

# CSR Report UNGC COP

## 2021



Our commitments to the environment,  
society and governance.



**Kallista**Energy

# Our continued support to the ten principles of the United Nations Global Compact

## LETTER OF COMMITMENT

I am pleased to confirm that Kallista Energy reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

With this communication, we express our intent to continue implementing those principles. We are committed to making the UN Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals. Kallista Energy will make a clear statement of this commitment to its stakeholders.

**Frédéric Roche**  
CEO of the Kallista Energy group



This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

# The ten principles of the United Nations Global Compact within Kallista Energy’s commitments to the environment, society and governance

UNGC'S TEN PRINCIPLES		KALLISTA ENERGY'S COMMITMENTS	
Human Rights			
Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights; and	Kallista Energy abides to Labour Laws in countries where the company is active (France, The Netherlands and Germany) and by doing so complies with the Universal Declaration of Human Rights.	
Principle 2	make sure that they are not complicit in human rights abuses.		
Labour			
Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	Kallista Energy abides to Labour Laws in countries where the company is active (France, The Netherlands and Germany) and by doing so complies with the Universal Declaration of Human Rights.	
Principle 4	the elimination of all forms of forced and compulsory labour;		
Principle 5	the effective abolition of child labour; and		
Principle 6	the elimination of discrimination in respect of employment and occupation.		
		#05 Encourage consideration of ESG criteria in activities within our scope 3 #11 Guarantee the safety of people and our equipment #12 Create the conditions for our employees' well-being at work #13 Ensure diversity and gender equality among our team #16 Promote a collegiate executive body and ongoing dialogue with our employees	
Environment			
Principle 7	Businesses should support a precautionary approach to environmental challenges;	#01 Electrify 100% of our vehicle fleet from 2023 #02 Ban domestic flights and limit international flights #03 Avoid, reduce, and recycle waste from our offices #04 Improve the energy efficiency of our equipment #05 Encourage consideration of ESG criteria in activities within our scope 3 #06 Develop the best possible projects with the help of independent experts #07 Guarantee an exemplary site for each of our projects #08 Ensure the environment is protected and noise disturbances are limited around our wind farms #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	
Principle 8	undertake initiatives to promote greater environmental responsibility; and		
Principle 9	encourage the development and diffusion of environmentally friendly technologies.		
Anti-Corruption			
Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	#17 Prevent fraud #18 Prevent management risks #19 Promote cybersecurity	





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# A word from our Chairman



Kallista Energy set an objective in 2018 to reduce its CO<sub>2</sub> emissions from its office activities per employee by 40% in 2022 compared with 2017 emissions. The mobilisation of all our employees and the confidence of our institutional shareholders enabled us to achieve this objective one year ahead of schedule. I give them my warm thanks for their daily commitment.

The climate emergency requires us not to rest on our laurels and to go further. Starting in 2022, Kallista Energy will commit to the Science-Based Targets Initiative (SBTi) to establish a new and even more ambitious roadmap. We will now incorporate Scope 3, which accounts for the bulk of our operational emissions, in calculating our carbon footprint. This change represents a major challenge for Kallista Energy to reconcile our strong growth in renewable energies and the control of our greenhouse gas emissions. This challenge is all the greater in a sector where the use of suppliers is often subject to technical or price constraints.

Europe is currently facing a major energy crisis with an unprecedented surge in prices. This crisis, exacerbated by the war in Ukraine, once again highlights our over-reliance on fossil fuels and the resulting political stakes. Ensuring the energy security of European countries while reducing the share of fossil fuels in the electricity mix and decarbonising our economy cannot happen quickly without a massive development of renewable energies.

At its level, Kallista Energy will contribute to this necessary energy transition. We will strengthen our electricity generation capacity in the countries where we operate and increase our efforts in electromobility. Our ambition is to ensure that the growth of our activities is as responsible as possible and incorporates the science data to keep our planet on a path that does not jeopardise future generations.

This ambition is the sum of the small actions we carry out every day in our activities and that we will reinforce with “Science-Based Targets” to be defined in 2022.

Our actions in 2021 are presented in this report.

Enjoy your reading!

**Frédéric Roche**  
CEO of the Kallista Energy group



# Our commitments

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\*Commitment moved up to 2023 instead of 2024





# About Kallista Energy

## Key figures in 2021



# 47

employees in France,  
Germany, and the Netherlands



# 36 wind and solar parks / 432 MW

installed in France,  
Germany, and the Netherlands  
+40% stake in Windpark Krammer (102 MW) in the Netherlands



# 84 M€

in turnover for  
the Kallista Energy group



# 90

ultra-fast charging stations  
in operation in France between 2023 and 2028



# 820 000 MWh

generated per year  
The equivalent of



# 320 000

inhabitants supplied  
with renewable electricity  
[with electric heating]



# 5,5 Bns

km travelled by an electric car

## Some highlights in 2021

### TEAM

- Recruitment of six new employees in France and Germany
- Opening of an office in Hamburg, Germany

### DISTINCTION

- GRESB 5 stars for the third year in a row



### PROJETS

- Obtaining the Operating Authorisation for Parks in Normandy and Hauts-de-France
- Repowering of two wind farms in Brittany

### COMMITMENTS

- Signatory to the United Nations Global Compact

WE SUPPORT



- Patron of the ONF – Agir pour la forêt fund



### GROWTH

- Acquisition of 15 wind and solar farms (180 MW) in France and Germany
- Entry in the German market
- Diversification into solar energy
- Strengthening of our presence in the Netherlands with the acquisition of 40% of the Krammer wind farm (102 MW)





# Our values

## Conviction



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

- With respect to our stakeholders, this conviction is reflected in:
- ▶ A strict code of ethics,
  - ▶ A well-regulated industrial process,
  - ▶ Risk management policies that are based on professionalism, transparency and a forward-looking approach.

