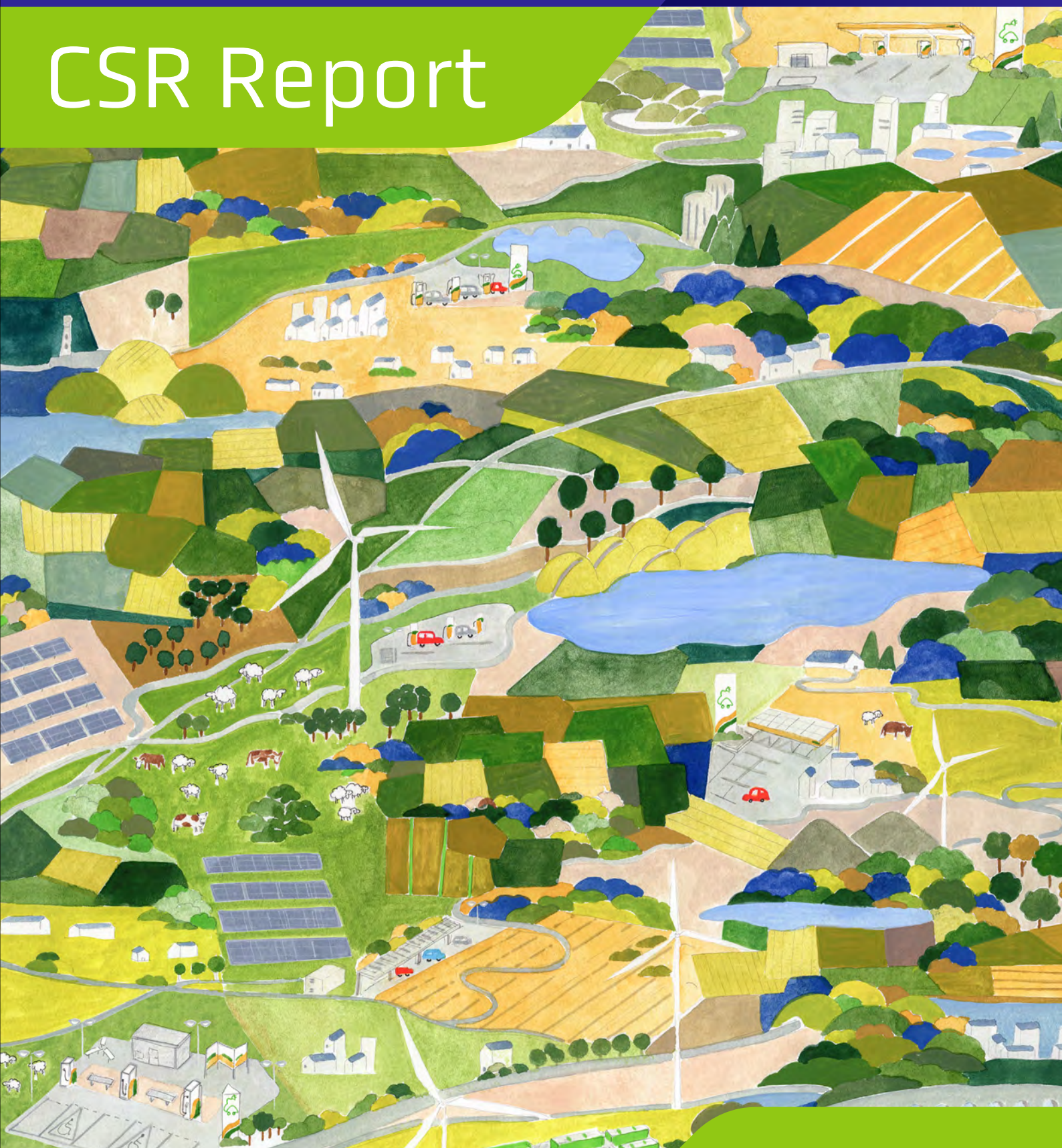


2025



CSR Report



Our commitments to the environment
society, and governance.



KallistaEnergy



Table of contents

1 ► About Kallista Energy 4

1.1 A word from the Group CEO	6
1.2 Our commitments	8
1.3 Our mission	10
1.4 Our values	12
1.5 Our value chain	14
1.6 Our stakeholders	18
1.7 Key figures and highlights for 2025	20
1.8 The VSME standard	24
1.9 Our double materiality matrix	26
1.10 European Taxonomy	28

2 ► Environment 30

2.1 Climate	32
2.2 Biodiversity and ecosystems	42
2.3 Circular economy	46
2.4 Comprehensive environmental approach	50

3 ► Social 54

3.1 Our teams	56
3.2 Workers in the value chain	62
3.3 Local communities and regional stakeholders	64

4 ► Governance 70

Appendices 80

• VSME– General information	82
• B1– General accounting information	83
• Group workforce as at 31 December 2025	84
• The Group’s operational infrastructure and offices	85
• Example of material flows for the installation and dismantling of a wind turbine	87



About Kallista Energy

A word from the Group CEO



Kallista Energy celebrated its 20th anniversary in 2025. Starting as a three-person company, the Group has grown to employ more than 100 people and operate in several European countries.

From the beginning, our mission has been to meet electricity demand at the lowest possible cost, economically and environmentally.

Over the past twenty years, the energy system has undergone a profound transformation. We are shifting from a centralized model, which is dispatchable and dominated by variable costs, to a more decentralized, highly digitized model characterized by fixed costs and variable generation. In this new context, balancing the system increasingly depends on the ability to manage demand and mobilize sources of flexibility.

This evolution is part of a broader transformation of the European electricity system marked by the growing electrification of end uses, increased price volatility, grid saturation, and new business models, such as self-consumption, Corporate Power Purchase Agreements (CPPAs), asset hybridization, and storage development.

The system is thus evolving toward a form of “energy internet” that is more interconnected, dynamic, and distributed. Wind and solar photovoltaic power have emerged as the most competitive solutions in this context, capable of addressing the climate emergency while ensuring affordable electricity. Technological advances, particularly in energy storage, have made it realistic to envision an energy system largely free from fossil fuels.

The challenge is no longer just to increase generation capacity; it is also to design an electricity system that can handle variability, optimize power flows, and ensure a stable supply. Issues of energy sovereignty make this a strategic priority for Europe.

Kallista Energy aims to contribute to this goal in a concrete and pragmatic way. In addition to its long-standing involvement in wind power, the group has expanded its scope to include solar power, electric vehicle charging, and battery storage to support the electrification of energy use in all its forms.

This ambition aligns with our structured CSR approach, which is championed at the highest levels of the company and integrated into all our activities. This approach translates into concrete commitments in the areas of the environment, social responsibility, and governance, as presented in this report.

Kallista Energy’s mission has never been more relevant. It comes to life every day thanks to all of the group’s employees who are helping build a more sustainable, competitive, and self-sufficient energy model.

Enjoy the read,

Johann Tardy
Group CEO of Kallista Energy



Kallista Energy’s mission—to provide electricity at the best economic cost and lowest environmental impact—has never been more relevant.



Our commitments

ENVIRONMENT

#01

Maintain a **100% electric vehicle** fleet

#02

Ban **domestic flights** and limit international flights

#03

Prevent, reduce, and recycle waste generated by our activities (offices and infrastructure operations)

#04

Improve the **energy efficiency** of our equipment

#05

Encourage the inclusion of **ESG criteria** in activities falling under our Scope 3

#06

Develop the **best possible projects** with the support of independent experts

#07

Ensure **exemplary construction** practices for each of our projects

#08

Protect biodiversity in the areas surrounding our infrastructure

#09

Invest in the repowering of our aging wind parks to optimize renewable electricity generation

#10

Recycle dismantled wind turbines and contribute to finding solutions for future volumes

SOCIAL

#11

Ensure the **safety** of people and our equipment

#12

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

#13

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

#14

Work in partnership with our **local stakeholders**

#15

Contribute to the **vitality of the regions** where we operate

GOVERNANCE

#16

Promote collegial **leadership** and ongoing **dialogue** with our employees

#17

Prevent **fraud**

#18

Prevent **management risks**

#19

Promote **cybersecurity**

Our mission

For more than 20 years, we have been dedicated to providing electricity at the lowest possible economic and environmental cost

Since its founding in 2005, Kallista Energy has consistently aimed to produce electricity at the lowest possible cost, economically and environmentally. The electrification of energy consumption, which is essential for reducing dependence on fossil fuels, relies on the development of renewable energy. The competitiveness, performance, and reversibility of renewable energy are now well established.

Our four energy sectors

The group is involved in wind power, solar, electric vehicle charging infrastructure, and, most recently, battery energy storage. These areas of expertise contribute to the development of a low-carbon economy. Kallista Energy currently operates in France, the Netherlands, and Germany.

Its diverse and specialized teams cover the entire lifecycle of energy infrastructure projects, from development and financing to construction, operation, maintenance, decommissioning, and repowering.

The group relies on recognized partners to supply equipment such as wind turbines, solar panels, charging stations, and storage systems, as well as for construction, maintenance, decommissioning, and repowering operations. Kallista Energy also engages numerous independent firms to conduct the necessary studies.



Original illustration: Marlène Janin
Photos: Aliaume Souchier



IN 2025, KALLISTA ENERGY CELEBRATED ITS 20th ANNIVERSARY

In 2025, Kallista Energy celebrated its 20th anniversary against the Impressionist backdrop of Giverny in Normandy.

Since its inception in France in 2005 as a five-person company, Kallista Energy has grown to nearly 120 employees and expanded its presence to Germany and the Netherlands.

The group started with wind energy, beginning with acquisitions and quickly moving on to in-house project development. Kallista Energy was one of the pioneers in the complete repowering of wind parks in France, launching its first project as early as 2017.

The company then diversified into solar energy and electric mobility, developing its YAWAY charging network. Most recently, Kallista Energy has entered the field of battery energy storage. These complementary activities reinforce Kallista Energy's ambition to contribute to the electrification of our daily lives and combat climate change.

The occasion in Giverny in June 2025 was emotional. A retrospective of the past 20 years brought back memories of how far the company has come. Kallista Energy's 20th anniversary also marked Véronique's 20th year with the company. She was Kallista Energy's first employee and shared her perspective on the group's evolution since its inception.

Finally, Frédéric Roche chose this anniversary as the symbolic moment to hand over the reins of the group to Johann Tardy. Frédéric served as Group CEO for more than 17 years. He remains with the group as Secretary General while awaiting his well-deserved retirement. Johann joined the company in 2009 and previously served as the Managing Director of Kallista Energy.

Kallista Energy's story continues to unfold alongside its employees, shareholders, partners, and the regions where the group operates.

