and restoration of biodiversity and ecosystems.

Lastly, aligned activities must be carried out in accordance with the minimum social guarantees defined by the European Union.

2

Our commitments to the environment



Kallista Energy's business model and business strategy are based on the development of renewable energies and their gradual substitution of fossil fuels. Our activities are therefore at the heart of the energy transition and the fight against climate change.

The deployment of photovoltaic and wind power has been identified by the IPCC* as the most efficient and cost-effective solution to reduce greenhouse gas emissions. Similarly, electric vehicle charging and battery energy storage are considered "enabling" activities under the European Taxonomy, as they facilitate the transition to a low-carbon world.

In addition to producing renewable electricity through its wind and solar parks, Kallista Energy is strengthening its contribution to the transition towards a low-carbon economy by repowering its oldest sites. The group has set itself the ambition of investing in the replacement of its old wind turbines and solar panels when repowering allows a significant gain in renewable electricity production while minimising the environmental impact.

In 2024, Kallista Energy reached the milestone of 150 MW of wind capacity already repowered or authorised. As early as 2017, the group completed the very first full repowering of a wind park in France, standing out for its proactive approach that included complete removal of foundations – a practice not yet a regulatory requirement at the time.

Even though the value chain of Kallista Energy generates greenhouse gas emissions (equipment manufacturing, transport, construction site, maintenance, etc.), the double materiality analysis conducted in 2024 identified the group's positive impacts related to this issue as more significant (or 'material' as per the CSRD).

No significant climate-related risk was identified with respect to the activities of Kallista Energy during the double materiality analysis carried out in 2024. A climate risk assessment was also conducted in the same year, without identifying any significant issues.

Lastly, since 2023, Kallista Energy has implemented short-term 'climate' objectives validated by the Science Based Targets initiative (SBTi). These objectives represent a further step in preparing the group to adopt a roadmap to achieve Net Zero Emissions by 2050.



2.1 Climate

* Sixth assessment report of the Intergovernmental Panel on Climate Change (IPCC) – <https://www.ipcc.ch>

Our carbon footprint in 2024

Our commitments validated by the SBTi

Scope 1

Kallista Energy commits to reduce its absolute scope 1 GHG emissions 50% by 2030 from à 2021 base year.

Scope 2

Kallista Energy commits to increase its annual sourcing of electricity from 70% in 2021 to 100% in 2030.

Scope 3

Kallista Energy commits that 71% of its suppliers by emissions covering goods and services, will have science-based targets by 2027.

Given the carbon intensity of the various sectors comprising our value chain, this means that, by 2027, ~85% of Kallista Energy's purchases will be made from suppliers with a decarbonisation pathway certified by the SBTi. This indicator will be used to monitor the scope 3 commitment regularly.

By 2027, more precise calculations will be made to confirm that the result covers 71% of purchases by GHG emissions volume.

Monitoring Kallista Energy's climate commitments

In 2024, the Scope 1 of Kallista Energy was 0t since the group's vehicle fleet became fully electric.

Heating is now taken into account in scope 3 – heating not operated by the company – in accordance with the GHG Protocol.

In 2024, 98% of the electricity purchased by Kallista Energy (scope 2) came from renewable generation sources.*

* Note: in 2023, the carbon assessment was drawn up using the location-based method of the GHG Protocol.

Of Kallista Energy's scope 3 purchases, 84% were from suppliers with climate targets validated by the SBTi in 2024.**

** Only suppliers generating invoices exceeding €100,000 in a year are included in the calculation.

OUR CLIMATE ROADMAP VALIDATED BY THE SBTi



Kallista Energy followed the recommendations of the SBTi to set a new climate roadmap for 2030, with the ambition of achieving Net Zero Emissions by 2050. To calculate its emissions, the group uses the ADEME Bilan Carbone® tool, managed by the ABC.

The short-term objectives validated by the SBTi, with 2021 as the baseline year, concern the production of wind and solar electricity in France, Germany and the Netherlands.

Activities related to electric mobility and battery electricity storage will be fully integrated into Kallista Energy's climate objectives when its roadmap is updated from 2027.

The Group's 2024 carbon assessment was verified by a statutory auditor, under a limited assurance engagement, which found no significant anomalies likely to call into question the conformity, in all material respects, of the information provided with regard to the GHG Protocol methodology applied and the assumptions made by Kallista Energy.

This audit work made it possible to refine certain calculations and identify areas for improvement that will be applied in 2025.

Kallista Energy's carbon assessment in 2024

(For its wind and solar power generation activities in France, the Netherlands and Germany)).

0

tonne of CO₂

100%

electric vehicles in our corporate fleet

Note :

Under the GHG protocol, emissions related to the combustion of fossil fuels are now included in scope 3 upstream emissions, as Kallista Energy does not directly operate the heat in its offices. For its head office in Paris, discussions are under way with the lessor to shift to renewable energy sources.