## Ethics

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

Kallista Energy would rather not complete a project than win or complete it by means that are of questionable legality.



## Pragmatism



Kallista Energy invests in competitively priced energy sources, which offer the best compromise between the resources available, the return on investment and the environmental impact. The choice of wind and solar energy is not only purely ideological, but also based on the reliability of these technologies and their competitiveness, which only continue to increase over time. Wind and solar power are among the most mature and cheapest renewable energy sources. Kallista Energy employs the same pragmatic approach in analysing opportunities to increase the production capacity of its existing wind farms by repowering them and opportunities to invest in other complementary activities.

## Sustainability

For Kallista Energy, an energy strategy can only be designed with a long-term view. We are currently building a viable electricity generation capacity, over the long term, without grants or allowances. Once the initial investments are amortised (15 to 20 years), the power plants will provide future generations with access to extremely competitively priced energy. Our efficiency approach involves the use of the most up-to-date technologies so that we can maximise the use of the energy potential of each site while reducing maintenance costs. As such, our group is committed to a programme of systematic repowering of wind turbines designed in the first decade of this century in order to be using the most high-performance machines with the lowest-possible maintenance costs.





# Our key SDG contributions in 2021

7

AFFORDABLE AND CLEAN ENERGY

**320,000 inhabitants** supplied with renewable electricity to make our economy resilient and sustainable

13

CLIMATE ACTION

**91,100 tonnes of CO<sub>2</sub>** avoided thanks to our wind turbines/solar farms in 2021  
**94% electric and hybrid vehicles** in our corporate fleet in 2021 [compared with 71% in 2020]

3

GOOD HEALTH AND WELL-BEING

**Training of 8 employees** on road hazards  
**Occasional teleworking** accessible to team members  
**Flexible working hours** for our employees  
**Training of 4 additional employees** in first aid, fire evacuation, and fire extinguisher handling

11

SUSTAINABLE CITIES AND COMMUNITIES

**3,4 million euros** paid in local taxes that contribute to boosting rural territories in France

15

LIFE ON LAND

**100% of the waste** from our project sites treated in specialised centres  
**Selective waste sorting in our offices** since 2017 with Cèdre, a company promoting the professional integration of people with disabilities

4

QUALITY EDUCATION

**Regular participation** in local events to raise local residents' awareness of climate change and renewable energy  
**Strengthening knowledge** among Kallista Energy team members on the causes and effects of climate change through « **Climate Fresk** » workshops

# -40% CO<sub>2</sub> per employee : objective achieved one year ahead of schedule

## Reconciling growth and control of our carbon impact

Between 2017 and 2022, Kallista Energy set an objective to reduce its CO<sub>2</sub> emissions from office activities by 40% per employee ([details in our 2019 CSR report](#))

Thanks to the combined efforts of all its employees, Kallista Energy was able to achieve this objective starting in 2021 in a context of growth. As a result, emissions from our office activities per employee were reduced by -52% in 2021 compared with 2017. The decrease in our emissions, which began between 2017 and 2019, continued after a 2020 assessment marked by the COVID-19 pandemic. The actions taken, in particular on the electrification of our vehicle fleet and the efficiency of our heating equipment, paid off.

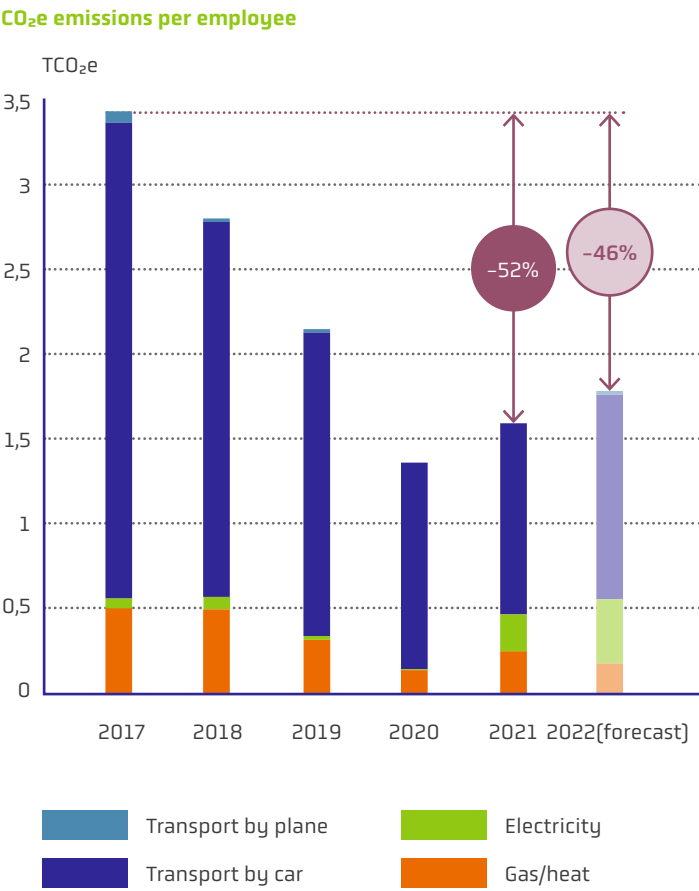
In 2021, Kallista Energy's asset portfolio increased by 180 MW to 432 MW in total, with the integration of 15 new wind and solar farms in France and Germany. Similarly, six new employees joined the team in 2021, and our Paris headquarters doubled in size following its move.