Our core values

Commitments



Kallista Energy's mission is to develop energy solutions that meet society's needs and ensure a sustainable future for future generations. Our goal is to provide competitively priced, accessible electricity generated in a way that addresses the climate emergency. We believe that renewable energy is essential to ensuring Europe's energy sovereignty and ending our dependence on fossil fuels. Our group seeks to contribute to the global movement toward a low-carbon society at our own level.

Ethics

At Kallista Energy, the group's performance is based on strict respect for stakeholders and the applicable regulatory frameworks in each country in which we operate. All of our employees adhere to our Code of Conduct, which specifies prohibited behaviors, particularly those that could constitute corruption or bribery. As a signatory to the United Nations Global Compact, Kallista Energy ensures that its business partners share the same principles of respect for individuals and the rule of law.



Pragmatism



Kallista Energy invests in competitive technologies that offer the best balance of available resources, efficiency, and environmental impact. The company's decisions are guided solely by the pursuit of economic and ecological viability, not by any ideology. The group is diversifying its portfolio with proven solutions to accelerate the electrification of end-use applications while ensuring its own resilience.

Sustainability

For Kallista Energy, a long-term perspective must be taken into account in any energy strategy. The solutions we deploy today are designed to ensure competitive and resilient electricity generation in the long run, regardless of economic or climate changes. The reversibility of our facilities allows us to restore our sites to their original state without limiting the options available to future generations. Since our facilities are designed to last twenty years or more, our group establishes long-term relationships with its stakeholders.



Our value chain

Projects rooted in local communities, developed in consultation with our stakeholders

The Group collaborates closely with municipalities where its projects and facilities are located. Together, they develop projects tailored to each region's specific challenges, contributing to the energy and environmental transition. Projects are carried out in compliance with the regulatory framework and focus on providing information and engaging in dialogue with local residents. Throughout the life of each project, information sessions, communication materials, and opportunities to interact with our teams are organized. Kallista Energy demonstrates its local commitment by supporting cultural and sports organizations, as well as forest restoration and biodiversity conservation projects. Notably, Kallista Energy partners with the ONF–Agir pour la Forêt fund to support these initiatives.

The commitment to continue developing projects with the best possible impact

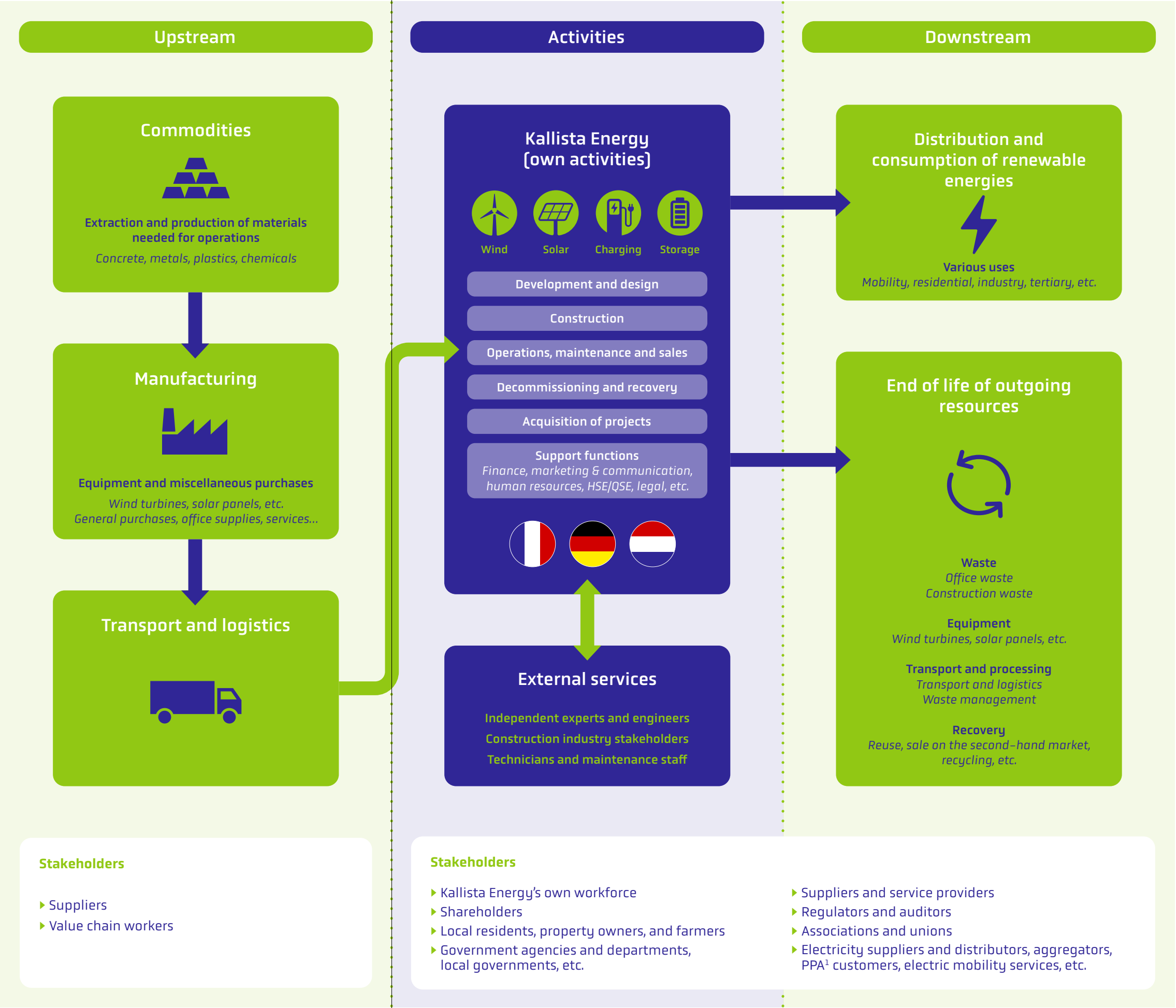
Kallista Energy’s Scope 3 emissions account for approximately 99% of the group's total emissions. Although Kallista Energy has limited influence over its upstream value chain, the group remains attentive to its partners’ CSR commitments [see Commitment #05]. The group’s revenue comes solely from its activities in the energy sector, and it does not operate in sectors excluded from the European Union’s benchmark indices. Kallista Energy also continually seeks to improve its identification of environmental impacts and, in 2026, began complying with the VSME requirements.

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

The Group CEO directly oversees Kallista Energy’s CSR commitments. A portion of his compensation is tied to the group’s Environmental, Social, and Governance (ESG) performance, as assessed through the Global Real Estate Sustainability Benchmark (GRESB) ranking. Implementing the group’s CSR roadmap also requires the participation of its institutional shareholders, who endorse a continuous improvement strategy based on frameworks such as GRESB, the European Taxonomy, and the SBTi. Kallista Energy’s CSR report covers all of the group's activities in France, Germany, and the Netherlands. The policies and actions taken in the areas of the environment, social responsibility, and governance are structured around the 19 commitments presented in the report.



Our value chain



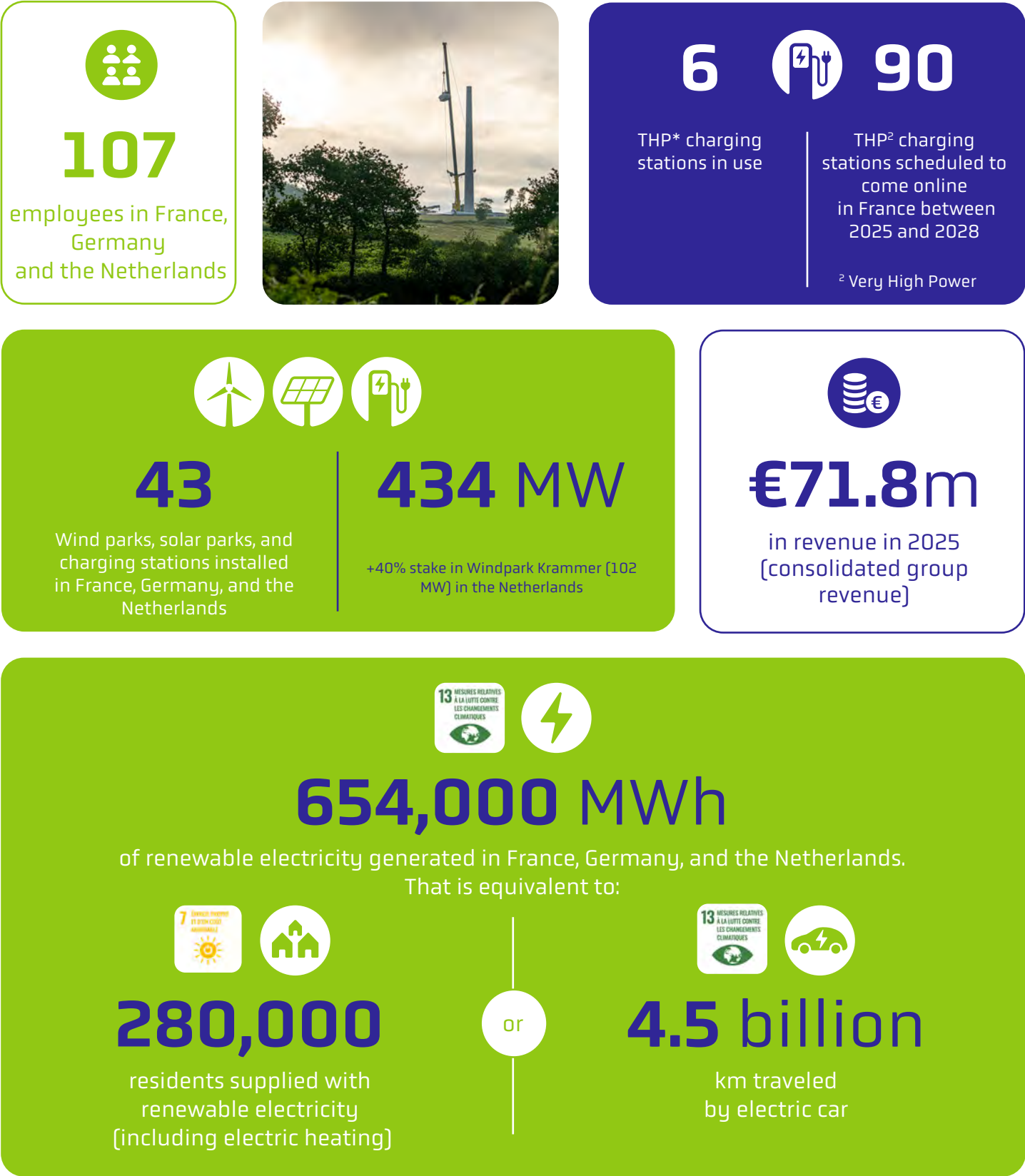
¹ Power Purchase Agreements

Our stakeholders

Kallista Energy is committed to building strong, lasting relationships with all of its stakeholders over the long term. The group’s 19 commitments guide the actions it takes to balance stakeholder expectations, regulatory requirements, and the need to electrify energy use in order to reduce our dependence on fossil fuels.