Market-based

44

tonnes of CO₂

44 t

Electricity to supply our facilities and offices

Location-based

356

tonnes of CO₂

356 t

Electricity to supply our facilities and offices

43883

tonnes of CO₂

393 t

Purchased products and services

43 292 t

Fixed assets

4 t

Energy-related emissions (not included in scopes 1 and 2)

68 t

Waste (construction sites, facilities and offices)

116 t

Business travel

4 t

Commuting

6 t

Other indirect emissions

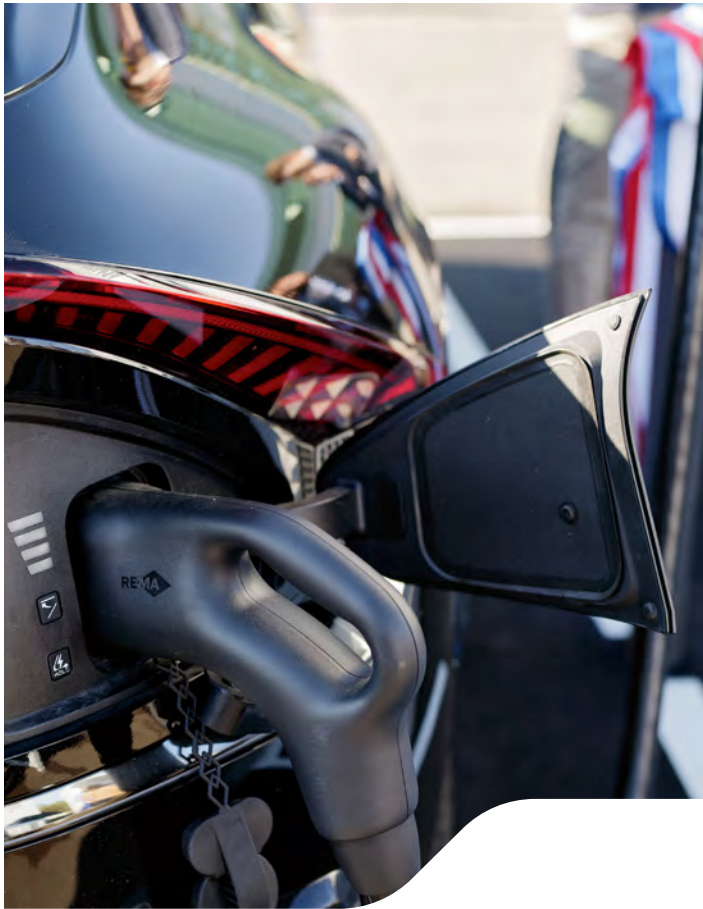
Commitment #01

Maintain a fleet of 100% electric vehicles

Transport previously accounted for a significant proportion of the direct emissions of Kallista Energy. Indeed, the development of projects throughout the country requires lengthy car journeys by employees to reach areas often poorly served by public transport.

Kallista Energy began the gradual electrification of its fleet as early as 2016 and set a target to have a 100% electrified fleet by 2024. This target was reached in 2023.

Now that its vehicle fleet is 100% electric, Kallista Energy has no scope 1 emissions, as the company no longer directly consumes fossil fuels. Electric vehicles have now been fully adopted by all the teams and integrated into the group's DNA, as Kallista Energy is rolling out a network of charging stations across France with its YAWAY brand.



Achievements

Since 2023

- ▶ 100% of vehicles in the fleet since 2023.

Goals

2025

- ▶ Maintain this rate at 100% while continuing to raise awareness about carpooling and public transport.

Commitment #02

Ban domestic flights and limit international flights

Videoconferencing has become widespread among the group's teams in France, Germany and the Netherlands. However, in-person meetings remain essential to maintain good human relations between teams across the different countries. Some long international trips are made by plane so that the team members are not kept from their families for too long. Despite the considerable travel time between Hamburg and Paris (~16 hours round trip), many employees choose to travel by train (day and night) out of personal conviction.

Since 2018, the Kallista Energy team has not taken any domestic flights. These journeys are mainly made by train or car.



Achievements

2024

- ▶ Awareness raising among all newcomers about the use of videoconferencing tools and the systematic provision of videoconferencing equipment to each employee.
- ▶ 24 train journeys between our offices in Paris and Hamburg.
- ▶ 20 return flights, mainly between our offices in Hamburg and Paris.

Goals

2025

- ▶ Maintain awareness regarding videoconferencing and remote teamwork to limit international travel.
- ▶ Prioritise the use of Sustainable Aviation Fuel (SAF) for flights when possible.

Commitment #04

Improve energy efficiency and promote energy-saving practices at our offices

At its Paris head office, Kallista Energy continues to comply with Government's recommended heating instructions during the winter of 2022 to limit the supply risks linked to the low availability of nuclear plants and Russia's invasion of Ukraine. The temperature for its Paris offices is set to 19°C in the winter and 27°C in the summer (before the air conditioning is activated).

Regular discussions take place with the lessor to report any malfunctions of the heating/air conditioning system. Similarly, the replacement of the building's current gas boiler with a lower-emission system – or, failing that, an alternative solution – remains on the agenda for Kallista Energy in discussions with the landlord.

Kallista Energy employees who work in shared offices or directly from home receive the same awareness training on eco-friendly practices to adopt in the workplace. In our carbon footprint calculation, the impact of each group employee is prorated based on per-person emissions at our Paris head office, as reliable site-specific data is not available.

Achievements

2024

- Maintain existing initiatives.
- Set up more precise monitoring for our energy consumption at the head office in Paris (e.g. installing a dedicated meter to measure electricity consumption since the current meter is shared for the entire building).
- Identify the most energy-intensive uses at the offices to find solutions to reduce them.