Our 2021 carbon footprint incorporates these various changes and, in particular, the increase in the size of our Paris office. This has changed the face of our carbon footprint. The projection of our CO<sub>2</sub> emissions in 2022 shows a larger share related to electricity consumption. However, even with this change, Kallista Energy should be able to meet its objective of reducing its CO<sub>2</sub> emissions from office activities per employee by 40% in 2022 compared with 2017 by stepping up its reduction efforts, particularly on the electrification of its vehicle fleet (see commitment #01)

TOWARDS A NEW ROADMAP BUILT ON THE SCIENCE-BASED TARGETS (SBT)

To continue to minimise its impact while ensuring the growth and resilience of its activities over the long term, Kallista Energy will incorporate Scope 3 emissions into its carbon footprint starting in 2022.

A new roadmap will be developed on the Science-Based Targets Initiative methodology. To achieve this ambition, Kallista Energy has chosen to work with a consulting firm specialised in the development of carbon strategies for companies.







## Our commitments to the environment





## Reducing our environmental impact



# Commitment #01

## Electrify 100% of our vehicle fleet by 2023

Reconciling Kallista Energy’s growth with carbon footprint control is a major challenge.

To maintain its trajectory of –40% CO<sub>2</sub> per employee in a context of strong growth in its activity, Kallista Energy is accelerating the electrification of its vehicle fleet, the item with the highest carbon impact to date for its office activities.

As such, all new cars that join our vehicle fleet are now electric models. The latest thermal models will be replaced once their leases end.

« I WAS LOOKING FORWARD TO SWITCHING TO ELECTRIC TO LIMIT MY CO<sub>2</sub> EMISSIONS AND EXPERIENCING OUR CORPORATE PLAN ON A DAILY BASIS

I switched to an electric company vehicle in 2021. For my work, I needed an electric car capable of towing a trailer that can carry up to 700 kilos. The real change in my daily life is that I have to plan my trips according to the available charging stations. Even though some journeys take a little longer with recharging, it's worth it! Driving an electric car is more comfortable and safer because the trailer is better held with a heavier car. I also pay much greater attention to my consumption. I worked in regulatory control before coming to Kallista Energy, and I was quite far away from ecological issues. Now I have a better awareness, and I'm very happy to be able to reduce the impact of my car trips.

Bruno – wind farm operator in Normandy »

Results	Achievements	Objectives
2020	2021	2022
► 71% electric and hybrid vehicles in our fleet	► 94% electric and hybrid vehicles in our fleet (the initial objective for 2021 was 74%)	► 95% electric vehicles ► 2023 : 100% electric vehicles (this ambition was moved up by a year to support the company's growth)

# Commitment #02

## Ban domestic flights and limit international flights

Travel by public transport or electric vehicles for long journeys within the same country is now part of Kallista Energy’s DNA. The use of rental thermal vehicles to ensure connections when other public transport options are not available is limited to what is strictly necessary pending the development of rental cars and electric cars. Domestic flights are excluded from our employees’ travel.

With the internationalisation of our activities, more frequent air travel is necessary, particularly between France and Germany (~8 hours of train travel between Hamburg and Paris, meaning ~16 hours for a round trip). Kallista Energy will continue to focus on videoconferencing tools while ensuring that its teams can meet in order to maintain strong social ties within the team.



**Sustainable aviation fuels as a first step to lower carbon emissions due to flights**

Sustainable aviation fuels (SAF), made from sustainable resources such as used cooking oils, are a substitute for kerosene. Their use makes it possible to reduce CO<sub>2</sub> emissions and fine particles. They offer the same level of safety as kerosene, and they can be mixed with kerosene without any need to modify aircraft, their engines, or the logistics and storage infrastructure. Sustainable aviation fuels make it possible to reduce CO<sub>2</sub> emissions on average by 80% (over the entire life cycle) compared with conventional fuels. *[Source: Air France]*

Achievements	Objectives
2021	2022
► No flights	► Starting in 2022, Kallista Energy will purchase tickets only from airlines committed to SBTi (Science-Based Targets). Similarly, each ticket will be purchased with the “Sustainable Aviation Fuel – SAF” option to promote the development of alternative fuels and thus contribute to the transition of the aviation sector ► Identify actions to offset CO <sub>2</sub> emitted by flights that are unavoidable for the proper functioning of the company



# Commitment #03

## Avoid, reduce, and recycle waste from our offices

The move to Kallista Energy's new headquarters was an opportunity to raise awareness of waste sorting and recovery in the offices.

For example, eight sorting bins with specific uses are available to our employees. Every piece of waste can find a new life. A leaflet presenting sorting in a simple way was distributed to the entire team. Awareness-raising sessions were also offered in the lounge area.



SOLIDARITY RECYCLING WITH CÈDRE

Since 2017, Kallista Energy has continued its partnership with Cèdre, a waste-collection company promoting the professional integration of people with disabilities. Cèdre employs more than 70 people with disabilities.

Recycling one tonne of paper saves nearly 500 tonnes of CO<sub>2</sub> compared with manufacturing of a tonne of new paper. In addition, paper recycling employs five people when disposal by incineration involves only one for the same volume (source: Cèdre). These are two reasons to step up our efforts on recycling in addition to energy restraint.