Our key figures as at December 31, 2025



Sources: RTE, INSEE, Ademe—Estimates based on the group's wind and solar park production, excluding Krammer.

Some highlights in 2025



OUR TEAMS

NETHERLANDS

GERMANY

FRANCE

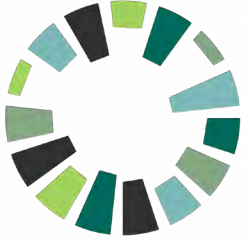
11 DÉVELOPPEMENT DURABLE

3 BONNE SANTÉ ET BIEN-ÊTRE

- ▶ 18 new employees recruited in France, Germany and the Netherlands
- ▶ 92/100: our score on the index for gender equality in the workplace and equal representation of women and men³

 **DISTINCTION**

▶ GRESB 5 stars for the 6th year in a row



G R E S B
INFRASTRUCTURE
★★★★★ 2025

 **GROWTH**

- ▶ 9 construction projects launched (wind park repowering or new infrastructure)
- ▶ Commissioning of the first charging station directly connected to wind turbines in Breteuil (Hauts-de-France)
- ▶ Construction of a 120 MW / 240 MWh battery storage project in Hauts-de-France



 **COMMITMENTS**

- ▶ Short-term climate targets validated by the Science-Based Targets initiative (SBTi)



SCIENCE
BASED
TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

- ▶ Signatory to the United Nations Global Compact



NOUS SOUTENONS
LE PACTE MONDIAL
UN GLOBAL COMPACT

- ▶ Sponsor of the ONF – Agir pour la Forêt fund



FAITES UN DON !
**AGIR
POUR LA
FORÊT**
SERVICE NATUREL DES FORÊTS

³ <https://egapro.travail.gouv.fr/>

OUR FIRST ULTRA-HIGH-POWER LOCAL CHARGING STATION! LET THE WIND CARRY US!

In September 2025, Kallista Energy opened its first YAWAY station in Breteuil, France, which is directly connected to wind turbines. This short-circuit operation contributes to the development of electric mobility powered by locally produced renewable energy. Through this project, Kallista Energy is fulfilling its mission of contributing to an environmentally sound, financially accessible (€0.30/kWh), and regionally available energy transition.

Nearly 90% of the electricity consumed at the YAWAY Breteuil station is generated directly by the wind turbines. Consequently, charging at the Breteuil station emits nearly 65% less CO₂ on average than charging at a station that draws power solely from the French power grid⁴.

The price per kWh at the Breteuil station is about 40% cheaper than at a “standard” station connected to the power grid. Notably, the price per kWh remained unchanged at the station despite the war in Iran, even as fossil fuel prices hit record highs. The YAWAY Breteuil charging station demonstrates how transitioning to renewable energy and electric mobility can increase France’s energy sovereignty and preserve the purchasing power of its people.

⁴ Source: ADEME Carbon Footprint Database, April 2026



Taking our ESG reporting to the next level with the VSME standard

The Corporate Sustainability Reporting Directive (CSRD) is a European regulation that provides a framework for non-financial reporting by large companies, or how they address environmental, social, and governance issues. Inspired by the CSRD, the VSME (Voluntary Sustainability Reporting Standard for Non-Listed SMEs) was designed to guide companies not subject to the CSRD in structuring their sustainability reporting. The VSME offers a simplified, proportionate approach to non-financial reporting, enabling companies to formalize their environmental, social, and governance practices while remaining tailored to their capabilities.

Although the Kallista Energy Group is not subject to the CSRD, it has chosen to draw on it since 2024 as part of a voluntary, tailored, and simplified approach (see “Our Double Materiality Matrix”). For the second consecutive year, Kallista Energy’s CSR report loosely follows the structure of CSRD reports to enhance clarity and quality.

As such, this report:

- ▶ Is organized into four main sections that align with the CSRD’s requirements: general information, environment, social, and governance;
- ▶ Draws on the ESRS thematic standards to structure the coverage of various topics, whether environmental issues or major stakeholder categories;
- ▶ Provides a description of each issue deemed a priority, the main findings from the double materiality analysis conducted in 2024, as well as key indicators, actions taken, and associated commitments.

In 2026, Kallista Energy adopted the VSME standard (for the report covering the year 2025). To ensure the quality and relevance of the work carried out, the group enlisted the support of a specialized consulting firm, which provided methodological guidance and expertise on the expectations associated with this framework.

Several new quantitative and qualitative indicators were thus incorporated into the 2025 CSR report, thanks to the efforts of the teams, to strengthen the monitoring of ESG impacts and transparency toward the Group’s stakeholders. Certain general information required by this framework is available in the appendices to this report.

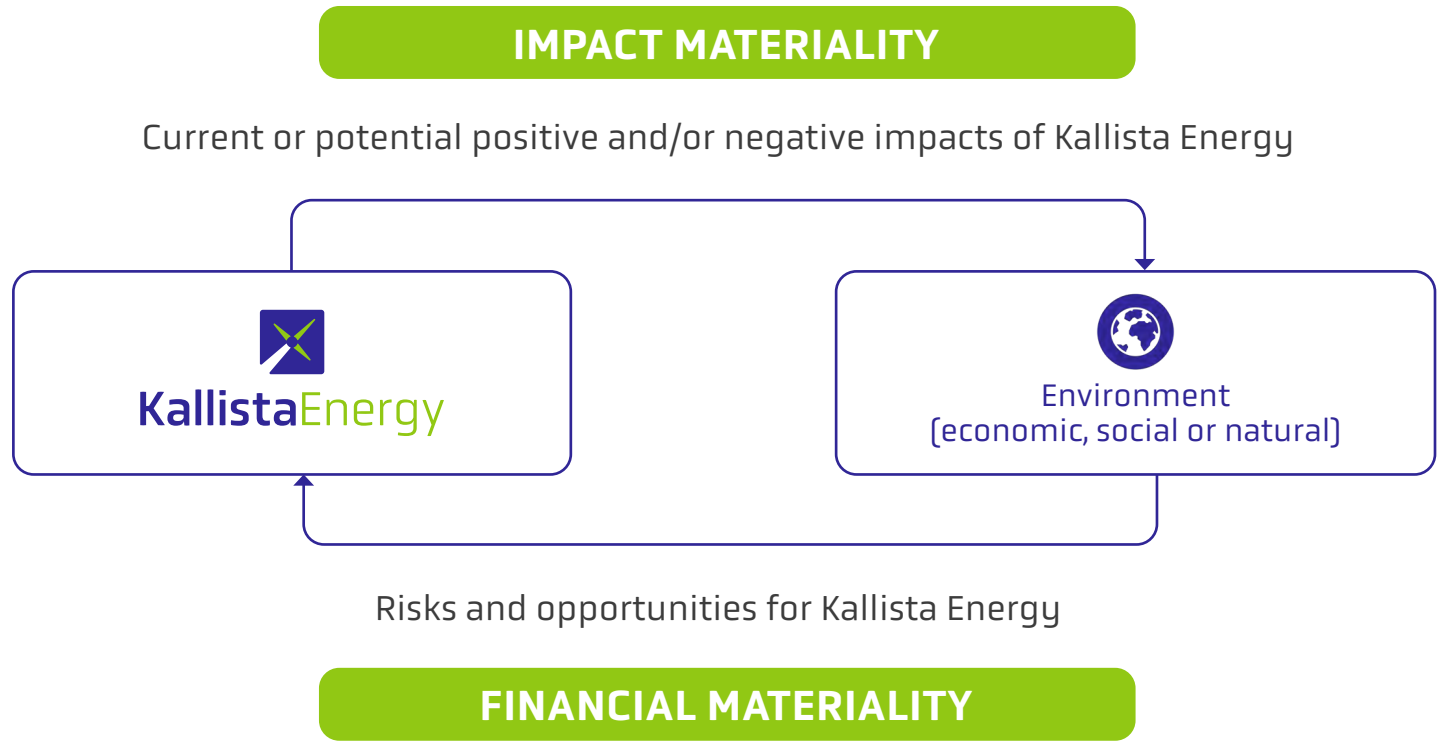


Our double materiality matrix

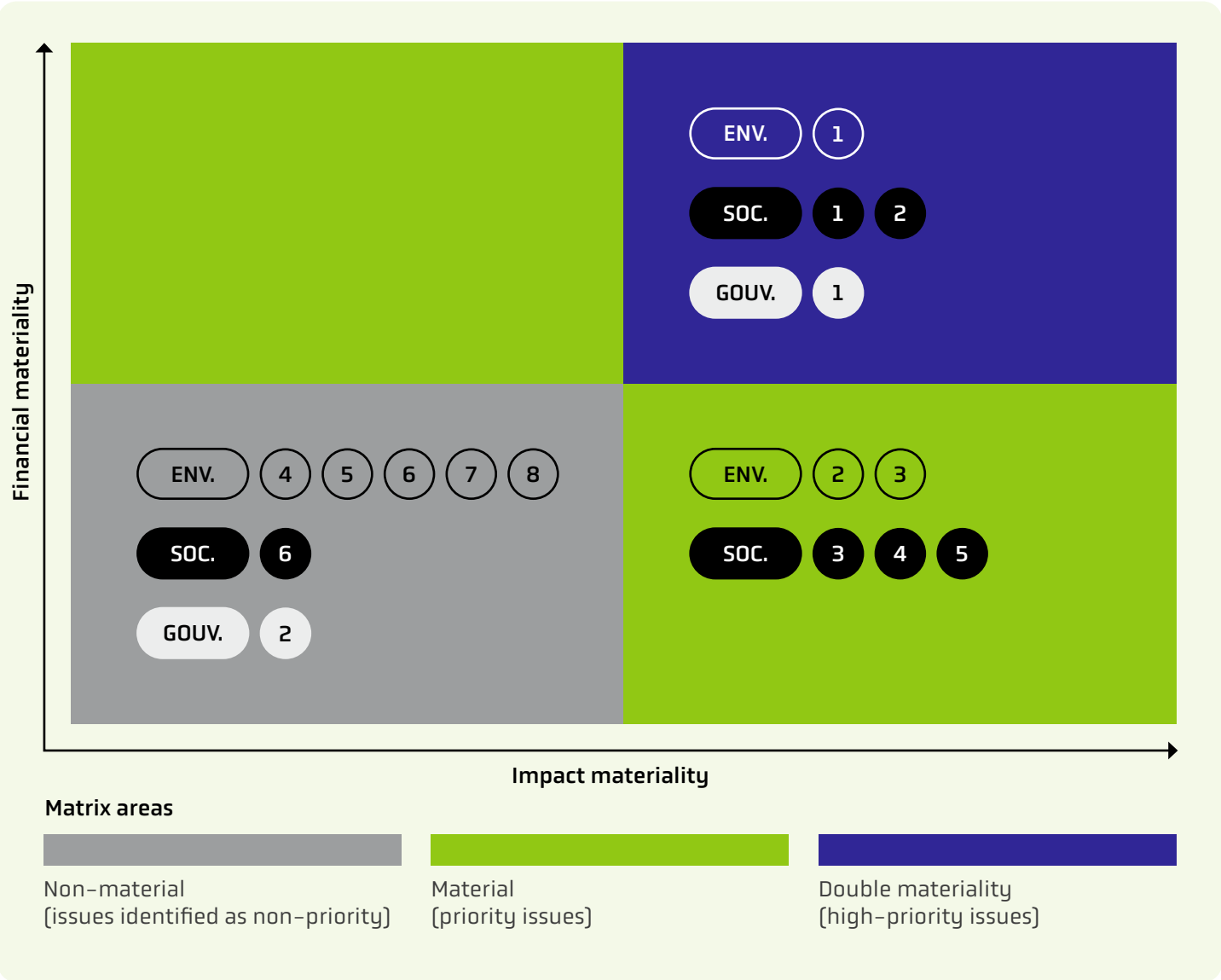
In 2024, Kallista Energy conducted a double materiality analysis in accordance with the CSRD principles. The analysis aimed to identify the positive and negative environmental and societal impacts of the group's activities, as well as the associated risks and opportunities. The six-month process involved various internal departments, including executive management, finance, project development, operations, construction, human resources, legal, CSR, and communications. The analysis helped the group better identify its priority issues.