Goals

2025

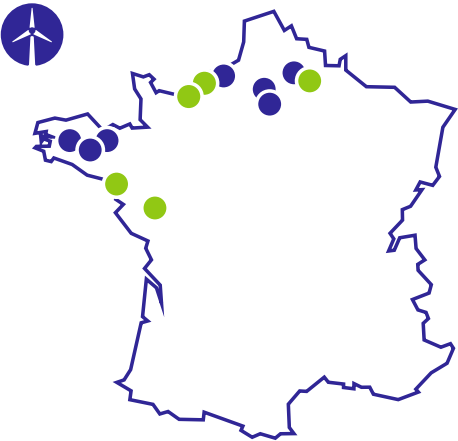
- Improve the monitoring of our consumption by switching our offices and charging stations in our Paris premises to our own meters with certificates of renewable origin for electricity.
- Improve our coverage rate for monitoring our consumption on all our Kallista Europe assets.

Commitment #09

Invest in the repowering of our ageing wind parks to optimise renewable energy generation

Since the 2000s, wind turbines have undergone technological developments in various fields: power and performance of generators, materials used, predictive maintenance, acoustics, reliability, grid integration, etc. Thanks to these advances, it is now possible to install wind turbines that, in some cases, can produce four times more electricity – or even more – than models manufactured 20 years ago. Kallista Energy has therefore undertaken to gradually replace its first-generation wind turbines with more efficient models since 2017 to produce more renewable energy with the same number of machines, while reducing their noise and environmental impact. Beyond the environmental benefits, repowering also offers long-term prospects for the areas concerned, notably by ensuring continued tax revenues for rural local authorities over a new 20-year period.

REPOWERING



- Farms being repowered: Lislet, La Gaillarde, Buttes Saint-Liphard, Borne-de-Cerqueux, Gueures
- Farms already repowered: Plouyé, Trébry, Lanfains, Brachy, Omissy, Noyers Saint Martin, Breteuil

Achievements

2024

- Optimisation of the design of the wind turbine foundations for the repowering of the Brachy park (Normandy) leading to cement savings of more than 160 m³ of cement per foundation.
- Use of CEM III cement instead of CEM II cement for four wind park repowering projects. For example, for the repowering of the five wind turbines at the Brachy site (Normandy), the total CO₂ savings thanks to CEM III cement is over 130 tonnes.

Goals

2025

- Continue to favour CEM III concrete when technically and economically possible.
- Favour foundations with optimised design when technically possible and at a cost the project can reasonably support.



Kallista Energy's activities, mainly focused on the installation of renewable energy production equipment, are largely carried out in natural or semi-natural environments. These operations involve constant interaction with local ecosystems. As a result, regular monitoring, governed by the law, is put in place (bird and bat monitoring, acoustic monitoring, etc.).

Climate action, through a significant reduction in greenhouse gas emissions from human activities, is one of the essential conditions for preserving biodiversity and ecosystems. Renewable energies, electric mobility and battery energy storage aim to actively contribute to reducing CO₂ emissions, and their negative impacts must be weighed against the overall benefits they bring to climate action.

Even though these impacts remain low and fully reversible (the dismantling of a wind turbine or solar panels is a fully-mastered process regulated by law), their installation can, for example, lead to temporary land artificialisation or pose a risk of mortality for local wildlife. To address this, the company implements avoidance, reduction and, where appropriate, compensation measures, supported by environmental impact studies for wind parks. In addition, there are indirect impacts related to the supply chain, including the extraction of critical materials. The vast majority of main tier 1 suppliers of Kallista Energy are based in Europe and have CSR commitments consistent with those of the group.

Many actions are implemented as part of our projects, such as those presented in our commitments below.

2.2 Biodiversity and ecosystems

Commitment #06

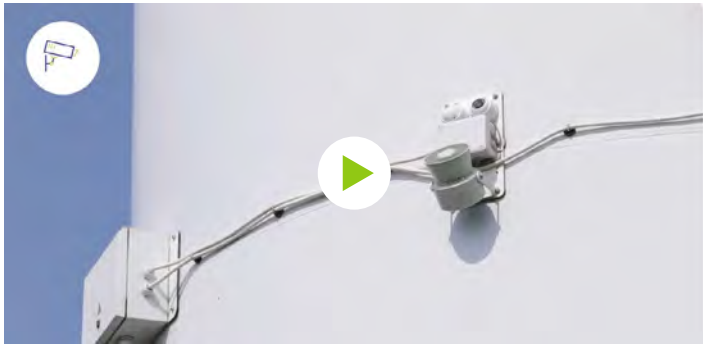
Develop the best projects with the help of independent experts

Kallista Energy relies on around 40 independent consulting firms to ensure the rigour and impartiality of environmental assessments for its projects. The growth in photovoltaics and agrivoltaics has allowed for diversification of service providers.

In close collaboration with the environmental authorities, Kallista Energy is actively exploring innovative solutions to minimise the potential effects of its wind turbines on biodiversity, particularly by studying the operation of state-of-the-art tools such as Safewind, DTBird and ProBat.

In 2024, Kallista Energy continued to monitor the best technological options available on the market by establishing contacts with new suppliers (e.g. IdentiFlight, Bioseco and QANNT).

This feedback is very valuable and will enable Kallista Energy to offer proven reduction measures in future projects in order to continue to combine electricity production and biodiversity protection in an optimal way.



Birds and wind turbines:
when artificial intelligence
provides real-time monitoring

▼ watch the vidéo



Achievements

2024

- Organisation of a benchmark of all bird detection systems to select the most suitable for our Beauce sites.
- Implementation and evaluation of the effectiveness of the DTBat dynamic curtailment system.
- Collaboration with current service providers (Liquen, Biodiv-wind) to improve the efficiency of detection systems already in operation (DTBird, Safewind).
- Identification of new independent experts to respond to the specific requirements of photovoltaic and agrivoltaic projects.
- Contact made with distributors of new technologies (Spoor, IdentiFlight, DTBat and BioAcoustic Technology).
- Assessment of the relevance of the widespread use of ProBat to calculate bat curtailment for projects.