Achievements	Objectives
<div>2021</div> <ul style="list-style-type: none"><li>► Installation of a micro-filtered water fountain at the Paris headquarters</li><li>► Zero plastic bottles purchased for our offices</li><li>► Eight sorting bins at the Paris headquarters</li><li>► Configuration of printers for default double-sided printing</li></ul>	<div>2022</div> <ul style="list-style-type: none"><li>► Continue to raise awareness of the need to reduce our waste (use of reusable containers at lunchtime, reduction of printing, etc.)</li><li>► Use reusable dishes and composting toilets at all our events</li><li>► Maintain our partnership with Cèdre</li></ul>

# Commitment #04

## Improve the energy efficiency of our equipment

In June 2021, Kallista Energy moved its Paris headquarters. Still marked by the COVID-19 pandemic, 2021 does not provide a precise idea of the energy consumption of our new offices.

The other Kallista Energy offices in France (Lyon and Bordeaux) and Germany (Hamburg) are located in shared workspaces. This does not allow for precise monitoring of energy consumption for these offices. The energy consumption of our employees in these offices is included in our carbon footprint in proportion to consumption at the Paris headquarters.

Kallista Energy leases the offices where its new headquarters is based in Paris. The building is heated by the Compagnie Parisienne de Chauffage Urbain (CPCU) heating network. As for the supply of electricity, discussions are underway with the lessor to subscribe to a renewable electricity plan.

### KALLISTA ENERGY'S PARIS HEADQUARTERS PARTLY HEATED THANKS TO HOUSEHOLD WASTE !

Kallista Energy's new Paris headquarters is powered by Compagnie Parisienne de Chauffage Urbain (CPCU). Forty-five per cent of the heat supplied by the CPCU is recovered from units that recover household waste from the Île-de-France region. In addition, the CPCU has boilers that produce heat from various fuels such as gas and biogas, coal and wood pellets, and liquid biofuels. In total, more than half of the energy sources used by the CPCU to produce its heat is renewable or recovered.

Source : [cpcu.fr](https://cpcu.fr)

Results	Achievements	Objectives
<div>2020</div> <ul style="list-style-type: none"><li>► 17,800 kWh of gas consumed for heating (2020 was marked by the COVID-19 pandemic)</li></ul>	<div>2021</div> <ul style="list-style-type: none"><li>► 45,500 kWh of energy consumed for heating (29,000 kWh of gas in our previous headquarters and 16,500 kWh of CPCU in the new one for 6 months)</li></ul>	<div>2022</div> <ul style="list-style-type: none"><li>► Waiting for a full year of precise data to set new objectives</li></ul>

# Commitment #05

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

Kallista Energy's indirect emissions related to Scope 3 (purchases of wind turbines and solar panels and construction of their farms) account for more than 99% of its emissions. As a result, Kallista Energy will take action, at its own level, to promote a virtuous dynamic among its suppliers.

Since 2020, Kallista Energy has been a signatory to the United Nations Global Compact. This compact encourages companies to align their practices their strategies with the 10 principles derived from the fundamental texts of the United Nations in human rights, labour law, the environment, and the fight against corruption. Kallista Energy incorporates respect for the 10 principles of the United Nations Global Compact into its major contracts to ensure that its partners share the same fundamental values.

Starting in 2022, Kallista Energy will strengthen its criteria for selecting suppliers by giving priority to those who are committed or will commit to science-based targets to reduce their greenhouse gas emissions.

Achievements

2021

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

Objectives

2022

- ▶ Maintain the charter of commitment to the values of the United Nations
- ▶ Implement a criterion for selecting suppliers based on their commitment to science-based targets







# Protecting biodiversity and natural habitats



# Commitment #06

## Develop the best possible projects with the help of independent experts

In 2021, Kallista Energy called on around 35 independent specialised firms to participate in the development of its projects. Our company remains faithful to its commitment to having the advice of experts recognised for the quality of their work to develop the best possible projects.

In addition, Kallista Energy is committed to a continuous improvement process by experimenting with innovative solutions in the project development phase and also during the operation of its farms. This is how our team was able to test the “SafeWind” solution on two of our farms in Beauce (France).

### SafeWind : an innovative system to monitor bird activity and prevent collisions



The SafeWind system (camera and horn) installed on a wind turbine

From August 2020 to December 2021, Kallista Energy conducted a full-scale test of the “SafeWind” system developed by BioDiv. It is a solution that combines surveillance cameras and horns installed on a wind turbine with artificial intelligence capable of detecting approaching birds. Video streams are analysed in real time. If a bird approaches within 150 metres from a wind turbine on a path that may indicate a collision, an audible signal (deterrent) is emitted to keep the bird away. As a last resort, the system can be configured to stop the wind turbine completely if the bird does not change its trajectory. Kallista Energy has deployed this system at two operational wind farms located in Beauce. The objective was first and foremost to test the operation of the tool and to have real-time and continuous monitoring of bird activity on these sites with a view to its deployment at other farms if necessary.

The regular monitoring of these two wind farms had shown no alarming findings on cohabitation with birds. The SafeWind system confirmed these observations. In 16 months, the SafeWind system identified nearly 18,000 bird passages near the equipped wind turbines. Only four dangerous behaviours (passing through the rotor) were noted (0.02%), and there were no collisions.