Kallista Energy drew on the expertise of an independent consulting firm to conduct this analysis. The analysis was based on the experience of employees, who have in-depth knowledge of various stakeholders' expectations, as well as an in-depth literature review. This review incorporated recommendations from rating agencies, such as MSCI, SASB, and S&P Global, and data from international databases, such as SHDB and ENCORE.

As the group did not experience significant operational or geographic changes between 2024 and 2025, the double materiality analysis conducted for fiscal year 2024 remains valid for 2025.



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 utilization⑥ 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 service providers 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 specialized 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 ELECTRICITY STORAGE
Kallista Energy's activities	France	Germany	Netherlands	France		
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 2025

REVENUE	CAPEX	OPEX
100%	100%	100%

PHYSICAL RISK ANALYSIS

As part of its analysis of alignment with the European Taxonomy, Kallista Energy assessed physical risks related to climate change in 2024.

The analysis measured the current and future exposure of Kallista Energy's assets to various climate hazards, such as heat waves, floods, and storms, based on climate projections from the IPCC's SSP5 8.5 scenario. The analysis was conducted at the site level and covered all of Kallista Energy's operations across three time horizons: short term (2030), medium term (2030–2050), and long term (2050).

The main risks studied were wildfires (for solar parks), heat stress, light winds (for wind parks), storms, storm flooding, and clay shrinkage and swelling.

The results revealed an increased exposure to climate-related risks, particularly wildfires and heat stress for solar parks and, to a lesser extent, low winds for wind parks. Other physical hazards, such as flooding, storms, and subsidence, were also identified as potentially affecting operational performance and maintenance costs.

Kallista Energy had already implemented targeted adaptation measures, including fire risk reduction measures at solar sites, such as fire suppression reserves and mowing vegetation around the perimeter of the parks. The company had also planned technical solutions, such as repowering wind parks, to strengthen the resilience of its infrastructure in the medium and long term.

2

Our commitment 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. Under the European Taxonomy, Kallista Energy's activities are considered sustainable (wind and solar) or enabling (electric vehicle charging and battery energy storage.). Therefore, these activities are necessary for the transition to a low-carbon economy.

The IPCC⁵ has identified the deployment of solar and wind power as the most effective and cost-efficient solution for significantly reducing greenhouse gas emissions. Kallista Energy's other activities, electric vehicle charging and battery energy storage, are considered "enabling" under the European Taxonomy because they facilitate the transition to a low-carbon world.

Kallista Energy is strengthening its contribution to this transition by upgrading its oldest facilities, which significantly increases renewable electricity generation while minimizing environmental impact. Since 2023, Kallista Energy has set short-term "climate" goals that have been verified by the Science Based Targets Initiative (SBTi). These targets are another step in preparing the group to adopt a roadmap leading to net zero emissions by 2050.

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

The climate risks examined as part of the double materiality analysis and the climate risk study conducted in 2024 were not deemed significant.



2.1 Climate

Our carbon footprint in 2025

Our commitments validated by the SBTi

Scope 1

Kallista Energy is committed to reducing its absolute Scope 1 emissions by 50% by 2030 compared to 2021.

Scope 2

Kallista Energy is committed to increasing its annual sourcing of electricity from 70% in 2021 to 100% in 2030.

Scope 3

Kallista Energy is committed to ensuring that 71% of its purchases of products and services, measured by GHG emissions, are sourced from suppliers that also have a decarbonization pathway certified by the SBTi 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 decarbonization 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

By 2025, Kallista Energy's Scope 1 emissions was close to 0 metric tons, thanks to the full electrification of the group's vehicle fleet.

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

In 2025, 100% of the electricity purchased by Kallista Energy (scope 2) came from renewable generation sources⁶.

⁶ 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, 86% were from suppliers with climate targets validated by the SBTi in 2025 (vs 84% in 2024)⁷.

⁷ Only suppliers generating invoices exceeding €100k in a year are included in the calculation.

OUR CLIMATE ROADMAP VALIDATED BY 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 2025 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 2026.

Kallista Energy's carbon assessment in 2025

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

~0

tCO₂e

An area for improvement has been identified in the group's Scope 1 assessment: an analysis will be conducted to evaluate fugitive emissions related to air conditioning at some of our facilities (such as in the latest-generation wind turbines).

100%

electric vehicles in our corporate fleet

Note:
Under the GHG protocol, emissions related to the combustion of fossil fuels are now accounted for in Scope 3 upstream, as Kallista Energy does not directly operate the boilers in its offices. For its Paris headquarters, requests have been sent to the landlord to replace the gas boiler with technology based on renewable energy.

Market-based

112

tCO₂e

112 MMTcDE

Electricity to supply our facilities and offices

Location-based

497

MMTcDE

497 MMTcDE

Electricity to supply our facilities and offices

55,081

tCO₂e

1,763 tCO₂e

Purchased products and services

50,711 tCO₂e

Fixed assets

46 tCO₂e

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

175 tCO₂e

Upstream freight transport and distribution

1,257 tCO₂e

Waste (construction sites, facilities and offices)

48 tCO₂e

Business travel

7 tCO₂e

Commuting

46 tCO₂e

Other indirect emissions

356 tCO₂e

Use of products sold

718 tCO₂e

End of life for products sold

The Kallista Energy Group's carbon footprint

The pace of Kallista Energy Group’s new installations directly determines its carbon footprint. The group does not provide a trend line for its greenhouse gas (GHG) emissions or the carbon intensity of its activities because these are expected to increase in the coming years.

These are necessary for the energy transition as defined by the European taxonomy. Since virtually all of the group’s emissions are linked to the purchase and installation of energy infrastructure, such as wind turbines, solar panels, and batteries, and since the pace of new installations fluctuates from year to year, the results of the carbon footprint assessment are difficult to compare from one year to the next.

Carbon intensity relative to group revenue	
Operating scope Scope 1 + 2⁸ emissions / consolidated revenue in €	Entire value chain Scope 1 + 2⁸ + 3 emissions / consolidated revenue in €
0.000007 tCO ₂ e / €	0.00008 tCO ₂ e / €

Carbon intensity relative to the group’s electricity generation	
Operating scope Scope 1 + 2⁸ emissions / consolidated revenue in €	Entire value chain Scope 1 + 2⁸ + 3 emissions / consolidated revenue in €
0.000759 tCO ₂ e / MWh	0.08 tCO ₂ e / MWh

⁸ Scope 2 location-based

CONCRETE FOR WIND TURBINE FOUNDATIONS: A LEVER FOR REDUCING GHG EMISSIONS

Concrete used for wind turbine foundations is one of the most carbon-intensive materials, second only to steel in the tower. (See the table below in the appendices for a list of the main materials used in a wind turbine.) The production of conventional concrete (CEM II type) generates approximately 250 kg of CO₂ per cubic meter.

Kallista Energy is committed to using only CEM III-type cement, which has an optimized carbon footprint and contains blast furnace slag to replace some of the clinker.

CEM III cement emits 28% less CO₂ than CEM II cement.

By 2025, Kallista Energy will explore using low-carbon “zero-clinker” concrete, which would reduce CO₂ emissions by 42% compared to CEM III concrete. This concrete will be used to renovate one of the group’s wind parks in 2026.

Kallista Energy also commissions studies to optimize foundation designs and reduce the amount of concrete used. Preliminary analyses by specialized engineering firms indicate that several technical solutions can be implemented in the group’s projects to reduce raw material requirements while ensuring the same technical performance of the structures. These solutions include the “Soft-Spot®” design, the “Flat-Edge®” design, and a combination of the two techniques.

Sources: Based on data from our suppliers.



1 ▶ Reinforcement



2 ▶ Concrete Pouring



3 ▶ Completed Foundation

Commitment #01

Maintain a fleet of 100% electric vehicles

Transportation has historically accounted for a significant portion of Kallista Energy’s direct emissions. Developing projects across the country requires frequent car travel, especially to areas difficult to reach by public transportation.

Starting in 2016, Kallista Energy began gradually electrifying its vehicle fleet with the goal of having an all-electric fleet by 2024. The company achieved this goal a year ahead of schedule in 2023.

The complete conversion of the fleet allows Kallista Energy to report nearly zero Scope 1 emissions because the company no longer directly consumes fossil fuels. Electric vehicles have become standard for the teams and are an integral part of the group’s identity, in line with the rollout of the YAWAY brand charging station network developed in France.



Achievements

Since 2023

- ▶ 100% of the fleet has been electric since 2023.

Goals

2026

- ▶ Maintain this rate at 100% while continuing to raise awareness among teams about carpooling and public transportation. This awareness-raising effort goes hand in hand with training on road safety for colleagues who need to travel.