Goals

2025

- Implement and evaluate the effectiveness of DTBat dynamic curtailment at the Oostflakkee site in the Netherlands.
- Call on new independent experts to respond to the specific requirements of photovoltaic and agrivoltaic projects.
- Initiate contact with distributors of new technologies (IdentiFlight, Bioseco, QANNT) to reduce the risk of bird collisions (detection systems or monitoring of agricultural activities attractive to birds near wind turbines).
- Continue working with current providers (Liquen) to further improve the effectiveness of detection systems already in operation (DTBird, SafeWind).
- Optimise bat deterrent systems with the help of a data analyst currently being recruited.

Commitment #08

Ensure the preservation of biodiversity around our infrastructures

In 2024, Kallista Energy rigorously continued its commitments to biodiversity by integrating environmental issues at the heart of its installations' life cycle. Field actions continued the efforts undertaken, with ongoing post-installation monitoring at several sites and the use of acoustic recording tools such as BATmode to accurately assess bat activity.

Collaborations with nature conservation associations and regional partners were renewed, enabling coordinated implementation of preservation measures, particularly for the most sensitive species. These partnership dynamics constitute a key foundation for the monitoring and adaptation of practices.

At the same time, a new approach was initiated in 2024: the systematic inventory of oils and greases used in equipment maintenance. This initiative aims to assess the environmental risks associated with their use and identify more environmentally friendly alternatives. It marks an important step in the strategy to reduce the indirect impacts of site operations.

By combining technical expertise, ecological vigilance and a drive for innovation, Kallista Energy continues to evolve its practices in a spirit of continuous improvement, taking into account local specificities and the diversity of the ecosystems involved.

Achievements

2024

- Continuation of existing actions (BATmode, post-installation monitoring, partnerships, etc.).

Goals

2025

- Implement a system for downloading and securing BATmodes data directly on the company server.
- Sign agreements with the owners of plots where support measures to promote biodiversity will be implemented.
 - Establish an agreement with naturalist associations (Groupe Ornithologique Normand, Loiret Nature Environnement) responsible for ensuring the proper implementation and monitoring of these measures.
- Compile an inventory of all oils and greases used for the maintenance of our infrastructures to identify possible substitutes that minimise environmental risk in the event of an accident.
- Strengthen and test our procedures for managing oil and grease spills during construction and operation.
- Update our environmental analysis by integrating all our activities, including battery electricity storage.

The value chain of Kallista Energy includes the extraction of resources needed to manufacture equipment, particularly in the upstream phases. As Kallista Energy has limited power over these indirect impacts, the company favours the use of suppliers that share strong ambitions on ESG issues.

In the end-of-life management of its equipment, particularly for wind turbines, Kallista Energy is a pioneer in the recycling and recovery of turbines and their foundations. The group is now seeking to prioritise the reuse of wind turbines before considering their recycling or recovery. In addition, the recycling of metals and materials from solar and wind installations and waste electrical and electronic equipment (WEEE) is strictly regulated by law, contributing to a virtuous circular economy system.

Various risks related to the availability of the resources required to manufacture the equipment or to possible regulatory changes concerning the monitoring and treatment of waste or the use of recycled equipment were identified as part of the double materiality analysis, although none were assessed as material as per the CSRD.

Kallista Energy remains attentive to market developments and innovations that could emerge in the circular economy sector, with a view to continuous improvement.



From dismantling to recycling wind turbines:
the example of the Trébry wind farm in Brittany

▼ watch the vidéo



2.3 Circular economy

Commitment #03

Avoid, reduce and recycle the waste generated by our activities (office and operation of our infrastructures)

In 2024, Kallista Energy continued its efforts to incorporate waste management into a circular approach, consistent with its environmental and social commitments. The aim is to extend the life of equipment, improve sorting at source and strengthen partnerships with committed stakeholders.

In this dynamic, the company has developed new practices in several areas. Dialogue has been initiated with maintenance providers to improve the traceability and monitoring of waste generated on wind and solar parks, from day-to-day maintenance to decommissioning.

Furthermore, Kallista Energy is implementing a strategy of using second-hand equipment for certain projects, thereby helping to reduce demand for virgin resources.

Work has been undertaken to set up separate food waste collection at its main sites, with the aim of reducing the share of residual waste and promoting recovery channels. Moreover, the use of refurbished electronic equipment has been increased, particularly for employees' phones and computers, as part of a digital sobriety approach.

Awareness-raising activities have been repeated, including the continuation of 'Repair cafés' – friendly events enabling employees to repair their personal devices themselves.



Achievements

2024

- Increase in the purchase volume of refurbished equipment (telephones, computers, etc.): 15 in 2024 vs. 8 in 2023.
- Organisation of 'Repair cafés' to promote the repair of employees' personal devices.
- Reuse of dismantled wind turbines before considering recycling/ recovering them: see commitment #10.

Goals

2025

- Enhance our sorting performance for all our sites.
- Set up a sorting system for biowaste in the Paris head office.
- Repair laptops in-house that are no longer under warranty to extend their lifespan whenever possible.

Commitment #10

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

Kallista Energy is actively engaged in a circular economy approach through several concrete initiatives. In addition to the selective sorting of office waste (paper, cardboard, metal, glass), the company is stepping up the monitoring and recovery of waste from its wind and solar farms.