Our team was able to draw three major lessons from this experiment :

- The acoustic deterrent function of the system is very effective given the number of observations and the low number of dangerous behaviours. Almost all birds are driven away after the horns are triggered.
- The surroundings of the wind farms have not been deserted by birds. Cameras make it possible to distinguish the different species of birds that enter the detection field regardless of size. The SafeWind system thus shows that wind turbines do not appear to have any influence on the use of the site by the species that are usually present and breed there (Busard Saint-Martin, Buse variable, Faucon crecerelle, passels, colombids, covides, etc.). Similarly, the acoustic emissions from the SafeWind system have not led to any loss of habitat, particularly for the population of Busard Saint-Martin, which reproduces locally.
- The availability of the SafeWind system is excellent since no malfunctions were noted during the 16 months, which allowed for constant monitoring day and night. The results of this experiment confirm the quality of the inventory and analysis work of the design offices during the development phase of a wind-power project.

Kallista Energy has also implemented a similar system in the Netherlands in an area where the population of birds has increased in recent years.

# Commitment #07

## Guarantee an exemplary site for each of our projects

In 2021, Kallista Energy dismantled and repowered two wind farms located in Trebry and Lanfains in Brittany (France). Our team had already gained experience with the complete repowering of a wind farm starting in 2017 (Plouyé wind park in France) and was able to put into practice the concrete lessons learned from this first project.

The collaboration with Guyot Environnement and other partners on these projects enabled us to implement our requirements for the technical and environmental success of these projects.

All waste from wind turbine dismantling has been strictly monitored by Guyot Environnement through a register used to track all elements (which follows the waste nomenclature) and waste-tracking slips for hazardous waste (oils, SF6).

Similarly, bailiffs’ reports were produced to confirm that all of the foundation blocks of the old wind turbines had been removed and that the land had been restored with topsoil.

watch the video ▶



### Recycling, recovery, and reuse !

In addition to recycling and recovering the various components of wind turbines (see commitment #09), Kallista Energy has also recovered several elements for further reuse (such as transformers, high-voltage A mechanisms, cells, and switches, etc.). These elements will make it possible to repair wind turbines of the same model and thus avoid the use of new equipment.

In addition, Kallista Energy donated a wind turbine platform to the Saint-François d’Assise vocational school in La Roche-sur-Yon (France) for the training of maintenance technicians.

A video of the major steps in dismantling a wind turbine:



### Objectives

#### 2022

- For our upcoming projects :
- Define more restrictive waste sorting than the laws in force on construction sites
- Put in place even more differentiated waste bins than at present for recycling, including for recovery of workers’ everyday waste
  - Partner with an inspection body to monitor waste sorting beyond the regulatory areas



# Commitment #08

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

Kallista Energy’s mission is to produce electricity at the best economic and environmental cost. Environmental preservation is an inherent part of the design of our projects. It takes the form of strict compliance with the rules governing the development of wind and solar projects as well as the operation of farms.

To this end, we invest in experimenting with innovative solutions, such as SafeWind (see commitment #06) to ensure that we can always minimise the impact of our projects.

In addition, we support initiatives that go beyond our scope of action to contribute to the resilience of ecosystems, on our own scale, notably through a partnership with the French National Forest Office.



Achievements

2021

- Post-installation monitoring (bat activity and bird and bat mortality) in Hauts-de-France, Normandy, and the Centre region: installation of eight BATmode systems
- Environmental monitoring of the sites of the Trebry and Lanfains wind farms (France) by our internal environmental coordinator (raising team awareness, drafting site records) and an independent design office to confirm compliance with the measures set out in prefectural decrees. These monitoring activities have made it possible to fully manage the impacts of the site on biodiversity
- Setting up a bat speed reduction structure in Oostflakkee (Netherlands) for better consideration of bat activity
- Experimentation of the “SafeWind” system on two farms in Beauce (see commitment #06)
- Support for the French National Forest Office for the restoration of 5 hectares of forest in Normandy (see commitment #15)

Objectives

2022

- Monitor mortality at our wind farm in Oostflakkee in the Netherlands: install a BATmode system in the platform and an SM4 Bat recorder at 30 m high on the mast to improve our knowledge of the local activity of bats and better protect them
- Post-installation monitoring at farms in France (Brittany, Normandy and Pays-de-la-Loire)– listening in the platform and monitoring of bat and bird activity– with the installation of 10 BATmode systems
- Continue agreements signed in Normandy with the Normand ornithological group for the implementation of harrier protection measures
- Reinforce our internal protocols for avifauna monitoring in accordance with Article R.512–69 of the French Environmental Code and Article 12 of the Decree of 26 August 2021 on establishments classified for environmental protection (ICPE)

# Commitment #09

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

Kallista Energy continues to roll out its plan to repower its oldest wind farms. The primary objective of our plan to repower our farms is to optimise the generation of renewable electricity on the windiest sites. This strategy implies a long-term commitment of our institutional shareholders to our corporate plan, as it requires substantial investments.

In 2021, Kallista Energy was able to repower two wind farms in France in the municipalities of Trébry and Lanfains (Brittany).

In Trebry, electricity production will increase by 30% with the same number of wind turbines installed. In Lanfains, the new farm will produce 60% more electricity with an additional wind turbine. In both cases, the total height of the wind turbines remained unchanged. Increase in production was achieved through technological progress (power of the generator, rotor diameter...).

« The Trébry wind farm was one of the very first to be developed in this part of the department. At the time, it was a curiosity, and we had an impressive parade of cars during the construction production. Here, the wind turbines are installed on the ridge line of Mont Bel-Air, the highest point in Côtes-d’Armor at 339 metres. It seemed logical to have wind turbines here because we have wind. The wind farm has had a positive effect on the village’s image. It shows our commitment to sustainable development. When the wind turbines were being built, the town hall also had solar panels installed on public housing to generate more energy locally. When I learned that the new wind turbines were going to produce 30% more electricity, I was convinced by the repowering project. We must continue to develop renewable energies to improve our region’s energy independence

Daniel Commault  
Mayor of Trébry (Brittany | France) since 2020

Achievements

2021

- For the repowering of our Trébry and Lanfains wind farms :
  - Optimisation of the design of the site’s facilities for personnel to limit CO<sub>2</sub> emissions related to water and energy consumption,
  - At Lanfains, connection to public electricity and water networks (no use of electric generators or water tanks – no truck transport),
  - Level all foundations in accordance with the law.