Commitment #2

Ban domestic flights and limit international flights

Video conferencing has become widespread among the Group’s teams in France, Germany, and the Netherlands. However, in-person meetings remain essential for maintaining strong interpersonal relationships among teams in different countries. Some long international trips are taken by plane so that team members are not away from their families for too long. Despite the significant travel time between Hamburg and Paris (~16 hours round trip), many employees choose to travel by train (both day and night) out of personal conviction.

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



Achievements

2025

- ▶ Awareness raising among newcomers about the use of videoconferencing tools and the systematic provision of videoconferencing equipment to each employee.
- ▶ 11 round-trip flights for international travel. The train was used significantly more often for travel between our Paris and Hamburg offices compared to the previous year (20 round-trip flights).

Goals

2026

- ▶ Continue to raise awareness about videoconferencing and remote collaboration to limit air travel, without compromising interpersonal relationships.
- ▶ Prioritize the use of “Sustainable Aviation Fuel” (SAF) for flights whenever possible.

Commitment #4

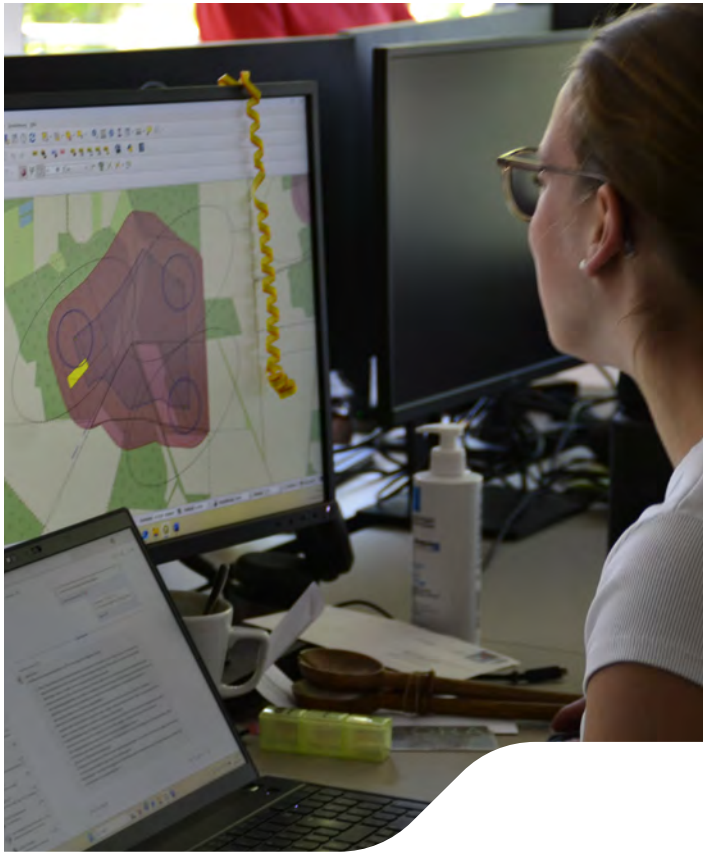
Improve energy efficiency and promote energy-saving practices in our offices

The temperature guidelines established for our Paris offices have enabled us to improve our energy efficiency.

Nevertheless, with the goal of improving energy performance, we are continuing our efforts with the landlord to implement alternative solutions for heating and air conditioning: connecting to the district heating and cooling networks.

We are also working with the landlord to address issues with windows that cause energy loss.

We must continue to encourage our employees to adopt eco-friendly habits in the office and raise awareness about energy conservation in our offices.



Achievements

2025

- ▶ Maintain existing initiatives
- ▶ Switch the electricity consumption of our charging stations to our own meters to ensure they are powered by renewable electricity (certificates of origin).

Goals

2026

- ▶ Continue our commitment to managing our energy consumption by switching our offices to our own meters with renewable energy certificates for electricity.
- ▶ Improve our monitoring coverage of energy consumption across all Kallista Europe facilities and assets.
- ▶ Assess operations at our shared offices and discuss their energy performance.

Commitment #9

Invest in the repowering of our ageing wind parks to optimize 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.



Achievements

2025

- ▶ 15 wind turbines have been replaced with more efficient models to maintain local, renewable electricity generation in these regions.
- ▶ See the “Our Carbon Footprint” section to learn more about our efforts to reduce the carbon impact of wind turbine foundations.

Goals

2026

- ▶ Continue to prioritize CEM III concrete whenever technically and economically feasible.
- ▶ Prioritize foundations with optimized designs whenever technically feasible and at a cost that the project can bear.
- ▶ Install foundations using low-carbon concrete at one of our wind parks undergoing renewal.

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 artificialization 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. As a result, three of our wind parks are located within or in the immediate vicinity of areas recognized for their biodiversity value. In the Netherlands, our two wind parks (5.1 ha and 13.6 ha) are situated on the edge of two “Key Biodiversity Areas” (KBAs) covering 6,100 ha and 37,000 ha, respectively. In France, the Trois Muids wind park (1.2 ha) is located within a 71,700-ha Natura 2000 site dedicated to the conservation of birds in agricultural plains. While the direct footprints of these facilities represent, in all cases, well under 1% of the total area of the protected areas or areas of ecological interest in question, their presence requires special attention to be paid to the preservation of local ecosystems. With this in mind, Kallista Energy implements—beyond standard regulatory requirements—enhanced monitoring and management measures aimed at better understanding, avoiding, and reducing its potential impacts on biodiversity. These measures include, in particular, monitoring bird and bat populations, targeted protection measures, and regular acoustic monitoring.

Furthermore, Kallista Energy’s activities generate indirect impacts related to the supply chain, particularly the extraction of critical materials. Kallista Energy’s main Tier-1 suppliers are based in Europe and have CSR commitments consistent with those of the group.

Numerous initiatives are being implemented and some are presented below.



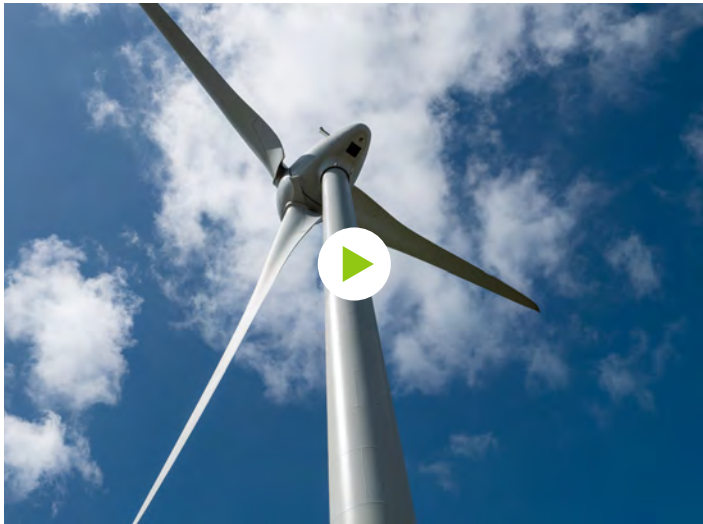
2.2 Biodiversity and ecosystems

Commitment #6

Develop the best possible projects with the support of independent experts

Kallista Energy relies on a network of approximately 40 independent engineering firms to ensure the scientific quality and objectivity of the environmental assessments conducted as part of its projects. The development of the photovoltaic and agrivoltaic sectors has also made it possible to expand and diversify this pool of service providers. Working closely with environmental authorities, Kallista Energy is actively engaged in research and innovation aimed at minimizing the potential impacts of its wind parks on biodiversity. To this end, the company is studying the operation and performance of advanced technological devices such as Safewind, DTBird, and ProBat.

In 2026, Kallista Energy continued to monitor the most effective technological solutions available on the market, while developing relationships with new specialized suppliers, including IdentiFlight, Biodiv-Wind, and QANNT. The feedback gathered in this way is essential for refining the mitigation measures proposed in future projects and strengthening the balance between renewable electricity generation and biodiversity conservation.



Birds and wind turbines:
when Artificial Intelligence
provides real-time monitoring

▼ watch the video



Achievements

2025

- ▶ Implement and evaluate the effectiveness of a DTBat dynamic bird deterrent at the Oostflakkee wind park in the Netherlands.
- ▶ Engage new independent experts to address the specific requirements of photovoltaic and agrivoltaic projects.
- ▶ Contact distributors of new technologies (IDENTIFLIGHT, Bioseco, QANNT) to reduce the risk of bird collisions (detection systems or monitoring of agricultural activities that attract birds near wind turbines).
- ▶ Continue to work with current service providers (Liquen) to further improve the effectiveness of detection systems already in operation (DTBird, SafeWind).

Goals

2026

- ▶ Engage new independent experts, such as Terres Inovia, to address the specific challenges of agrivoltaic projects.
- ▶ Install a Safewind bird detection system at our renovated Bornes de Cerqueux wind park in the Centre-Val de Loire region.
- ▶ Continue engaging with distributors of new technologies (IDENTIFLIGHT, Biodiv-Wind, QANNT) to reduce the risk of bird collisions (detection systems or monitoring of agricultural activities that attract birds near wind turbines).
- ▶ Continue working with current service providers (Liquen, Biodiv-Wind) to further improve the effectiveness of the detection systems already in operation (DTBird, SafeWind).
- ▶ Optimize bat control measures.
- ▶ Install a new Batlogger WE X ultrasonic recorder for regulatory monitoring in the nacelle.

Commitment #8

Protect biodiversity in the areas surrounding our infrastructure

In 2025, Kallista Energy rigorously continued its efforts to promote biodiversity by ensuring that environmental considerations were integrated into every stage of its facilities' life cycle. Fieldwork carried out this year built on the initiatives launched in previous years, including continued post-installation monitoring at several windparks and the use of acoustic recording devices such as BATmode to accurately characterize bat activity.

Partnerships with nature conservation organizations and regional stakeholders were strengthened or established during the year, notably with Loiret Nature Environnement, Eure-et-Loir Nature, and the Groupe Ornithologique Normand. These collaborations facilitate a coordinated implementation of biodiversity conservation efforts, particularly for the most vulnerable species. As part of this effort, agreements were established to support operations aimed at protecting the broods of the three species of harriers that nest in France. These partnership initiatives are a key driver for monitoring ecological challenges and continuously improving practices.

At the same time, a new initiative was launched in 2024: a systematic inventory of the oils and greases used in equipment maintenance. This initiative aims to assess the environmental risks associated with their use and to identify alternatives that are more respectful of natural environments. It marks an important step in the strategy to reduce the indirect impacts associated with the operation of the parks.

Achievements

2025

Optimize bat mitigation measures using software such as PowerBi and the ProBat algorithm

By combining technical expertise, environmental awareness, and a commitment to innovation, Kallista Energy continues to evolve its practices with a focus on continuous improvement, taking into account local conditions and the diversity of the ecosystems involved.