At the same time, a "green worksite" charter is systematically deployed on the group's construction projects (see commitment #07). The long-term goal is to direct all the waste generated by the company's activity to existing recovery and recycling channels.

In addition, Kallista Energy favours the purchase of personal protective equipment (PPE) for which recycling solutions are available, particularly for high-visibility coats and vests. A partnership has been established with a specialist provider for the recovery of used helmets and shoes. Lastly, the company promotes the reuse of dismantled wind turbines before considering their recycling or recovery (see commitment #10).



▼ watch the vidéo



Achievements

2024

- Sale of dismantled wind turbines during the four repowerings of wind farms for reuse as second-hand equipment.
- Reuse of the nacelle and tower components from one of our dismantled wind turbines to restore a turbine at another site following a fire.

Goals

2025

- Maintain the objective of reusing dismantled wind turbines before considering their recycling.
- Reuse components from dismantled wind turbines to maintain our oldest machines (gearbox, beacons, etc.).



In addition to the challenges relating to climate, biodiversity and the circular economy, which are among the priorities of Kallista Energy, the group also seeks to take into account the broader impacts of its activities.

Our environmental approach aims to limit our negative impacts, real or potential, on the environment, in the context of our own operations but also upstream (purchases of solar panels and wind turbines, for example) and downstream of our activities.

Although some issues, such as pollution and water management, were not identified as material in our double materiality analysis, we strive to better identify them in order to better prevent them.



2.4 Comprehensive environmental approach

Commitment #07

Guarantee an exemplary construction site for each of our projects

The implementation of wind or solar projects is subject to a strict legal framework. As part of a proactive approach to integrating environmental, social and governance (ESG) criteria, Kallista Energy has formalised a set of commitments in a "green worksite charter". This document notably covers the imperative of regulatory compliance, the need for clear and exhaustive information for site staff, waste management and recovery protocols, the control of air pollutant emissions such as fine particles and the limitation of noise pollution during the construction phase. Adherence to this charter is an essential requirement for all companies working on the site, and they must ensure its strict implementation by their teams. For each project, a specialised Hygiene, Health and Environment (HSE) service provider is appointed to monitor the proper execution of the directives of this charter. In addition, from the very start of each construction site, a time for dialogue and information is dedicated to local representatives and elected officials. The aim is to present them with the different stages of the project in detail and to clearly identify their main

points of contact within Kallista Energy. Regular contact points are then organised to keep them informed of the progress of the works. Additionally, a construction logbook, outlining the construction stages, presenting the selected companies and detailing the environmental measures implemented, is made available to local residents.

For future projects, Kallista Energy is considering implementing a comprehensive HSE charter for its service providers to cover topics on which the group has specific requirements:

- Safety
- Environment
- Regulations

Kallista Energy will also systematically deploy HSE prevention officers across all our wind farm and battery sites to ensure compliance with our requirements.

Achievements

2024

- Implementation of the 'green worksite' charter on all our worksites.
- Systematic monitoring on the green construction site charter and the company's obligations under the prefectural decree in terms of safety and the environment.

Goals

2025

- Deploy a new charter that takes into account:
 - Our health and safety requirements
 - Our environmental/biodiversity requirements.
- Improve HSE reporting on our sites.

Commitment #05

Encourage consideration of ESG criteria in activities within our scope 3

Aware of its overall environmental impact, Kallista Energy does not limit itself to its direct emissions. The company acknowledges that the majority of its carbon footprint (99% in 2021) lies within its Scope 3, mainly related to its purchases of wind turbines and solar panels as well as the construction of its sites. Although the absolute reduction of these indirect emissions is a complex challenge, given its position relative to construction giants, market constraints and the time required for industrial evolution, Kallista Energy takes action upstream in its value chain. The company has thus set itself the objective of increasing the number of its suppliers committed to a decarbonisation pathway, validated by the SBTi. This approach aims to stimulate a virtuous circle within its ecosystem, encouraging production stakeholders to adopt more sustainable practices. Alongside this strong commitment to reducing greenhouse gases, Kallista Energy is expanding its scope of action by systematically incorporating an ethical charter, based on the ten fundamental principles of the United Nations Global Compact, into its contracts with its main partners. This approach reflects Kallista Energy's desire to consider a range of issues that go beyond the climate in its relations with its service providers.



Achievements

2024

- Maintenance of an appendix presenting Kallista Energy's climate commitment (objectives validated by the SBTi) in contracts with key suppliers (wind turbine manufacturers, companies involved in our construction or dismantling sites).
- Request of information from our main suppliers to understand their CSR commitments.

Goals

2025

- Continue existing actions and extend them to the identification of new suppliers.
- Improve environmental reporting on our sites.

3

Our social commitments



In 2024, Kallista Energy had 94 employees, spread across several sites in France and Germany.

The double materiality analysis highlighted material positive impacts on Kallista Energy employees such as the autonomy granted to employees, the pleasant working environment, attractive remuneration and support for upskilling through training, which contribute to their well-being.

Various negative impacts, current or potential, were identified during the double materiality analysis (e.g. psychosocial risks that may arise in roles with sometimes demanding hours), but none were found to be material within the meaning of the CSRD. Similarly, certain risks (turnover, recruitment difficulties, etc.) and opportunities (e.g. attractiveness of the sector) were studied but were not identified as material in comparison with the risks and opportunities associated with other ESG issues.