Objectives

2022

- Continue our plan to repower our oldest wind farms
  - Improve the carbon footprint of our wind turbine foundations
- Approximately 20% of a wind turbine’s emissions over its entire life cycle are related to the concrete used for its foundation. The concrete used for foundations is therefore an important focus of Kallista Energy’s work. Our team has started working with an independent firm to assess solutions to reduce our concrete-related emissions through multiple areas of work, such as better design of foundations to reduce the amount of concrete, using concrete with a better carbon footprint (e.g. in plants operating on low-carbon electricity rather than fossil fuels), and more



# Commitment #10

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

To dismantle the Trébry and Lanfains wind farms in Brittany (France), Kallista Energy drew on the expertise of the Breton recycler Guyot Environnement for the recycling or recovery of wind turbine components. The blades of the old wind turbines of these two farms were mainly made up of wood. The recycling of wood and the recovery of energy from the fibreglass proved to be the most suitable solution.

Thanks to Guyot Environnement’s industrial processes, most of this wood was recovered and recycled as wood panels. Smaller pieces as well as fibreglass and resins are in the same recovery chain as non-hazardous industrial waste (inert and non-hazardous waste). They were transformed into Refuse Derived Fuel (RDF), which will serve as energy for boilers or cement plants to replace fossil fuels.

watch the video ▶



### Educational resources to put an end to the misconceptions about the end of life of wind blades

What happens to the blades of dismantled wind turbines? In order to answer this question and to put an end to the false information that the blades end up in giant cemeteries in France, Kallista Energy has taken advantage of the repowering projects in Brittany to contribute to the teaching on wind turbine dismantling. A series of videos that retrace the major stages of the project and that allow us to dispel preconceived ideas, notably on what happens to the foundations and blades of old wind turbines are now available to all.



### Objectives

#### 2022

- ▶ Kallista Energy will continue to rely on the expertise of recyclers to find the most suitable solution for dismantled blades. We also remain attentive to technological advances
- ▶ Study the environmental impact of fibreglass recycling compared with recovery for use as Refuse Derived Fuel (RDF) for our upcoming dismantlings







## Our social commitments



# Commitment #11

## Guarantee the safety of people and our equipment

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

News

2021

- ▶ Obtaining triple ISO 9001, 14001, and 45001 certification for our Operations department
- ▶ Setting up safety awareness workshops for employees (distribution of a leaflet on safety at work, etc.)
- ▶ Raising awareness of road hazards (Centaure training) for travelling employees
- ▶ Training four employees working in Lyon and Bordeaux (in shared workspaces) in first aid
- ▶ Updating our security procedures to adapt them to the new Paris headquarters and organising an evacuation exercise for the new premises
- ▶ Conducting a wind turbine evacuation exercise with firefighters in Normandy and exercises to set up “emergency kits” in wind turbines (France)
- ▶ Contacting the fire brigades (SDIS) of several departments in France (Aisne, Côtes d’Armor, Eure-et-Loir, Finistère, Oise, etc.) in order to communicate to them the precise locations of our wind turbines, contribute to the completeness of ETARES plans, and offer them the use of our wind turbines for evacuation exercises
- ▶ Recruiting a new employee to reinforce our operations team, particularly for regulatory inspections
- ▶ One workplace accident (car accident between home and office) in 2021

Objectives

2022

- ▶ Recruit a QHSE\* manager
- ▶ In line with ISO 45001 certification, ensure proven compliance with:
  - The French Labour Code
  - The ICPE (Classified installations for the protection of the environment) regulations to which wind farms are subject
  - The rapidly evolving legislation on health, safety at work, and environmental protection
- ▶ Cope with the growth of the company in terms of workforce and wind and solar farms
- ▶ Integrate security issues related to charging infrastructure
- ▶ 0 workplace accident

\*Quality, hygiene, safety and environment

### A HIGH-FLYING EXERCISE WITH FIREFIGHTERS IN NORMANDY (FRANCE)

In October 2021, the GRIMP teams of SDIS 27 and 76 conducted two days of rescue and evacuation exercises by helicopter from the platform of a wind turbine in Eure. These exercises took place at our Campigny wind farm. The purpose of these exercises was to enable firefighters to consider the best options (rappelling, helicopter evacuation, etc.) in the event of an intervention at the top of a wind turbine. The ballet of the “Dragon 76” helicopter drew the attention of local residents, impressed by the dexterity of the firefighters!



◀ watch the video





# Commitment #12

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

The relocation of Kallista Energy's Paris headquarters was one of the highlights of team life in 2021. In 2020, 94% of employees expressed their satisfaction with Kallista Energy in a survey\* conducted by an external firm. The atmosphere as well as the working environment had emerged as important elements in the eyes of employees. Consequently, the management of the relocation of Kallista Energy's Paris headquarters in 2021 was a subject in which employees were involved to maintain team cohesion. Kallista Energy had occupied the previous offices for more than 10 years.

The comments made by employees were included in the specifications submitted to the agency responsible for fitting out our new premises: no open space, a larger lounge, and more meeting rooms.