Thierry SOSZYNSKI
Maire de Sepmeries
Hauts de France

“There has been no significant impact on flora and fauna (from the wind turbines).”

Thierry Soszynski,
Mayor of Sepmeries, Hauts-de-France

▼ watch the video



Goals

2026

- ▶ Monitor and protect harrier populations near our wind parks at Butte Saint-Liphard and Bornes de Cerqueux.
- ▶ Organize a “Biodiversity” seminar to raise awareness among our teams about techniques for surveying flora and fauna and the conservation issues related to the development of our operations.

Kallista Energy's value chain involves the use of resources necessary for manufacturing equipment, primarily in the upstream phase. The group has limited control over these indirect impacts but nevertheless seeks to reduce them by prioritizing suppliers committed to ESG issues, particularly through an SBTi approach.

When decommissioning its oldest wind parks, Kallista Energy prioritizes the reuse of wind turbines before recycling or recovery.

The group also prioritizes the reuse of existing infrastructure whenever technically feasible. This approach applies in particular to underground power lines, intra-park cables, electrical connections, and existing roads. Whenever possible in renewal projects, existing on-site cables and electrical connections from older facilities are reused. This approach helps minimize earthwork, the consumption of new materials, and waste generation.

Risks related to resource availability, waste treatment, and the use of recycled materials have been analyzed as part of the double materiality assessment. None were considered material within the meaning of the CSRD. Kallista Energy remains attentive to regulatory developments and industry innovations in order to continue its approach of continuous improvement in the area of the circular economy.



Renewal of the Brachy wind park

▼ watch the video



2.3 Circular economy

Commitment #3

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

On its wind park renewal projects, Kallista Energy continues to prioritize reuse over recycling or recovery. As a result, the materials that make up the wind turbine are accounted for in the carbon footprint as 48% reused and 52% end-of-life (recycled). Materials installed for the wind turbine (primarily foundations and cables) are considered 100% end-of-life (recycled).

At our Paris offices, selective collection of food waste is now in effect. We are currently evaluating the feasibility of collecting other waste streams within the offices, particularly paper hand towels.

At our construction sites, we deploy HSE safety officers to ensure that waste sorting is properly monitored.

In accordance with current regulations, we closely track the waste streams generated by our construction sites. Key figure for 2025:

- ▶ 18,134 metric tons of recycled waste
- ▶ 6,389 metric tons of waste converted into energy
- ▶ 1,410 metric tons of reused waste
- ▶ 9,115 metric tons of hazardous waste

This waste comes primarily from the four decommissioning and renewal projects carried out in 2025.



Achievements

2025

- ▶ Increase in the volume of refurbished equipment purchased (phones, computers, etc.): 28 in 2025 vs. 15 in 2024.
- ▶ Organization of two “Repair Cafés” to promote the repair of employees’ personal devices.
- ▶ Implementation of organic waste sorting at the Paris headquarters.
- ▶ Reuse our dismantled wind turbines before considering their recycling or recovery: see Commitment #10.

Goals

2026

- ▶ Improve our waste sorting performance across all our construction sites, particularly regarding cardboard sorting.
- ▶ Repair laptops that are no longer under warranty in-house 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

In 2025, Kallista Energy dismantled 17 wind turbines and installed 15 new ones as part of the renewal of existing wind parks. In the case of decommissioning, nearly half of the total mass of the wind turbines will be reused—either as spare parts or sold on the secondhand market.

Regarding the installation of new wind turbines, it is worth noting that a wind turbine pays off its energy debt in 6 months to 1 year (8 months in the case of a 2 MW Vestas V110 wind turbine). In other words, a wind turbine produces more than 30 times the energy it will consume over its lifetime.

The main materials needed to build a wind turbine are listed in the appendix.



Achievements

2025

- ▶ 17 wind turbines were dismantled at 4 different sites, some of which had been installed nearly 20 years ago.
- ▶ 15 new, more efficient wind turbines were installed at 3 existing sites. The new wind turbines installed by Kallista Energy as part of the renewal of its wind parks generate, on average, 60% more electricity than the old ones.

Goals

2026

- ▶ Maintain the goal of reusing dismantled wind turbines before considering their recycling.
- ▶ Reuse components from dismantled wind turbines for the maintenance of our oldest turbines (gearboxes, 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. In fact, Kallista Energy's operations do not involve significant water withdrawal or consumption, as these activities primarily occur earlier in the group's value chain (during the manufacturing phases of wind turbines, solar panels, etc.). Water withdrawals for the group's operations may involve cleaning solar panels (<100 megaliters) or creating fire suppression reserves for some of our facilities and are not significant for the purposes of VSME reporting. Similarly, Kallista Energy's operations do not generate significant air or soil pollution.



2.4 Comprehensive environmental approach

Commitment #5

Encourage the inclusion of ESG criteria in activities falling under 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 decarbonization 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

2025

- ▶ Include an appendix outlining Kallista Energy's climate commitment (targets validated by the SBTi) in contracts with key suppliers (wind turbine manufacturers, companies working on our construction or decommissioning sites).
- ▶ Request information from our key suppliers to understand their CSR commitments:
 - 86% of suppliers are committed to an SBTi approach
 - 0 cases of violations of the 10 principles of the UN Global Compact by any of our suppliers brought to Kallista Energy's attention.

Goals

2026

- ▶ Continue existing initiatives and expand them to include the identification of new suppliers.
- ▶ Improve environmental reporting at our construction sites.
- ▶ Involve our construction contractors in the development of carbon reporting to determine the carbon footprint of all our construction sites.

Commitment #7

Ensure exemplary construction practices for each of our projects

The implementation of wind or solar projects is subject to a strict legal framework. As part of our commitment to continuous improvement, following the implementation of our Green Construction Charter, we have an HSE prevention specialist monitor each project to ensure that the defined commitments are properly implemented.

As soon as work begins, a meeting is systematically organized with local representatives, elected officials, HSE safety officers, and construction contractors. This meeting serves to present the various stages of the project and clearly identify the designated points of contact within Kallista Energy.



Achievements

2025

- ▶ Implementation of the "Green Construction Site" charter at all our job sites.
- ▶ Systematic monitoring of compliance with the Green Construction Site charter and the company's obligations under the prefectural order regarding safety and the environment.

Goals

2026

- ▶ Roll out a new charter that takes into account:
 - Our health and safety requirements
 - Our environmental and biodiversity requirements.
- ▶ Improve HSE reporting at our construction sites.

3

Our social commitments



In 2025, Kallista Energy had 107 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.



Working at Kallista Energy is a rewarding experience thanks to the company's strong growth and exceptional team spirit. I love the diversity of projects, ranging from wind power to solar energy and electric vehicle charging stations. Every day is a new opportunity to innovate and contribute to a sustainable future.



Younes
Comptroller



3.1 Our teams



Commitment #11

Ensure the safety of people and our equipment

Kallista Energy is committed to a process of continuous improvement to maintain safety standards at the highest level. In France, Kallista Energy maintains a management system that follows the recommendations of the ISO 45001 standard across the entire company.

Safety training and awareness programs are offered to all employees annually.

The areas to which we are paying particular attention are as follows:

- ▶ Road safety
- ▶ Musculoskeletal disorders (MSDs)

Safety briefings are held in the various departments on these topics.

All of our construction sites are covered by safety and environmental risk prevention programs. The stated goal at all our construction sites is zero accidents.

Achievements

2025

- ▶ Renew “emergency wind turbine evacuation” training once a year.
- ▶ Renew training on office evacuations (lead and rear guards).
- ▶ Continue training on road safety risks (driving courses and awareness campaigns).
- ▶ Identify “safety” representatives within the shared office spaces used by employees outside our Paris headquarters.
- ▶ Implement “life-saving first aid” training for all employees.
- ▶ Continue periodic inspections of our wind parks to ensure compliance with regulations.

Goals

2026

- ▶ Update the company’s QSE policy.
- ▶ Develop response agreements with the SDIS for all our facilities to improve our evacuation procedures.
- ▶ Structure our crisis management procedure.
- ▶ Roll out safety reporting across all our construction sites.



Commitment #12

Create the conditions for employees' well-being at work

Kallista Energy fosters a work environment that promotes employee well-being by organizing team-building activities, offering ongoing training, and encouraging initiative and open communication with its employees.

The company regularly organizes events to strengthen bonds among its employees, including an annual seminar (in the mountains or elsewhere in the region) bringing together all employees from every country, an end-of-year cocktail party, and more. Kallista Energy also supports employees who volunteer to participate in sporting events such as running races or soccer tournaments. Employees also have the opportunity to participate in workshops on reforestation or biodiversity conservation during work hours as part of the company's corporate philanthropy program with the ONF – Agir pour la Forêt fund. To ensure a healthy work-life balance, Kallista Energy offers its employees a high degree of autonomy and flexibility

in organizing their work—an aspect that was particularly emphasized during discussions at the double materiality workshops.

The satisfaction survey conducted in 2023 by the consulting firm Octomine among all of the Group's teams showed that all of these initiatives contributed to employee well-being, with a score of 8.6 out of 10 (see the [2023 CSR Report](#) for more details on this satisfaction and motivation survey).

Achievements

2025

- ▶ Implementing a work arrangement based on a “fixed number of days” to meet employees’ expectations of being able to organize their work time differently in order to improve their work-life balance (in France).
- ▶ Raising team awareness of training and personal development opportunities to promote the acquisition of new skills, career advancement, and a greater sense of value within the company.
- ▶ Implementing a “mobility” allowance to encourage cycling for commuting (in France).
- ▶ Providing an average of approximately 20 hours dedicated to training per employee (men and women).
- ▶ 139 workdays lost, primarily due to sick leave (129 days).
- ▶ 10 days of absences due to injuries.
- ▶ 0 workdays lost due to accidents or deaths.
- ▶ 0 reported cases of workplace harassment.

Goals

2026

- ▶ Improving the design of existing annual review questionnaires to enhance the quality of responses.
- ▶ Standardizing interviews during probationary periods with a mid-probation review and another at the end to improve our onboarding process as needed.
- ▶ Conducting a new employee satisfaction and motivation survey.

Commitment #13

Promote diversity, equity, and inclusion within our company

Kallista Energy’s recruitment policy is based both on evaluating candidates’ potential and taking their professional experience into account.

The company is thus able to hire recent graduates, focusing on their potential for growth, and then supports them in developing their skills through internal and external training, as well as by sharing experiences with more experienced colleagues.

Similarly, while specific degrees are required in most cases, relevant experience is also a key criterion and can, in certain situations, compensate for the lack of a degree.

Furthermore, opportunities for career advancement and internal mobility are offered to employees, particularly as teams grow or new business activities are developed.