What I like the most is both the meaningfulness of my tasks, the variety of duties and contacts, as well as the ease of interaction between the different departments. I also appreciate the spirit of mutual support within the company, the autonomy granted and the good humour that energises our daily work.



Isabelle
Project manager



3.1 Our team

Commitment #12

Create the conditions for employees' well-being at work

Kallista Energy promotes a working environment conducive to the well-being of its employees, by organising team-building activities, offering ongoing training and encouraging initiative-taking and continuous dialogue with its employees.

The company regularly organises events to strengthen ties between its employees, including an annual seminar (in the mountains or a regional location) bringing together employees from all countries, as well as an end-of-year cocktail party. Kallista Energy also supports willing employees in participating in sporting events such as running races and football tournaments. Employees also have the opportunity to take part in workshops on reforestation or the preservation of biodiversity during their working hours as part of the company's patronage with the ONF – Agir pour la forêt fund.

To guarantee a work-life balance, Kallista Energy offers its employees great autonomy and flexibility in the organisation of their work, an aspect particularly highlighted during discussions in the double materiality workshops. Kallista Energy also prioritises the potential of its employees over their experience. This is reflected in the recruitment of talents, sometimes without prior experience in the renewable energy sector, who then benefit from internal training provided by more experienced colleagues. The satisfaction survey conducted in 2023 by the independent firm Octomine among all the Group's teams showed that all these actions contributed to employee development, with a score of 8.6 out of 10 (see the 2023 CSR report for more details on this satisfaction and motivation survey).



Achievements

2024

- Implementation of a work agreement based on a "fixed number of days" to meet employees' expectations of being able to organise their working time differently, thereby strengthening their work-life balance, in France.
- Raising of team awareness about training and personal development opportunities to promote the acquisition of new skills, career advancement and an increased feeling of recognition within the company.
- Introduction of the 'mobility' package to encourage the use of bicycles to commute to and from the office, in France.

Goals

2025

- Improve the ergonomics of existing annual review questionnaires to improve the quality of responses.
- Systematise interviews during trial periods with a mid-term review and another at the end to improve our onboarding process if needed.

Commitment #13

Ensure diversity, equity and inclusion within our company

Our recruitment policy continues to focus on the potential of candidates and to recognise experience even if the employee does not have a degree. Moreover, increased responsibility and internal mobility are offered to employees on teams that are expanding or when new activities are being rolled out.

In 2024, over 40% of the Kallista Energy team were women, compared with 30% in 2023.

This is above 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.

In France, Kallista Energy achieved a score of 87/100 in the Egapro index (gender equality in the workplace) for 2024.



The results achieved by Kallista Energy for the various indicators of the gender equality index are as follows:

- Indicator on the pay gap: 31/40
- Indicator on to the difference in the rate of individual increases: 35/35
- Indicator on the percentage of female employees who received a raise during the year following their return from maternity leave: 15/15
- Indicator on the number of employees of the under-represented gender among the 10 highest-paid employees: 5/10

Achievements

2024

- Diversity
 - 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 (impartial "non-gendered" skills assessment).
 - Maintain a recruitment process that involves several team members during job interviews in order to reach a collective decision and avoid any cognitive bias.
- Equity
 - Conduct an in-depth analysis of salary gaps within the company to identify any unwarranted disparity between employees in equivalent positions.
- Inclusion
 - See Commitment #12.

Goals

2025

- Diversity
 - Maintain a gender distribution consistent with the profession, keeping skills as the number one criterion (impartial, gender-neutral skills assessment).
 - Maintain a "collective" recruitment process to avoid any cognitive bias.
- Equity
 - Analyse salary gaps to identify any unwarranted disparity between employees in equivalent positions.
 - Ensure that remuneration policies are fair.
 - Maintain a score above 85/100 on the index for gender equality in the workplace and work to improve that score.
- Inclusion
 - See Commitment #12.

* 32% according to a study by the International Energy Agency (IRENA) – <https://www.irena.org>

Commitment #11

Guarantee the safety of people and our equipment

Kallista Energy is committed to a process of continuous improvement to consistently meet safety requirements at the highest level. In France, for its 'construction' department, the company maintains a management system according to the ISO 9001/14001 and 45001 standards audited by a third-party organisation.

- A work stream will be launched on the management of subcontracting on our sites:
- ▶ Implementation of safety indicators
 - ▶ Implementation of safety briefings
 - ▶ Monitoring of chemicals used on our sites

Mandatory or voluntary training on safety is carried out every year for the various departments: first aid, driving courses, handling of fire extinguishers, working at height, electrical certifications, etc.

See also →

Commitment #07
Guarantee an exemplary construction site for each of our projects

Achievements

2024

- ▶ Repeat of training on the emergency evacuation of wind turbines once a year.
- ▶ Repeat of office evacuation training (lead person, tail person).
- ▶ Continued training on road risks (driving courses and awareness campaigns).
- ▶ Identification of 'safety' officers in shared offices used by employees outside the Paris head office.
- ▶ Implementation of training on "life-saving actions" for all employees.
- ▶ Continued periodic inspections of our sites to ensure they comply with regulations.

Goals

2025

- ▶ Update the company QSE policy.
- ▶ Maintain training on "life-saving actions" among volunteer employees.
- ▶ Relaunch a road risk prevention campaign.
- ▶ Raise employee awareness of the workplace risks associated with screens.
- ▶ Develop a QSE welcome booklet for all group employees.
- ▶ Set up tests to manage "abnormal situations" across all our sites.
- ▶ Continue collaboration with the fire brigade (SDIS) for fire prevention and management at our facilities.