The same attention is paid to the choice of shared workspaces for our employees outside the Paris region.



Achievements

2021

- ▶ Taking into account employees' comments in the layout of the new Paris headquarters
- ▶ Organisation of a "Climate Fresk" workshop for all employees in order to raise their awareness of climate issues and support them in their individual carbon trajectory [Fresk hosted by the Planète Urgence organisation]
- ▶ Partnership with "Trust Society" to give our employees special rates. Trust Society is an online sales platform that offers French products to replace all everyday products with sustainable alternatives
- ▶ Implementation of an ad hoc teleworking
- ▶ Opening of an office in Hamburg, Germany. Choice of the office and location followed the recommendations of German colleagues

Objectives

2022

- ▶ Organise a face-to-face team seminar, health conditions permitting, after two years without a meeting of all staff due to the COVID-19 pandemic
- ▶ Propose a new workshop to the team following the "Climate Fresk" workshop to encourage climate actions also at an individual level

\* Online poll conducted from 21 October to 9 November 2020 by People Vox.

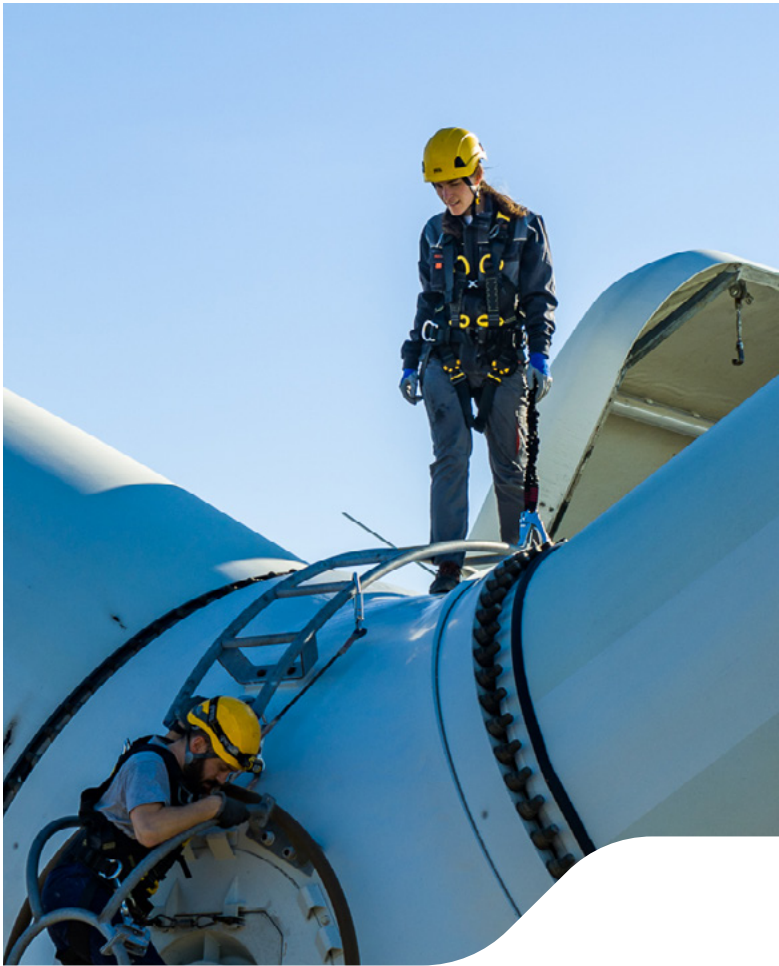
# Commitment #13

## Ensure diversity and gender equality within our company

The growth of Kallista Energy's activities is accompanied by a strengthening of the team. Six new employees were recruited in 2021. Our recruitment policy remains to focus on the potential of candidates rather than systematically on experience. In addition, we favour increases in responsibility or internal transfers in teams that are expanding or in the deployment of our new activities to give our employees new perspectives.

In 2021, our team increased from 35% to 38% women. This figure is still higher than the average for women in the electricity and gas sector, which is around 27%.

Our recruitment procedures strictly respect the laws in force to avoid any form of discrimination.



Objectives

2022

- ▶ Maintain our recruitment process involving several team members to avoid any discrimination, even unconscious
- ▶ Favour internal transfers and promotions



# Commitment #14

## Work together with local stakeholders

In line with its commitment to work closely with the rural communities where it develops projects, Kallista Energy continues to strengthen its consultation tools. Our digital information portal is a new space for dialogue and continuous exchange with people living in the vicinity of our projects, in addition to the meetings we offer them in the field. Misinformation about renewable energy and climate change is rampant on social networks. Communication on social media and digital platforms has become unavoidable for presenting the facts and bringing objectivity back into the debate.



Achievements

2021

- Deployment of our digital portal for people living in the vicinity of our projects. The portal is accessible on the Internet and also as a mobile app to offer a simple and continuous means of communication with people living near our parks
- Several door-to-door information campaigns in municipalities where we develop projects to ensure that all residents are properly informed (directly by our teams or through a specialised firm)
- Organisation of information meetings very early in the development phase of our projects in order to exchange information with local residents
- Distribution of a newsletter providing an annual review to each municipality that hosts one of our wind or solar parks
- Strengthening of our on-call procedure so that our Operations team can be reached at any time (single number per region)
- Partnership with the French National Forest Office for the restoration of 5 hectares in the Eu forest (Normandy, France)

Objectives

2022

- Include our digital information portal in a process of continuous improvement in order to make the tool more efficient and easier to use for people living near our projects
- Increase visibility of our information portal to reach a larger number of local residents
- Organise open days for our Trébry and Lanfains wind farms following their repowering
- Offer activities on the theme of renewable energies to schools that ask us
- Renew our partnership with the ONF-Agir pour la forêt fund

# Engagement #15

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

In 2021, Kallista Energy paid around 3,4 million euros in taxes to local authorities in connection with the activity of its wind and solar farms. This amount has been rising in recent years with the growth of our portfolio. Moreover, our company is regularly called upon by rural municipalities to support local actions. This demonstrates the identification of the wind or solar farm as an economic activity in its own right by the municipalities in which our company operates.