All employees of the group receive a salary above the minimum wage set in their country. In France, all employees are covered by a collective bargaining agreement. In Germany and the Netherlands, the labor laws specific to each country are applied.

Achievements

2025

- ▶ **Diversity**
 - 36% of the workforce are women, a figure slightly above the average for the renewable energy sector (32% according to IRENA5)
- ▶ **Equality**
 - Improve the Egapro Index score (Gender Equality in the Workplace) in France: 92/100 in 2025 compared to 87/100 in 2024.
- ▶ **Inclusion**
 - See Commitment #12.



In 2025, women made up approximately 36% of Kallista Energy's total workforce, a figure that remained stable compared to 2024. True to its principles, Kallista Energy does not practice any form of discrimination in hiring—not even affirmative action—and focuses solely on skills and interpersonal abilities.

Goals

2026

- ▶ **Diversity**
 - Maintain a gender distribution consistent with the profession, keeping skills as the primary criterion (objective, “gender-neutral” assessment of skills).
 - Maintain a “collegial” recruitment process to avoid any cognitive bias.
- ▶ **Equality**
 - Analyze 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.

To carry out its operations, Kallista Energy must partner with manufacturers of wind turbines, solar panels, charging stations, and batteries.

The group works primarily with European companies that are strongly committed to environmental, social, and governance issues and are already subject to a wide range of regulations in these areas. Although Kallista Energy has very limited influence over its upstream value chain, contracts with its most important suppliers require strict adherence to the 10 principles of the United Nations Global Compact, which address, among other things, working conditions.

Kallista Energy's Tier 1 non-European suppliers are asked to share all documents detailing their commitments regarding working conditions in their value chain, the results of third-party assessments of their ESG performance (such as EcoVadis), their carbon footprint, and so on.

Regarding the downstream activities in its value chain, Kallista Energy engages service providers specializing in the construction and maintenance of its facilities. Each service provider signs a Risk Prevention Plan, and Kallista Energy ensures that they comply with legal safety requirements.

See also →

Commitment #5
Encourage the inclusion of ESG criteria in activities falling under our Scope 3

3.2 Workers in the value chain

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 energy is fueled by widespread misinformation. To counter this, Kallista Energy is developing educational communication tools for residents living near its projects and wind parks. For example, the group produces videos featuring testimonials from mayors, farmers, and experts to provide factual information about energy infrastructure.



3.3 Local communities and regional stakeholders

Commitment #14

Work in partnership with our 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.



“Undeniably, [a wind park] has both environmental and economic benefits.”
Muriel Bataille,
Mayor of Tournoisis, Centre-Val de Loire

▼ watch the video



Achievements

2025

- ▶ Continuous improvement of our digital information portal TéMo.
- ▶ Organization of an open house at one of the group's wind parks in Normandy to mark European Wind Day, with the aim of raising public awareness about the need to electrify energy use in order to phase out fossil fuels and the benefits of developing renewable energy.
- ▶ Involvement of several employees in a training session intended for students during working hours to present careers in renewable energy.
- ▶ Organization 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

2026

- ▶ 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 raise awareness about the benefits of renewable energy and counter misinformation.



Commitment #15

Contribute to the vitality of the regions where we operate

Each year, Kallista Energy pays more than 3 million euros in local taxes to the municipalities hosting its wind and solar parks in France. These benefits contribute to the economic and social development of these regions.

Kallista Energy’s financial support also extends to the implementation of projects developed in consultation with local elected officials, aimed at improving residents’ quality of life. Among the initiatives implemented are:

- ▶ Improving the safety of electrical grids in certain municipalities,
- ▶ Plant exchanges that allow residents to obtain plants for free,
- ▶ Pooling resources for construction projects, such as reusing construction site base camps to build public facilities, such as multi-purpose sports fields.

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

Kallista Energy’s decentralized operations have a positive impact on local employment in several ways. Depending on the work to be done, the company encourages the use of regional contractors, which also ensures responsive support and reduces travel time. This model also promotes job creation in a variety of sectors:

- ▶ Local maintenance: The wind parks are maintained by local maintenance crews, who often have maintenance centers nearby,
- ▶ Park maintenance work: Kallista Energy gives priority to local businesses for tasks such as landscaping, repairing access roads, or even hiring shepherds for solar parks, to ensure effective management of the sites.
- ▶ During the construction phase of the solar parks: the company encourages the hiring of local and regional subcontractors for work that does not require specific renewable energy skills, such as earthwork. This approach helps strengthen the local economy and promote job creation in the affected areas.

Achievements

2025

- ▶ Support for several sports and cultural organizations located in the communities where the group operates (cycling, running, soccer, school field trips, etc.).
- ▶ Sponsorship of the ONF–Agir pour la Forêt fund to create bat shelters in Normandy.

Goals

2026

- ▶ Renew the partnership with the ONF–Agir pour la Forêt fund.
- ▶ Continue to support local initiatives promoting the environment, sports, and culture.



4

Our commitments to governance



Our commitments to governance

Kallista Energy’s corporate culture is based on four core values that guide the group’s decisions: convictions, 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 foster a healthy work environment that is aligned with the challenges of the energy transition.

Governance of the Kallista Energy Group is overseen by a Supervisory Committee and an Executive Committee. In France, the company has an Economic and Social Council [CSE].

Since its founding, Kallista Energy has developed a very strong legal culture designed to prevent risks related to corporate governance, particularly regarding 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 collegial leadership and ongoing dialogue with our employees

Governance of the Kallista Energy Group is overseen by a Supervisory Committee and, as of now, by an Executive Committee (replacing the Management Board) to ensure that the Group's diverse areas of expertise and geographic presence are represented in the definition of its strategic direction.

In 2025, Johann Tardy succeeded Frédéric Roche as CEO of the Group (see the section "In 2025, Kallista Energy Celebrated Its 20th Anniversary" at the beginning of this report). Frédéric Roche and Johann Tardy, with the support of the Group's institutional shareholders, ensured a smooth transition amid the Group's growth. Frédéric Roche will remain active within the group as Corporate Secretary and Advisor to the Group CEO until his well-deserved retirement at the end of 2026.

Furthermore, since 2021, Kallista Energy's Supervisory Board has had an independent chairman: Jeroen de Haas. He brings his extensive knowledge of the renewable energy sector to the group and helps ensure 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 discussions employees may have with their managers or members of the Executive Committee. A "harassment" liaison, who is a member of the CSE, has also been appointed to intervene in cases of physical or psychological harassment within the company.

Similarly, the group has a whistleblower protection procedure in place, under which every employee has the option of contacting the Chair of the Supervisory Committee directly if they deem it necessary.

Achievements

2025

- ▶ Issue bonus shares to strengthen employee ownership.
- ▶ Comply with the meeting schedules for the Social and Economic Committee (CSE), the Executive Committee (at least 40 per year), and the Supervisory Committee (4 per year).

Goals

2026

- ▶ Recruit a new Managing Director to replace Johann Tardy.
- ▶ Adhere to the frequency of meetings of the Social and Economic Committee (CSE), the Executive Committee (at least 40 per year), and the Supervisory Committee (at least 6 per year).
- ▶ Offer new employees the opportunity to become shareholders of the company and allow existing employees to increase their shareholdings when new shares become available.
- ▶ Strengthen governance by establishing country-level management committees to promote collaborative discussions and the exchange of information between departments.

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 behavior to be avoided, such as when setting rents for the installation of our wind turbines.

Department heads and division managers play a key role in ensuring that teams remain consistently aware of these principles of responsible conduct.



Achievements

2025

- ▶ Zero deviation from the anti-fraud code of conduct.
- ▶ No fines for violations of anti-corruption and anti-bribery laws.

Goals

2026

- ▶ Zero deviation from the anti-fraud code of conduct.
- ▶ No fines for violations of anti-corruption and anti-bribery laws.

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

2025

- An internal control assessment conducted by an independent specialized firm. The report highlighted that Kallista Energy had an overall level of internal control maturity that was above average for an organization of comparable size and profitability.

Goals

2026

- 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

2025

- Test tools to raise employee awareness of cybersecurity.
- Test tools to help employees detect phishing attempts.
- Implement a password management tool for all employees in accordance with the recommendations of the National Cybersecurity Agency (ANSSI).
- Score of 930/1000 on the internal cybersecurity tests required by the group's institutional shareholders (vs. 922 in 2024).

Goals

2026

- Deploy tools to help employees more easily detect phishing attempts.
- Launch our first backup site for our IT infrastructure.
- Begin the NIS2 compliance process for our assets.

Management of supplier relations

Kallista Energy is committed to maintaining relationships with its suppliers based on high standards of ethics and transparency. Kallista Energy's Code of Ethics, based on the 10 guiding principles of the United Nations Global Compact, is incorporated into contracts with key suppliers.

Whenever possible, Kallista Energy prioritizes partners who have also adopted a climate roadmap validated by the Science Based Targets initiative (SBTi) to foster a virtuous cycle around its operations.

See also →

Commitment #5
Encourage the inclusion of ESG criteria in activities falling under our Scope 3





Appendices

Appendix 1

VSME– General information

As part of its efforts to strengthen its transparency strategy and align with European best practices, Kallista Energy is structuring its ESG reporting in accordance with EFRAG’s recommendations, using the voluntary VSME standard starting in 2026 (for the year 2025). This initiative reflects the company’s commitment to implementing a robust, harmonized reporting framework focused on consolidating key ESG indicators.

In this context, Kallista will publish a set of essential ESG disclosures as well as general information regarding the company’s structure and the reporting process. The general information, in accordance with Section B1 (“Basis for Preparation”), is presented in this section, while other ESG information is integrated into the various sections of the report, based on relevance and readability.

Reporting methods

Name of the reporting entity	Kallista Energy
Number of the reporting entity	DUNS: 261059337
Currency of the amounts reported in the report	EUR
Start year	2025
Start month	1
Start day:	1
Start date of the reporting period:	2025-01-01
End year	2025
End month	12
End day	31
End date of the reporting period	2025-12-31

Appendix 2

B1– General Accounting Information

Administrative information

Basis of preparation (basic module only OR basic and comprehensive modules)	Reporting for the basic and comprehensive modules
List of omitted information considered confidential or sensitive	Not applicable
Basis of financial statement presentation (consolidated or separate)	Consolidated
Legal form	SAS
NACE sector classification code	D35.1.1 – Electricity generation
Balance sheet:	€497,556 k
Revenue:	€71.8 million
Number of employees:	107
Method of counting employees	As of the end of the reporting period
Method of counting employees	Actual headcount
Country where the company primarily conducts its business and location of its significant assets:	France

Appendix 3

Group Headcount as of December 31, 2025

As of December 31, 2025, the Kallista Energy Group had 107 employees (primarily on permanent contracts, with only one fixed-term contract in France).