To carry out its activities, Kallista Energy must rely on manufacturers of wind turbines, solar panels, charging stations and soon batteries.

The group works mainly with European players that have strong commitments to environmental, social and governance issues and are already subject to numerous regulations in these areas. Although Kallista Energy has very limited influence over its upstream value chain, contracts with its most important suppliers include strict compliance with the 10 principles of the United Nations Global Compact, which among other things cover working conditions.

Tier 1 non-European suppliers of Kallista Energy are requested to share all documents indicating their commitments regarding working conditions in their value chain, the results of third-party assessments of their ESG actions (such as EcoVadis), their carbon footprint, etc.

For downstream activities in its value chain, Kallista Energy uses service providers specialising in the construction and maintenance of its facilities. Each service provider signs a Risk Prevention Plan, and Kallista Energy ensures that it complies with the legal safety requirements.

See also →

Commitment #05
Encourage consideration of ESG criteria
in activities within our scope 3

3.2 Value chain workers

Kallista Energy's projects and infrastructure are primarily located at the heart of local communities. These infrastructures contribute to the dynamism of the territories through the tax revenues they generate for local communities, providing them with additional long-term resources to carry out projects of collective interest.

Kallista Energy, in its role as a local stakeholder, regularly supports local associations working in sports, culture and raising awareness about ecology and energy. The projects of Kallista Energy also help to stimulate the local economy by creating local and regional jobs, particularly in the construction phase. These projects also change the landscape in which they operate, which can have a positive impact (pride associated with the production of renewable energies in the area) or a negative impact (negative perception in the landscape) in the way local stakeholders perceive them.

Consultation with local stakeholders

The group is committed to developing projects that take into account the regulatory and cultural specifics of each country where it operates. Projects are managed and developed by national teams with the support of independent specialists (consulting firms, suppliers, etc.), contributing to the creation of local jobs and the vitality of local communities.

Projects are defined and carried out in close collaboration with local stakeholders, starting with the municipalities in which they are located. As the group's projects sometimes span more than 20 years, the goal is to build long-term trust-based relationships with its stakeholders.

Some local resistance to renewable energies is fuelled by widespread misinformation. To counter this phenomenon, Kallista Energy develops educational communication tools aimed at the local residents near its projects and sites. For example, the group produces videos with testimonials from mayors, farmers and specialists to provide factual information on energy infrastructure.



3.3 Local communities and stakeholders

Commitment #14

Work together with local stakeholders

Kallista Energy engages in consultations from the outset of its projects to involve local elected officials, local residents and other local stakeholders. The objective is to establish a dialogue, taking into account technical and regulatory constraints in order to achieve the best possible project.

▼ watch the vidéo



A municipality attached to "its" wind farm
Testimonial by the Mayor of Trébry in Brittany



Achievements

2024

- ▶ Continuous improvement of our digital information portal TéMo.
- ▶ Organisation of an open day for one of our sites as part of International Wind Day in order to continue to raise awareness of the need to derive our energy from electric sources to divest from fossil fuels and the interest of developing renewable energies.
- ▶ Involvement of several employees in a training session intended for students during working hours to present careers in renewable energy.
- ▶ Organisation of several dialogue sessions with local residents and elected officials of our projects under development (information sessions, thematic workshops with experts, presentations at municipal council meetings or various ceremonies).
- ▶ Distribution of an annual newsletter listing the key figures and information for each of our sites to all the town halls concerned.

Goals

2025

- ▶ Maintain existing initiatives.
- ▶ Strengthen the TéMo information portal so that it can also meet the new public consultation obligations in France under the 2023 Renewable Energy Production Acceleration Act (APER).
- ▶ Continue producing educational video clips to counter misinformation about renewable energies.



Commitment #15

Contribute to the dynamism of the territories where we operate

Each year, Kalista Energy pays over €3 million in local taxes to the municipalities hosting its wind and solar farms in France. These benefits contribute to the economic and social development of local areas.

Kallista Energy's financial support also extends to the implementation of projects in consultation with local elected officials, aimed at improving residents' quality of life. The actions implemented include:

- Securing electrical networks in certain municipalities,
- Plant exchanges that allow residents to receive plants free of charge,
- The pooling of work, such as reusing construction site base camp platforms for the development of public facilities, like urban sports courts.

Kallista Energy has also sponsored the ONF – Agir pour la forêt endowment fund since 2020, thereby contributing to the preservation of ecosystems and biodiversity.

The decentralised activity of Kallista Energy has a positive impact on local employment at several levels. Depending on the work to be carried out, the company encourages the use of regional operators, which in addition ensures reactive monitoring and reduces travel time. This model also promotes job creation in a variety of sectors:

- Local maintenance: the sites are maintained by local maintenance operators, who often have maintenance centres nearby,
- Site maintenance work: Kallista Energy prioritises local companies for tasks such as landscaping maintenance, access road repairs and even hiring shepherds for solar farms to ensure effective site management.
- During the construction phase of the sites: the company encourages the hiring of local and regional subcontractors for works that do not require specific skills related to renewable energies, such as earthworks. This approach strengthens the local economy and promotes job creation in the areas concerned.

In addition, in 2024, over 40 independent firms worked on the impact studies required to request authorisation for our projects.