Kallista Energy concentrates its efforts on actions aimed at raising awareness of the need for an energy transition and energy restraint, collective sports activities, or promoting soft mobility: trails, cycling races, sports clubs, etc. We set out our long-term vision for our renewable energy projects in our support for local actions. As a result, our engagement with local organisations typically spans over several years, and we divide our efforts into several initiatives rather than a large-scale media action.

In addition, Kallista Energy has initiated a partnership with the French National Forest Office – Agir pour la forêt endowment fund since 2020. The objective of

this partnership is to support projects that contribute to the resilience of ecosystems and the preservation of biodiversity



Restoration of 5 hectares of forest in Normandy with the ONF-Agir pour la forêt fund



Located within Normandy and Picardy, in Le Petit Caux, the Eu Forest ranges over 30 kilometres, from the region of Eu to the Neufchâtel-en-Bray and Aumale regions. With its revegetated wooded marshes, borders, clearings, and old wetlands, the forest is home to remarkable habitats that have fostered the development of a variety of fauna and flora.

Kallista Energy signed a sponsorship agreement with the ONF-Agir Pour la Forêt endowment fund, created by the French National Forest Office (ONF) to restore five hectares of the Eu Forest in Seine-Maritime. The trees on these plots, which were destroyed by the Eleanor storm in 2018, had to be cut down following bark beetle attacks.



« The ONF-Agir pour la forêt fund thanks Kallista Energy for its commitment to the preservation of public forests. Forests are currently faced with major climatic and health hazards. The support of all stakeholders in society to deal with it is essential »

Frédérique Lecomte, Director of the ONF- Agir pour la forêt fund..

The trees planted thanks to Kallista Energy will enable around 100 tonnes of CO<sub>2</sub> to be sequestered over 30 years. In addition to planting, the ONF's teams will be able to track the plots for 5 years, thanks to the support of Kallista Energy. Some members of the Kallista Energy team were able to go to the Eu forest to lend a hand to the ONF teams.





## Our commitments for governance



# Commitment #16

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

In terms of governance, 2021 was marked by the appointment of an independent Chairman for our Supervisory Committee: Jeroen de Haas. Jeroen brings his extensive knowledge of the European renewable energy sector to Kallista Energy.

He is the co-founder of Groendus, a company specialising in metering data, smart energy platforms, and solar energy in the Netherlands. Jeroen was previously the Managing Director of Eneco, a major energy player in Europe, where he contributed to the development of activities in Germany and the Netherlands.

He is also actively involved in achieving corporate sustainability goals as a member of the industry panel of APG, one of Kallista Energy's institutional shareholders, and through his supervisory roles in a number of companies, including Royal Wagenborg, the Port of Amsterdam, and Brisa.



« I am very happy to join the Kallista Energy team. During the last months, it was already a joy to work together with the highly skilled and dedicated team. I warmly thank Jan-Willem Ruisbroek for his work as former Chairman of the Supervisory Board of Kallista Energy and the shareholders for their trust. I look forward to further cooperation for the growth of Kallista Energy in Europe in wind and solar energy but also in charging infrastructure for electric vehicles

Jeroen de Haas,  
Chairman of the Supervisory Board of Kallista Energy

»

Achievements

2021

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

Objectives

2022

- Create an Executive Committee, in addition to the Executive Board, to integrate the Germany Country Director into the group's decision-making process
- Organise a general meeting of shareholders physically bringing together all employee shareholders
- Offer the possibility to employees who arrived after the opening of the company's capital in 2020 to become shareholders
- Comply with the required frequency of CSE meetings (12 per year), Executive Board meetings (minimum of 4 per year), and Supervisory Committee meetings (4 per year)

# Commitment #17

## Prevent fraud

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

The Kallista Energy Code of Conduct, defined in 2018, provides a framework for all negotiations necessary for the development of our projects and specifies, for example, the actions to be avoided in the negotiation of rents for the installation of our wind turbines.

Our managers ensure that the team is constantly aware of these rules and abide to them.



Achievements

2021

- Zero deviations from the anti-fraud code of conduct

Objectives

2022

- Zero deviations from the anti-fraud code of conduct



# Commitment #18

## Prevent management risks

Kallista Energy has implemented a documented and systematic internal control of its business. Our finance team has deployed the necessary management tools necessary to strengthen internal control (commitments, expense reports, etc.). It ensures that all the company's employees s abide by the internal rules to maintain the perfect financial and accounting integrity of the group.



Achievements

2021

- Recruitment of an additional management controller

Objectives

2022

- Maintain our internal audit procedure to verify the proper application of internal control rules. Annual audit by rotating theme

# Commitment #19

## Promote cybersecurity

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



Achievements

2021

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

Objectives

2022

- Recruit an IT manager to further strengthen Kallista Energy's cybersecurity and ensure the company's IT resilience (activity monitoring plan in the event of a cyber attack, etc.)



# 2021 CSR Report

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FRANCE – GERMANY – NETHERLANDS

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