COUNTRY	GENDER	TOTAL
France	Men	54
Germany		12
Netherlands		0
France	Women	29
Germany		11
Netherlands		1
Total		107

Turnover rate (employee turnover rate)	12.9%
Hiring rate during the reporting year	18%

Turnover rate = [(Number of new contracts + Number of contract terminations) ÷ 2] ÷ Workforce at the beginning of the period

Appendix 4

Group facilities and offices included in the carbon footprint assessment

Administrative information

TRIGRAM/ QUADRIGRAM	ACTIVITY	COUNTRY	NAME OR DESCRIPTION OF THE ENTITY	OPERATIONAL CONTROL	ADRESSE	GEOLOCATION GPS COORDINATES
AMA	SOLAR PARK	FRANCE	AMADOUSOL SARL	YES	09100, SAINT AMADOU	43.105352 1.694099
ARD	WIND PARK	FRANCE	ARDOUVAL WIND PARK	YES	76680 ARDOUVAL	49.75811389 1.272183333
AUT	WIND PARK	FRANCE	AUTREMENCOURT WIND PARK	YES	02250 AUTREMENCOURT	49.70411111 3.823
BHY	WIND PARK	FRANCE	BRACHY WIND PARK	YES	76730 BRACHY	49.82025331 0.94051311
BRT	WIND PARK	FRANCE	BRETEUIL WIND PARK	YES	60120 BRETEUIL	49.64539138 2.298863934
BRT	CHARGING STATION	FRANCE	BRETEUIL	YES	60120 BRETEUIL	49.635457474 2.292952467
BSL	WIND PARK	FRANCE	BLANCOSSÉ WIND PARK	YES	28310 DINVILLE- SAINT-LIPHARD	48.21577778 1.888555556
BSOC	CHARGING STATION	FRANCE	BRETTEVILLE-SUR-ODON	YES	BRETTEVILLE- SUR-ODON	49.173930540 -0.4357194450
CAMP	WIND PARK	FRANCE	EE CAMPIGNY	YES	27500 CAMPIGNY	49.32166667 0.559444444
CAUR	WIND PARK	FRANCE	CAUREL WIND PARK	YES	22530 CAUREL	48.226755 -3.044270
CQX	WIND PARK	FRANCE	BORNES DE CERQUEUX WIND PARK	YES	45130 EPIEDS- EN-BEAUCE	47.99980556 1.593527778
DIRI	WIND PARK	FRANCE	DIRINON WIND PARK	YES	29460 DIRINON	48.393300 -4.269552
DOUC	CHARGING STATION	FRANCE	YAWAY STATION IN VERNON- DOUAINS	YES	27120 DOUAINS	49.06523574 1.4253870942
ETRC	CHARGING STATION	FRANCE	YAWAY CONNECT STATION IN ETRELLES	YES	35370 ÉTRELLES	48.06671312 -1.1937537504
ETRC PL	CHARGING STATION	FRANCE	YAWAY TRUCKS STATION IN ETRELLES (TRUCKS)	YES	35370 ÉTRELLES	48.06666725 -1.1937606313
FIR1	WIND PARK	FRANCE	GALERNE WIND PARK	YES	14190 FIERVILLE- EN-BRAY	49.0604274 -0.174357228
FIR3	WIND PARK	FRANCE	GALERNE WIND PARK	YES	14190 FIERVILLE- EN-BRAY	49.0604274 -0.174357228
GAB2	SOLAR PARK	FRANCE	GABARDAN 2 SOLAR PARK	YES	40240 LOSSE	LAT. N:44°03'55" LONG. 0:00°00°38"
GAB5	SOLAR PARK	FRANCE	GABARDAN 5 SOLAR PARK	YES	40240 LOSSE	LAT. N:44°03'09" LONG. 0:00°00°48"
GUE	WIND PARK	FRANCE	EOLE MANCHE WIND PARK	YES	76730 GUEURES	49.85306638 0.976995517
HBL	WIND PARK	FRANCE	HOMBLEUX 2 WIND PARK	YES	80400, HOMBLEUX	49.73930131 2.998587478

HCO	WIND PARK	FRANCE	KALLISTA OEN	YES	2230, HAUT-CORLAY	48.35847222 -3.045833332
HEE	WIND PARK	GERMANY	DIF WINDPARK HEEDE GMBH & CO. KG	YES	26892 HEEDE	53.014484 7.251618048
HOH	WIND PARK	GERMANY	DIF WINDPARK HOHENSEEFELD GMBH & CO. KG	YES	14913 HOHENSEEFELD	51.90485496 13.31505068
JV KE X TETHYS	ELECTRICITY STORAGE	NETHERLANDS	JV KALISTA TETHYS	50%	GOUDSESEL 152-154 3011 KD ROTTERDAM	51.92391239 4.49243852
LAN	WIND PARK	FRANCE	KALLISTA OEN	YES	22800 LANFAINS	48.35122222 -2.925833333
LGL	WIND PARK	FRANCE	PLAINE DU MOULIN WIND PARK	YES	76740 LA GAILLARDE	49.8414284 0.845818473
LLT	WIND PARK	FRANCE	LISLET 1 WIND PARK	YES	02340 LISLET	49.67844444 4.032055556
LTM	WIND PARK	FRANCE	LES TROIS MUIDS WIND PARK	YES	28140 TERMINIERS	48.08421094 1.680795882
NSM	WIND PARK	FRANCE	NOYERS-SAINT-MARTIN WIND PARK	YES	60480 NOYERS-SAINT-MARTIN	49.55900748 2.288267904
OMI	WIND PARK	FRANCE	OMISSY 2 WIND PARKEOLIEN	YES	02420 LEHAUCOURT	49.90491667 3.283583333
OREO	WIND PARK	FRANCE	SECE.OR	YES	80160 ORESMAUX	49.77232956 2.249320354
PLD	WIND PARK	FRANCE	ENERGIE PLOUYE	YES	29690 PLOUYÉ	48.32763333 -3.75593333
PLVC	CHARGING STATION	FRANCE	YAWAY CONNECT STATION IN PONT-L'EVÊQUE	YES	14130, PONT-L'EVÊQUE	49.28582370 0.205489496
PLX	WIND PARK	FRANCE	POUILLÉ-LES-CÔTEAUX WIND PARK	YES	44522 POUILLÉ-LES-CÔTEAUX	47.46312 -1.20761
QENO	WIND PARK	FRANCE	CANTON DU QUESNOY WIND PARK	YES	59530 BEAUDIGNIES	50.266111 3.557222
RAMC	CHARGING STATION	FRANCE	YAWAY CONNECT STATION IN RAMBOUILLET	YES	78120 RAMBOUILLET	48.6455349 1.852595772
REM	WIND PARK	GERMANY	WINDPARK REMLINGEN GMBH & CO. KG	YES	38319 REMLINGEN SEMMENSTEDT	52.112488 10.70628402
SAL	ELECTRICITY STORAGE	FRANCE	BATTERIE SALEUX STORAGE SITE	YES	80480 SALEUX	49.85724896 2.2530576317
SNB	WIND PARK	FRANCE	SAINBOIS WIND PARK	YES	45310 TOURNOISIS	48.02272222 1.645
SPB	WIND PARK	FRANCE	LES MARETTES WIND PARK	YES	76890 SAINT-PIERRE-BÉNOUVILLE	49.74325 0.984055556
TRE	WIND PARK	FRANCE	KALLISTA OEN	YES	22510 TRÉBRY	48.31516667 -2.56625
VVD	WIND PARK	FRANCE	VAUVILLERS 2 WIND PARK	YES	80400 HOMBLEUX	49.84427778 2.737666667
WAW	WIND PARK	GERMANY	WINDPARK WAWERN GMBH & CO. KG	YES	54441 WAWERN	50.128089 6.49031403
WEH	WIND PARK	GERMANY	WINDPARK WEHRHAIN GMBH & CO. KG	YES	01983 GROSSRÄSCHEN [WEHRHAIN]	51.733567 13.40703896
WIE	WIND PARK	GERMANY	WINDPARK WIESMOOR GMBH & CO. KG	YES	26639 WIESMOOR	53.368444 7.708774975
WPO	WIND PARK	NETHERLANDS	WINDPARK OOSTFLAKKEE	40%	3255 OUDE-TONGE	51.6845901444 4.17204310265

Our offices

COUNTRY	CITY	OPERATIONAL CONTROL	ADDRESS
FRANCE	PARIS	NO	18-20 RUE TREILHARD - PARIS 75008
FRANCE	BORDEAUX	NO	13 RUE DE LA MANUTENTION - 33000 BORDEAUX
FRANCE	LYON	NO	35 RUE DE MARSEILLE - 69007 LYON
GERMANY	HAMBURG	NO	HAUS AM DOMPLATZ SCHOPENSTEHL 13 - 20095 HAMBURG
NETHERLANDS	ROTTERDAM	NO	GOUDSESEL 152-154 - 3011 KD ROTTERDAM

Appendix 5

Example of material flows for the installation and decommissioning of a wind turbine

In 2025, the materials comprising the 17 wind turbines decommissioned by Kallista Energy were recorded in the carbon footprint as 48% reused and 52% end-of-life. The materials installed for the wind turbine (primarily foundations and cables) are considered 100% end-of-life (recycled). These figures are based on waste management tracking conducted by the teams at Kallista Energy and its partners.

Kallista Energy also installed new electric vehicle charging stations in 2025. The end-of-life mass flows for a charging station (charging terminals, construction work, etc.) are insignificant compared to those of wind parks. These flows are not yet tracked and are among the areas for improvement identified in our CSR report.

Example of mass flow rates for a 2 MW Vestas V110 wind turbine

MATERIALS USED IN WIND TURBINES	
Steel	185 metric tons
Cast iron	26 metric tons
Aluminum	4 metric tons
Non-ferrous metals	1.5 metric tons
Polymers	13 metric tons
Ceramics/glass	15 metric tons
Electronics	2 metric tons
Lubricants	0.8 metric tons
MATERIALS USED IN THE WIND TURBINE INSTALLATION	
Concrete (foundation)	915 metric tons
Steel (foundation)	50 metric tons
Aluminum (wiring)	7 metric tons
Copper (wiring)	2 metric tons

Source: <https://www.vestas.com/content/dam/vestas-com/global/en/sustainability/reports-and-ratings/lcas/LCAV11020MW181215.pdf>.coredownload.inline.pdf

2025 CSR Report

Kallista **Energy** Group
18-20 rue Treilhard
75008 Paris

FRANCE – GERMANY – NETHERLANDS

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for the energy transition and electric mobility
www.KallistaEnergy.com



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