See also →

Commitment #06
Develop the best projects with the help of independent experts

Achievements

2024

- Support for several sports and cultural associations located in the municipalities where the group is present, such as the "Trail du Pain Chaud" association in Brittany.
- Partnership maintained with the ONF – Agir pour la forêt fund: regeneration of the Retz forest [Aisne – Hauts de France].

Goals

2025

- Renew the partnership with the ONF – Agir pour la forêt fund.
- Continue to support local initiatives for ecology, sport and culture.



Regeneration of the Retz forest (Hauts de France) with the ONF – Agir pour la forêt fund

The project consisted in planting 2,400 sessile oaks over 2.6 ha in the forest. Even in northern France, the effects of climate change are already visible, with examples such as increased drought periods and insect infestations. Without regeneration operations like those carried out in Retz, French forests would experience rapid decline, as several species, such as beech, will not be able to withstand the effects of climate change. This is why we prefer more robust species such as sessile oak. Human intervention was necessary to improve the regeneration of certain areas and make them more resilient.



Anna Antraygues, Head of the territorial unit of Villers-Cotterêts-Office National des Forêts



Photo : Paul Adam-Arbeux / Fonds ONF – Agir pour la forêt

4

Our commitments
to governance



Our commitments to governance

Kallista Energy's corporate culture is based on four founding values that are reflected in the group's decisions: belief, ethics, pragmatism and sustainability (see p.16 for more details on these values). These principles are integrated into the company's day-to-day management and promote a balanced working environment consistent with the challenges of the energy transition.

The governance of the Kallista Energy group is carried out by a Supervisory Board and an Executive Committee. In France, the company has an Economic and Social Council (CSE).

Since its creation, Kallista Energy has developed a very strong legal culture to prevent risks related to the company's governance, particularly with regard to fraud, management risks and cybersecurity.

In addition, Kallista Energy also contributes to better consideration of issues related to the development of renewable energies by supporting representatives of industry stakeholders (Syndicat des Energies Renouvelables, Wind Europe, etc.).



Commitment #16

Promote a collegiate executive body and ongoing dialogue with employees

The governance of the Kallista Energy group is carried out by a Supervisory Committee and an Executive Committee. 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 the group and ensures the impartiality of the Supervisory Board's decisions.

In France, in accordance with the law, a Social and Economic Committee (CSE) ensures ongoing collective dialogue with Management, in addition to the direct communications that employees may have with their manager or members of the Management Committee. A 'harassment' officer, a member of the CSE, has also been appointed to intervene in the event of physical or psychological harassment within the company.

Similarly, the group has a whistleblower protection procedure whereby each employee can directly contact the Chairman of the Supervisory Board if they deem it necessary.

Achievements

2024

- Issue of bonus shares to strengthen employee share ownership.
- Compliance with the frequency of meetings of the CSE, the Management Committee (one meeting per week) and the Supervisory Committee (four per year).

Goals

2025

- Comply with the frequency of meetings of the CSE, the Management Committee (one meeting per week) and the Supervisory Committee (four per year).
- Offer new employees the opportunity to become shareholders of the company and former employees the opportunity to increase their shareholding when new shares are available.

Commitment #17

Prevent fraud

Particularly strict internal rules have been put in place to prevent any risk of fraud or corruption, both internally and in relations with stakeholders.

The Kallista Energy Code of Conduct, implemented in 2018, serves as the foundational reference for all negotiations related to the development of our projects. In particular, it specifies the behaviour to be avoided, such as when setting rents for the installation of our wind turbines.

Managers play a key role in ensuring that the teams are continuously aware of these principles of responsible conduct.



Achievements

2024

- Zero deviation from the anti-fraud code of conduct.

Goals

2025

- Zero deviation from the anti-fraud code of conduct.

Commitment #18

Prevent management risks

Kallista Energy has established a rigorous, structured and documented internal control system to oversee all its activities.

The administration and finance team implements the management tools that are key to strengthening this system, particularly for monitoring commitments and expense claims.

It scrupulously ensures that all employees comply with procedures, thereby guaranteeing the group's financial and accounting integrity.



Achievements

2024

- Strengthening of internal control tools and harmonise the rules applied in the various countries where the group operates..

Goals

2025

- Maintain existing initiatives.

Commitment #19

Promote cybersecurity

Aware that energy infrastructures are prime targets for cyberattacks, Kallista Energy pays constant attention to the security of its information system to ensure the integrity of its equipment and the protection of its data.

The company has implemented a Business Continuity Plan, ensuring the resilience of its operations in the event of an incident. It has also pooled its server resources and adopted a soft-phone telephony solution, thereby increasing the security and flexibility of its communications.

In addition, every identified and thwarted cyberattack attempt triggers immediate awareness-raising among all employees to maintain constant vigilance within the teams.



Achievements

2024

- Bolstering of security for employee access points.
- Implementation of a recurring assessment to determine employees' cybersecurity maturity level.
- Score of 922/1000 on internal cybersecurity tests required by the group's institutional shareholders.

Goals

2025

- Deploy tools to help employees detect phishing attempts.
- Implement password management in accordance with the recommendations of the French National Agency for Information Systems Security (ANSSI) for all employees.
- Adapt communication protocols to meet ANSSI security standards.

Management of supplier relations

Kallista Energy is committed to maintaining high standards of ethics and transparency in its relations with its suppliers. The company favours European suppliers, which are subject to stringent regulations, and has established a code of conduct for its suppliers to help create a virtuous circle around its activities.

See also →

Commitment #05
Encourage consideration of ESG criteria
in activities within our scope 3



2024 CSR Report

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